

# 2016-17 Cost Allocation Plan, Compensation Plan and Schedule of City Fees



**City of Brentwood**  
150 City Park Way  
Brentwood, CA 94513



HERITAGE ■ VISION ■ OPPORTUNITY

# List of Principal Officials

## City Officials

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

## Executive Team

Gustavo “Gus” Vina..... City Manager  
Kerry Breen ..... City Treasurer/Director of Administrative Services  
Damien Brower ..... City Attorney  
Mark Evenson..... Chief of Police  
Casey McCann ..... Director of Community Development  
Bruce Mulder..... Director of Parks and Recreation  
Miki Tsubota..... Director of Public Works/City Engineer

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

### **Indirect Cost Allocation – Methodology and Assumptions**

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

- Department overhead
- Citywide overhead

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

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

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

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

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

**Exhibit A**

<b>Assumptions Supporting Overhead Calculations</b>		
<b>Management Positions/Support</b>	<b>Non-Personnel Costs</b>	
<b>Community Development</b>		
Director of Community Development (90%) Administrative Supervisor (75%) Senior Planner (60%) Associate Planner (40%) Assistant Planner (40%) Administrative Secretary Administrative Assistant (90%)	Building Planning Housing	
<b>Public Works</b>		
Director of Public Works (PW)/City Engineer (98%) Assistant Director of PW/Assistant City Engineer (98%) Assistant Director of PW/Operations (95%) Administrative Supervisor – Engineering Administrative Supervisor – Public Works (80%)	Development Engineering Traffic and Transportation Capital Improvement Program Administration Street Maintenance Solid Waste Enterprise Water Enterprise Wastewater Enterprise	
<b>Parks and Recreation</b>		
Director of Parks and Recreation (95%) Park/Maintenance Manager (33%) Administrative Supervisor	Recreation Administration City Pool Community Center Senior Programs Brentwood Senior Activity Center Landscape Operations	
<b>Police</b>		
Police Chief Police Captain Executive Assistant Accounting Technician Administrative Assistant	Police Dispatch	
<b>Other Citywide</b>		
City Manager * Economic Development City Clerk Human Resources	City Attorney Business Services Financial Services	Community Services Non-Departmental Operational Transfers Out

\*Does not include City Manager salary

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**

<b>Departmental and Other Overhead Factors</b>	
Community Development	132.21%
Public Works	105.49%
Parks and Recreation	92.00%
Police	52.98%
Other Citywide	22.46%

**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 (or after 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 lower 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 ("Regulations") requires the City's Compensation Plan ("The 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](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](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 7/1/16

<b><u>BARGAINING UNIT AND POSITION</u></b>	<b><u>MONTHLY COMPENSATION</u></b>				
	<b><u>STEP A</u></b>	<b><u>STEP B</u></b>	<b><u>STEP C</u></b>	<b><u>STEP D</u></b>	<b><u>STEP E</u></b>
<b><u>Directors, Assistant Directors (at-will), Unrepresented Contract</u></b>					
Assistant City Attorney	11,802.22	12,392.33	13,011.94	13,662.54	14,345.67
Assistant City Manager	13,510.79	14,186.33	14,895.64	15,640.43	16,422.45
Assistant Community Development Director	11,802.22	12,392.33	13,011.94	13,662.54	14,345.67
Assistant Director of Administrative Services	12,126.88	12,733.22	13,369.89	14,038.38	14,740.30
Assistant Director of Public Works/Engineering or Operations	12,126.88	12,733.22	13,369.89	14,038.38	14,740.30
Assistant Parks and Recreation Director	9,794.37	10,284.09	10,798.29	11,338.21	11,905.12
City Attorney					19,092.53
City Manager					19,532.25
City Treasurer/Director of Administrative Services	13,510.79	14,186.33	14,895.64	15,640.43	16,422.45
Deputy City Attorney	9,014.45	9,465.17	9,938.43	10,435.35	10,957.12
Deputy Director of Public Works/Operations	11,033.18	11,584.83	12,164.08	12,772.28	13,410.89
Director of Community Development	13,133.52	13,790.20	14,479.71	15,203.70	15,963.88
Director of Human Resources/Risk Manager	13,133.52	13,790.20	14,479.71	15,203.70	15,963.88
Director of Parks and Recreation	13,133.52	13,790.20	14,479.71	15,203.70	15,963.88
Director of Public Works/City Engineer	13,947.91	14,645.30	15,377.57	16,146.45	16,953.77
Police Captain	12,060.78	12,663.82	13,297.01	13,961.86	14,659.95
Police Chief	14,195.14	14,904.90	15,650.14	16,432.65	17,254.28
<b><u>Lieutenants</u></b>					
Police Lieutenant	10,509.68	11,035.16	11,586.92	12,166.26	12,774.58
<b><u>Managers and Confidential Employees</u></b>					
Accounting Manager	8,753.26	9,190.93	9,650.47	10,133.00	10,639.65
Chief Building Official	10,773.81	11,312.50	11,878.12	12,472.03	13,095.63
Chief Financial Operations Officer	9,627.50	10,108.88	10,614.32	11,145.04	11,702.29
Chief Information Systems Officer	10,755.67	11,293.45	11,858.12	12,451.03	13,073.58
City Clerk	9,389.90	9,859.39	10,352.36	10,869.98	11,413.48
Economic Development Manager	10,773.81	11,312.50	11,878.12	12,472.03	13,095.63
Economic Development/Planning Manager	10,773.81	11,312.50	11,878.12	12,472.03	13,095.63
Engineering Manager	10,565.22	11,093.48	11,648.16	12,230.57	12,842.09
Fleet/Facilities Maintenance Manager	8,575.51	9,004.29	9,454.50	9,927.23	10,423.59
Human Resources Manager	9,389.90	9,859.39	10,352.36	10,869.98	11,413.48
Park/Maintenance Manager	8,967.29	9,415.65	9,886.44	10,380.76	10,899.80
Planning Manager	10,773.81	11,312.50	11,878.12	12,472.03	13,095.63
Purchasing Manager	6,919.54	7,265.52	7,628.79	8,010.23	8,410.74
Records Manager	6,333.69	6,650.38	6,982.90	7,332.04	7,698.64
Recreation Manager	7,862.70	8,255.84	8,668.63	9,102.06	9,557.16
Solid Waste Manager	8,693.41	9,128.08	9,584.48	10,063.71	10,566.89
Streets Manager	8,575.51	9,004.29	9,454.50	9,927.23	10,423.59
Wastewater Operations Manager	8,771.40	9,209.97	9,670.47	10,153.99	10,661.69
Water Operations Manager	8,771.40	9,209.97	9,670.47	10,153.99	10,661.69
<b><u>Professional and Supervisor Employees</u></b>					
Accountant I	6,003.05	6,303.20	6,618.36	6,949.28	7,296.75
Accountant II	6,618.36	6,949.28	7,296.75	7,661.58	8,044.66
Assistant City Clerk	6,333.69	6,650.38	6,982.90	7,332.04	7,698.64
Assistant Engineer	7,548.81	7,926.25	8,322.56	8,738.69	9,175.62
Assistant Planner	6,970.90	7,319.44	7,685.41	8,069.69	8,473.17
Associate Engineer	8,322.56	8,738.69	9,175.62	9,634.40	10,116.12

**COMPENSATION PLAN** Effective 7/1/16

<u>BARGAINING UNIT AND POSITION</u>	<u>MONTHLY COMPENSATION</u>				
	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<b><u>Professional and Supervisor Employees (Continued)</u></b>					
Associate Planner	7,685.41	8,069.69	8,473.17	8,896.83	9,341.67
Facilities Maintenance Supervisor	6,571.30	6,899.86	7,244.85	7,607.10	7,987.45
Geographic Information Systems Coordinator	8,729.69	9,166.17	9,624.48	10,105.70	10,610.99
Grants Program Manager	7,612.40	7,993.02	8,392.67	8,812.31	9,252.92
Housing Analyst	7,684.95	8,069.20	8,472.66	8,896.29	9,341.11
Information Systems Specialist	7,833.68	8,225.37	8,636.63	9,068.47	9,521.89
Management Analyst	7,672.26	8,055.87	8,458.66	8,881.60	9,325.68
Park/Maintenance Supervisor	6,571.30	6,899.86	7,244.85	7,607.10	7,987.45
Parks Planner	7,684.95	8,069.20	8,472.66	8,896.29	9,341.11
Principal Planner	9,742.46	10,229.58	10,741.06	11,278.11	11,842.02
Project Manager/Economic Development	8,834.88	9,276.63	9,740.46	10,227.48	10,738.86
Recreation Supervisor	6,553.16	6,880.82	7,224.86	7,586.10	7,965.41
Regulatory Compliance Supervisor	7,684.95	8,069.20	8,472.66	8,896.29	9,341.11
Senior Accountant	7,661.58	8,044.66	8,446.90	8,869.24	9,312.70
Senior Analyst	8,836.70	9,278.53	9,742.46	10,229.58	10,741.06
Senior Associate Engineer	8,738.69	9,175.62	9,634.40	10,116.12	10,621.93
Senior Engineer	9,603.92	10,084.12	10,588.33	11,117.74	11,673.63
Senior Planner	8,836.70	9,278.53	9,742.46	10,229.58	10,741.06
Solid Waste Supervisor	7,246.02	7,608.32	7,988.74	8,388.17	8,807.58
Streets Supervisor	7,460.04	7,833.05	8,224.70	8,635.93	9,067.73
Wastewater Treatment Plant Supervisor	7,684.95	8,069.20	8,472.66	8,896.29	9,341.11
Water Distribution Supervisor	7,684.95	8,069.20	8,472.66	8,896.29	9,341.11
Water Production Supervisor	7,684.95	8,069.20	8,472.66	8,896.29	9,341.11
Webmaster	6,582.18	6,911.29	7,256.85	7,619.70	8,000.68
<b><u>Office Employees</u></b>					
Accounting Assistant I	4,127.35	4,333.71	4,550.40	4,777.92	5,016.82
Accounting Assistant II	4,550.40	4,777.92	5,016.82	5,267.66	5,531.04
Accounting Specialist	6,014.47	6,315.19	6,630.95	6,962.50	7,310.62
Accounting Technician	5,234.55	5,496.27	5,771.09	6,059.64	6,362.62
Administrative Assistant I	3,907.38	4,102.75	4,307.89	4,523.28	4,749.45
Administrative Assistant II	4,307.89	4,523.28	4,749.45	4,986.92	5,236.27
Administrative Secretary	4,986.92	5,236.27	5,498.08	5,772.98	6,061.63
Administrative Supervisor	5,486.66	5,760.99	6,049.04	6,351.50	6,669.07
Building Inspector I	6,358.99	6,676.94	7,010.79	7,361.33	7,729.40
Building Inspector II	7,010.79	7,361.33	7,729.40	8,115.87	8,521.66
Code Enforcement Officer I	5,961.06	6,259.11	6,572.07	6,900.67	7,245.70
Code Enforcement Officer II	6,572.07	6,900.67	7,245.70	7,607.99	7,988.39
Community Development Specialist	6,941.31	7,288.37	7,652.79	8,035.43	8,437.20
Community Development Technician	5,736.96	6,023.81	6,325.00	6,641.25	6,973.31
Community Service Officer I	4,521.29	4,747.35	4,984.72	5,233.95	5,495.65
Community Service Officer II	4,984.72	5,233.95	5,495.65	5,770.43	6,058.95
Construction Inspector I	6,358.99	6,676.94	7,010.79	7,361.33	7,729.40
Construction Inspector II	7,010.79	7,361.33	7,729.40	8,115.87	8,521.66
Engineering Services Specialist	7,365.73	7,734.02	8,120.72	8,526.75	8,953.09
Engineering Technician	6,404.43	6,724.65	7,060.88	7,413.93	7,784.62
Executive Assistant	6,032.61	6,334.24	6,650.95	6,983.50	7,332.67
Finance/Special Projects Coordinator	6,397.17	6,717.03	7,052.88	7,405.53	7,775.81
Human Resources Assistant I	4,497.29	4,722.15	4,958.26	5,206.17	5,466.48

**COMPENSATION PLAN** Effective 7/1/16

<b><u>BARGAINING UNIT AND POSITION</u></b>	<b><u>MONTHLY COMPENSATION</u></b>				
	<b><u>STEP A</u></b>	<b><u>STEP B</u></b>	<b><u>STEP C</u></b>	<b><u>STEP D</u></b>	<b><u>STEP E</u></b>
<b><u>Office Employees (Continued)</u></b>					
Human Resources Assistant II	4,958.26	5,206.17	5,466.48	5,739.81	6,026.80
Human Resources Specialist	6,397.17	6,717.03	7,052.88	7,405.53	7,775.81
Information Systems Technician	6,270.21	6,583.72	6,912.91	7,258.55	7,621.48
Parks Planning Technician	5,736.96	6,023.81	6,325.00	6,641.25	6,973.31
Permit Services Specialist	7,010.23	7,360.74	7,728.78	8,115.22	8,520.98
Plan Check Engineer	7,710.35	8,095.86	8,500.66	8,925.69	9,371.97
Police Dispatcher	5,548.61	5,826.04	6,117.34	6,423.21	6,744.37
Police Dispatch Supervisor	6,710.45	7,045.97	7,398.27	7,768.18	8,156.59
Police Records Clerk I	4,305.32	4,520.59	4,746.61	4,983.95	5,233.14
Police Records Clerk II	4,746.61	4,983.95	5,233.14	5,494.80	5,769.54
Project Services Specialist	6,694.63	7,029.36	7,380.83	7,749.87	8,137.37
Records Supervisor	6,003.59	6,303.77	6,618.95	6,949.90	7,297.40
Recreation Coordinator	5,700.69	5,985.72	6,285.01	6,599.26	6,929.22
Right-of-Way Specialist	6,941.31	7,288.37	7,652.79	8,035.43	8,437.20
Safety/Special Projects Coordinator	6,397.17	6,717.03	7,052.88	7,405.53	7,775.81
Senior Building Inspector	7,710.35	8,095.86	8,500.66	8,925.69	9,371.97
Senior Code Enforcement Officer	7,226.07	7,587.37	7,966.74	8,365.08	8,783.33
Senior Community Service Officer	5,729.71	6,016.19	6,317.00	6,632.85	6,964.49
Senior Construction Inspector	7,710.35	8,095.86	8,500.66	8,925.69	9,371.97
Senior Police Records Clerk	5,495.73	5,770.52	6,059.04	6,361.99	6,680.09
Senior Technician	6,308.30	6,623.71	6,954.90	7,302.65	7,667.78
Technical Assistant I	4,721.25	4,957.32	5,205.18	5,465.44	5,738.71
Technical Assistant II	5,205.18	5,465.44	5,738.71	6,025.65	6,326.93
<b><u>Public Works - Maintenance</u></b>					
Collection System Worker I	5,089.20	5,343.65	5,610.84	5,891.38	6,185.95
Collection System Worker II	5,610.84	5,891.38	6,185.95	6,495.25	6,820.01
Cross-Connection Control Specialist	5,892.95	6,187.59	6,496.97	6,821.82	7,162.91
Electrician	6,123.29	6,429.46	6,750.93	7,088.48	7,442.90
Equipment Mechanic	5,762.35	6,050.47	6,353.00	6,670.65	7,004.18
Facilities Maintenance Worker I	4,519.29	4,745.25	4,982.51	5,231.64	5,493.22
Facilities Maintenance Worker II	4,982.51	5,231.64	5,493.22	5,767.88	6,056.27
Park/Maintenance Worker I	4,519.29	4,745.25	4,982.51	5,231.64	5,493.22
Park/Maintenance Worker II	4,982.51	5,231.64	5,493.22	5,767.88	6,056.27
Purchasing Assistant	5,755.10	6,042.85	6,345.00	6,662.25	6,995.36
Senior Collection System Worker	6,185.95	6,495.25	6,820.01	7,161.01	7,519.06
Senior Equipment Mechanic	6,353.00	6,670.65	7,004.18	7,354.39	7,722.11
Senior Park/Maintenance Worker	5,493.22	5,767.88	6,056.27	6,359.09	6,677.04
Senior Solid Waste Equipment Operator	6,052.26	6,354.88	6,672.62	7,006.25	7,356.56
Senior Street Maintenance Worker	5,726.08	6,012.38	6,313.00	6,628.65	6,960.08
Senior Water Distribution Worker	6,501.93	6,827.03	7,168.38	7,526.80	7,903.14
Senior Water Service Worker	5,891.84	6,186.43	6,495.76	6,820.54	7,161.57
Solid Waste Equipment Operator I	4,979.21	5,228.17	5,489.58	5,764.06	6,052.26
Solid Waste Equipment Operator II	5,489.58	5,764.06	6,052.26	6,354.88	6,672.62
Street Maintenance Worker I	4,519.29	4,745.25	4,982.51	5,231.64	5,493.22
Street Maintenance Worker II	4,982.51	5,231.64	5,493.22	5,767.88	6,056.27
Street Sweeper Operator	5,229.11	5,490.56	5,765.09	6,053.34	6,356.01
Utilities Maintenance Mechanic	6,533.21	6,859.87	7,202.86	7,563.00	7,941.15
Wastewater Laboratory Technician I	5,551.12	5,828.68	6,120.11	6,426.12	6,747.42

**COMPENSATION PLAN** Effective 7/1/16

<u>BARGAINING UNIT AND POSITION</u>	<u>MONTHLY COMPENSATION</u>				
	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<b><u>Public Works - Maintenance (Continued)</u></b>					
Wastewater Laboratory Technician II	6,120.11	6,426.12	6,747.42	7,084.79	7,439.03
Wastewater Treatment Plant Operator Assistant	4,349.43	4,566.90	4,795.24	5,035.00	5,286.75
Wastewater Treatment Plant Operator I	5,286.75	5,551.09	5,828.65	6,120.08	6,426.08
Wastewater Treatment Plant Operator II	5,828.65	6,120.08	6,426.08	6,747.39	7,084.76
Wastewater Treatment Plant Operator III	6,426.08	6,747.39	7,084.76	7,438.99	7,810.94
Water Conservation Specialist	5,343.37	5,610.54	5,891.07	6,185.62	6,494.90
Water Distribution Worker I	5,349.15	5,616.61	5,897.44	6,192.31	6,501.93
Water Distribution Worker II	5,897.44	6,192.31	6,501.93	6,827.03	7,168.38
Water Production Worker I	5,093.19	5,347.85	5,615.25	5,896.01	6,190.81
Water Production Worker II	5,615.25	5,896.01	6,190.81	6,500.35	6,825.37
Water Service Worker I	4,847.23	5,089.60	5,344.07	5,611.28	5,891.84
Water Service Worker II	5,344.07	5,611.28	5,891.84	6,186.43	6,495.76
<b><u>Police</u></b>					
Police Officer	6,935.88	7,282.68	7,646.81	8,029.15	8,430.61
Police Officer - Special Assignment	7,282.68	7,646.81	8,029.15	8,430.61	8,852.14
Police Sergeant	8,231.41	8,642.98	9,075.13	9,528.88	10,005.33
Police Sergeant - Special Assignment	8,642.98	9,075.13	9,528.88	10,005.33	10,505.60

## **ECONOMIC CONSIDERATIONS**

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

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

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

## **METHODOLOGY**

Based upon time estimates, a model of departmental activities is developed and then reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the City's 2016/17 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 Park 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 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 2 CFR PART 200**

- **2 CFR Part 200** – The Cost Allocation Plan was developed using the guidelines of 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, Subpart F. The 2 CFR Part 200 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. In accordance with 2 CFR Part 200, the City has excluded certain costs such as those related to the legislative function, capital, investment fees and City Manager’s salary 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 would be prepared for purposes of federal award programs. The City’s Certificate of Cost Allocation Plan can be found on page 267 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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**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 reviewed and adjusted for proper inclusion or exclusion per 2 CFR Part 200 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
<b>Citywide</b>				
City Manager (a)	\$550,274	\$171,361	\$0	\$721,635
Economic Development (a)	\$562,733	\$297,916	\$0	\$860,649
City Clerk (a)	\$302,661	\$182,951	\$0	\$485,612
Human Resources (a)	\$433,144	\$294,938	\$0	\$728,082
City Attorney (a)	\$813,306	\$356,060	\$0	\$1,169,366
Financial Services (a)	\$708,987	\$265,697	\$0	\$974,684
Business Services (a)	\$795,303	\$432,392	\$0	\$1,227,695
Community Services (a)	\$0	\$645,917	\$0	\$645,917
Non-Departmental (a)	\$0	\$1,023,779	\$0	\$1,023,779
Operational Transfers Out (a)	\$0	\$494,505	\$0	\$494,505
<b>Community Development</b>				
Building	\$1,405,576	\$999,566	\$0	\$2,405,142
Planning	\$1,087,893	\$313,886	\$0	\$1,401,779
Housing	\$339,784	\$681,196	\$0	\$1,020,980
<b>Police</b>				
Police	\$16,361,485	\$6,808,276	\$10,200	\$23,179,961
<b>Parks and Recreation</b>				
Recreation Administration	\$1,543,516	\$498,036	\$2,500	\$2,044,052
City Pool	\$390,698	\$453,715	\$0	\$844,413
Community Center	\$52,112	\$523,452	\$0	\$575,564
Senior Programs	\$153,808	\$73,265	\$0	\$227,073
Brentwood Senior Activity Center	\$28,951	\$222,778	\$0	\$251,729
Landscape Operations	\$470,424	\$666,244	\$0	\$1,136,668
<b>Public Works</b>				
Solid Waste Enterprise	\$3,495,678	\$8,185,839	\$207,490	\$11,889,007
Water Enterprise	\$3,739,163	\$17,025,703	\$1,289,226	\$22,054,092
Wastewater Enterprise	\$2,793,345	\$7,036,628	\$879,179	\$10,709,152
Street Maintenance	\$1,802,518	\$1,517,386	\$0	\$3,319,904
Development Engineering	\$1,066,952	\$552,823	\$1,100	\$1,620,875
Traffic and Transportation	\$418,089	\$274,303	\$250	\$692,642
Capital Improvement Program Administration	\$813,512	\$373,363	\$2,000	\$1,188,875

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

## **Hourly Rates by Classification:**

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

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

**Accountant I**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$6,003.05 /Month</b>		<b>\$40.02 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,096.04					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	56.25					
Life Insurance	0.000205	22.15					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	230.06					
Workers Comp.	0.058120	348.90					
Vision Benefit		34.68					
Medicare	0.014500	87.04					
					51.25%	22.46%	
					<b>Department</b>	<b>Citywide</b>	
					<b>Overhead</b>	<b>Overhead</b>	
	<b>Total Benefits</b>	<b>\$4,726.42</b>	<b>78.73%</b>	<b>\$71.53</b>	<b>\$36.66</b>	<b>\$16.06</b>	<b>\$124.25</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$128,753.64</u></b>			

  

<b>Step B</b>		<b>\$6,303.20 /Month</b>		<b>\$42.02 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,805.83</b>	<b>76.24%</b>	<b>\$74.06</b>	<b>\$37.96</b>	<b>\$16.63</b>	<b>\$128.65</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$133,308.41</u></b>			

  

<b>Step C</b>		<b>\$6,618.36 /Month</b>		<b>\$44.12 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,889.21</b>	<b>73.87%</b>	<b>\$76.72</b>	<b>\$39.32</b>	<b>\$17.23</b>	<b>\$133.27</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$138,090.91</u></b>			

  

<b>Step D</b>		<b>\$6,949.28 /Month</b>		<b>\$46.33 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,976.76</b>	<b>71.62%</b>	<b>\$79.51</b>	<b>\$40.75</b>	<b>\$17.85</b>	<b>\$138.11</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$143,112.54</u></b>			

  

<b>Step E</b>		<b>\$7,296.75 /Month</b>		<b>\$48.64 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,068.69</b>	<b>69.47%</b>	<b>\$82.44</b>	<b>\$42.25</b>	<b>\$18.51</b>	<b>\$143.20</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$148,385.25</u></b>			

**Accountant I**  
**Department: Parks and Recreation**

<b>Step A</b>		<b>\$6,003.05 /Month</b>		<b>\$40.02 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,096.04					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	56.25					
Life Insurance	0.000205	22.15					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	230.06					
Workers Comp.	0.058120	348.90					
Vision Benefit		34.68					
Medicare	0.014500	87.04					
					92.00%	22.46%	
					<b>Department</b>	<b>Citywide</b>	
					<b>Overhead</b>	<b>Overhead</b>	
	<b>Total Benefits</b>	<b>\$4,726.42</b>	<b>78.73%</b>	<b>\$71.53</b>	<b>\$65.81</b>	<b>\$16.06</b>	<b>\$153.40</b>
				<b>Annual Salary + Benefits</b>	<b>\$128,753.64</b>		
<b>Step B</b>							
					<b>\$6,303.20 /Month</b>	<b>\$42.02 /Hour</b>	
	<b>Total Benefits</b>	<b>\$4,805.83</b>	<b>76.24%</b>	<b>\$74.06</b>	<b>\$68.14</b>	<b>\$16.63</b>	<b>\$158.83</b>
				<b>Annual Salary + Benefits</b>	<b>\$133,308.41</b>		
<b>Step C</b>							
					<b>\$6,618.36 /Month</b>	<b>\$44.12 /Hour</b>	
	<b>Total Benefits</b>	<b>\$4,889.21</b>	<b>73.87%</b>	<b>\$76.72</b>	<b>\$70.58</b>	<b>\$17.23</b>	<b>\$164.53</b>
				<b>Annual Salary + Benefits</b>	<b>\$138,090.91</b>		
<b>Step D</b>							
					<b>\$6,949.28 /Month</b>	<b>\$46.33 /Hour</b>	
	<b>Total Benefits</b>	<b>\$4,976.76</b>	<b>71.62%</b>	<b>\$79.51</b>	<b>\$73.15</b>	<b>\$17.85</b>	<b>\$170.51</b>
				<b>Annual Salary + Benefits</b>	<b>\$143,112.54</b>		
<b>Step E</b>							
					<b>\$7,296.75 /Month</b>	<b>\$48.64 /Hour</b>	
	<b>Total Benefits</b>	<b>\$5,068.69</b>	<b>69.47%</b>	<b>\$82.44</b>	<b>\$75.84</b>	<b>\$18.51</b>	<b>\$176.79</b>
				<b>Annual Salary + Benefits</b>	<b>\$148,385.25</b>		

**Accountant II**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$6,618.36 /Month</b>		<b>\$44.12 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,208.38					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	62.01					
Life Insurance	0.000205	24.42					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	242.37					
Workers Comp.	0.058120	384.66					
Vision Benefit		34.68					
Medicare	0.014500	95.97					
					51.25%	22.46%	
					<b>Department</b>	<b>Citywide</b>	
					<b>Overhead</b>	<b>Overhead</b>	
	<b>Total Benefits</b>	<b>\$4,903.79</b>	<b>74.09%</b>	<b>\$76.81</b>	<b>\$39.37</b>	<b>\$17.25</b>	<b>\$133.43</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$138,265.83</u></b>			
<b>Step B</b>		<b>\$6,949.28 /Month</b>		<b>\$46.33 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,991.34</b>	<b>71.83%</b>	<b>\$79.60</b>	<b>\$40.80</b>	<b>\$17.88</b>	<b>\$138.28</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$143,287.46</u></b>			
<b>Step C</b>		<b>\$7,296.75 /Month</b>		<b>\$48.64 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,083.27</b>	<b>69.66%</b>	<b>\$82.53</b>	<b>\$42.30</b>	<b>\$18.53</b>	<b>\$143.36</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$148,560.18</u></b>			
<b>Step D</b>		<b>\$7,661.58 /Month</b>		<b>\$51.08 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,179.79</b>	<b>67.61%</b>	<b>\$85.61</b>	<b>\$43.88</b>	<b>\$19.23</b>	<b>\$148.72</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$154,096.52</u></b>			
<b>Step E</b>		<b>\$8,044.66 /Month</b>		<b>\$53.63 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,281.15</b>	<b>65.65%</b>	<b>\$88.84</b>	<b>\$45.53</b>	<b>\$19.95</b>	<b>\$154.32</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$159,909.69</u></b>			

**Accountant II**  
**Department: Parks and Recreation**

<b>Step A</b>		<b>\$6,618.36 /Month</b>		<b>\$44.12 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,208.38					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	62.01					
Life Insurance	0.000205	24.42					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	242.37					
Workers Comp.	0.058120	384.66					
Vision Benefit		34.68					
Medicare	0.014500	95.97					
					92.00%	22.46%	
					<b>Department</b>	<b>Citywide</b>	
					<b>Overhead</b>	<b>Overhead</b>	
	<b>Total Benefits</b>	<b>\$4,903.79</b>	<b>74.09%</b>	<b>\$76.81</b>	<b>\$70.67</b>	<b>\$17.25</b>	<b>\$164.73</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$138,265.83</u></b>			

  

<b>Step B</b>		<b>\$6,949.28 /Month</b>		<b>\$46.33 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,991.34</b>	<b>71.83%</b>	<b>\$79.60</b>	<b>\$73.24</b>	<b>\$17.88</b>	<b>\$170.72</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$143,287.46</u></b>			

  

<b>Step C</b>		<b>\$7,296.75 /Month</b>		<b>\$48.64 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,083.27</b>	<b>69.66%</b>	<b>\$82.53</b>	<b>\$75.93</b>	<b>\$18.53</b>	<b>\$176.99</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$148,560.18</u></b>			

  

<b>Step D</b>		<b>\$7,661.58 /Month</b>		<b>\$51.08 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,179.79</b>	<b>67.61%</b>	<b>\$85.61</b>	<b>\$78.76</b>	<b>\$19.23</b>	<b>\$183.60</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$154,096.52</u></b>			

  

<b>Step E</b>		<b>\$8,044.66 /Month</b>		<b>\$53.63 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,281.15</b>	<b>65.65%</b>	<b>\$88.84</b>	<b>\$81.73</b>	<b>\$19.95</b>	<b>\$190.52</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$159,909.69</u></b>			

**Accounting Assistant I**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$4,127.35 /Month</b>		<b>\$27.52 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	753.57					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	38.67					
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	239.88			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	59.85					
<b>Total Benefits</b>		<b>\$3,983.46</b>	<b>96.51%</b>	<b>\$54.07</b>	<b>\$27.71</b>	<b>\$12.14</b>	<b>\$93.92</b>
<b>Annual Salary + Benefits</b>				<b><u>\$97,329.71</u></b>			
<b>Step B</b>		<b>\$4,333.71 /Month</b>		<b>\$28.89 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,038.06</b>	<b>93.18%</b>	<b>\$55.81</b>	<b>\$28.61</b>	<b>\$12.53</b>	<b>\$96.95</b>
<b>Annual Salary + Benefits</b>				<b><u>\$100,461.31</u></b>			
<b>Step C</b>		<b>\$4,550.40 /Month</b>		<b>\$30.34 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,095.39</b>	<b>90.00%</b>	<b>\$57.64</b>	<b>\$29.54</b>	<b>\$12.94</b>	<b>\$100.12</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,749.48</u></b>			
<b>Step D</b>		<b>\$4,777.92 /Month</b>		<b>\$31.85 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,155.58</b>	<b>86.97%</b>	<b>\$59.56</b>	<b>\$30.53</b>	<b>\$13.37</b>	<b>\$103.46</b>
<b>Annual Salary + Benefits</b>				<b><u>\$107,202.06</u></b>			
<b>Step E</b>		<b>\$5,016.82 /Month</b>		<b>\$33.45 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,218.79</b>	<b>84.09%</b>	<b>\$61.57</b>	<b>\$31.56</b>	<b>\$13.83</b>	<b>\$106.96</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,827.27</u></b>			



**Accounting Assistant II**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$4,550.40 /Month</b>		<b>\$30.34 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	830.81			51.25%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	42.64					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	264.47					
Vision Benefit		34.68					
Medicare	0.014500	65.98					
<b>Total Benefits</b>		<b>\$4,095.39</b>	<b>90.00%</b>	<b>\$57.64</b>	<b>\$29.54</b>	<b>\$12.94</b>	<b>\$100.12</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,749.48</u></b>			
<b>Step B</b>		<b>\$4,777.92 /Month</b>		<b>\$31.85 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,155.58</b>	<b>86.97%</b>	<b>\$59.56</b>	<b>\$30.53</b>	<b>\$13.37</b>	<b>\$103.46</b>
<b>Annual Salary + Benefits</b>				<b><u>\$107,202.06</u></b>			
<b>Step C</b>		<b>\$5,016.82 /Month</b>		<b>\$33.45 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,218.79</b>	<b>84.09%</b>	<b>\$61.57</b>	<b>\$31.56</b>	<b>\$13.83</b>	<b>\$106.96</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,827.27</u></b>			
<b>Step D</b>		<b>\$5,267.66 /Month</b>		<b>\$35.12 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,285.15</b>	<b>81.35%</b>	<b>\$63.69</b>	<b>\$32.64</b>	<b>\$14.30</b>	<b>\$110.63</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,633.74</u></b>			
<b>Step E</b>		<b>\$5,531.04 /Month</b>		<b>\$36.87 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,354.84</b>	<b>78.73%</b>	<b>\$65.91</b>	<b>\$33.78</b>	<b>\$14.80</b>	<b>\$114.49</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,630.53</u></b>			

**Accounting Manager**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$8,753.26 /Month</b>		<b>\$58.36 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,598.17					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	82.02					
Life Insurance	0.000205	32.30					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	372.60					
Workers Comp.	0.058120	508.74					
Vision Benefit		34.68					
Medicare	0.014500	126.92					
					51.25%	22.46%	
					<b>Department</b>	<b>Citywide</b>	
					<b>Overhead</b>	<b>Overhead</b>	
	<b>Total Benefits</b>	<b>\$5,606.73</b>	<b>64.05%</b>	<b>\$95.73</b>	<b>\$49.07</b>	<b>\$21.50</b>	<b>\$166.30</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$172,319.91</u></b>			
<b>Step B</b>		<b>\$9,190.93 /Month</b>		<b>\$61.27 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,722.52</b>	<b>62.26%</b>	<b>\$99.42</b>	<b>\$50.96</b>	<b>\$22.33</b>	<b>\$172.71</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$178,961.38</u></b>			
<b>Step C</b>		<b>\$9,650.47 /Month</b>		<b>\$64.34 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,844.10</b>	<b>60.56%</b>	<b>\$103.30</b>	<b>\$52.94</b>	<b>\$23.20</b>	<b>\$179.44</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$185,934.93</u></b>			
<b>Step D</b>		<b>\$10,133.00 /Month</b>		<b>\$67.55 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,971.76</b>	<b>58.93%</b>	<b>\$107.37</b>	<b>\$55.03</b>	<b>\$24.11</b>	<b>\$186.51</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$193,257.15</u></b>			
<b>Step E</b>		<b>\$10,639.65 /Month</b>		<b>\$70.93 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,105.81</b>	<b>57.39%</b>	<b>\$111.64</b>	<b>\$57.22</b>	<b>\$25.07</b>	<b>\$193.93</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$200,945.48</u></b>			

**Accounting Specialist**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$6,014.47 /Month</b>		<b>\$40.10 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,098.12					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	56.36					
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	349.56			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	87.21					
<b>Total Benefits</b>		<b>\$4,482.74</b>	<b>74.53%</b>	<b>\$69.98</b>	<b>\$35.87</b>	<b>\$15.72</b>	<b>\$121.57</b>
<b>Annual Salary + Benefits</b>				<b><u>\$125,966.48</u></b>			
<b>Step B</b>		<b>\$6,315.19 /Month</b>		<b>\$42.10 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,562.30</b>	<b>72.24%</b>	<b>\$72.52</b>	<b>\$37.17</b>	<b>\$16.28</b>	<b>\$125.97</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,529.91</u></b>			
<b>Step C</b>		<b>\$6,630.95 /Month</b>		<b>\$44.21 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,645.84</b>	<b>70.06%</b>	<b>\$75.18</b>	<b>\$38.53</b>	<b>\$16.88</b>	<b>\$130.59</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,321.51</u></b>			
<b>Step D</b>		<b>\$6,962.50 /Month</b>		<b>\$46.42 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,733.56</b>	<b>67.99%</b>	<b>\$77.97</b>	<b>\$39.97</b>	<b>\$17.51</b>	<b>\$135.45</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,352.69</u></b>			
<b>Step E</b>		<b>\$7,310.62 /Month</b>		<b>\$48.74 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,825.66</b>	<b>66.01%</b>	<b>\$80.91</b>	<b>\$41.47</b>	<b>\$18.17</b>	<b>\$140.55</b>
<b>Annual Salary + Benefits</b>				<b><u>\$145,635.43</u></b>			

**Accounting Technician**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$5,234.55 /Month</b>		<b>\$34.90 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	955.72					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	49.05					
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	304.23			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	75.90					
	<b>Total Benefits</b>	<b>\$4,276.39</b>	<b>81.70%</b>	<b>\$63.41</b>	<b>\$32.50</b>	<b>\$14.24</b>	<b>\$110.15</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$114,131.28</u></b>
<b>Step B</b>		<b>\$5,496.27 /Month</b>		<b>\$36.64 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,345.64</b>	<b>79.07%</b>	<b>\$65.61</b>	<b>\$33.63</b>	<b>\$14.73</b>	<b>\$113.97</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$118,102.95</u></b>
<b>Step C</b>		<b>\$5,771.09 /Month</b>		<b>\$38.47 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,418.35</b>	<b>76.56%</b>	<b>\$67.93</b>	<b>\$34.82</b>	<b>\$15.25</b>	<b>\$118.00</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$122,273.21</u></b>
<b>Step D</b>		<b>\$6,059.64 /Month</b>		<b>\$40.40 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,494.69</b>	<b>74.17%</b>	<b>\$70.36</b>	<b>\$36.06</b>	<b>\$15.80</b>	<b>\$122.22</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$126,651.97</u></b>
<b>Step E</b>		<b>\$6,362.62 /Month</b>		<b>\$42.42 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,574.85</b>	<b>71.90%</b>	<b>\$72.92</b>	<b>\$37.37</b>	<b>\$16.37</b>	<b>\$126.66</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$131,249.68</u></b>

**Accounting Technician  
Department: Police**

<b>Step A</b>		<b>\$5,234.55 /Month</b>		<b>\$34.90 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	955.72					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	49.05					
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	304.23			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	75.90					
<b>Total Benefits</b>		<b>\$4,276.39</b>	<b>81.70%</b>	<b>\$63.41</b>	<b>\$33.59</b>	<b>\$14.24</b>	<b>\$111.24</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,131.28</u></b>			
<b>Step B</b>		<b>\$5,496.27 /Month</b>		<b>\$36.64 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,345.64</b>	<b>79.07%</b>	<b>\$65.61</b>	<b>\$34.76</b>	<b>\$14.73</b>	<b>\$115.10</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,102.95</u></b>			
<b>Step C</b>		<b>\$5,771.09 /Month</b>		<b>\$38.47 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,418.35</b>	<b>76.56%</b>	<b>\$67.93</b>	<b>\$35.99</b>	<b>\$15.25</b>	<b>\$119.17</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,273.21</u></b>			
<b>Step D</b>		<b>\$6,059.64 /Month</b>		<b>\$40.40 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,494.69</b>	<b>74.17%</b>	<b>\$70.36</b>	<b>\$37.28</b>	<b>\$15.80</b>	<b>\$123.44</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,651.97</u></b>			
<b>Step E</b>		<b>\$6,362.62 /Month</b>		<b>\$42.42 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,574.85</b>	<b>71.90%</b>	<b>\$72.92</b>	<b>\$38.63</b>	<b>\$16.37</b>	<b>\$127.92</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,249.68</u></b>			

**Administrative Assistant I**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$3,907.38 /Month</b>		<b>\$26.05 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	713.41					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	36.61					
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	227.10			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	56.66					
<b>Total Benefits</b>		<b>\$3,925.27</b>	<b>100.46%</b>	<b>\$52.22</b>	<b>\$26.76</b>	<b>\$11.73</b>	<b>\$90.71</b>
<b>Annual Salary + Benefits</b>				<b><u>\$93,991.78</u></b>			
<b>Step B</b>		<b>\$4,102.75 /Month</b>		<b>\$27.35 /Hour</b>			
<b>Total Benefits</b>		<b>\$3,976.95</b>	<b>96.93%</b>	<b>\$53.86</b>	<b>\$27.61</b>	<b>\$12.10</b>	<b>\$93.57</b>
<b>Annual Salary + Benefits</b>				<b><u>\$96,956.47</u></b>			
<b>Step C</b>		<b>\$4,307.89 /Month</b>		<b>\$28.72 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,031.23</b>	<b>93.58%</b>	<b>\$55.59</b>	<b>\$28.49</b>	<b>\$12.48</b>	<b>\$96.56</b>
<b>Annual Salary + Benefits</b>				<b><u>\$100,069.40</u></b>			
<b>Step D</b>		<b>\$4,523.28 /Month</b>		<b>\$30.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,088.22</b>	<b>90.38%</b>	<b>\$57.41</b>	<b>\$29.43</b>	<b>\$12.89</b>	<b>\$99.73</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,337.98</u></b>			
<b>Step E</b>		<b>\$4,749.45 /Month</b>		<b>\$31.66 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,148.05</b>	<b>87.34%</b>	<b>\$59.32</b>	<b>\$30.40</b>	<b>\$13.32</b>	<b>\$103.04</b>
<b>Annual Salary + Benefits</b>				<b><u>\$106,769.98</u></b>			

**Administrative Assistant I**  
**Department: Community Development**

<b>Step A</b>		<b>\$3,907.38 /Month</b>		<b>\$26.05 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	713.41					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	36.61					
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	227.10			132.21%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	56.66					
<b>Total Benefits</b>		<b>\$3,925.27</b>	<b>100.46%</b>	<b>\$52.22</b>	<b>\$69.04</b>	<b>\$11.73</b>	<b>\$132.99</b>
<b>Annual Salary + Benefits</b>				<b><u>\$93,991.78</u></b>			
<b>Step B</b>		<b>\$4,102.75 /Month</b>		<b>\$27.35 /Hour</b>			
<b>Total Benefits</b>		<b>\$3,976.95</b>	<b>96.93%</b>	<b>\$53.86</b>	<b>\$71.21</b>	<b>\$12.10</b>	<b>\$137.17</b>
<b>Annual Salary + Benefits</b>				<b><u>\$96,956.47</u></b>			
<b>Step C</b>		<b>\$4,307.89 /Month</b>		<b>\$28.72 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,031.23</b>	<b>93.58%</b>	<b>\$55.59</b>	<b>\$73.50</b>	<b>\$12.48</b>	<b>\$141.57</b>
<b>Annual Salary + Benefits</b>				<b><u>\$100,069.40</u></b>			
<b>Step D</b>		<b>\$4,523.28 /Month</b>		<b>\$30.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,088.22</b>	<b>90.38%</b>	<b>\$57.41</b>	<b>\$75.90</b>	<b>\$12.89</b>	<b>\$146.20</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,337.98</u></b>			
<b>Step E</b>		<b>\$4,749.45 /Month</b>		<b>\$31.66 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,148.05</b>	<b>87.34%</b>	<b>\$59.32</b>	<b>\$78.42</b>	<b>\$13.32</b>	<b>\$151.06</b>
<b>Annual Salary + Benefits</b>				<b><u>\$106,769.98</u></b>			

**Administrative Assistant I**  
**Department: Parks and Recreation**

<b>Step A</b>		<b>\$3,907.38 /Month</b>		<b>\$26.05 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.182580	713.41					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	36.61					
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	227.10			92.00%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	56.66					
Total Benefits		\$3,925.27	100.46%	\$52.22	\$48.04	\$11.73	\$111.99
Annual Salary + Benefits				<u><u>\$93,991.78</u></u>			
<b>Step B</b>		<b>\$4,102.75 /Month</b>		<b>\$27.35 /Hour</b>			
Total Benefits		\$3,976.95	96.93%	\$53.86	\$49.56	\$12.10	\$115.52
Annual Salary + Benefits				<u><u>\$96,956.47</u></u>			
<b>Step C</b>		<b>\$4,307.89 /Month</b>		<b>\$28.72 /Hour</b>			
Total Benefits		\$4,031.23	93.58%	\$55.59	\$51.15	\$12.48	\$119.22
Annual Salary + Benefits				<u><u>\$100,069.40</u></u>			
<b>Step D</b>		<b>\$4,523.28 /Month</b>		<b>\$30.16 /Hour</b>			
Total Benefits		\$4,088.22	90.38%	\$57.41	\$52.82	\$12.89	\$123.12
Annual Salary + Benefits				<u><u>\$103,337.98</u></u>			
<b>Step E</b>		<b>\$4,749.45 /Month</b>		<b>\$31.66 /Hour</b>			
Total Benefits		\$4,148.05	87.34%	\$59.32	\$54.57	\$13.32	\$127.21
Annual Salary + Benefits				<u><u>\$106,769.98</u></u>			



**Administrative Assistant I**  
**Department: Public Works**

<b>Step A</b>		<b>\$3,907.38 /Month</b>		<b>\$26.05 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	713.41					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	36.61					
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	227.10			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	56.66					
<b>Total Benefits</b>		<b>\$3,925.27</b>	<b>100.46%</b>	<b>\$52.22</b>	<b>\$55.08</b>	<b>\$11.73</b>	<b>\$119.03</b>
<b>Annual Salary + Benefits</b>				<b><u>\$93,991.78</u></b>			
<b>Step B</b>		<b>\$4,102.75 /Month</b>		<b>\$27.35 /Hour</b>			
<b>Total Benefits</b>		<b>\$3,976.95</b>	<b>96.93%</b>	<b>\$53.86</b>	<b>\$56.82</b>	<b>\$12.10</b>	<b>\$122.78</b>
<b>Annual Salary + Benefits</b>				<b><u>\$96,956.47</u></b>			
<b>Step C</b>		<b>\$4,307.89 /Month</b>		<b>\$28.72 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,031.23</b>	<b>93.58%</b>	<b>\$55.59</b>	<b>\$58.65</b>	<b>\$12.48</b>	<b>\$126.72</b>
<b>Annual Salary + Benefits</b>				<b><u>\$100,069.40</u></b>			
<b>Step D</b>		<b>\$4,523.28 /Month</b>		<b>\$30.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,088.22</b>	<b>90.38%</b>	<b>\$57.41</b>	<b>\$60.56</b>	<b>\$12.89</b>	<b>\$130.86</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,337.98</u></b>			
<b>Step E</b>		<b>\$4,749.45 /Month</b>		<b>\$31.66 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,148.05</b>	<b>87.34%</b>	<b>\$59.32</b>	<b>\$62.57</b>	<b>\$13.32</b>	<b>\$135.21</b>
<b>Annual Salary + Benefits</b>				<b><u>\$106,769.98</u></b>			

**Administrative Assistant II**  
**Department: City Manager**

<b>Step A</b>		<b>\$4,307.89 /Month</b>		<b>\$28.72 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	786.53					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	40.36					
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	250.37			55.21%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	62.46					
<b>Total Benefits</b>		<b>\$4,031.23</b>	<b>93.58%</b>	<b>\$55.59</b>	<b>\$30.70</b>	<b>\$12.48</b>	<b>\$98.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$100,069.40</u></b>			
<b>Step B</b>		<b>\$4,523.28 /Month</b>		<b>\$30.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,088.22</b>	<b>90.38%</b>	<b>\$57.41</b>	<b>\$31.70</b>	<b>\$12.89</b>	<b>\$102.00</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,337.98</u></b>			
<b>Step C</b>		<b>\$4,749.45 /Month</b>		<b>\$31.66 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,148.05</b>	<b>87.34%</b>	<b>\$59.32</b>	<b>\$32.75</b>	<b>\$13.32</b>	<b>\$105.39</b>
<b>Annual Salary + Benefits</b>				<b><u>\$106,769.98</u></b>			
<b>Step D</b>		<b>\$4,986.92 /Month</b>		<b>\$33.25 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,210.88</b>	<b>84.44%</b>	<b>\$61.32</b>	<b>\$33.86</b>	<b>\$13.77</b>	<b>\$108.95</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,373.59</u></b>			
<b>Step E</b>		<b>\$5,236.27 /Month</b>		<b>\$34.91 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,276.85</b>	<b>81.68%</b>	<b>\$63.42</b>	<b>\$35.02</b>	<b>\$14.24</b>	<b>\$112.68</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,157.37</u></b>			

**Administrative Assistant II**  
**Department: City Attorney**

<b>Step A</b>		<b>\$4,307.89 /Month</b>		<b>\$28.72 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	786.53					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	40.36					
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	250.37			43.78%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	62.46					
<b>Total Benefits</b>		<b>\$4,031.23</b>	<b>93.58%</b>	<b>\$55.59</b>	<b>\$24.34</b>	<b>\$12.48</b>	<b>\$92.41</b>
<b>Annual Salary + Benefits</b>				<b><u>\$100,069.40</u></b>			
<b>Step B</b>		<b>\$4,523.28 /Month</b>		<b>\$30.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,088.22</b>	<b>90.38%</b>	<b>\$57.41</b>	<b>\$25.13</b>	<b>\$12.89</b>	<b>\$95.43</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,337.98</u></b>			
<b>Step C</b>		<b>\$4,749.45 /Month</b>		<b>\$31.66 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,148.05</b>	<b>87.34%</b>	<b>\$59.32</b>	<b>\$25.97</b>	<b>\$13.32</b>	<b>\$98.61</b>
<b>Annual Salary + Benefits</b>				<b><u>\$106,769.98</u></b>			
<b>Step D</b>		<b>\$4,986.92 /Month</b>		<b>\$33.25 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,210.88</b>	<b>84.44%</b>	<b>\$61.32</b>	<b>\$26.84</b>	<b>\$13.77</b>	<b>\$101.93</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,373.59</u></b>			
<b>Step E</b>		<b>\$5,236.27 /Month</b>		<b>\$34.91 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,276.85</b>	<b>81.68%</b>	<b>\$63.42</b>	<b>\$27.77</b>	<b>\$14.24</b>	<b>\$105.43</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,157.37</u></b>			

**Administrative Assistant II**  
**Department: Community Development**

<b>Step A</b>		<b>\$4,307.89 /Month</b>		<b>\$28.72 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	786.53			132.21%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	40.36					
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	250.37					
Vision Benefit		34.68					
Medicare	0.014500	62.46					
<b>Total Benefits</b>		<b>\$4,031.23</b>	<b>93.58%</b>	<b>\$55.59</b>	<b>\$73.50</b>	<b>\$12.48</b>	<b>\$141.57</b>
<b>Annual Salary + Benefits</b>				<b><u>\$100,069.40</u></b>			
<b>Step B</b>		<b>\$4,523.28 /Month</b>		<b>\$30.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,088.22</b>	<b>90.38%</b>	<b>\$57.41</b>	<b>\$75.90</b>	<b>\$12.89</b>	<b>\$146.20</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,337.98</u></b>			
<b>Step C</b>		<b>\$4,749.45 /Month</b>		<b>\$31.66 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,148.05</b>	<b>87.34%</b>	<b>\$59.32</b>	<b>\$78.42</b>	<b>\$13.32</b>	<b>\$151.06</b>
<b>Annual Salary + Benefits</b>				<b><u>\$106,769.98</u></b>			
<b>Step D</b>		<b>\$4,986.92 /Month</b>		<b>\$33.25 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,210.88</b>	<b>84.44%</b>	<b>\$61.32</b>	<b>\$81.07</b>	<b>\$13.77</b>	<b>\$156.16</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,373.59</u></b>			
<b>Step E</b>		<b>\$5,236.27 /Month</b>		<b>\$34.91 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,276.85</b>	<b>81.68%</b>	<b>\$63.42</b>	<b>\$83.85</b>	<b>\$14.24</b>	<b>\$161.51</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,157.37</u></b>			

**Administrative Assistant II**  
**Department: Parks and Recreation**

<b>Step A</b>		<b>\$4,307.89 /Month</b>		<b>\$28.72 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	786.53					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	40.36					
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	250.37					
Vision Benefit		34.68					
Medicare	0.014500	62.46					
					92.00%	22.46%	
					<b>Department</b>	<b>Citywide</b>	
					<b>Overhead</b>	<b>Overhead</b>	
	<b>Total Benefits</b>	<b>\$4,031.23</b>	<b>93.58%</b>	<b>\$55.59</b>	<b>\$51.15</b>	<b>\$12.48</b>	<b>\$119.22</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$100,069.40</u></b>			

  

<b>Step B</b>		<b>\$4,523.28 /Month</b>		<b>\$30.16 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,088.22</b>	<b>90.38%</b>	<b>\$57.41</b>	<b>\$52.82</b>	<b>\$12.89</b>	<b>\$123.12</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$103,337.98</u></b>			

  

<b>Step C</b>		<b>\$4,749.45 /Month</b>		<b>\$31.66 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,148.05</b>	<b>87.34%</b>	<b>\$59.32</b>	<b>\$54.57</b>	<b>\$13.32</b>	<b>\$127.21</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$106,769.98</u></b>			

  

<b>Step D</b>		<b>\$4,986.92 /Month</b>		<b>\$33.25 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,210.88</b>	<b>84.44%</b>	<b>\$61.32</b>	<b>\$56.41</b>	<b>\$13.77</b>	<b>\$131.50</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$110,373.59</u></b>			

  

<b>Step E</b>		<b>\$5,236.27 /Month</b>		<b>\$34.91 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,276.85</b>	<b>81.68%</b>	<b>\$63.42</b>	<b>\$58.35</b>	<b>\$14.24</b>	<b>\$136.01</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$114,157.37</u></b>			

**Administrative Assistant II**

**Department: Police**

<b>Step A</b>		<b>\$4,307.89 /Month</b>		<b>\$28.72 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	794.14					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	40.36					
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	252.80			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	63.07					
<b>Total Benefits</b>		<b>\$4,083.53</b>	<b>94.79%</b>	<b>\$55.94</b>	<b>\$29.64</b>	<b>\$12.56</b>	<b>\$98.14</b>
<b>Annual Salary + Benefits</b>				<b><u>\$100,697.00</u></b>			
<b>Step B</b>		<b>\$4,523.28 /Month</b>		<b>\$30.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,140.52</b>	<b>91.54%</b>	<b>\$57.76</b>	<b>\$30.60</b>	<b>\$12.97</b>	<b>\$101.33</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,965.58</u></b>			
<b>Step C</b>		<b>\$4,749.45 /Month</b>		<b>\$31.66 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,200.35</b>	<b>88.44%</b>	<b>\$59.67</b>	<b>\$31.61</b>	<b>\$13.40</b>	<b>\$104.68</b>
<b>Annual Salary + Benefits</b>				<b><u>\$107,397.58</u></b>			
<b>Step D</b>		<b>\$4,986.92 /Month</b>		<b>\$33.25 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,263.18</b>	<b>85.49%</b>	<b>\$61.67</b>	<b>\$32.67</b>	<b>\$13.85</b>	<b>\$108.19</b>
<b>Annual Salary + Benefits</b>				<b><u>\$111,001.19</u></b>			
<b>Step E</b>		<b>\$5,236.27 /Month</b>		<b>\$34.91 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,329.15</b>	<b>82.68%</b>	<b>\$63.77</b>	<b>\$33.78</b>	<b>\$14.32</b>	<b>\$111.87</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,784.97</u></b>			

**Administrative Assistant II**  
**Department: Public Works**

<b>Step A</b>		<b>\$4,307.89 /Month</b>		<b>\$28.72 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	786.53			105.49%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	40.36					
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	250.37					
Vision Benefit		34.68					
Medicare	0.014500	62.46					
<b>Total Benefits</b>		<b>\$4,031.23</b>	<b>93.58%</b>	<b>\$55.59</b>	<b>\$58.65</b>	<b>\$12.48</b>	<b>\$126.72</b>
<b>Annual Salary + Benefits</b>				<b><u>\$100,069.40</u></b>			
<b>Step B</b>		<b>\$4,523.28 /Month</b>		<b>\$30.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,088.22</b>	<b>90.38%</b>	<b>\$57.41</b>	<b>\$60.56</b>	<b>\$12.89</b>	<b>\$130.86</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,337.98</u></b>			
<b>Step C</b>		<b>\$4,749.45 /Month</b>		<b>\$31.66 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,148.05</b>	<b>87.34%</b>	<b>\$59.32</b>	<b>\$62.57</b>	<b>\$13.32</b>	<b>\$135.21</b>
<b>Annual Salary + Benefits</b>				<b><u>\$106,769.98</u></b>			
<b>Step D</b>		<b>\$4,986.92 /Month</b>		<b>\$33.25 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,210.88</b>	<b>84.44%</b>	<b>\$61.32</b>	<b>\$64.68</b>	<b>\$13.77</b>	<b>\$139.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,373.59</u></b>			
<b>Step E</b>		<b>\$5,236.27 /Month</b>		<b>\$34.91 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,276.85</b>	<b>81.68%</b>	<b>\$63.42</b>	<b>\$66.90</b>	<b>\$14.24</b>	<b>\$144.56</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,157.37</u></b>			

**Administrative Secretary**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$4,986.92 /Month</b>		<b>\$33.25 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	910.51			51.25%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	46.73					
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	289.84					
Vision Benefit		34.68					
Medicare	0.014500	72.31					
	<b>Total Benefits</b>	<b>\$4,210.88</b>	<b>84.44%</b>	<b>\$61.32</b>	<b>\$31.43</b>	<b>\$13.77</b>	<b>\$106.52</b>
				<b>Annual Salary + Benefits <u>\$110,373.59</u></b>			
<b>Step B</b>		<b>\$5,236.27 /Month</b>		<b>\$34.91 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,276.85</b>	<b>81.68%</b>	<b>\$63.42</b>	<b>\$32.51</b>	<b>\$14.24</b>	<b>\$110.17</b>
				<b>Annual Salary + Benefits <u>\$114,157.37</u></b>			
<b>Step C</b>		<b>\$5,498.08 /Month</b>		<b>\$36.65 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,346.12</b>	<b>79.05%</b>	<b>\$65.63</b>	<b>\$33.64</b>	<b>\$14.74</b>	<b>\$114.01</b>
				<b>Annual Salary + Benefits <u>\$118,130.35</u></b>			
<b>Step D</b>		<b>\$5,772.98 /Month</b>		<b>\$38.49 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,418.85</b>	<b>76.54%</b>	<b>\$67.95</b>	<b>\$34.83</b>	<b>\$15.26</b>	<b>\$118.04</b>
				<b>Annual Salary + Benefits <u>\$122,301.97</u></b>			
<b>Step E</b>		<b>\$6,061.63 /Month</b>		<b>\$40.41 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,495.22</b>	<b>74.16%</b>	<b>\$70.38</b>	<b>\$36.07</b>	<b>\$15.80</b>	<b>\$122.25</b>
				<b>Annual Salary + Benefits <u>\$126,682.18</u></b>			



**Administrative Secretary  
Department: Community Development**

<b>Step A</b>		<b>\$4,986.92 /Month</b>		<b>\$33.25 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	910.51			132.21%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	46.73					
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	289.84					
Vision Benefit		34.68					
Medicare	0.014500	72.31					
<b>Total Benefits</b>		<b>\$4,210.88</b>	<b>84.44%</b>	<b>\$61.32</b>	<b>\$81.07</b>	<b>\$13.77</b>	<b>\$156.16</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,373.59</u></b>			
<b>Step B</b>		<b>\$5,236.27 /Month</b>		<b>\$34.91 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,276.85</b>	<b>81.68%</b>	<b>\$63.42</b>	<b>\$83.85</b>	<b>\$14.24</b>	<b>\$161.51</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,157.37</u></b>			
<b>Step C</b>		<b>\$5,498.08 /Month</b>		<b>\$36.65 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,346.12</b>	<b>79.05%</b>	<b>\$65.63</b>	<b>\$86.77</b>	<b>\$14.74</b>	<b>\$167.14</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,130.35</u></b>			
<b>Step D</b>		<b>\$5,772.98 /Month</b>		<b>\$38.49 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,418.85</b>	<b>76.54%</b>	<b>\$67.95</b>	<b>\$89.83</b>	<b>\$15.26</b>	<b>\$173.04</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,301.97</u></b>			
<b>Step E</b>		<b>\$6,061.63 /Month</b>		<b>\$40.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,495.22</b>	<b>74.16%</b>	<b>\$70.38</b>	<b>\$93.05</b>	<b>\$15.80</b>	<b>\$179.23</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,682.18</u></b>			

**Administrative Secretary  
Department: Parks and Recreation**

<b>Step A</b>		<b>\$4,986.92 /Month</b>		<b>\$33.25 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	910.51					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	46.73					
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	289.84			92.00%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	72.31					
<b>Total Benefits</b>		<b>\$4,210.88</b>	<b>84.44%</b>	<b>\$61.32</b>	<b>\$56.41</b>	<b>\$13.77</b>	<b>\$131.50</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,373.59</u></b>			
<b>Step B</b>		<b>\$5,236.27 /Month</b>		<b>\$34.91 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,276.85</b>	<b>81.68%</b>	<b>\$63.42</b>	<b>\$58.35</b>	<b>\$14.24</b>	<b>\$136.01</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,157.37</u></b>			
<b>Step C</b>		<b>\$5,498.08 /Month</b>		<b>\$36.65 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,346.12</b>	<b>79.05%</b>	<b>\$65.63</b>	<b>\$60.38</b>	<b>\$14.74</b>	<b>\$140.75</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,130.35</u></b>			
<b>Step D</b>		<b>\$5,772.98 /Month</b>		<b>\$38.49 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,418.85</b>	<b>76.54%</b>	<b>\$67.95</b>	<b>\$62.51</b>	<b>\$15.26</b>	<b>\$145.72</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,301.97</u></b>			
<b>Step E</b>		<b>\$6,061.63 /Month</b>		<b>\$40.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,495.22</b>	<b>74.16%</b>	<b>\$70.38</b>	<b>\$64.75</b>	<b>\$15.80</b>	<b>\$150.93</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,682.18</u></b>			

**Administrative Secretary  
Department: Public Works**

<b>Step A</b>		<b>\$4,986.92 /Month</b>		<b>\$33.25 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	910.51			105.49%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	46.73					
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	289.84					
Vision Benefit		34.68					
Medicare	0.014500	72.31					
<b>Total Benefits</b>		<b>\$4,210.88</b>	<b>84.44%</b>	<b>\$61.32</b>	<b>\$64.68</b>	<b>\$13.77</b>	<b>\$139.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,373.59</u></b>			
<b>Step B</b>		<b>\$5,236.27 /Month</b>		<b>\$34.91 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,276.85</b>	<b>81.68%</b>	<b>\$63.42</b>	<b>\$66.90</b>	<b>\$14.24</b>	<b>\$144.56</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,157.37</u></b>			
<b>Step C</b>		<b>\$5,498.08 /Month</b>		<b>\$36.65 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,346.12</b>	<b>79.05%</b>	<b>\$65.63</b>	<b>\$69.23</b>	<b>\$14.74</b>	<b>\$149.60</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,130.35</u></b>			
<b>Step D</b>		<b>\$5,772.98 /Month</b>		<b>\$38.49 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,418.85</b>	<b>76.54%</b>	<b>\$67.95</b>	<b>\$71.68</b>	<b>\$15.26</b>	<b>\$154.89</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,301.97</u></b>			
<b>Step E</b>		<b>\$6,061.63 /Month</b>		<b>\$40.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,495.22</b>	<b>74.16%</b>	<b>\$70.38</b>	<b>\$74.24</b>	<b>\$15.80</b>	<b>\$160.42</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,682.18</u></b>			

**Administrative Supervisor**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$5,486.66 /Month</b>		<b>\$36.58 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,001.75					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	51.41					
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	318.88			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	79.56					
<b>Total Benefits</b>		<b>\$4,343.10</b>	<b>79.16%</b>	<b>\$65.53</b>	<b>\$33.59</b>	<b>\$14.72</b>	<b>\$113.84</b>
<b>Annual Salary + Benefits</b>				<b><u>\$117,957.08</u></b>			
<b>Step B</b>		<b>\$5,760.99 /Month</b>		<b>\$38.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,415.68</b>	<b>76.65%</b>	<b>\$67.84</b>	<b>\$34.77</b>	<b>\$15.24</b>	<b>\$117.85</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,120.04</u></b>			
<b>Step C</b>		<b>\$6,049.04 /Month</b>		<b>\$40.33 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,491.89</b>	<b>74.26%</b>	<b>\$70.27</b>	<b>\$36.02</b>	<b>\$15.78</b>	<b>\$122.07</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,491.15</u></b>			
<b>Step D</b>		<b>\$6,351.50 /Month</b>		<b>\$42.34 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,571.91</b>	<b>71.98%</b>	<b>\$72.82</b>	<b>\$37.33</b>	<b>\$16.35</b>	<b>\$126.50</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,080.81</u></b>			
<b>Step E</b>		<b>\$6,669.07 /Month</b>		<b>\$44.46 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,655.93</b>	<b>69.81%</b>	<b>\$75.50</b>	<b>\$38.70</b>	<b>\$16.95</b>	<b>\$131.15</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,899.96</u></b>			

**Administrative Supervisor**  
**Department: Community Development**

<b>Step A</b>		<b>\$5,486.66 /Month</b>		<b>\$36.58 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,001.75			132.21%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	51.41					
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	318.88					
Vision Benefit		34.68					
Medicare	0.014500	79.56					
<b>Total Benefits</b>		<b>\$4,343.10</b>	<b>79.16%</b>	<b>\$65.53</b>	<b>\$86.64</b>	<b>\$14.72</b>	<b>\$166.89</b>
<b>Annual Salary + Benefits</b>				<b><u>\$117,957.08</u></b>			
<b>Step B</b>		<b>\$5,760.99 /Month</b>		<b>\$38.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,415.68</b>	<b>76.65%</b>	<b>\$67.84</b>	<b>\$89.70</b>	<b>\$15.24</b>	<b>\$172.78</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,120.04</u></b>			
<b>Step C</b>		<b>\$6,049.04 /Month</b>		<b>\$40.33 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,491.89</b>	<b>74.26%</b>	<b>\$70.27</b>	<b>\$92.91</b>	<b>\$15.78</b>	<b>\$178.96</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,491.15</u></b>			
<b>Step D</b>		<b>\$6,351.50 /Month</b>		<b>\$42.34 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,571.91</b>	<b>71.98%</b>	<b>\$72.82</b>	<b>\$96.28</b>	<b>\$16.35</b>	<b>\$185.45</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,080.81</u></b>			
<b>Step E</b>		<b>\$6,669.07 /Month</b>		<b>\$44.46 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,655.93</b>	<b>69.81%</b>	<b>\$75.50</b>	<b>\$99.82</b>	<b>\$16.95</b>	<b>\$192.27</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,899.96</u></b>			

**Administrative Supervisor  
Department: Parks and Recreation**

<b>Step A</b>		<b>\$5,486.66 /Month</b>		<b>\$36.58 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,001.75					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	51.41					
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	318.88			92.00%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	79.56					
<b>Total Benefits</b>		<b>\$4,343.10</b>	<b>79.16%</b>	<b>\$65.53</b>	<b>\$60.29</b>	<b>\$14.72</b>	<b>\$140.54</b>
<b>Annual Salary + Benefits</b>				<b><u>\$117,957.08</u></b>			
<b>Step B</b>		<b>\$5,760.99 /Month</b>		<b>\$38.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,415.68</b>	<b>76.65%</b>	<b>\$67.84</b>	<b>\$62.42</b>	<b>\$15.24</b>	<b>\$145.50</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,120.04</u></b>			
<b>Step C</b>		<b>\$6,049.04 /Month</b>		<b>\$40.33 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,491.89</b>	<b>74.26%</b>	<b>\$70.27</b>	<b>\$64.65</b>	<b>\$15.78</b>	<b>\$150.70</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,491.15</u></b>			
<b>Step D</b>		<b>\$6,351.50 /Month</b>		<b>\$42.34 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,571.91</b>	<b>71.98%</b>	<b>\$72.82</b>	<b>\$67.00</b>	<b>\$16.35</b>	<b>\$156.17</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,080.81</u></b>			
<b>Step E</b>		<b>\$6,669.07 /Month</b>		<b>\$44.46 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,655.93</b>	<b>69.81%</b>	<b>\$75.50</b>	<b>\$69.46</b>	<b>\$16.95</b>	<b>\$161.91</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,899.96</u></b>			

**Administrative Supervisor  
Department: Public Works**

<b>Step A</b>		<b>\$5,486.66 /Month</b>		<b>\$36.58 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,001.75					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	51.41					
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	318.88			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	79.56					
<b>Total Benefits</b>		<b>\$4,343.10</b>	<b>79.16%</b>	<b>\$65.53</b>	<b>\$69.13</b>	<b>\$14.72</b>	<b>\$149.38</b>
<b>Annual Salary + Benefits</b>				<b><u>\$117,957.08</u></b>			
<b>Step B</b>		<b>\$5,760.99 /Month</b>		<b>\$38.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,415.68</b>	<b>76.65%</b>	<b>\$67.84</b>	<b>\$71.57</b>	<b>\$15.24</b>	<b>\$154.65</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,120.04</u></b>			
<b>Step C</b>		<b>\$6,049.04 /Month</b>		<b>\$40.33 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,491.89</b>	<b>74.26%</b>	<b>\$70.27</b>	<b>\$74.13</b>	<b>\$15.78</b>	<b>\$160.18</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,491.15</u></b>			
<b>Step D</b>		<b>\$6,351.50 /Month</b>		<b>\$42.34 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,571.91</b>	<b>71.98%</b>	<b>\$72.82</b>	<b>\$76.82</b>	<b>\$16.35</b>	<b>\$165.99</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,080.81</u></b>			
<b>Step E</b>		<b>\$6,669.07 /Month</b>		<b>\$44.46 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,655.93</b>	<b>69.81%</b>	<b>\$75.50</b>	<b>\$79.64</b>	<b>\$16.95</b>	<b>\$172.09</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,899.96</u></b>			

**Assistant City Attorney  
Department: City Attorney**

<b>Step A</b>		<b>\$11,802.22 /Month</b>		<b>\$78.68 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	2,154.85					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	110.59					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	464.07					
Workers Comp.	0.058120	685.94			43.78%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	171.13					
<b>Total Benefits</b>		<b>\$6,508.34</b>	<b>55.15%</b>	<b>\$122.07</b>	<b>\$53.44</b>	<b>\$27.41</b>	<b>\$202.92</b>
<b>Annual Salary + Benefits</b>				<b><u>\$219,726.65</u></b>			
<b>Step B</b>		<b>\$12,392.33 /Month</b>		<b>\$82.62 /Hour</b>			
<b>Total Benefits</b>		<b>\$6,664.46</b>	<b>53.78%</b>	<b>\$127.05</b>	<b>\$55.62</b>	<b>\$28.53</b>	<b>\$211.20</b>
<b>Annual Salary + Benefits</b>				<b><u>\$228,681.48</u></b>			
<b>Step C</b>		<b>\$13,011.94 /Month</b>		<b>\$86.75 /Hour</b>			
<b>Total Benefits</b>		<b>\$6,828.40</b>	<b>52.48%</b>	<b>\$132.27</b>	<b>\$57.91</b>	<b>\$29.70</b>	<b>\$219.88</b>
<b>Annual Salary + Benefits</b>				<b><u>\$238,084.06</u></b>			
<b>Step D</b>		<b>\$13,662.54 /Month</b>		<b>\$91.08 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,000.52</b>	<b>51.24%</b>	<b>\$137.75</b>	<b>\$60.31</b>	<b>\$30.94</b>	<b>\$229.00</b>
<b>Annual Salary + Benefits</b>				<b><u>\$247,956.77</u></b>			
<b>Step E</b>		<b>\$14,345.67 /Month</b>		<b>\$95.64 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,181.26</b>	<b>50.06%</b>	<b>\$143.51</b>	<b>\$62.83</b>	<b>\$32.23</b>	<b>\$238.57</b>
<b>Annual Salary + Benefits</b>				<b><u>\$258,323.11</u></b>			



**Assistant City Clerk  
Department: City Manager**

<b>Step A</b>							
			<b>\$6,333.69 /Month</b>		<b>\$42.22 /Hour</b>		
	<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>		
	PERS - Employer	0.182580	1,156.41		Non-Sworn Professionals / Supervisors		
	Management Incentive		0.00				
	EAP		4.00				
	Health Insurance		1,326.63				
	Dental Insurance		194.04				
	LTD Insurance	0.009370	59.35				
	Life Insurance	0.000205	23.37				
	Holiday Pay		0.00				
	Uniform Allowance		0.00				
	Standby		0.00				
	Retiree Medical		1,326.63				
	Deferred Comp.	2% + \$110	236.67				
	Workers Comp.	0.058120	368.11		55.21%	22.46%	
	Vision Benefit		34.68				
	Medicare	0.014500	91.84		<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>
							<b>Total Hourly Rate</b>
	Total Benefits		\$4,821.73	76.13%	\$74.37	\$41.06	\$16.70
							\$132.13
			<b>Annual Salary + Benefits</b>		<b>\$133,865.07</b>		
<b>Step B</b>							
			<b>\$6,650.38 /Month</b>		<b>\$44.34 /Hour</b>		
	Total Benefits		\$4,905.52	73.76%	\$77.04	\$42.54	\$17.30
							\$136.88
			<b>Annual Salary + Benefits</b>		<b>\$138,670.71</b>		
<b>Step C</b>							
			<b>\$6,982.90 /Month</b>		<b>\$46.55 /Hour</b>		
	Total Benefits		\$4,993.49	71.51%	\$79.84	\$44.08	\$17.93
							\$141.85
			<b>Annual Salary + Benefits</b>		<b>\$143,716.63</b>		
<b>Step D</b>							
			<b>\$7,332.04 /Month</b>		<b>\$48.88 /Hour</b>		
	Total Benefits		\$5,085.86	69.36%	\$82.79	\$45.71	\$18.59
							\$147.09
			<b>Annual Salary + Benefits</b>		<b>\$149,014.84</b>		
<b>Step E</b>							
			<b>\$7,698.64 /Month</b>		<b>\$51.32 /Hour</b>		
	Total Benefits		\$5,182.86	67.32%	\$85.88	\$47.42	\$19.29
							\$152.59
			<b>Annual Salary + Benefits</b>		<b>\$154,577.97</b>		

**Assistant City Manager  
Department: City Manager**

<b>Step A</b>		<b>\$13,510.79 /Month</b>		<b>\$90.07 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	2,623.34					
Management Incentive		857.38					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	126.60					
Life Insurance	0.000205	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	835.08			55.21%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	208.34					
<b>Total Benefits</b>		<b>\$7,682.50</b>	<b>56.86%</b>	<b>\$141.29</b>	<b>\$78.01</b>	<b>\$31.73</b>	<b>\$251.03</b>
<b>Annual Salary + Benefits</b>				<b><u>\$254,319.41</u></b>			
<b>Step B</b>		<b>\$14,186.33 /Month</b>		<b>\$94.58 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,861.22</b>	<b>55.41%</b>	<b>\$146.98</b>	<b>\$81.16</b>	<b>\$33.01</b>	<b>\$261.15</b>
<b>Annual Salary + Benefits</b>				<b><u>\$264,570.62</u></b>			
<b>Step C</b>		<b>\$14,895.64 /Month</b>		<b>\$99.30 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,048.89</b>	<b>54.04%</b>	<b>\$152.96</b>	<b>\$84.46</b>	<b>\$34.35</b>	<b>\$271.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$275,334.38</u></b>			
<b>Step D</b>		<b>\$15,640.43 /Month</b>		<b>\$104.27 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,245.93</b>	<b>52.72%</b>	<b>\$159.24</b>	<b>\$87.92</b>	<b>\$35.76</b>	<b>\$282.92</b>
<b>Annual Salary + Benefits</b>				<b><u>\$286,636.33</u></b>			
<b>Step E</b>		<b>\$16,422.45 /Month</b>		<b>\$109.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,452.83</b>	<b>51.47%</b>	<b>\$165.84</b>	<b>\$91.56</b>	<b>\$37.24</b>	<b>\$294.64</b>
<b>Annual Salary + Benefits</b>				<b><u>\$298,503.38</u></b>			

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

<b>Step A</b>								
			<b>\$11,802.22 /Month</b>	<b>\$78.68 /Hour</b>				
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>				
PERS - Employer	0.182580	2,154.85		Non-Sworn Asst Director / Asst City Attorney				
Management Incentive		0.00						
EAP		4.00						
Health Insurance		1,326.63						
Dental Insurance		194.04						
LTD Insurance	0.009370	110.59						
Life Insurance	0.000205	35.78						
Holiday Pay		0.00						
Uniform Allowance		0.00						
Standby		0.00						
Retiree Medical		1,326.63						
Deferred Comp.	3% + \$110	464.07						
Workers Comp.	0.058120	685.94			132.21%	22.46%		
Vision Benefit		34.68			<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	171.13			<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
<b>Total Benefits</b>		\$6,508.34	55.15%	<b>\$122.07</b>	<b>\$161.39</b>	<b>\$27.41</b>	<b>\$310.87</b>	
<b>Annual Salary + Benefits</b>				<u><u><b>\$219,726.65</b></u></u>				
<b>Step B</b>								
			<b>\$12,392.33 /Month</b>	<b>\$82.62 /Hour</b>				
<b>Total Benefits</b>		\$6,664.46	53.78%	<b>\$127.05</b>	<b>\$167.97</b>	<b>\$28.53</b>	<b>\$323.55</b>	
<b>Annual Salary + Benefits</b>				<u><u><b>\$228,681.48</b></u></u>				
<b>Step C</b>								
			<b>\$13,011.94 /Month</b>	<b>\$86.75 /Hour</b>				
<b>Total Benefits</b>		\$6,828.40	52.48%	<b>\$132.27</b>	<b>\$174.87</b>	<b>\$29.70</b>	<b>\$336.84</b>	
<b>Annual Salary + Benefits</b>				<u><u><b>\$238,084.06</b></u></u>				
<b>Step D</b>								
			<b>\$13,662.54 /Month</b>	<b>\$91.08 /Hour</b>				
<b>Total Benefits</b>		\$7,000.52	51.24%	<b>\$137.75</b>	<b>\$182.13</b>	<b>\$30.94</b>	<b>\$350.82</b>	
<b>Annual Salary + Benefits</b>				<u><u><b>\$247,956.77</b></u></u>				
<b>Step E</b>								
			<b>\$14,345.67 /Month</b>	<b>\$95.64 /Hour</b>				
<b>Total Benefits</b>		\$7,181.26	50.06%	<b>\$143.51</b>	<b>\$189.74</b>	<b>\$32.23</b>	<b>\$365.48</b>	
<b>Annual Salary + Benefits</b>				<u><u><b>\$258,323.11</b></u></u>				

**Assistant Director of Administrative Services**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$12,126.88 /Month</b>		<b>\$80.85 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>51.25% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	2,214.13					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	113.63					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	473.81					
Workers Comp.	0.058120	704.81					
Vision Benefit		34.68					
Medicare	0.014500	175.84					
<b>Total Benefits</b>		<b>\$6,603.98</b>	<b>54.46%</b>	<b>\$124.87</b>	<b>\$64.00</b>	<b>\$28.04</b>	<b>\$216.91</b>
<b>Annual Salary + Benefits</b>				<b><u>\$224,770.27</u></b>			
<b>Step B</b>		<b>\$12,733.22 /Month</b>		<b>\$84.89 /Hour</b>			
<b>Total Benefits</b>		<b>\$6,764.40</b>	<b>53.12%</b>	<b>\$129.98</b>	<b>\$66.62</b>	<b>\$29.19</b>	<b>\$225.79</b>
<b>Annual Salary + Benefits</b>				<b><u>\$233,971.44</u></b>			
<b>Step C</b>		<b>\$13,369.89 /Month</b>		<b>\$89.13 /Hour</b>			
<b>Total Benefits</b>		<b>\$6,932.84</b>	<b>51.85%</b>	<b>\$135.35</b>	<b>\$69.37</b>	<b>\$30.40</b>	<b>\$235.12</b>
<b>Annual Salary + Benefits</b>				<b><u>\$243,632.67</u></b>			
<b>Step D</b>		<b>\$14,038.38 /Month</b>		<b>\$93.59 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,109.70</b>	<b>50.64%</b>	<b>\$140.99</b>	<b>\$72.26</b>	<b>\$31.66</b>	<b>\$244.91</b>
<b>Annual Salary + Benefits</b>				<b><u>\$253,776.97</u></b>			
<b>Step E</b>		<b>\$14,740.30 /Month</b>		<b>\$98.27 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,295.41</b>	<b>49.49%</b>	<b>\$146.90</b>	<b>\$75.30</b>	<b>\$32.99</b>	<b>\$255.19</b>
<b>Annual Salary + Benefits</b>				<b><u>\$264,428.48</u></b>			

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

<b>Step A</b>		<b>\$12,126.88 /Month</b>		<b>\$80.85 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.182580	2,214.13		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	113.63					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	473.81					
Workers Comp.	0.058120	704.81					
Vision Benefit		34.68					
Medicare	0.014500	175.84		<b>Hourly Rate &amp; Benefits</b>	<b>105.49% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,603.98	54.46%	<b>\$124.87</b>	<b>\$131.73</b>	<b>\$28.04</b>	<b>\$284.64</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$224,770.27</u></b>			
<b>Step B</b>		<b>\$12,733.22 /Month</b>		<b>\$84.89 /Hour</b>			
	Total Benefits	\$6,764.40	53.12%	<b>\$129.98</b>	<b>\$137.12</b>	<b>\$29.19</b>	<b>\$296.29</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$233,971.44</u></b>			
<b>Step C</b>		<b>\$13,369.89 /Month</b>		<b>\$89.13 /Hour</b>			
	Total Benefits	\$6,932.84	51.85%	<b>\$135.35</b>	<b>\$142.78</b>	<b>\$30.40</b>	<b>\$308.53</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$243,632.67</u></b>			
<b>Step D</b>		<b>\$14,038.38 /Month</b>		<b>\$93.59 /Hour</b>			
	Total Benefits	\$7,109.70	50.64%	<b>\$140.99</b>	<b>\$148.73</b>	<b>\$31.66</b>	<b>\$321.38</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$253,776.97</u></b>			
<b>Step E</b>		<b>\$14,740.30 /Month</b>		<b>\$98.27 /Hour</b>			
	Total Benefits	\$7,295.41	49.49%	<b>\$146.90</b>	<b>\$154.97</b>	<b>\$32.99</b>	<b>\$334.86</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$264,428.48</u></b>			

**Assistant Engineer**  
**Department: Public Works**

<b>Step A</b>		<b>\$7,548.81 /Month</b>		<b>\$50.33 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>				<b>Category</b>		
PERS - Employer	0.182580	1,378.26			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	70.73					
Life Insurance	0.000205	27.86					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	260.98					
Workers Comp.	0.058120	438.74					
Vision Benefit		34.68					
Medicare	0.014500	109.46					
				<b>Hourly Rate &amp; Benefits</b>	<b>105.49% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,172.00	68.51%	\$84.81	\$89.46	\$19.04	\$193.31
		<b>Annual Salary + Benefits</b>		<b>\$152,649.66</b>			

  

<b>Step B</b>		<b>\$7,926.25 /Month</b>		<b>\$52.84 /Hour</b>			
	Total Benefits	\$5,271.86	66.51%	\$87.99	\$92.82	\$19.76	\$200.57
		<b>Annual Salary + Benefits</b>		<b>\$158,377.26</b>			

  

<b>Step C</b>		<b>\$8,322.56 /Month</b>		<b>\$55.48 /Hour</b>			
	Total Benefits	\$5,376.71	64.60%	\$91.33	\$96.34	\$20.51	\$208.18
		<b>Annual Salary + Benefits</b>		<b>\$164,391.23</b>			

  

<b>Step D</b>		<b>\$8,738.69 /Month</b>		<b>\$58.26 /Hour</b>			
	Total Benefits	\$5,486.81	62.79%	\$94.84	\$100.04	\$21.30	\$216.18
		<b>Annual Salary + Benefits</b>		<b>\$170,705.91</b>			

  

<b>Step E</b>		<b>\$9,175.62 /Month</b>		<b>\$61.17 /Hour</b>			
	Total Benefits	\$5,602.41	61.06%	\$98.52	\$103.93	\$22.12	\$224.57
		<b>Annual Salary + Benefits</b>		<b>\$177,336.32</b>			

**Assistant Parks and Recreation Director**  
**Department: Parks and Recreation**

<b>Step A</b>		<b>\$9,794.37 /Month</b>		<b>\$65.30 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.182580	1,788.26		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	91.77					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	403.83					
Workers Comp.	0.058120	569.25					
Vision Benefit		34.68					
Medicare	0.014500	142.02					
				<b>Hourly Rate &amp; Benefits</b>	<b>92.00% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,916.89	60.41%	\$104.74	\$96.36	\$23.52	\$224.62
		<b>Annual Salary + Benefits</b>		<b><u>\$188,535.08</u></b>			
<b>Step B</b>		<b>\$10,284.09 /Month</b>		<b>\$68.56 /Hour</b>			
	Total Benefits	\$6,046.45	58.79%	\$108.87	\$100.16	\$24.45	\$233.48
		<b>Annual Salary + Benefits</b>		<b><u>\$195,966.48</u></b>			
<b>Step C</b>		<b>\$10,798.29 /Month</b>		<b>\$71.99 /Hour</b>			
	Total Benefits	\$6,182.50	57.25%	\$113.21	\$104.15	\$25.42	\$242.78
		<b>Annual Salary + Benefits</b>		<b><u>\$203,769.45</u></b>			
<b>Step D</b>		<b>\$11,338.21 /Month</b>		<b>\$75.59 /Hour</b>			
	Total Benefits	\$6,325.34	55.79%	\$117.76	\$108.34	\$26.44	\$252.54
		<b>Annual Salary + Benefits</b>		<b><u>\$211,962.57</u></b>			
<b>Step E</b>		<b>\$11,905.12 /Month</b>		<b>\$79.37 /Hour</b>			
	Total Benefits	\$6,475.33	54.39%	\$122.54	\$112.73	\$27.52	\$262.79
		<b>Annual Salary + Benefits</b>		<b><u>\$220,565.34</u></b>			

**Assistant Planner**  
**Department: Community Development**

<b>Step A</b>							
		<b>\$6,970.90 /Month</b>		<b>\$46.47 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>				<b>Category</b>		
PERS - Employer	0.182580	1,272.75			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	65.32					
Life Insurance	0.000205	25.72					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	249.42					
Workers Comp.	0.058120	405.15					
Vision Benefit		34.68					
Medicare	0.014500	101.08					
				<b>Hourly Rate &amp; Benefits</b>	<b>132.21% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,005.41	71.80%	<b>\$79.84</b>	<b>\$105.56</b>	<b>\$17.93</b>	<b>\$203.33</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$143,715.70</u></b>			
<b>Step B</b>							
		<b>\$7,319.44 /Month</b>		<b>\$48.80 /Hour</b>			
	Total Benefits	\$5,097.63	69.64%	<b>\$82.78</b>	<b>\$109.44</b>	<b>\$18.59</b>	<b>\$210.81</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,004.82</u></b>			
<b>Step C</b>							
		<b>\$7,685.41 /Month</b>		<b>\$51.24 /Hour</b>			
	Total Benefits	\$5,194.45	67.59%	<b>\$85.87</b>	<b>\$113.52</b>	<b>\$19.28</b>	<b>\$218.67</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,558.38</u></b>			
<b>Step D</b>							
		<b>\$8,069.69 /Month</b>		<b>\$53.80 /Hour</b>			
	Total Benefits	\$5,296.12	65.63%	<b>\$89.11</b>	<b>\$117.81</b>	<b>\$20.01</b>	<b>\$226.93</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,389.63</u></b>			
<b>Step E</b>							
		<b>\$8,473.17 /Month</b>		<b>\$56.49 /Hour</b>			
	Total Benefits	\$5,402.87	63.76%	<b>\$92.51</b>	<b>\$122.30</b>	<b>\$20.77</b>	<b>\$235.58</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,512.44</u></b>			



**Associate Engineer  
Department: Public Works**

<b>Step A</b>		<b>\$8,322.56 /Month</b>		<b>\$55.48 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.182580	1,519.53		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	77.98					
Life Insurance	0.000205	30.71					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	276.45					
Workers Comp.	0.058120	483.71					
Vision Benefit		34.68					
Medicare	0.014500	120.68		<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,395.04</b>	<b>64.82%</b>	<b>\$91.45</b>	<b>\$96.47</b>	<b>\$20.54</b>	<b>\$208.46</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$164,611.20</u></b>			
<b>Step B</b>		<b>\$8,738.69 /Month</b>		<b>\$58.26 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,505.14</b>	<b>63.00%</b>	<b>\$94.96</b>	<b>\$100.17</b>	<b>\$21.32</b>	<b>\$216.45</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$170,925.87</u></b>			
<b>Step C</b>		<b>\$9,175.62 /Month</b>		<b>\$61.17 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,620.74</b>	<b>61.26%</b>	<b>\$98.64</b>	<b>\$104.06</b>	<b>\$22.15</b>	<b>\$224.85</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$177,556.28</u></b>			
<b>Step D</b>		<b>\$9,634.40 /Month</b>		<b>\$64.23 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,742.12</b>	<b>59.60%</b>	<b>\$102.51</b>	<b>\$108.14</b>	<b>\$23.02</b>	<b>\$233.67</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$184,518.21</u></b>			
<b>Step E</b>		<b>\$10,116.12 /Month</b>		<b>\$67.44 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,869.56</b>	<b>58.02%</b>	<b>\$106.57</b>	<b>\$112.42</b>	<b>\$23.93</b>	<b>\$242.92</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$191,828.23</u></b>			

**Associate Planner**  
**Department: Community Development**

<b>Step A</b>							
		<b>\$7,685.41 /Month</b>		<b>\$51.24 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>				<b>Category</b>		
PERS - Employer	0.182580	1,403.20			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	72.01					
Life Insurance	0.000205	28.36					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.71					
Workers Comp.	0.058120	446.68					
Vision Benefit		34.68					
Medicare	0.014500	111.44					
				<b>Hourly Rate &amp; Benefits</b>	<b>132.21% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,211.38</b>	<b>67.81%</b>	<b>\$85.98</b>	<b>\$113.67</b>	<b>\$19.31</b>	<b>\$218.96</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,761.51</u></b>			
<b>Step B</b>							
		<b>\$8,069.69 /Month</b>		<b>\$53.80 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,313.04</b>	<b>65.84%</b>	<b>\$89.22</b>	<b>\$117.96</b>	<b>\$20.04</b>	<b>\$227.22</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,592.75</u></b>			
<b>Step C</b>							
		<b>\$8,473.17 /Month</b>		<b>\$56.49 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,419.79</b>	<b>63.96%</b>	<b>\$92.62</b>	<b>\$122.45</b>	<b>\$20.80</b>	<b>\$235.87</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,715.56</u></b>			
<b>Step D</b>							
		<b>\$8,896.83 /Month</b>		<b>\$59.31 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,531.88</b>	<b>62.18%</b>	<b>\$96.19</b>	<b>\$127.18</b>	<b>\$21.60</b>	<b>\$244.97</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,144.51</u></b>			
<b>Step E</b>							
		<b>\$9,341.67 /Month</b>		<b>\$62.28 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,649.57</b>	<b>60.48%</b>	<b>\$99.94</b>	<b>\$132.13</b>	<b>\$22.44</b>	<b>\$254.51</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,894.91</u></b>			

**Building Inspector I**  
**Department: Community Development**

<b>Step A</b>		<b>\$6,358.99 /Month</b>		<b>\$42.39 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,161.03			132.21%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	59.58					
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	369.58					
Vision Benefit		34.68					
Medicare	0.014500	92.21					
<b>Total Benefits</b>		<b>\$4,573.89</b>	<b>71.93%</b>	<b>\$72.89</b>	<b>\$96.36</b>	<b>\$16.37</b>	<b>\$185.62</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,194.60</u></b>			
<b>Step B</b>		<b>\$6,676.94 /Month</b>		<b>\$44.51 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,658.01</b>	<b>69.76%</b>	<b>\$75.57</b>	<b>\$99.91</b>	<b>\$16.97</b>	<b>\$192.45</b>
<b>Annual Salary + Benefits</b>				<b><u>\$136,019.44</u></b>			
<b>Step C</b>		<b>\$7,010.79 /Month</b>		<b>\$46.74 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,746.34</b>	<b>67.70%</b>	<b>\$78.38</b>	<b>\$103.63</b>	<b>\$17.60</b>	<b>\$199.61</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,085.52</u></b>			
<b>Step D</b>		<b>\$7,361.33 /Month</b>		<b>\$49.08 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,839.08</b>	<b>65.74%</b>	<b>\$81.34</b>	<b>\$107.53</b>	<b>\$18.27</b>	<b>\$207.14</b>
<b>Annual Salary + Benefits</b>				<b><u>\$146,404.90</u></b>			
<b>Step E</b>		<b>\$7,729.40 /Month</b>		<b>\$51.53 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,936.46</b>	<b>63.87%</b>	<b>\$84.44</b>	<b>\$111.64</b>	<b>\$18.96</b>	<b>\$215.04</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,990.25</u></b>			

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

<b>Step A</b>		<b>\$7,010.79 /Month</b>		<b>\$46.74 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,280.03			132.21%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	65.69					
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	407.47					
Vision Benefit		34.68					
Medicare	0.014500	101.66					
<b>Total Benefits</b>		<b>\$4,746.34</b>	<b>67.70%</b>	<b>\$78.38</b>	<b>\$103.63</b>	<b>\$17.60</b>	<b>\$199.61</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,085.52</u></b>			
<b>Step B</b>		<b>\$7,361.33 /Month</b>		<b>\$49.08 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,839.08</b>	<b>65.74%</b>	<b>\$81.34</b>	<b>\$107.53</b>	<b>\$18.27</b>	<b>\$207.14</b>
<b>Annual Salary + Benefits</b>				<b><u>\$146,404.90</u></b>			
<b>Step C</b>		<b>\$7,729.40 /Month</b>		<b>\$51.53 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,936.46</b>	<b>63.87%</b>	<b>\$84.44</b>	<b>\$111.64</b>	<b>\$18.96</b>	<b>\$215.04</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,990.25</u></b>			
<b>Step D</b>		<b>\$8,115.87 /Month</b>		<b>\$54.11 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,038.71</b>	<b>62.08%</b>	<b>\$87.70</b>	<b>\$115.94</b>	<b>\$19.69</b>	<b>\$223.33</b>
<b>Annual Salary + Benefits</b>				<b><u>\$157,854.87</u></b>			
<b>Step E</b>		<b>\$8,521.66 /Month</b>		<b>\$56.81 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,146.07</b>	<b>60.39%</b>	<b>\$91.12</b>	<b>\$120.47</b>	<b>\$20.46</b>	<b>\$232.05</b>
<b>Annual Salary + Benefits</b>				<b><u>\$164,012.72</u></b>			

**Chief Building Official  
Department: Community Development**

<b>Step A</b>		<b>\$10,773.81 /Month</b>		<b>\$71.83 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>				<b>Category</b>		
PERS - Employer	0.182580	1,967.08			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	100.95					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	433.21					
Workers Comp.	0.058120	626.17					
Vision Benefit		34.68					
Medicare	0.014500	156.22					
				<b>Hourly Rate &amp; Benefits</b>	<b>132.21% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,205.40	57.60%	<b>\$113.19</b>	<b>\$149.66</b>	<b>\$25.42</b>	<b>\$288.27</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$203,750.48</u></b>			
<b>Step B</b>		<b>\$11,312.50 /Month</b>		<b>\$75.42 /Hour</b>			
	Total Benefits	\$6,347.92	56.11%	<b>\$117.74</b>	<b>\$155.66</b>	<b>\$26.44</b>	<b>\$299.84</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$211,925.02</u></b>			
<b>Step C</b>		<b>\$11,878.12 /Month</b>		<b>\$79.19 /Hour</b>			
	Total Benefits	\$6,497.57	54.70%	<b>\$122.50</b>	<b>\$161.96</b>	<b>\$27.51</b>	<b>\$311.97</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$220,508.29</u></b>			
<b>Step D</b>		<b>\$12,472.03 /Month</b>		<b>\$83.15 /Hour</b>			
	Total Benefits	\$6,654.70	53.36%	<b>\$127.51</b>	<b>\$168.58</b>	<b>\$28.63</b>	<b>\$324.72</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$229,520.71</u></b>			
<b>Step E</b>		<b>\$13,095.63 /Month</b>		<b>\$87.30 /Hour</b>			
	Total Benefits	\$6,819.68	52.08%	<b>\$132.77</b>	<b>\$175.53</b>	<b>\$29.82</b>	<b>\$338.12</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$238,983.77</u></b>			

**Chief Financial Operations Officer**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$9,627.50 /Month</b>		<b>\$64.18 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,757.79					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	90.21					
Life Insurance	0.000205	35.53					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	398.83					
Workers Comp.	0.058120	559.55					
Vision Benefit		34.68					
Medicare	0.014500	139.60					
					51.25%	22.46%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,867.48</b>	<b>60.94%</b>	<b>\$103.30</b>	<b>\$52.95</b>	<b>\$23.20</b>	<b>\$179.45</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$185,939.78</u></b>

  

<b>Step B</b>		<b>\$10,108.88 /Month</b>		<b>\$67.39 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,994.84</b>	<b>59.30%</b>	<b>\$107.36</b>	<b>\$55.03</b>	<b>\$24.11</b>	<b>\$186.50</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$193,244.57</u></b>

  

<b>Step C</b>		<b>\$10,614.32 /Month</b>		<b>\$70.76 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,128.56</b>	<b>57.74%</b>	<b>\$111.62</b>	<b>\$57.21</b>	<b>\$25.07</b>	<b>\$193.90</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$200,914.60</u></b>

  

<b>Step D</b>		<b>\$11,145.04 /Month</b>		<b>\$74.30 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,268.97</b>	<b>56.25%</b>	<b>\$116.09</b>	<b>\$59.50</b>	<b>\$26.07</b>	<b>\$201.66</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$208,968.13</u></b>

  

<b>Step E</b>		<b>\$11,702.29 /Month</b>		<b>\$78.02 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,416.41</b>	<b>54.83%</b>	<b>\$120.79</b>	<b>\$61.91</b>	<b>\$27.13</b>	<b>\$209.83</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$217,424.34</u></b>

**Chief Information Systems Officer**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$10,755.67 /Month</b>		<b>\$71.70 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,963.77					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	100.78					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	432.67					
Workers Comp.	0.058120	625.12					
Vision Benefit		34.68					
Medicare	0.014500	155.96					
	<b>Total Benefits</b>	<b>\$6,200.06</b>	<b>57.64%</b>	<b>\$113.04</b>	<b>\$57.94</b>	<b>\$25.38</b>	<b>\$196.36</b>
				<b>Annual Salary + Benefits <u>\$203,468.71</u></b>			
<b>Step B</b>							
				<b>\$11,293.45 /Month</b>		<b>\$75.29 /Hour</b>	
	<b>Total Benefits</b>	<b>\$6,342.34</b>	<b>56.16%</b>	<b>\$117.57</b>	<b>\$60.26</b>	<b>\$26.40</b>	<b>\$204.23</b>
				<b>Annual Salary + Benefits <u>\$211,629.49</u></b>			
<b>Step C</b>							
				<b>\$11,858.12 /Month</b>		<b>\$79.05 /Hour</b>	
	<b>Total Benefits</b>	<b>\$6,491.73</b>	<b>54.75%</b>	<b>\$122.33</b>	<b>\$62.70</b>	<b>\$27.47</b>	<b>\$212.50</b>
				<b>Annual Salary + Benefits <u>\$220,198.31</u></b>			
<b>Step D</b>							
				<b>\$12,451.03 /Month</b>		<b>\$83.01 /Hour</b>	
	<b>Total Benefits</b>	<b>\$6,648.60</b>	<b>53.40%</b>	<b>\$127.33</b>	<b>\$65.26</b>	<b>\$28.59</b>	<b>\$221.18</b>
				<b>Annual Salary + Benefits <u>\$229,195.56</u></b>			
<b>Step E</b>							
				<b>\$13,073.58 /Month</b>		<b>\$87.16 /Hour</b>	
	<b>Total Benefits</b>	<b>\$6,813.31</b>	<b>52.12%</b>	<b>\$132.58</b>	<b>\$67.95</b>	<b>\$29.77</b>	<b>\$230.30</b>
				<b>Annual Salary + Benefits <u>\$238,642.68</u></b>			

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

<b>Step E</b>		<b>\$19,092.53 /Month</b>		<b>\$127.28 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>				<b>Category</b>		
PERS - Employer	0.182580	3,613.72			City Attorney		
Management Incentive		700.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	139.05					
Life Insurance	0.000205	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	1,150.34					
Vision Benefit		34.68					
Medicare	0.014500	286.99					
				<b>Hourly Rate &amp; Benefits</b>	<b>43.78% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$8,811.86</b>	<b>46.15%</b>	<b>\$186.03</b>	<b>\$81.44</b>	<b>\$41.78</b>	<b>\$309.25</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$334,852.79</u></b>		



**City Clerk  
Department: City Manager**

<b>Step A</b>		<b>\$9,389.90 /Month</b>		<b>\$62.60 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,714.41					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	87.98					
Life Insurance	0.000205	34.65					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	391.70					
Workers Comp.	0.058120	545.74					
Vision Benefit		34.68					
Medicare	0.014500	136.15					
					55.21%	22.46%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	
	<b>Total Benefits</b>	<b>\$5,796.61</b>	<b>61.73%</b>	<b>\$101.24</b>	<b>\$55.90</b>	<b>\$22.74</b>	<b>\$179.88</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$182,238.11</u></b>			
<b>Step B</b>		<b>\$9,859.39 /Month</b>		<b>\$65.73 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,920.83</b>	<b>60.05%</b>	<b>\$105.20</b>	<b>\$58.09</b>	<b>\$23.62</b>	<b>\$186.91</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$189,362.62</u></b>			
<b>Step C</b>		<b>\$10,352.36 /Month</b>		<b>\$69.02 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,051.25</b>	<b>58.45%</b>	<b>\$109.36</b>	<b>\$60.38</b>	<b>\$24.56</b>	<b>\$194.30</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$196,843.36</u></b>			
<b>Step D</b>		<b>\$10,869.98 /Month</b>		<b>\$72.47 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,188.20</b>	<b>56.93%</b>	<b>\$113.72</b>	<b>\$62.79</b>	<b>\$25.54</b>	<b>\$202.05</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$204,698.13</u></b>			
<b>Step E</b>		<b>\$11,413.48 /Month</b>		<b>\$76.09 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,331.99</b>	<b>55.48%</b>	<b>\$118.30</b>	<b>\$65.32</b>	<b>\$26.57</b>	<b>\$210.19</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$212,945.64</u></b>			

**City Manager**  
**Department: City Manager**

<b>Step E</b>		<b>\$19,532.25 /Month</b>		<b>\$130.22 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>				<b>Category</b>		
PERS - Employer	0.182580	3,694.00			City Manager		
Management Incentive		700.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	139.05					
Life Insurance	0.000205	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					
Vision Benefit		34.68					
Medicare	0.014500	293.37					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$8,924.08</b>	<b>45.69%</b>	<b>\$189.71</b>	<b>\$104.75</b>	<b>\$42.60</b>	<b>\$337.06</b>
				<b>Annual Salary + Benefits</b>	<b>\$341,475.96</b>		

**City Treasurer/Director of Administrative Services**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$13,510.79 /Month</b>		<b>\$90.07 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	2,623.34					
Management Incentive		857.38					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	126.60					
Life Insurance	0.000205	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	835.08			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	208.34					
<b>Total Benefits</b>		<b>\$7,682.50</b>	<b>56.86%</b>	<b>\$141.29</b>	<b>\$72.42</b>	<b>\$31.73</b>	<b>\$245.44</b>
<b>Annual Salary + Benefits</b>				<b><u>\$254,319.41</u></b>			
<b>Step B</b>		<b>\$14,186.33 /Month</b>		<b>\$94.58 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,861.22</b>	<b>55.41%</b>	<b>\$146.98</b>	<b>\$75.34</b>	<b>\$33.01</b>	<b>\$255.33</b>
<b>Annual Salary + Benefits</b>				<b><u>\$264,570.62</u></b>			
<b>Step C</b>		<b>\$14,895.64 /Month</b>		<b>\$99.30 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,048.89</b>	<b>54.04%</b>	<b>\$152.96</b>	<b>\$78.40</b>	<b>\$34.35</b>	<b>\$265.71</b>
<b>Annual Salary + Benefits</b>				<b><u>\$275,334.38</u></b>			
<b>Step D</b>		<b>\$15,640.43 /Month</b>		<b>\$104.27 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,245.93</b>	<b>52.72%</b>	<b>\$159.24</b>	<b>\$81.62</b>	<b>\$35.76</b>	<b>\$276.62</b>
<b>Annual Salary + Benefits</b>				<b><u>\$286,636.33</u></b>			
<b>Step E</b>		<b>\$16,422.45 /Month</b>		<b>\$109.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,452.83</b>	<b>51.47%</b>	<b>\$165.84</b>	<b>\$85.00</b>	<b>\$37.24</b>	<b>\$288.08</b>
<b>Annual Salary + Benefits</b>				<b><u>\$298,503.38</u></b>			

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

<b>Step A</b>		<b>\$5,961.06 /Month</b>		<b>\$39.74 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>132.21% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,088.37					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	55.86					
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	346.46					
Vision Benefit		34.68					
Medicare	0.014500	86.44					
	<b>Total Benefits</b>	<b>\$4,468.61</b>	<b>74.96%</b>	<b>\$69.53</b>	<b>\$91.93</b>	<b>\$15.61</b>	<b>\$177.07</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$125,155.97</u></b>		
<b>Step B</b>		<b>\$6,259.11 /Month</b>		<b>\$41.73 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,547.46</b>	<b>72.65%</b>	<b>\$72.04</b>	<b>\$95.25</b>	<b>\$16.18</b>	<b>\$183.47</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$129,678.88</u></b>		
<b>Step C</b>		<b>\$6,572.07 /Month</b>		<b>\$43.81 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,630.26</b>	<b>70.45%</b>	<b>\$74.68</b>	<b>\$98.74</b>	<b>\$16.77</b>	<b>\$190.19</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$134,427.93</u></b>		
<b>Step D</b>		<b>\$6,900.67 /Month</b>		<b>\$46.00 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,717.20</b>	<b>68.36%</b>	<b>\$77.45</b>	<b>\$102.40</b>	<b>\$17.39</b>	<b>\$197.24</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$139,414.43</u></b>		
<b>Step E</b>		<b>\$7,245.70 /Month</b>		<b>\$48.30 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,808.49</b>	<b>66.36%</b>	<b>\$80.36</b>	<b>\$106.25</b>	<b>\$18.05</b>	<b>\$204.66</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$144,650.26</u></b>		

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

<b>Step A</b>		<b>\$6,572.07 /Month</b>		<b>\$43.81 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,199.93			132.21%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	61.58					
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	381.97					
Vision Benefit		34.68					
Medicare	0.014500	95.29					
<b>Total Benefits</b>		<b>\$4,630.26</b>	<b>70.45%</b>	<b>\$74.68</b>	<b>\$98.74</b>	<b>\$16.77</b>	<b>\$190.19</b>
<b>Annual Salary + Benefits</b>				<b><u>\$134,427.93</u></b>			
<b>Step B</b>		<b>\$6,900.67 /Month</b>		<b>\$46.00 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,717.20</b>	<b>68.36%</b>	<b>\$77.45</b>	<b>\$102.40</b>	<b>\$17.39</b>	<b>\$197.24</b>
<b>Annual Salary + Benefits</b>				<b><u>\$139,414.43</u></b>			
<b>Step C</b>		<b>\$7,245.70 /Month</b>		<b>\$48.30 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,808.49</b>	<b>66.36%</b>	<b>\$80.36</b>	<b>\$106.25</b>	<b>\$18.05</b>	<b>\$204.66</b>
<b>Annual Salary + Benefits</b>				<b><u>\$144,650.26</u></b>			
<b>Step D</b>		<b>\$7,607.99 /Month</b>		<b>\$50.72 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,904.34</b>	<b>64.46%</b>	<b>\$83.42</b>	<b>\$110.28</b>	<b>\$18.73</b>	<b>\$212.43</b>
<b>Annual Salary + Benefits</b>				<b><u>\$150,147.87</u></b>			
<b>Step E</b>		<b>\$7,988.39 /Month</b>		<b>\$53.26 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,004.98</b>	<b>62.65%</b>	<b>\$86.62</b>	<b>\$114.52</b>	<b>\$19.45</b>	<b>\$220.59</b>
<b>Annual Salary + Benefits</b>				<b><u>\$155,920.37</u></b>			

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

<b>Step A</b>		<b>\$5,089.20 /Month</b>		<b>\$33.93 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	929.19					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	47.69					
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	295.78			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	73.79					
<b>Total Benefits</b>		<b>\$4,237.94</b>	<b>83.27%</b>	<b>\$62.18</b>	<b>\$65.59</b>	<b>\$13.96</b>	<b>\$141.73</b>
<b>Annual Salary + Benefits</b>				<b><u>\$111,925.60</u></b>			
<b>Step B</b>		<b>\$5,343.65 /Month</b>		<b>\$35.62 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,305.26</b>	<b>80.57%</b>	<b>\$64.33</b>	<b>\$67.86</b>	<b>\$14.45</b>	<b>\$146.64</b>
<b>Annual Salary + Benefits</b>				<b><u>\$115,786.99</u></b>			
<b>Step C</b>		<b>\$5,610.84 /Month</b>		<b>\$37.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,375.95</b>	<b>77.99%</b>	<b>\$66.58</b>	<b>\$70.23</b>	<b>\$14.95</b>	<b>\$151.76</b>
<b>Annual Salary + Benefits</b>				<b><u>\$119,841.44</u></b>			
<b>Step D</b>		<b>\$5,891.38 /Month</b>		<b>\$39.28 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,450.17</b>	<b>75.54%</b>	<b>\$68.94</b>	<b>\$72.73</b>	<b>\$15.48</b>	<b>\$157.15</b>
<b>Annual Salary + Benefits</b>				<b><u>\$124,098.62</u></b>			
<b>Step E</b>		<b>\$6,185.95 /Month</b>		<b>\$41.24 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,528.11</b>	<b>73.20%</b>	<b>\$71.43</b>	<b>\$75.35</b>	<b>\$16.04</b>	<b>\$162.82</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,568.66</u></b>			

**Collection System Worker II**  
**Department: Public Works**

<b>Step A</b>		<b>\$5,610.84 /Month</b>		<b>\$37.41 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,024.43					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	52.57					
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	326.10			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	81.36					
<b>Total Benefits</b>		<b>\$4,375.95</b>	<b>77.99%</b>	<b>\$66.58</b>	<b>\$70.23</b>	<b>\$14.95</b>	<b>\$151.76</b>
<b>Annual Salary + Benefits</b>				<b><u>\$119,841.44</u></b>			
<b>Step B</b>		<b>\$5,891.38 /Month</b>		<b>\$39.28 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,450.17</b>	<b>75.54%</b>	<b>\$68.94</b>	<b>\$72.73</b>	<b>\$15.48</b>	<b>\$157.15</b>
<b>Annual Salary + Benefits</b>				<b><u>\$124,098.62</u></b>			
<b>Step C</b>		<b>\$6,185.95 /Month</b>		<b>\$41.24 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,528.11</b>	<b>73.20%</b>	<b>\$71.43</b>	<b>\$75.35</b>	<b>\$16.04</b>	<b>\$162.82</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,568.66</u></b>			
<b>Step D</b>		<b>\$6,495.25 /Month</b>		<b>\$43.30 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,609.94</b>	<b>70.97%</b>	<b>\$74.03</b>	<b>\$78.10</b>	<b>\$16.63</b>	<b>\$168.76</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,262.20</u></b>			
<b>Step E</b>		<b>\$6,820.01 /Month</b>		<b>\$45.47 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,695.86</b>	<b>68.85%</b>	<b>\$76.77</b>	<b>\$80.99</b>	<b>\$17.24</b>	<b>\$175.00</b>
<b>Annual Salary + Benefits</b>				<b><u>\$138,190.41</u></b>			

**Community Development Specialist  
Department: Community Development**

<b>Step A</b>		<b>\$6,941.31 /Month</b>		<b>\$46.28 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,267.34			132.21%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	65.04					
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	403.43					
Vision Benefit		34.68					
Medicare	0.014500	100.65					
<b>Total Benefits</b>		<b>\$4,727.95</b>	<b>68.11%</b>	<b>\$77.80</b>	<b>\$102.85</b>	<b>\$17.47</b>	<b>\$198.12</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,031.09</u></b>			
<b>Step B</b>		<b>\$7,288.37 /Month</b>		<b>\$48.59 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,819.77</b>	<b>66.13%</b>	<b>\$80.72</b>	<b>\$106.72</b>	<b>\$18.13</b>	<b>\$205.57</b>
<b>Annual Salary + Benefits</b>				<b><u>\$145,297.75</u></b>			
<b>Step C</b>		<b>\$7,652.79 /Month</b>		<b>\$51.02 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,916.19</b>	<b>64.24%</b>	<b>\$83.79</b>	<b>\$110.78</b>	<b>\$18.82</b>	<b>\$213.39</b>
<b>Annual Salary + Benefits</b>				<b><u>\$150,827.74</u></b>			
<b>Step D</b>		<b>\$8,035.43 /Month</b>		<b>\$53.57 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,017.42</b>	<b>62.44%</b>	<b>\$87.02</b>	<b>\$115.05</b>	<b>\$19.54</b>	<b>\$221.61</b>
<b>Annual Salary + Benefits</b>				<b><u>\$156,634.23</u></b>			
<b>Step E</b>		<b>\$8,437.20 /Month</b>		<b>\$56.25 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,123.72</b>	<b>60.73%</b>	<b>\$90.41</b>	<b>\$119.53</b>	<b>\$20.30</b>	<b>\$230.24</b>
<b>Annual Salary + Benefits</b>				<b><u>\$162,731.05</u></b>			



**Community Development Technician**  
**Department: Community Development**

<b>Step A</b>		<b>\$5,736.96 /Month</b>		<b>\$38.25 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,047.45			132.21%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	53.76					
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	333.43					
Vision Benefit		34.68					
Medicare	0.014500	83.19					
<b>Total Benefits</b>		<b>\$4,409.32</b>	<b>76.86%</b>	<b>\$67.64</b>	<b>\$89.43</b>	<b>\$15.19</b>	<b>\$172.26</b>
<b>Annual Salary + Benefits</b>				<b><u>\$121,755.35</u></b>			
<b>Step B</b>		<b>\$6,023.81 /Month</b>		<b>\$40.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,485.21</b>	<b>74.46%</b>	<b>\$70.06</b>	<b>\$92.63</b>	<b>\$15.73</b>	<b>\$178.42</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,108.22</u></b>			
<b>Step C</b>		<b>\$6,325.00 /Month</b>		<b>\$42.17 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,564.90</b>	<b>72.17%</b>	<b>\$72.60</b>	<b>\$95.98</b>	<b>\$16.30</b>	<b>\$184.88</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,678.74</u></b>			
<b>Step D</b>		<b>\$6,641.25 /Month</b>		<b>\$44.27 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,648.57</b>	<b>70.00%</b>	<b>\$75.27</b>	<b>\$99.51</b>	<b>\$16.90</b>	<b>\$191.68</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,477.78</u></b>			
<b>Step E</b>		<b>\$6,973.31 /Month</b>		<b>\$46.49 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,736.42</b>	<b>67.92%</b>	<b>\$78.06</b>	<b>\$103.21</b>	<b>\$17.53</b>	<b>\$198.80</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,516.78</u></b>			

**Community Service Officer I**

**Department: Police**

<b>Step A</b>		<b>\$4,521.29 /Month</b>		<b>\$30.14 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	840.71					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	42.36					
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	267.62			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	66.77					
<b>Total Benefits</b>		<b>\$4,194.52</b>	<b>92.77%</b>	<b>\$58.11</b>	<b>\$30.78</b>	<b>\$13.05</b>	<b>\$101.94</b>
<b>Annual Salary + Benefits</b>				<b><u>\$104,589.62</u></b>			
<b>Step B</b>		<b>\$4,747.35 /Month</b>		<b>\$31.65 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,254.33</b>	<b>89.61%</b>	<b>\$60.01</b>	<b>\$31.79</b>	<b>\$13.48</b>	<b>\$105.28</b>
<b>Annual Salary + Benefits</b>				<b><u>\$108,020.11</u></b>			
<b>Step C</b>		<b>\$4,984.72 /Month</b>		<b>\$33.23 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,317.13</b>	<b>86.61%</b>	<b>\$62.01</b>	<b>\$32.85</b>	<b>\$13.93</b>	<b>\$108.79</b>
<b>Annual Salary + Benefits</b>				<b><u>\$111,622.12</u></b>			
<b>Step D</b>		<b>\$5,233.95 /Month</b>		<b>\$34.89 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,383.07</b>	<b>83.74%</b>	<b>\$64.11</b>	<b>\$33.97</b>	<b>\$14.40</b>	<b>\$112.48</b>
<b>Annual Salary + Benefits</b>				<b><u>\$115,404.23</u></b>			
<b>Step E</b>		<b>\$5,495.65 /Month</b>		<b>\$36.64 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,452.30</b>	<b>81.02%</b>	<b>\$66.32</b>	<b>\$35.13</b>	<b>\$14.89</b>	<b>\$116.34</b>
<b>Annual Salary + Benefits</b>				<b><u>\$119,375.45</u></b>			

Community Service Officer II

Department: Police

<b>Step A</b>		<b>\$4,984.72 /Month</b>		<b>\$33.23 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	925.32					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	46.71					
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	294.56			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	73.49					
Total Benefits		\$4,317.13	86.61%	\$62.01	\$32.85	\$13.93	\$108.79
Annual Salary + Benefits				<u><u>\$111,622.12</u></u>			
<b>Step B</b>		<b>\$5,233.95 /Month</b>		<b>\$34.89 /Hour</b>			
Total Benefits		\$4,383.07	83.74%	\$64.11	\$33.97	\$14.40	\$112.48
Annual Salary + Benefits				<u><u>\$115,404.23</u></u>			
<b>Step C</b>		<b>\$5,495.65 /Month</b>		<b>\$36.64 /Hour</b>			
Total Benefits		\$4,452.30	81.02%	\$66.32	\$35.13	\$14.89	\$116.34
Annual Salary + Benefits				<u><u>\$119,375.45</u></u>			
<b>Step D</b>		<b>\$5,770.43 /Month</b>		<b>\$38.47 /Hour</b>			
Total Benefits		\$4,525.00	78.42%	\$68.64	\$36.36	\$15.41	\$120.41
Annual Salary + Benefits				<u><u>\$123,545.23</u></u>			
<b>Step E</b>		<b>\$6,058.95 /Month</b>		<b>\$40.39 /Hour</b>			
Total Benefits		\$4,601.34	75.94%	\$71.07	\$37.65	\$15.96	\$124.68
Annual Salary + Benefits				<u><u>\$127,923.50</u></u>			

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

<b>Step A</b>		<b>\$6,358.99 /Month</b>		<b>\$42.39 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,161.03					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	59.58					
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	369.58			92.00%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	92.21					
<b>Total Benefits</b>		<b>\$4,573.89</b>	<b>71.93%</b>	<b>\$72.89</b>	<b>\$67.06</b>	<b>\$16.37</b>	<b>\$156.32</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,194.60</u></b>			
<b>Step B</b>		<b>\$6,676.94 /Month</b>		<b>\$44.51 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,658.01</b>	<b>69.76%</b>	<b>\$75.57</b>	<b>\$69.52</b>	<b>\$16.97</b>	<b>\$162.06</b>
<b>Annual Salary + Benefits</b>				<b><u>\$136,019.44</u></b>			
<b>Step C</b>		<b>\$7,010.79 /Month</b>		<b>\$46.74 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,746.34</b>	<b>67.70%</b>	<b>\$78.38</b>	<b>\$72.11</b>	<b>\$17.60</b>	<b>\$168.09</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,085.52</u></b>			
<b>Step D</b>		<b>\$7,361.33 /Month</b>		<b>\$49.08 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,839.08</b>	<b>65.74%</b>	<b>\$81.34</b>	<b>\$74.83</b>	<b>\$18.27</b>	<b>\$174.44</b>
<b>Annual Salary + Benefits</b>				<b><u>\$146,404.90</u></b>			
<b>Step E</b>		<b>\$7,729.40 /Month</b>		<b>\$51.53 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,936.46</b>	<b>63.87%</b>	<b>\$84.44</b>	<b>\$77.68</b>	<b>\$18.96</b>	<b>\$181.08</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,990.25</u></b>			

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

<b>Step A</b>		<b>\$6,358.99 /Month</b>		<b>\$42.39 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,161.03					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	59.58					
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	369.58			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	92.21					
<b>Total Benefits</b>		<b>\$4,573.89</b>	<b>71.93%</b>	<b>\$72.89</b>	<b>\$76.89</b>	<b>\$16.37</b>	<b>\$166.15</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,194.60</u></b>			
<b>Step B</b>		<b>\$6,676.94 /Month</b>		<b>\$44.51 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,658.01</b>	<b>69.76%</b>	<b>\$75.57</b>	<b>\$79.71</b>	<b>\$16.97</b>	<b>\$172.25</b>
<b>Annual Salary + Benefits</b>				<b><u>\$136,019.44</u></b>			
<b>Step C</b>		<b>\$7,010.79 /Month</b>		<b>\$46.74 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,746.34</b>	<b>67.70%</b>	<b>\$78.38</b>	<b>\$82.68</b>	<b>\$17.60</b>	<b>\$178.66</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,085.52</u></b>			
<b>Step D</b>		<b>\$7,361.33 /Month</b>		<b>\$49.08 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,839.08</b>	<b>65.74%</b>	<b>\$81.34</b>	<b>\$85.80</b>	<b>\$18.27</b>	<b>\$185.41</b>
<b>Annual Salary + Benefits</b>				<b><u>\$146,404.90</u></b>			
<b>Step E</b>		<b>\$7,729.40 /Month</b>		<b>\$51.53 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,936.46</b>	<b>63.87%</b>	<b>\$84.44</b>	<b>\$89.07</b>	<b>\$18.96</b>	<b>\$192.47</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,990.25</u></b>			

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

<b>Step A</b>		<b>\$7,010.79 /Month</b>		<b>\$46.74 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,280.03					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	65.69					
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	407.47			92.00%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	101.66					
<b>Total Benefits</b>		<b>\$4,746.34</b>	<b>67.70%</b>	<b>\$78.38</b>	<b>\$72.11</b>	<b>\$17.60</b>	<b>\$168.09</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,085.52</u></b>			
<b>Step B</b>		<b>\$7,361.33 /Month</b>		<b>\$49.08 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,839.08</b>	<b>65.74%</b>	<b>\$81.34</b>	<b>\$74.83</b>	<b>\$18.27</b>	<b>\$174.44</b>
<b>Annual Salary + Benefits</b>				<b><u>\$146,404.90</u></b>			
<b>Step C</b>		<b>\$7,729.40 /Month</b>		<b>\$51.53 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,936.46</b>	<b>63.87%</b>	<b>\$84.44</b>	<b>\$77.68</b>	<b>\$18.96</b>	<b>\$181.08</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,990.25</u></b>			
<b>Step D</b>		<b>\$8,115.87 /Month</b>		<b>\$54.11 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,038.71</b>	<b>62.08%</b>	<b>\$87.70</b>	<b>\$80.68</b>	<b>\$19.69</b>	<b>\$188.07</b>
<b>Annual Salary + Benefits</b>				<b><u>\$157,854.87</u></b>			
<b>Step E</b>		<b>\$8,521.66 /Month</b>		<b>\$56.81 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,146.07</b>	<b>60.39%</b>	<b>\$91.12</b>	<b>\$83.83</b>	<b>\$20.46</b>	<b>\$195.41</b>
<b>Annual Salary + Benefits</b>				<b><u>\$164,012.72</u></b>			

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

<b>Step A</b>		<b>\$7,010.79 /Month</b>		<b>\$46.74 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,280.03			105.49%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	65.69					
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	407.47					
Vision Benefit		34.68					
Medicare	0.014500	101.66					
<b>Total Benefits</b>		<b>\$4,746.34</b>	<b>67.70%</b>	<b>\$78.38</b>	<b>\$82.68</b>	<b>\$17.60</b>	<b>\$178.66</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,085.52</u></b>			
<b>Step B</b>		<b>\$7,361.33 /Month</b>		<b>\$49.08 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,839.08</b>	<b>65.74%</b>	<b>\$81.34</b>	<b>\$85.80</b>	<b>\$18.27</b>	<b>\$185.41</b>
<b>Annual Salary + Benefits</b>				<b><u>\$146,404.90</u></b>			
<b>Step C</b>		<b>\$7,729.40 /Month</b>		<b>\$51.53 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,936.46</b>	<b>63.87%</b>	<b>\$84.44</b>	<b>\$89.07</b>	<b>\$18.96</b>	<b>\$192.47</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,990.25</u></b>			
<b>Step D</b>		<b>\$8,115.87 /Month</b>		<b>\$54.11 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,038.71</b>	<b>62.08%</b>	<b>\$87.70</b>	<b>\$92.51</b>	<b>\$19.69</b>	<b>\$199.90</b>
<b>Annual Salary + Benefits</b>				<b><u>\$157,854.87</u></b>			
<b>Step E</b>		<b>\$8,521.66 /Month</b>		<b>\$56.81 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,146.07</b>	<b>60.39%</b>	<b>\$91.12</b>	<b>\$96.12</b>	<b>\$20.46</b>	<b>\$207.70</b>
<b>Annual Salary + Benefits</b>				<b><u>\$164,012.72</u></b>			

**Cross-Connection Control Specialist**  
**Department: Public Works**

<b>Step A</b>		<b>\$5,892.95 /Month</b>		<b>\$39.29 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,075.93					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	55.22					
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	342.50			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	85.45					
<b>Total Benefits</b>		<b>\$4,450.59</b>	<b>75.52%</b>	<b>\$68.96</b>	<b>\$72.74</b>	<b>\$15.49</b>	<b>\$157.19</b>
<b>Annual Salary + Benefits</b>				<b><u>\$124,122.39</u></b>			
<b>Step B</b>		<b>\$6,187.59 /Month</b>		<b>\$41.25 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,528.54</b>	<b>73.19%</b>	<b>\$71.44</b>	<b>\$75.36</b>	<b>\$16.04</b>	<b>\$162.84</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,593.61</u></b>			
<b>Step C</b>		<b>\$6,496.97 /Month</b>		<b>\$43.31 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,610.39</b>	<b>70.96%</b>	<b>\$74.05</b>	<b>\$78.11</b>	<b>\$16.63</b>	<b>\$168.79</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,288.40</u></b>			
<b>Step D</b>		<b>\$6,821.82 /Month</b>		<b>\$45.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,696.34</b>	<b>68.84%</b>	<b>\$76.79</b>	<b>\$81.00</b>	<b>\$17.24</b>	<b>\$175.03</b>
<b>Annual Salary + Benefits</b>				<b><u>\$138,217.93</u></b>			
<b>Step E</b>		<b>\$7,162.91 /Month</b>		<b>\$47.75 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,786.58</b>	<b>66.82%</b>	<b>\$79.66</b>	<b>\$84.04</b>	<b>\$17.89</b>	<b>\$181.59</b>
<b>Annual Salary + Benefits</b>				<b><u>\$143,393.93</u></b>			



**Deputy City Attorney  
Department: City Attorney**

<b>Step A</b>		<b>\$9,014.45 /Month</b>		<b>\$60.10 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.182580	1,645.86					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	84.47					
Life Insurance	0.000205	33.26					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	380.43					
Workers Comp.	0.058120	523.92					
Vision Benefit		34.68					
Medicare	0.014500	130.71					
	<b>Total Benefits</b>	<b>\$5,684.63</b>	<b>63.06%</b>	<b>\$97.99</b>	<b>\$42.90</b>	<b>\$22.01</b>	<b>\$162.90</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$176,388.92</u></b>
<b>Step B</b>							
	<b>Total Benefits</b>	<b>\$5,803.88</b>	<b>61.32%</b>	<b>\$101.79</b>	<b>\$44.56</b>	<b>\$22.86</b>	<b>\$169.21</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$183,228.56</u></b>
<b>Step C</b>							
	<b>Total Benefits</b>	<b>\$5,929.09</b>	<b>59.66%</b>	<b>\$105.78</b>	<b>\$46.31</b>	<b>\$23.76</b>	<b>\$175.85</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$190,410.18</u></b>
<b>Step D</b>							
	<b>Total Benefits</b>	<b>\$6,060.56</b>	<b>58.08%</b>	<b>\$109.97</b>	<b>\$48.15</b>	<b>\$24.70</b>	<b>\$182.82</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$197,950.88</u></b>
<b>Step E</b>							
	<b>Total Benefits</b>	<b>\$6,198.60</b>	<b>56.57%</b>	<b>\$114.37</b>	<b>\$50.07</b>	<b>\$25.68</b>	<b>\$190.12</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$205,868.62</u></b>

**Deputy Director of Public Works/Operations**  
**Department: Public Works**

<b>Step A</b>		<b>\$11,033.18 /Month</b>		<b>\$73.55 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.182580	2,014.44			Non-Sworn Asst Director / Asst City Attorney		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	103.38					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	441.00					
Workers Comp.	0.058120	641.25					
Vision Benefit		34.68					
Medicare	0.014500	159.98					
				<b>Hourly Rate &amp; Benefits</b>	<b>105.49% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,281.80	56.94%	<b>\$115.43</b>	<b>\$121.77</b>	<b>\$25.92</b>	<b>\$263.12</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$207,779.74</u></b>			
<b>Step B</b>		<b>\$11,584.83 /Month</b>		<b>\$77.23 /Hour</b>			
	Total Benefits	\$6,427.75	55.48%	<b>\$120.08</b>	<b>\$126.68</b>	<b>\$26.97</b>	<b>\$273.73</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$216,151.08</u></b>			
<b>Step C</b>		<b>\$12,164.08 /Month</b>		<b>\$81.09 /Hour</b>			
	Total Benefits	\$6,581.00	54.10%	<b>\$124.97</b>	<b>\$131.83</b>	<b>\$28.06</b>	<b>\$284.86</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$224,940.98</u></b>			
<b>Step D</b>		<b>\$12,772.28 /Month</b>		<b>\$85.15 /Hour</b>			
	Total Benefits	\$6,741.92	52.79%	<b>\$130.09</b>	<b>\$137.24</b>	<b>\$29.22</b>	<b>\$296.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$234,170.37</u></b>			
<b>Step E</b>		<b>\$13,410.89 /Month</b>		<b>\$89.41 /Hour</b>			
	Total Benefits	\$6,910.88	51.53%	<b>\$135.48</b>	<b>\$142.92</b>	<b>\$30.42</b>	<b>\$308.82</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$243,861.24</u></b>			

**Director of Community Development  
Department: Community Development**

<b>Step A</b>		<b>\$13,133.52 /Month</b>		<b>\$87.56 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.182580	2,550.09					
Management Incentive		833.44					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	123.06					
Life Insurance	0.000205	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	811.76			132.21%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	202.52					
Total Benefits		\$7,552.63	57.51%	<b>\$137.91</b>	<b>\$182.33</b>	<b>\$30.97</b>	<b>\$351.21</b>
Annual Salary + Benefits				<b><u>\$248,233.88</u></b>			
<b>Step B</b>		<b>\$13,790.20 /Month</b>		<b>\$91.93 /Hour</b>			
Total Benefits		\$7,726.37	56.03%	<b>\$143.44</b>	<b>\$189.65</b>	<b>\$32.21</b>	<b>\$365.30</b>
Annual Salary + Benefits				<b><u>\$258,198.83</u></b>			
<b>Step C</b>		<b>\$14,479.71 /Month</b>		<b>\$96.53 /Hour</b>			
Total Benefits		\$7,908.79	54.62%	<b>\$149.26</b>	<b>\$197.33</b>	<b>\$33.52</b>	<b>\$380.11</b>
Annual Salary + Benefits				<b><u>\$268,662.04</u></b>			
<b>Step D</b>		<b>\$15,203.70 /Month</b>		<b>\$101.36 /Hour</b>			
Total Benefits		\$8,100.34	53.28%	<b>\$155.36</b>	<b>\$205.40</b>	<b>\$34.89</b>	<b>\$395.65</b>
Annual Salary + Benefits				<b><u>\$279,648.40</u></b>			
<b>Step E</b>		<b>\$15,963.88 /Month</b>		<b>\$106.43 /Hour</b>			
Total Benefits		\$8,301.46	52.00%	<b>\$161.77</b>	<b>\$213.88</b>	<b>\$36.33</b>	<b>\$411.98</b>
Annual Salary + Benefits				<b><u>\$291,184.08</u></b>			

**Director of Human Resources/Risk Manager  
Department: Administrative Services**

<b>Step A</b>		<b>\$13,133.52 /Month</b>		<b>\$87.56 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	2,550.09					
Management Incentive		833.44					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	123.06					
Life Insurance	0.000205	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	811.76			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	202.52					
<b>Total Benefits</b>		<b>\$7,552.63</b>	<b>57.51%</b>	<b>\$137.91</b>	<b>\$70.68</b>	<b>\$30.97</b>	<b>\$239.56</b>
<b>Annual Salary + Benefits</b>				<b><u>\$248,233.88</u></b>			
<b>Step B</b>		<b>\$13,790.20 /Month</b>		<b>\$91.93 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,726.37</b>	<b>56.03%</b>	<b>\$143.44</b>	<b>\$73.52</b>	<b>\$32.21</b>	<b>\$249.17</b>
<b>Annual Salary + Benefits</b>				<b><u>\$258,198.83</u></b>			
<b>Step C</b>		<b>\$14,479.71 /Month</b>		<b>\$96.53 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,908.79</b>	<b>54.62%</b>	<b>\$149.26</b>	<b>\$76.50</b>	<b>\$33.52</b>	<b>\$259.28</b>
<b>Annual Salary + Benefits</b>				<b><u>\$268,662.04</u></b>			
<b>Step D</b>		<b>\$15,203.70 /Month</b>		<b>\$101.36 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,100.34</b>	<b>53.28%</b>	<b>\$155.36</b>	<b>\$79.63</b>	<b>\$34.89</b>	<b>\$269.88</b>
<b>Annual Salary + Benefits</b>				<b><u>\$279,648.40</u></b>			
<b>Step E</b>		<b>\$15,963.88 /Month</b>		<b>\$106.43 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,301.46</b>	<b>52.00%</b>	<b>\$161.77</b>	<b>\$82.91</b>	<b>\$36.33</b>	<b>\$281.01</b>
<b>Annual Salary + Benefits</b>				<b><u>\$291,184.08</u></b>			

**Director of Parks and Recreation  
Department: Parks and Recreation**

<b>Step A</b>		<b>\$13,133.52 /Month</b>		<b>\$87.56 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	2,550.09					
Management Incentive		833.44					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	123.06					
Life Insurance	0.000205	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	811.76			92.00%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	202.52					
<b>Total Benefits</b>		<b>\$7,552.63</b>	<b>57.51%</b>	<b>\$137.91</b>	<b>\$126.88</b>	<b>\$30.97</b>	<b>\$295.76</b>
<b>Annual Salary + Benefits</b>				<b><u>\$248,233.88</u></b>			
<b>Step B</b>		<b>\$13,790.20 /Month</b>		<b>\$91.93 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,726.37</b>	<b>56.03%</b>	<b>\$143.44</b>	<b>\$131.97</b>	<b>\$32.21</b>	<b>\$307.62</b>
<b>Annual Salary + Benefits</b>				<b><u>\$258,198.83</u></b>			
<b>Step C</b>		<b>\$14,479.71 /Month</b>		<b>\$96.53 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,908.79</b>	<b>54.62%</b>	<b>\$149.26</b>	<b>\$137.32</b>	<b>\$33.52</b>	<b>\$320.10</b>
<b>Annual Salary + Benefits</b>				<b><u>\$268,662.04</u></b>			
<b>Step D</b>		<b>\$15,203.70 /Month</b>		<b>\$101.36 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,100.34</b>	<b>53.28%</b>	<b>\$155.36</b>	<b>\$142.93</b>	<b>\$34.89</b>	<b>\$333.18</b>
<b>Annual Salary + Benefits</b>				<b><u>\$279,648.40</u></b>			
<b>Step E</b>		<b>\$15,963.88 /Month</b>		<b>\$106.43 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,301.46</b>	<b>52.00%</b>	<b>\$161.77</b>	<b>\$148.83</b>	<b>\$36.33</b>	<b>\$346.93</b>
<b>Annual Salary + Benefits</b>				<b><u>\$291,184.08</u></b>			

**Director of Public Works/City Engineer**  
**Department: Public Works**

<b>Step A</b>		<b>\$13,947.91 /Month</b>		<b>\$92.99 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	2,708.21					
Management Incentive		885.12					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	130.69					
Life Insurance	0.000205	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	862.10			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	215.08					
<b>Total Benefits</b>		<b>\$7,832.96</b>	<b>56.16%</b>	<b>\$145.21</b>	<b>\$153.18</b>	<b>\$32.61</b>	<b>\$331.00</b>
<b>Annual Salary + Benefits</b>				<b><u>\$261,370.44</u></b>			
<b>Step B</b>		<b>\$14,645.30 /Month</b>		<b>\$97.64 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,017.47</b>	<b>54.74%</b>	<b>\$151.09</b>	<b>\$159.38</b>	<b>\$33.93</b>	<b>\$344.40</b>
<b>Annual Salary + Benefits</b>				<b><u>\$271,953.31</u></b>			
<b>Step C</b>		<b>\$15,377.57 /Month</b>		<b>\$102.52 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,211.21</b>	<b>53.40%</b>	<b>\$157.26</b>	<b>\$165.89</b>	<b>\$35.32</b>	<b>\$358.47</b>
<b>Annual Salary + Benefits</b>				<b><u>\$283,065.31</u></b>			
<b>Step D</b>		<b>\$16,146.45 /Month</b>		<b>\$107.64 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,414.63</b>	<b>52.11%</b>	<b>\$163.74</b>	<b>\$172.73</b>	<b>\$36.77</b>	<b>\$373.24</b>
<b>Annual Salary + Benefits</b>				<b><u>\$294,732.92</u></b>			
<b>Step E</b>		<b>\$16,953.77 /Month</b>		<b>\$113.03 /Hour</b>			
<b>Total Benefits</b>		<b>\$8,628.22</b>	<b>50.89%</b>	<b>\$170.55</b>	<b>\$179.91</b>	<b>\$38.30</b>	<b>\$388.76</b>
<b>Annual Salary + Benefits</b>				<b><u>\$306,983.91</u></b>			

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

<b>Step A</b>		<b>\$10,773.81 /Month</b>		<b>\$71.83 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,967.08					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	100.95					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	433.21					
Workers Comp.	0.058120	626.17					
Vision Benefit		34.68					
Medicare	0.014500	156.22					
					132.21%	22.46%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$6,205.40</b>	<b>57.60%</b>	<b>\$113.19</b>	<b>\$149.66</b>	<b>\$25.42</b>	<b>\$288.27</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$203,750.48</u></b>			
<b>Step B</b>		<b>\$11,312.50 /Month</b>		<b>\$75.42 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,347.92</b>	<b>56.11%</b>	<b>\$117.74</b>	<b>\$155.66</b>	<b>\$26.44</b>	<b>\$299.84</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$211,925.02</u></b>			
<b>Step C</b>		<b>\$11,878.12 /Month</b>		<b>\$79.19 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,497.57</b>	<b>54.70%</b>	<b>\$122.50</b>	<b>\$161.96</b>	<b>\$27.51</b>	<b>\$311.97</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$220,508.29</u></b>			
<b>Step D</b>		<b>\$12,472.03 /Month</b>		<b>\$83.15 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,654.70</b>	<b>53.36%</b>	<b>\$127.51</b>	<b>\$168.58</b>	<b>\$28.63</b>	<b>\$324.72</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$229,520.71</u></b>			
<b>Step E</b>		<b>\$13,095.63 /Month</b>		<b>\$87.30 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,819.68</b>	<b>52.08%</b>	<b>\$132.77</b>	<b>\$175.53</b>	<b>\$29.82</b>	<b>\$338.12</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$238,983.77</u></b>			

**Economic Development/Planning Manager  
Department: Community Development**

<b>Step A</b>							
			<b>\$10,773.81 /Month</b>	<b>\$71.83 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.182580	1,967.08		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	100.95					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	433.21					
Workers Comp.	0.058120	626.17					
Vision Benefit		34.68					
Medicare	0.014500	156.22					
				<b>Hourly Rate &amp; Benefits</b>	<b>132.21% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$6,205.40</b>	<b>57.60%</b>	<b>\$113.19</b>	<b>\$149.66</b>	<b>\$25.42</b>	<b>\$288.27</b>
				<b>Annual Salary + Benefits <u>\$203,750.48</u></b>			
<b>Step B</b>							
			<b>\$11,312.50 /Month</b>	<b>\$75.42 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,347.92</b>	<b>56.11%</b>	<b>\$117.74</b>	<b>\$155.66</b>	<b>\$26.44</b>	<b>\$299.84</b>
				<b>Annual Salary + Benefits <u>\$211,925.02</u></b>			
<b>Step C</b>							
			<b>\$11,878.12 /Month</b>	<b>\$79.19 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,497.57</b>	<b>54.70%</b>	<b>\$122.50</b>	<b>\$161.96</b>	<b>\$27.51</b>	<b>\$311.97</b>
				<b>Annual Salary + Benefits <u>\$220,508.29</u></b>			
<b>Step D</b>							
			<b>\$12,472.03 /Month</b>	<b>\$83.15 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,654.70</b>	<b>53.36%</b>	<b>\$127.51</b>	<b>\$168.58</b>	<b>\$28.63</b>	<b>\$324.72</b>
				<b>Annual Salary + Benefits <u>\$229,520.71</u></b>			
<b>Step E</b>							
			<b>\$13,095.63 /Month</b>	<b>\$87.30 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,819.68</b>	<b>52.08%</b>	<b>\$132.77</b>	<b>\$175.53</b>	<b>\$29.82</b>	<b>\$338.12</b>
				<b>Annual Salary + Benefits <u>\$238,983.77</u></b>			



**Electrician**  
**Department: Public Works**

<b>Step A</b>		<b>\$6,123.29 /Month</b>		<b>\$40.82 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,117.99					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	57.38					
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	355.89			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	88.79					
<b>Total Benefits</b>		<b>\$4,511.53</b>	<b>73.68%</b>	<b>\$70.90</b>	<b>\$74.79</b>	<b>\$15.92</b>	<b>\$161.61</b>
<b>Annual Salary + Benefits</b>				<b><u>\$127,617.90</u></b>			
<b>Step B</b>		<b>\$6,429.46 /Month</b>		<b>\$42.86 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,592.53</b>	<b>71.43%</b>	<b>\$73.48</b>	<b>\$77.51</b>	<b>\$16.50</b>	<b>\$167.49</b>
<b>Annual Salary + Benefits</b>				<b><u>\$132,263.90</u></b>			
<b>Step C</b>		<b>\$6,750.93 /Month</b>		<b>\$45.01 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,677.58</b>	<b>69.29%</b>	<b>\$76.19</b>	<b>\$80.37</b>	<b>\$17.11</b>	<b>\$173.67</b>
<b>Annual Salary + Benefits</b>				<b><u>\$137,142.20</u></b>			
<b>Step D</b>		<b>\$7,088.48 /Month</b>		<b>\$47.26 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,766.89</b>	<b>67.25%</b>	<b>\$79.04</b>	<b>\$83.37</b>	<b>\$17.75</b>	<b>\$180.16</b>
<b>Annual Salary + Benefits</b>				<b><u>\$142,264.42</u></b>			
<b>Step E</b>		<b>\$7,442.90 /Month</b>		<b>\$49.62 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,860.66</b>	<b>65.31%</b>	<b>\$82.02</b>	<b>\$86.53</b>	<b>\$18.42</b>	<b>\$186.97</b>
<b>Annual Salary + Benefits</b>				<b><u>\$147,642.74</u></b>			

**Engineering Manager  
Department: Public Works**

<b>Step A</b>		<b>\$10,565.22 /Month</b>		<b>\$70.43 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,929.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	99.00					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	426.96					
Workers Comp.	0.058120	614.05					
Vision Benefit		34.68					
Medicare	0.014500	153.20					
					105.49%	22.46%	
					<b>Department</b>	<b>Citywide</b>	
					<b>Overhead</b>	<b>Overhead</b>	
	<b>Total Benefits</b>	<b>\$6,143.96</b>	<b>58.15%</b>	<b>\$111.39</b>	<b>\$117.51</b>	<b>\$25.02</b>	<b>\$253.92</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$200,510.16</u></b>			
<b>Step B</b>		<b>\$11,093.48 /Month</b>		<b>\$73.96 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,283.72</b>	<b>56.64%</b>	<b>\$115.85</b>	<b>\$122.21</b>	<b>\$26.02</b>	<b>\$264.08</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$208,526.44</u></b>			
<b>Step C</b>		<b>\$11,648.16 /Month</b>		<b>\$77.65 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,430.47</b>	<b>55.21%</b>	<b>\$120.52</b>	<b>\$127.14</b>	<b>\$27.07</b>	<b>\$274.73</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$216,943.53</u></b>			
<b>Step D</b>		<b>\$12,230.57 /Month</b>		<b>\$81.54 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,584.56</b>	<b>53.84%</b>	<b>\$125.43</b>	<b>\$132.32</b>	<b>\$28.17</b>	<b>\$285.92</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$225,781.48</u></b>			
<b>Step E</b>		<b>\$12,842.09 /Month</b>		<b>\$85.61 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,746.35</b>	<b>52.53%</b>	<b>\$130.59</b>	<b>\$137.76</b>	<b>\$29.33</b>	<b>\$297.68</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$235,061.32</u></b>			

**Engineering Services Specialist  
Department: Public Works**

<b>Step A</b>		<b>\$7,365.73 /Month</b>		<b>\$49.10 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,344.83			105.49%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	69.02					
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	428.10					
Vision Benefit		34.68					
Medicare	0.014500	106.80					
<b>Total Benefits</b>		<b>\$4,840.24</b>	<b>65.71%</b>	<b>\$81.37</b>	<b>\$85.84</b>	<b>\$18.27</b>	<b>\$185.48</b>
<b>Annual Salary + Benefits</b>				<b><u>\$146,471.63</u></b>			
<b>Step B</b>		<b>\$7,734.02 /Month</b>		<b>\$51.56 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,937.68</b>	<b>63.84%</b>	<b>\$84.48</b>	<b>\$89.12</b>	<b>\$18.97</b>	<b>\$192.57</b>
<b>Annual Salary + Benefits</b>				<b><u>\$152,060.32</u></b>			
<b>Step C</b>		<b>\$8,120.72 /Month</b>		<b>\$54.14 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,039.99</b>	<b>62.06%</b>	<b>\$87.74</b>	<b>\$92.55</b>	<b>\$19.70</b>	<b>\$199.99</b>
<b>Annual Salary + Benefits</b>				<b><u>\$157,928.44</u></b>			
<b>Step D</b>		<b>\$8,526.75 /Month</b>		<b>\$56.85 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,147.41</b>	<b>60.37%</b>	<b>\$91.16</b>	<b>\$96.17</b>	<b>\$20.47</b>	<b>\$207.80</b>
<b>Annual Salary + Benefits</b>				<b><u>\$164,089.97</u></b>			
<b>Step E</b>		<b>\$8,953.09 /Month</b>		<b>\$59.69 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,260.21</b>	<b>58.75%</b>	<b>\$94.76</b>	<b>\$99.96</b>	<b>\$21.28</b>	<b>\$216.00</b>
<b>Annual Salary + Benefits</b>				<b><u>\$170,559.58</u></b>			

**Engineering Technician  
Department: Public Works**

<b>Step A</b>		<b>\$6,404.43 /Month</b>		<b>\$42.70 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,169.32					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	60.01					
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	372.23			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	92.86					
<b>Total Benefits</b>		<b>\$4,585.91</b>	<b>71.61%</b>	<b>\$73.27</b>	<b>\$77.29</b>	<b>\$16.45</b>	<b>\$167.01</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,884.07</u></b>			
<b>Step B</b>		<b>\$6,724.65 /Month</b>		<b>\$44.83 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,670.63</b>	<b>69.46%</b>	<b>\$75.97</b>	<b>\$80.14</b>	<b>\$17.06</b>	<b>\$173.17</b>
<b>Annual Salary + Benefits</b>				<b><u>\$136,743.38</u></b>			
<b>Step C</b>		<b>\$7,060.88 /Month</b>		<b>\$47.07 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,759.59</b>	<b>67.41%</b>	<b>\$78.80</b>	<b>\$83.13</b>	<b>\$17.70</b>	<b>\$179.63</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,845.66</u></b>			
<b>Step D</b>		<b>\$7,413.93 /Month</b>		<b>\$49.43 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,852.99</b>	<b>65.46%</b>	<b>\$81.78</b>	<b>\$86.27</b>	<b>\$18.37</b>	<b>\$186.42</b>
<b>Annual Salary + Benefits</b>				<b><u>\$147,203.04</u></b>			
<b>Step E</b>		<b>\$7,784.62 /Month</b>		<b>\$51.90 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,951.07</b>	<b>63.60%</b>	<b>\$84.90</b>	<b>\$89.57</b>	<b>\$19.07</b>	<b>\$193.54</b>
<b>Annual Salary + Benefits</b>				<b><u>\$152,828.30</u></b>			

**Equipment Mechanic  
Department: Public Works**

<b>Step A</b>		<b>\$5,762.35 /Month</b>		<b>\$38.42 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,052.09					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	53.99					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		357.84					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	355.71			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	88.74					
<b>Total Benefits</b>		<b>\$4,799.86</b>	<b>83.30%</b>	<b>\$70.41</b>	<b>\$74.28</b>	<b>\$15.81</b>	<b>\$160.50</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,746.60</u></b>			
<b>Step B</b>		<b>\$6,050.47 /Month</b>		<b>\$40.34 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,876.09</b>	<b>80.59%</b>	<b>\$72.84</b>	<b>\$76.84</b>	<b>\$16.36</b>	<b>\$166.04</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,118.74</u></b>			
<b>Step C</b>		<b>\$6,353.00 /Month</b>		<b>\$42.35 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,956.13</b>	<b>78.01%</b>	<b>\$75.39</b>	<b>\$79.53</b>	<b>\$16.93</b>	<b>\$171.85</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,709.48</u></b>			
<b>Step D</b>		<b>\$6,670.65 /Month</b>		<b>\$44.47 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,040.17</b>	<b>75.56%</b>	<b>\$78.07</b>	<b>\$82.36</b>	<b>\$17.53</b>	<b>\$177.96</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,529.77</u></b>			
<b>Step E</b>		<b>\$7,004.18 /Month</b>		<b>\$46.69 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,128.41</b>	<b>73.22%</b>	<b>\$80.88</b>	<b>\$85.32</b>	<b>\$18.16</b>	<b>\$184.36</b>
<b>Annual Salary + Benefits</b>				<b><u>\$145,591.07</u></b>			

**Executive Assistant  
Department: City Attorney**

<b>Step A</b>		<b>\$6,032.61 /Month</b>		<b>\$40.22 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,101.43					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	56.53					
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	350.62			43.78%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	87.47					
<b>Total Benefits</b>		<b>\$4,487.54</b>	<b>74.39%</b>	<b>\$70.13</b>	<b>\$30.70</b>	<b>\$15.75</b>	<b>\$116.58</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,241.71</u></b>			
<b>Step B</b>		<b>\$6,334.24 /Month</b>		<b>\$42.23 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,567.34</b>	<b>72.11%</b>	<b>\$72.68</b>	<b>\$31.82</b>	<b>\$16.32</b>	<b>\$120.82</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,818.90</u></b>			
<b>Step C</b>		<b>\$6,650.95 /Month</b>		<b>\$44.34 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,651.13</b>	<b>69.93%</b>	<b>\$75.35</b>	<b>\$32.99</b>	<b>\$16.92</b>	<b>\$125.26</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,624.96</u></b>			
<b>Step D</b>		<b>\$6,983.50 /Month</b>		<b>\$46.56 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,739.11</b>	<b>67.86%</b>	<b>\$78.15</b>	<b>\$34.21</b>	<b>\$17.55</b>	<b>\$129.91</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,671.31</u></b>			
<b>Step E</b>		<b>\$7,332.67 /Month</b>		<b>\$48.88 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,831.49</b>	<b>65.89%</b>	<b>\$81.09</b>	<b>\$35.50</b>	<b>\$18.21</b>	<b>\$134.80</b>
<b>Annual Salary + Benefits</b>				<b><u>\$145,969.98</u></b>			

**Executive Assistant  
Department: City Manager**

<b>Step A</b>		<b>\$6,032.61 /Month</b>		<b>\$40.22 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,101.43					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	56.53					
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	350.62			55.21%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	87.47					
<b>Total Benefits</b>		<b>\$4,487.54</b>	<b>74.39%</b>	<b>\$70.13</b>	<b>\$38.72</b>	<b>\$15.75</b>	<b>\$124.60</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,241.71</u></b>			
<b>Step B</b>		<b>\$6,334.24 /Month</b>		<b>\$42.23 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,567.34</b>	<b>72.11%</b>	<b>\$72.68</b>	<b>\$40.13</b>	<b>\$16.32</b>	<b>\$129.13</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,818.90</u></b>			
<b>Step C</b>		<b>\$6,650.95 /Month</b>		<b>\$44.34 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,651.13</b>	<b>69.93%</b>	<b>\$75.35</b>	<b>\$41.60</b>	<b>\$16.92</b>	<b>\$133.87</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,624.96</u></b>			
<b>Step D</b>		<b>\$6,983.50 /Month</b>		<b>\$46.56 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,739.11</b>	<b>67.86%</b>	<b>\$78.15</b>	<b>\$43.15</b>	<b>\$17.55</b>	<b>\$138.85</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,671.31</u></b>			
<b>Step E</b>		<b>\$7,332.67 /Month</b>		<b>\$48.88 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,831.49</b>	<b>65.89%</b>	<b>\$81.09</b>	<b>\$44.78</b>	<b>\$18.21</b>	<b>\$144.08</b>
<b>Annual Salary + Benefits</b>				<b><u>\$145,969.98</u></b>			

**Executive Assistant  
Department: Police**

<b>Step A</b>		<b>\$6,032.61 /Month</b>		<b>\$40.22 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,101.43					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	56.53					
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	350.62			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	87.47					
<b>Total Benefits</b>		<b>\$4,487.54</b>	<b>74.39%</b>	<b>\$70.13</b>	<b>\$37.16</b>	<b>\$15.75</b>	<b>\$123.04</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,241.71</u></b>			
<b>Step B</b>		<b>\$6,334.24 /Month</b>		<b>\$42.23 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,567.34</b>	<b>72.11%</b>	<b>\$72.68</b>	<b>\$38.50</b>	<b>\$16.32</b>	<b>\$127.50</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,818.90</u></b>			
<b>Step C</b>		<b>\$6,650.95 /Month</b>		<b>\$44.34 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,651.13</b>	<b>69.93%</b>	<b>\$75.35</b>	<b>\$39.92</b>	<b>\$16.92</b>	<b>\$132.19</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,624.96</u></b>			
<b>Step D</b>		<b>\$6,983.50 /Month</b>		<b>\$46.56 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,739.11</b>	<b>67.86%</b>	<b>\$78.15</b>	<b>\$41.40</b>	<b>\$17.55</b>	<b>\$137.10</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,671.31</u></b>			
<b>Step E</b>		<b>\$7,332.67 /Month</b>		<b>\$48.88 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,831.49</b>	<b>65.89%</b>	<b>\$81.09</b>	<b>\$42.96</b>	<b>\$18.21</b>	<b>\$142.26</b>
<b>Annual Salary + Benefits</b>				<b><u>\$145,969.98</u></b>			



**Facilities Maintenance Supervisor  
Department: Public Works**

<b>Step A</b>		<b>\$6,571.30 /Month</b>		<b>\$43.81 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,199.79					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	61.57					
Life Insurance	0.000205	24.25					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	241.43					
Workers Comp.	0.058120	381.92					
Vision Benefit		34.68					
Medicare	0.014500	95.28					
	<b>Total Benefits</b>	<b>\$4,890.22</b>	<b>74.42%</b>	<b>\$76.41</b>	<b>\$80.60</b>	<b>\$17.16</b>	<b>\$174.17</b>
				<b>Annual Salary + Benefits <u>\$137,538.22</u></b>			
<b>Step B</b>							
		<b>\$6,899.86 /Month</b>		<b>\$46.00 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,977.15</b>	<b>72.13%</b>	<b>\$79.18</b>	<b>\$83.53</b>	<b>\$17.78</b>	<b>\$180.49</b>
				<b>Annual Salary + Benefits <u>\$142,524.14</u></b>			
<b>Step C</b>							
		<b>\$7,244.85 /Month</b>		<b>\$48.30 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,068.43</b>	<b>69.96%</b>	<b>\$82.09</b>	<b>\$86.59</b>	<b>\$18.43</b>	<b>\$187.11</b>
				<b>Annual Salary + Benefits <u>\$147,759.35</u></b>			
<b>Step D</b>							
		<b>\$7,607.10 /Month</b>		<b>\$50.71 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,164.26</b>	<b>67.89%</b>	<b>\$85.14</b>	<b>\$89.82</b>	<b>\$19.12</b>	<b>\$194.08</b>
				<b>Annual Salary + Benefits <u>\$153,256.33</u></b>			
<b>Step E</b>							
		<b>\$7,987.45 /Month</b>		<b>\$53.25 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,264.89</b>	<b>65.91%</b>	<b>\$88.35</b>	<b>\$93.20</b>	<b>\$19.84</b>	<b>\$201.39</b>
				<b>Annual Salary + Benefits <u>\$159,028.15</u></b>			

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

<b>Step A</b>		<b>\$4,519.29 /Month</b>		<b>\$30.13 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	825.13					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	42.35					
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	262.66			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	65.53					
<b>Total Benefits</b>		<b>\$4,087.16</b>	<b>90.44%</b>	<b>\$57.38</b>	<b>\$60.53</b>	<b>\$12.88</b>	<b>\$130.79</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,277.31</u></b>			
<b>Step B</b>		<b>\$4,745.25 /Month</b>		<b>\$31.63 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,146.94</b>	<b>87.39%</b>	<b>\$59.28</b>	<b>\$62.54</b>	<b>\$13.31</b>	<b>\$135.13</b>
<b>Annual Salary + Benefits</b>				<b><u>\$106,706.28</u></b>			
<b>Step C</b>		<b>\$4,982.51 /Month</b>		<b>\$33.22 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,209.71</b>	<b>84.49%</b>	<b>\$61.28</b>	<b>\$64.65</b>	<b>\$13.76</b>	<b>\$139.69</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,306.70</u></b>			
<b>Step D</b>		<b>\$5,231.64 /Month</b>		<b>\$34.88 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,275.62</b>	<b>81.73%</b>	<b>\$63.38</b>	<b>\$66.86</b>	<b>\$14.23</b>	<b>\$144.47</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,087.14</u></b>			
<b>Step E</b>		<b>\$5,493.22 /Month</b>		<b>\$36.62 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,344.83</b>	<b>79.09%</b>	<b>\$65.59</b>	<b>\$69.19</b>	<b>\$14.73</b>	<b>\$149.51</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,056.61</u></b>			

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

<b>Step A</b>		<b>\$4,982.51 /Month</b>		<b>\$33.22 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	909.71					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	46.69					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		357.84					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	310.38			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	77.44					
<b>Total Benefits</b>		<b>\$4,593.54</b>	<b>92.19%</b>	<b>\$63.84</b>	<b>\$67.34</b>	<b>\$14.34</b>	<b>\$145.52</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,912.62</u></b>			
<b>Step B</b>		<b>\$5,231.64 /Month</b>		<b>\$34.88 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,659.45</b>	<b>89.06%</b>	<b>\$65.94</b>	<b>\$69.56</b>	<b>\$14.81</b>	<b>\$150.31</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,693.06</u></b>			
<b>Step C</b>		<b>\$5,493.22 /Month</b>		<b>\$36.62 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,728.66</b>	<b>86.08%</b>	<b>\$68.15</b>	<b>\$71.89</b>	<b>\$15.30</b>	<b>\$155.34</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,662.52</u></b>			
<b>Step D</b>		<b>\$5,767.88 /Month</b>		<b>\$38.45 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,801.32</b>	<b>83.24%</b>	<b>\$70.46</b>	<b>\$74.33</b>	<b>\$15.82</b>	<b>\$160.61</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,830.46</u></b>			
<b>Step E</b>		<b>\$6,056.27 /Month</b>		<b>\$40.38 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,877.62</b>	<b>80.54%</b>	<b>\$72.89</b>	<b>\$76.89</b>	<b>\$16.37</b>	<b>\$166.15</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,206.79</u></b>			

**Finance/Special Projects Coordinator**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$6,397.17 /Month</b>		<b>\$42.65 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,168.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	59.94					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	371.80			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	92.76					
<b>Total Benefits</b>		<b>\$4,583.99</b>	<b>71.66%</b>	<b>\$73.21</b>	<b>\$37.52</b>	<b>\$16.44</b>	<b>\$127.17</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,773.98</u></b>			
<b>Step B</b>		<b>\$6,717.03 /Month</b>		<b>\$44.78 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,668.62</b>	<b>69.50%</b>	<b>\$75.90</b>	<b>\$38.90</b>	<b>\$17.05</b>	<b>\$131.85</b>
<b>Annual Salary + Benefits</b>				<b><u>\$136,627.78</u></b>			
<b>Step C</b>		<b>\$7,052.88 /Month</b>		<b>\$47.02 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,757.47</b>	<b>67.45%</b>	<b>\$78.74</b>	<b>\$40.36</b>	<b>\$17.68</b>	<b>\$136.78</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,724.28</u></b>			
<b>Step D</b>		<b>\$7,405.53 /Month</b>		<b>\$49.37 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,850.77</b>	<b>65.50%</b>	<b>\$81.71</b>	<b>\$41.88</b>	<b>\$18.35</b>	<b>\$141.94</b>
<b>Annual Salary + Benefits</b>				<b><u>\$147,075.60</u></b>			
<b>Step E</b>		<b>\$7,775.81 /Month</b>		<b>\$51.84 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,948.73</b>	<b>63.64%</b>	<b>\$84.83</b>	<b>\$43.48</b>	<b>\$19.05</b>	<b>\$147.36</b>
<b>Annual Salary + Benefits</b>				<b><u>\$152,694.48</u></b>			

**Fleet/Facilities Maintenance Manager**  
**Department: Public Works**

<b>Step A</b>		<b>\$8,575.51 /Month</b>		<b>\$57.17 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.182580	1,565.72		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	80.35					
Life Insurance	0.000205	31.64					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	367.27					
Workers Comp.	0.058120	498.41					
Vision Benefit		34.68					
Medicare	0.014500	124.34					
				<b>Hourly Rate &amp; Benefits</b>	<b>105.49% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,553.71</b>	<b>64.76%</b>	<b>\$94.19</b>	<b>\$99.37</b>	<b>\$21.15</b>	<b>\$214.71</b>
				<b>Annual Salary + Benefits <u>\$169,550.73</u></b>			
<b>Step B</b>		<b>\$9,004.29 /Month</b>		<b>\$60.03 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,667.15</b>	<b>62.94%</b>	<b>\$97.81</b>	<b>\$103.18</b>	<b>\$21.96</b>	<b>\$222.95</b>
				<b>Annual Salary + Benefits <u>\$176,057.33</u></b>			
<b>Step C</b>		<b>\$9,454.50 /Month</b>		<b>\$63.03 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,786.27</b>	<b>61.20%</b>	<b>\$101.61</b>	<b>\$107.18</b>	<b>\$22.82</b>	<b>\$231.61</b>
				<b>Annual Salary + Benefits <u>\$182,889.27</u></b>			
<b>Step D</b>		<b>\$9,927.23 /Month</b>		<b>\$66.18 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,911.34</b>	<b>59.55%</b>	<b>\$105.59</b>	<b>\$111.39</b>	<b>\$23.71</b>	<b>\$240.69</b>
				<b>Annual Salary + Benefits <u>\$190,062.80</u></b>			
<b>Step E</b>		<b>\$10,423.59 /Month</b>		<b>\$69.49 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,042.66</b>	<b>57.97%</b>	<b>\$109.78</b>	<b>\$115.80</b>	<b>\$24.65</b>	<b>\$250.23</b>
				<b>Annual Salary + Benefits <u>\$197,595.00</u></b>			

**Geographic Information Systems Coordinator**

**Department: Public Works**

<b>Step A</b>		<b>\$8,729.69 /Month</b>		<b>\$58.20 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,593.87					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	81.80					
Life Insurance	0.000205	32.21					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	284.59					
Workers Comp.	0.058120	507.37					
Vision Benefit		34.68					
Medicare	0.014500	126.58					
					105.49%	22.46%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,512.40</b>	<b>63.15%</b>	<b>\$94.95</b>	<b>\$100.16</b>	<b>\$21.32</b>	<b>\$216.43</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$170,905.01</u></b>			

  

<b>Step B</b>		<b>\$9,166.17 /Month</b>		<b>\$61.11 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,627.88</b>	<b>61.40%</b>	<b>\$98.63</b>	<b>\$104.04</b>	<b>\$22.15</b>	<b>\$224.82</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$177,528.59</u></b>			

  

<b>Step C</b>		<b>\$9,624.48 /Month</b>		<b>\$64.16 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,749.13</b>	<b>59.73%</b>	<b>\$102.49</b>	<b>\$108.12</b>	<b>\$23.02</b>	<b>\$233.63</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$184,483.35</u></b>			

  

<b>Step D</b>		<b>\$10,105.70 /Month</b>		<b>\$67.37 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,876.45</b>	<b>58.15%</b>	<b>\$106.55</b>	<b>\$112.40</b>	<b>\$23.93</b>	<b>\$242.88</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$191,785.84</u></b>			

  

<b>Step E</b>		<b>\$10,610.99 /Month</b>		<b>\$70.74 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,010.14</b>	<b>56.64%</b>	<b>\$110.81</b>	<b>\$116.89</b>	<b>\$24.88</b>	<b>\$252.58</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$199,453.46</u></b>			

**Grants Program Manager**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$7,612.40 /Month</b>		<b>\$50.75 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,389.87					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	71.33					
Life Insurance	0.000205	28.09					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	262.25					
Workers Comp.	0.058120	442.43					
Vision Benefit		34.68					
Medicare	0.014500	110.38					
	<b>Total Benefits</b>	<b>\$5,190.33</b>	<b>68.18%</b>	<b>\$85.35</b>	<b>\$43.75</b>	<b>\$19.17</b>	<b>\$148.27</b>
				<b>Annual Salary + Benefits <u>\$153,632.79</u></b>			
<b>Step B</b>							
				<b>\$7,993.02 /Month</b>		<b>\$53.29 /Hour</b>	
	<b>Total Benefits</b>	<b>\$5,291.03</b>	<b>66.20%</b>	<b>\$88.56</b>	<b>\$45.39</b>	<b>\$19.89</b>	<b>\$153.84</b>
				<b>Annual Salary + Benefits <u>\$159,408.64</u></b>			
<b>Step C</b>							
				<b>\$8,392.67 /Month</b>		<b>\$55.95 /Hour</b>	
	<b>Total Benefits</b>	<b>\$5,396.77</b>	<b>64.30%</b>	<b>\$91.93</b>	<b>\$47.12</b>	<b>\$20.64</b>	<b>\$159.69</b>
				<b>Annual Salary + Benefits <u>\$165,473.28</u></b>			
<b>Step D</b>							
				<b>\$8,812.31 /Month</b>		<b>\$58.75 /Hour</b>	
	<b>Total Benefits</b>	<b>\$5,507.79</b>	<b>62.50%</b>	<b>\$95.47</b>	<b>\$48.93</b>	<b>\$21.44</b>	<b>\$165.84</b>
				<b>Annual Salary + Benefits <u>\$171,841.15</u></b>			
<b>Step E</b>							
				<b>\$9,252.92 /Month</b>		<b>\$61.69 /Hour</b>	
	<b>Total Benefits</b>	<b>\$5,624.36</b>	<b>60.78%</b>	<b>\$99.18</b>	<b>\$50.84</b>	<b>\$22.27</b>	<b>\$172.29</b>
				<b>Annual Salary + Benefits <u>\$178,527.42</u></b>			

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

<b>Step A</b>		<b>\$7,684.95 /Month</b>		<b>\$51.23 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.182580	1,403.12					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	72.01					
Life Insurance	0.000205	28.36					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.70					
Workers Comp.	0.058120	446.65					
Vision Benefit		34.68					
Medicare	0.014500	111.43					
					132.21%	22.46%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,211.24</b>	<b>67.81%</b>	<b>\$85.97</b>	<b>\$113.67</b>	<b>\$19.31</b>	<b>\$218.95</b>
		<b>Annual Salary + Benefits</b>		<b>\$154,754.36</b>			
<b>Step B</b>		<b>\$8,069.20 /Month</b>		<b>\$53.79 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,312.90</b>	<b>65.84%</b>	<b>\$89.21</b>	<b>\$117.95</b>	<b>\$20.03</b>	<b>\$227.19</b>
		<b>Annual Salary + Benefits</b>		<b>\$160,585.26</b>			
<b>Step C</b>		<b>\$8,472.66 /Month</b>		<b>\$56.48 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,419.65</b>	<b>63.97%</b>	<b>\$92.62</b>	<b>\$122.45</b>	<b>\$20.80</b>	<b>\$235.87</b>
		<b>Annual Salary + Benefits</b>		<b>\$166,707.70</b>			
<b>Step D</b>		<b>\$8,896.29 /Month</b>		<b>\$59.31 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,531.73</b>	<b>62.18%</b>	<b>\$96.19</b>	<b>\$127.17</b>	<b>\$21.60</b>	<b>\$244.96</b>
		<b>Annual Salary + Benefits</b>		<b>\$173,136.26</b>			
<b>Step E</b>		<b>\$9,341.11 /Month</b>		<b>\$62.27 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,649.41</b>	<b>60.48%</b>	<b>\$99.94</b>	<b>\$132.13</b>	<b>\$22.44</b>	<b>\$254.51</b>
		<b>Annual Salary + Benefits</b>		<b>\$179,886.25</b>			



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

<b>Step A</b>		<b>\$4,497.29 /Month</b>		<b>\$29.98 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	821.11					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	42.14					
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	261.38			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	65.21					
	<b>Total Benefits</b>	<b>\$4,081.34</b>	<b>90.75%</b>	<b>\$57.19</b>	<b>\$29.31</b>	<b>\$12.84</b>	<b>\$99.34</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$102,943.52</u></b>
<b>Step B</b>		<b>\$4,722.15 /Month</b>		<b>\$31.48 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,140.83</b>	<b>87.69%</b>	<b>\$59.09</b>	<b>\$30.28</b>	<b>\$13.27</b>	<b>\$102.64</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$106,355.80</u></b>
<b>Step C</b>		<b>\$4,958.26 /Month</b>		<b>\$33.06 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,203.30</b>	<b>84.77%</b>	<b>\$61.08</b>	<b>\$31.30</b>	<b>\$13.72</b>	<b>\$106.10</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$109,938.70</u></b>
<b>Step D</b>		<b>\$5,206.17 /Month</b>		<b>\$34.71 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,268.89</b>	<b>82.00%</b>	<b>\$63.17</b>	<b>\$32.38</b>	<b>\$14.19</b>	<b>\$109.74</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$113,700.74</u></b>
<b>Step E</b>		<b>\$5,466.48 /Month</b>		<b>\$36.44 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,337.76</b>	<b>79.35%</b>	<b>\$65.36</b>	<b>\$33.50</b>	<b>\$14.68</b>	<b>\$113.54</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$117,650.88</u></b>

**Human Resource Assistant II**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$4,958.26 /Month</b>		<b>\$33.06 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	905.28					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	46.46					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	288.17			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	71.89					
<b>Total Benefits</b>		<b>\$4,203.30</b>	<b>84.77%</b>	<b>\$61.08</b>	<b>\$31.30</b>	<b>\$13.72</b>	<b>\$106.10</b>
<b>Annual Salary + Benefits</b>				<b><u>\$109,938.70</u></b>			
<b>Step B</b>		<b>\$5,206.17 /Month</b>		<b>\$34.71 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,268.89</b>	<b>82.00%</b>	<b>\$63.17</b>	<b>\$32.38</b>	<b>\$14.19</b>	<b>\$109.74</b>
<b>Annual Salary + Benefits</b>				<b><u>\$113,700.74</u></b>			
<b>Step C</b>		<b>\$5,466.48 /Month</b>		<b>\$36.44 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,337.76</b>	<b>79.35%</b>	<b>\$65.36</b>	<b>\$33.50</b>	<b>\$14.68</b>	<b>\$113.54</b>
<b>Annual Salary + Benefits</b>				<b><u>\$117,650.88</u></b>			
<b>Step D</b>		<b>\$5,739.81 /Month</b>		<b>\$38.27 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,410.07</b>	<b>76.83%</b>	<b>\$67.67</b>	<b>\$34.68</b>	<b>\$15.20</b>	<b>\$117.55</b>
<b>Annual Salary + Benefits</b>				<b><u>\$121,798.53</u></b>			
<b>Step E</b>		<b>\$6,026.80 /Month</b>		<b>\$40.18 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,486.00</b>	<b>74.43%</b>	<b>\$70.09</b>	<b>\$35.92</b>	<b>\$15.74</b>	<b>\$121.75</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,153.56</u></b>			

**Human Resources Manager  
Department: Administrative Services**

Step A		\$9,389.90 /Month		\$62.60 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.182580	1,714.41			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	87.98					
Life Insurance	0.000205	34.65					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	391.70					
Workers Comp.	0.058120	545.74					
Vision Benefit		34.68					
Medicare	0.014500	136.15					
				<b>Hourly Rate &amp; Benefits</b>	<b>51.25% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,796.61	61.73%	\$101.24	\$51.89	\$22.74	\$175.87
				<b>Annual Salary + Benefits</b> <u><u>\$182,238.11</u></u>			
Step B		\$9,859.39 /Month		\$65.73 /Hour			
	Total Benefits	\$5,920.83	60.05%	\$105.20	\$53.92	\$23.62	\$182.74
				<b>Annual Salary + Benefits</b> <u><u>\$189,362.62</u></u>			
Step C		\$10,352.36 /Month		\$69.02 /Hour			
	Total Benefits	\$6,051.25	58.45%	\$109.36	\$56.05	\$24.56	\$189.97
				<b>Annual Salary + Benefits</b> <u><u>\$196,843.36</u></u>			
Step D		\$10,869.98 /Month		\$72.47 /Hour			
	Total Benefits	\$6,188.20	56.93%	\$113.72	\$58.29	\$25.54	\$197.55
				<b>Annual Salary + Benefits</b> <u><u>\$204,698.13</u></u>			
Step E		\$11,413.48 /Month		\$76.09 /Hour			
	Total Benefits	\$6,331.99	55.48%	\$118.30	\$60.64	\$26.57	\$205.51
				<b>Annual Salary + Benefits</b> <u><u>\$212,945.64</u></u>			

**Human Resource Specialist  
Department: Administrative Services**

<b>Step A</b>		<b>\$6,397.17 /Month</b>		<b>\$42.65 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,168.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	59.94					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	371.80			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	92.76					
<b>Total Benefits</b>		<b>\$4,583.99</b>	<b>71.66%</b>	<b>\$73.21</b>	<b>\$37.52</b>	<b>\$16.44</b>	<b>\$127.17</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,773.98</u></b>			
<b>Step B</b>		<b>\$6,717.03 /Month</b>		<b>\$44.78 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,668.62</b>	<b>69.50%</b>	<b>\$75.90</b>	<b>\$38.90</b>	<b>\$17.05</b>	<b>\$131.85</b>
<b>Annual Salary + Benefits</b>				<b><u>\$136,627.78</u></b>			
<b>Step C</b>		<b>\$7,052.88 /Month</b>		<b>\$47.02 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,757.47</b>	<b>67.45%</b>	<b>\$78.74</b>	<b>\$40.36</b>	<b>\$17.68</b>	<b>\$136.78</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,724.28</u></b>			
<b>Step D</b>		<b>\$7,405.53 /Month</b>		<b>\$49.37 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,850.77</b>	<b>65.50%</b>	<b>\$81.71</b>	<b>\$41.88</b>	<b>\$18.35</b>	<b>\$141.94</b>
<b>Annual Salary + Benefits</b>				<b><u>\$147,075.60</u></b>			
<b>Step E</b>		<b>\$7,775.81 /Month</b>		<b>\$51.84 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,948.73</b>	<b>63.64%</b>	<b>\$84.83</b>	<b>\$43.48</b>	<b>\$19.05</b>	<b>\$147.36</b>
<b>Annual Salary + Benefits</b>				<b><u>\$152,694.48</u></b>			

**Information Systems Specialist  
Department: Administrative Services**

<b>Step A</b>		<b>\$7,833.68 /Month</b>		<b>\$52.22 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,430.27					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	73.40					
Life Insurance	0.000205	28.91					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		375.73					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	266.67					
Workers Comp.	0.058120	477.13					
Vision Benefit		34.68					
Medicare	0.014500	119.04					
					51.25%	22.46%	
					<b>Department</b>	<b>Citywide</b>	
					<b>Overhead</b>	<b>Overhead</b>	
	<b>Total Benefits</b>	<b>\$5,657.13</b>	<b>72.22%</b>	<b>\$89.94</b>	<b>\$46.10</b>	<b>\$20.20</b>	<b>\$156.24</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$161,889.80</u></b>			
<b>Step B</b>		<b>\$8,225.37 /Month</b>		<b>\$54.84 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,760.76</b>	<b>70.04%</b>	<b>\$93.24</b>	<b>\$47.79</b>	<b>\$20.94</b>	<b>\$161.97</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$167,833.54</u></b>			
<b>Step C</b>		<b>\$8,636.63 /Month</b>		<b>\$57.58 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,869.57</b>	<b>67.96%</b>	<b>\$96.71</b>	<b>\$49.57</b>	<b>\$21.72</b>	<b>\$168.00</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$174,074.47</u></b>			
<b>Step D</b>		<b>\$9,068.47 /Month</b>		<b>\$60.46 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,983.82</b>	<b>65.98%</b>	<b>\$100.35</b>	<b>\$51.43</b>	<b>\$22.54</b>	<b>\$174.32</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$180,627.45</u></b>			
<b>Step E</b>		<b>\$9,521.89 /Month</b>		<b>\$63.48 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,103.78</b>	<b>64.10%</b>	<b>\$104.17</b>	<b>\$53.39</b>	<b>\$23.39</b>	<b>\$180.95</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$187,508.08</u></b>			

**Information Systems Technician  
Department: Administrative Services**

<b>Step A</b>		<b>\$6,270.21 /Month</b>		<b>\$41.80 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,144.81					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	58.75					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		357.84					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	385.22			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	96.11					
<b>Total Benefits</b>		<b>\$4,934.23</b>	<b>78.69%</b>	<b>\$74.70</b>	<b>\$38.29</b>	<b>\$16.77</b>	<b>\$129.76</b>
<b>Annual Salary + Benefits</b>				<b><u>\$134,453.23</u></b>			
<b>Step B</b>		<b>\$6,583.72 /Month</b>		<b>\$43.89 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,017.17</b>	<b>76.21%</b>	<b>\$77.34</b>	<b>\$39.64</b>	<b>\$17.37</b>	<b>\$134.35</b>
<b>Annual Salary + Benefits</b>				<b><u>\$139,210.71</u></b>			
<b>Step C</b>		<b>\$6,912.91 /Month</b>		<b>\$46.09 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,104.26</b>	<b>73.84%</b>	<b>\$80.11</b>	<b>\$41.06</b>	<b>\$17.99</b>	<b>\$139.16</b>
<b>Annual Salary + Benefits</b>				<b><u>\$144,206.05</u></b>			
<b>Step D</b>		<b>\$7,258.55 /Month</b>		<b>\$48.39 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,195.71</b>	<b>71.58%</b>	<b>\$83.03</b>	<b>\$42.56</b>	<b>\$18.65</b>	<b>\$144.24</b>
<b>Annual Salary + Benefits</b>				<b><u>\$149,451.16</u></b>			
<b>Step E</b>		<b>\$7,621.48 /Month</b>		<b>\$50.81 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,291.73</b>	<b>69.43%</b>	<b>\$86.09</b>	<b>\$44.12</b>	<b>\$19.33</b>	<b>\$149.54</b>
<b>Annual Salary + Benefits</b>				<b><u>\$154,958.53</u></b>			

**Management Analyst**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$7,672.26 /Month</b>		<b>\$51.15 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>				<b>Category</b>		
PERS - Employer	0.182580	1,400.80			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	71.89					
Life Insurance	0.000205	28.31					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.45					
Workers Comp.	0.058120	445.91					
Vision Benefit		34.68					
Medicare	0.014500	111.25					
				<b>Hourly Rate &amp; Benefits</b>	<b>51.25% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,207.58</b>	<b>67.88%</b>	<b>\$85.87</b>	<b>\$44.01</b>	<b>\$19.28</b>	<b>\$149.16</b>
		<b>Annual Salary + Benefits</b>		<b>\$154,558.09</b>			

  

<b>Step B</b>		<b>\$8,055.87 /Month</b>		<b>\$53.71 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,309.08</b>	<b>65.90%</b>	<b>\$89.10</b>	<b>\$45.67</b>	<b>\$20.01</b>	<b>\$154.78</b>
		<b>Annual Salary + Benefits</b>		<b>\$160,379.35</b>			

  

<b>Step C</b>		<b>\$8,458.66 /Month</b>		<b>\$56.39 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,415.64</b>	<b>64.02%</b>	<b>\$92.50</b>	<b>\$47.41</b>	<b>\$20.77</b>	<b>\$160.68</b>
		<b>Annual Salary + Benefits</b>		<b>\$166,491.68</b>			

  

<b>Step D</b>		<b>\$8,881.60 /Month</b>		<b>\$59.21 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,527.54</b>	<b>62.24%</b>	<b>\$96.06</b>	<b>\$49.24</b>	<b>\$21.57</b>	<b>\$166.87</b>
		<b>Annual Salary + Benefits</b>		<b>\$172,909.62</b>			

  

<b>Step E</b>		<b>\$9,325.68 /Month</b>		<b>\$62.17 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,645.03</b>	<b>60.53%</b>	<b>\$99.80</b>	<b>\$51.15</b>	<b>\$22.41</b>	<b>\$173.36</b>
		<b>Annual Salary + Benefits</b>		<b>\$179,648.46</b>			

**Management Analyst  
Department: City Manager**

<b>Step A</b>		<b>\$7,672.26 /Month</b>		<b>\$51.15 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,400.80					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	71.89					
Life Insurance	0.000205	28.31					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.45					
Workers Comp.	0.058120	445.91					
Vision Benefit		34.68					
Medicare	0.014500	111.25					
	<b>Total Benefits</b>	<b>\$5,207.58</b>	<b>67.88%</b>	<b>\$85.87</b>	<b>\$47.41</b>	<b>\$19.28</b>	<b>\$152.56</b>
				<b>Annual Salary + Benefits <u>\$154,558.09</u></b>			
<b>Step B</b>		<b>\$8,055.87 /Month</b>		<b>\$53.71 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,309.08</b>	<b>65.90%</b>	<b>\$89.10</b>	<b>\$49.20</b>	<b>\$20.01</b>	<b>\$158.31</b>
				<b>Annual Salary + Benefits <u>\$160,379.35</u></b>			
<b>Step C</b>		<b>\$8,458.66 /Month</b>		<b>\$56.39 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,415.64</b>	<b>64.02%</b>	<b>\$92.50</b>	<b>\$51.07</b>	<b>\$20.77</b>	<b>\$164.34</b>
				<b>Annual Salary + Benefits <u>\$166,491.68</u></b>			
<b>Step D</b>		<b>\$8,881.60 /Month</b>		<b>\$59.21 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,527.54</b>	<b>62.24%</b>	<b>\$96.06</b>	<b>\$53.04</b>	<b>\$21.57</b>	<b>\$170.67</b>
				<b>Annual Salary + Benefits <u>\$172,909.62</u></b>			
<b>Step E</b>		<b>\$9,325.68 /Month</b>		<b>\$62.17 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,645.03</b>	<b>60.53%</b>	<b>\$99.80</b>	<b>\$55.11</b>	<b>\$22.41</b>	<b>\$177.32</b>
				<b>Annual Salary + Benefits <u>\$179,648.46</u></b>			



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

<b>Step A</b>		<b>\$7,672.26 /Month</b>		<b>\$51.15 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,400.80					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	71.89					
Life Insurance	0.000205	28.31					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.45					
Workers Comp.	0.058120	445.91					
Vision Benefit		34.68					
Medicare	0.014500	111.25					
<b>Total Benefits</b>		<b>\$5,207.58</b>	<b>67.88%</b>	<b>\$85.87</b>	<b>\$79.00</b>	<b>\$19.28</b>	<b>\$184.15</b>
<b>Annual Salary + Benefits</b>				<b><u>\$154,558.09</u></b>			
<hr/>							
<b>Step B</b>		<b>\$8,055.87 /Month</b>		<b>\$53.71 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,309.08</b>	<b>65.90%</b>	<b>\$89.10</b>	<b>\$81.97</b>	<b>\$20.01</b>	<b>\$191.08</b>
<b>Annual Salary + Benefits</b>				<b><u>\$160,379.35</u></b>			
<hr/>							
<b>Step C</b>		<b>\$8,458.66 /Month</b>		<b>\$56.39 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,415.64</b>	<b>64.02%</b>	<b>\$92.50</b>	<b>\$85.10</b>	<b>\$20.77</b>	<b>\$198.37</b>
<b>Annual Salary + Benefits</b>				<b><u>\$166,491.68</u></b>			
<hr/>							
<b>Step D</b>		<b>\$8,881.60 /Month</b>		<b>\$59.21 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,527.54</b>	<b>62.24%</b>	<b>\$96.06</b>	<b>\$88.38</b>	<b>\$21.57</b>	<b>\$206.01</b>
<b>Annual Salary + Benefits</b>				<b><u>\$172,909.62</u></b>			
<hr/>							
<b>Step E</b>		<b>\$9,325.68 /Month</b>		<b>\$62.17 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,645.03</b>	<b>60.53%</b>	<b>\$99.80</b>	<b>\$91.82</b>	<b>\$22.41</b>	<b>\$214.03</b>
<b>Annual Salary + Benefits</b>				<b><u>\$179,648.46</u></b>			

**Management Analyst  
Department: Public Works**

<b>Step A</b>		<b>\$7,672.26 /Month</b>		<b>\$51.15 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,400.80					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	71.89					
Life Insurance	0.000205	28.31					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.45					
Workers Comp.	0.058120	445.91					
Vision Benefit		34.68					
Medicare	0.014500	111.25					
					105.49%	22.46%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,207.58</b>	<b>67.88%</b>	<b>\$85.87</b>	<b>\$90.58</b>	<b>\$19.28</b>	<b>\$195.73</b>
				<b>Annual Salary + Benefits <u>\$154,558.09</u></b>			
<b>Step B</b>		<b>\$8,055.87 /Month</b>		<b>\$53.71 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,309.08</b>	<b>65.90%</b>	<b>\$89.10</b>	<b>\$93.99</b>	<b>\$20.01</b>	<b>\$203.10</b>
				<b>Annual Salary + Benefits <u>\$160,379.35</u></b>			
<b>Step C</b>		<b>\$8,458.66 /Month</b>		<b>\$56.39 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,415.64</b>	<b>64.02%</b>	<b>\$92.50</b>	<b>\$97.57</b>	<b>\$20.77</b>	<b>\$210.84</b>
				<b>Annual Salary + Benefits <u>\$166,491.68</u></b>			
<b>Step D</b>		<b>\$8,881.60 /Month</b>		<b>\$59.21 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,527.54</b>	<b>62.24%</b>	<b>\$96.06</b>	<b>\$101.33</b>	<b>\$21.57</b>	<b>\$218.96</b>
				<b>Annual Salary + Benefits <u>\$172,909.62</u></b>			
<b>Step E</b>		<b>\$9,325.68 /Month</b>		<b>\$62.17 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,645.03</b>	<b>60.53%</b>	<b>\$99.80</b>	<b>\$105.28</b>	<b>\$22.41</b>	<b>\$227.49</b>
				<b>Annual Salary + Benefits <u>\$179,648.46</u></b>			

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

<b>Step A</b>		<b>\$8,967.29 /Month</b>		<b>\$59.78 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,637.25					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	84.02					
Life Insurance	0.000205	33.09					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	379.02					
Workers Comp.	0.058120	521.18					
Vision Benefit		34.68					
Medicare	0.014500	130.03					
					92.00%	22.46%	
					<b>Department</b>	<b>Citywide</b>	
					<b>Overhead</b>	<b>Overhead</b>	
	<b>Total Benefits</b>	<b>\$5,670.56</b>	<b>63.24%</b>	<b>\$97.59</b>	<b>\$89.78</b>	<b>\$21.91</b>	<b>\$209.28</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$175,654.24</u></b>			

  

<b>Step B</b>		<b>\$9,415.65 /Month</b>		<b>\$62.77 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,789.19</b>	<b>61.48%</b>	<b>\$101.37</b>	<b>\$93.26</b>	<b>\$22.76</b>	<b>\$217.39</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$182,458.10</u></b>			

  

<b>Step C</b>		<b>\$9,886.44 /Month</b>		<b>\$65.91 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,913.74</b>	<b>59.82%</b>	<b>\$105.33</b>	<b>\$96.91</b>	<b>\$23.65</b>	<b>\$225.89</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$189,602.15</u></b>			

  

<b>Step D</b>		<b>\$10,380.76 /Month</b>		<b>\$69.21 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,044.53</b>	<b>58.23%</b>	<b>\$109.50</b>	<b>\$100.74</b>	<b>\$24.59</b>	<b>\$234.83</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$197,103.40</u></b>			

  

<b>Step E</b>		<b>\$10,899.80 /Month</b>		<b>\$72.67 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,181.85</b>	<b>56.72%</b>	<b>\$113.88</b>	<b>\$104.77</b>	<b>\$25.57</b>	<b>\$244.22</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$204,979.72</u></b>			

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

<b>Step A</b>		<b>\$6,571.30 /Month</b>		<b>\$43.81 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,199.79					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	61.57					
Life Insurance	0.000205	24.25					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	241.43					
Workers Comp.	0.058120	381.92					
Vision Benefit		34.68					
Medicare	0.014500	95.28					
					92.00%	22.46%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$4,890.22</b>	<b>74.42%</b>	<b>\$76.41</b>	<b>\$70.30</b>	<b>\$17.16</b>	<b>\$163.87</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$137,538.22</u></b>			

  

<b>Step B</b>		<b>\$6,899.86 /Month</b>		<b>\$46.00 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,977.15</b>	<b>72.13%</b>	<b>\$79.18</b>	<b>\$72.85</b>	<b>\$17.78</b>	<b>\$169.81</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$142,524.14</u></b>			

  

<b>Step C</b>		<b>\$7,244.85 /Month</b>		<b>\$48.30 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,068.43</b>	<b>69.96%</b>	<b>\$82.09</b>	<b>\$75.52</b>	<b>\$18.43</b>	<b>\$176.04</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$147,759.35</u></b>			

  

<b>Step D</b>		<b>\$7,607.10 /Month</b>		<b>\$50.71 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,164.26</b>	<b>67.89%</b>	<b>\$85.14</b>	<b>\$78.33</b>	<b>\$19.12</b>	<b>\$182.59</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$153,256.33</u></b>			

  

<b>Step E</b>		<b>\$7,987.45 /Month</b>		<b>\$53.25 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,264.89</b>	<b>65.91%</b>	<b>\$88.35</b>	<b>\$81.28</b>	<b>\$19.84</b>	<b>\$189.47</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$159,028.15</u></b>			

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

<b>Step A</b>		<b>\$4,519.29 /Month</b>		<b>\$30.13 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	825.13					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	42.35					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		357.84					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	283.46			92.00%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	70.72					
<b>Total Benefits</b>		<b>\$4,470.98</b>	<b>98.93%</b>	<b>\$59.94</b>	<b>\$55.14</b>	<b>\$13.46</b>	<b>\$128.54</b>
<b>Annual Salary + Benefits</b>				<b><u>\$107,883.23</u></b>			
<b>Step B</b>		<b>\$4,745.25 /Month</b>		<b>\$31.63 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,530.77</b>	<b>95.48%</b>	<b>\$61.84</b>	<b>\$56.89</b>	<b>\$13.89</b>	<b>\$132.62</b>
<b>Annual Salary + Benefits</b>				<b><u>\$111,312.20</u></b>			
<b>Step C</b>		<b>\$4,982.51 /Month</b>		<b>\$33.22 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,593.54</b>	<b>92.19%</b>	<b>\$63.84</b>	<b>\$58.73</b>	<b>\$14.34</b>	<b>\$136.91</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,912.62</u></b>			
<b>Step D</b>		<b>\$5,231.64 /Month</b>		<b>\$34.88 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,659.45</b>	<b>89.06%</b>	<b>\$65.94</b>	<b>\$60.67</b>	<b>\$14.81</b>	<b>\$141.42</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,693.06</u></b>			
<b>Step E</b>		<b>\$5,493.22 /Month</b>		<b>\$36.62 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,728.66</b>	<b>86.08%</b>	<b>\$68.15</b>	<b>\$62.69</b>	<b>\$15.30</b>	<b>\$146.14</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,662.52</u></b>			

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

<b>Step A</b>		<b>\$4,982.51 /Month</b>		<b>\$33.22 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	909.71					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	46.69					
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	289.58			92.00%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	72.25					
<b>Total Benefits</b>		<b>\$4,209.71</b>	<b>84.49%</b>	<b>\$61.28</b>	<b>\$56.38</b>	<b>\$13.76</b>	<b>\$131.42</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,306.70</u></b>			
<b>Step B</b>		<b>\$5,231.64 /Month</b>		<b>\$34.88 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,275.62</b>	<b>81.73%</b>	<b>\$63.38</b>	<b>\$58.31</b>	<b>\$14.23</b>	<b>\$135.92</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,087.14</u></b>			
<b>Step C</b>		<b>\$5,493.22 /Month</b>		<b>\$36.62 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,344.83</b>	<b>79.09%</b>	<b>\$65.59</b>	<b>\$60.34</b>	<b>\$14.73</b>	<b>\$140.66</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,056.61</u></b>			
<b>Step D</b>		<b>\$5,767.88 /Month</b>		<b>\$38.45 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,417.50</b>	<b>76.59%</b>	<b>\$67.90</b>	<b>\$62.47</b>	<b>\$15.25</b>	<b>\$145.62</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,224.54</u></b>			
<b>Step E</b>		<b>\$6,056.27 /Month</b>		<b>\$40.38 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,493.80</b>	<b>74.20%</b>	<b>\$70.33</b>	<b>\$64.71</b>	<b>\$15.79</b>	<b>\$150.83</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,600.88</u></b>			

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

<b>Step A</b>		<b>\$7,684.95 /Month</b>		<b>\$51.23 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.182580	1,403.12			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	72.01					
Life Insurance	0.000205	28.36					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.70					
Workers Comp.	0.058120	446.65					
Vision Benefit		34.68					
Medicare	0.014500	111.43					
				<b>Hourly Rate &amp; Benefits</b>	<b>92.00% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,211.24</b>	<b>67.81%</b>	<b>\$85.97</b>	<b>\$79.10</b>	<b>\$19.31</b>	<b>\$184.38</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,754.36</u></b>			
<b>Step B</b>		<b>\$8,069.20 /Month</b>		<b>\$53.79 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,312.90</b>	<b>65.84%</b>	<b>\$89.21</b>	<b>\$82.08</b>	<b>\$20.03</b>	<b>\$191.32</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,585.26</u></b>			
<b>Step C</b>		<b>\$8,472.66 /Month</b>		<b>\$56.48 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,419.65</b>	<b>63.97%</b>	<b>\$92.62</b>	<b>\$85.21</b>	<b>\$20.80</b>	<b>\$198.63</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,707.70</u></b>			
<b>Step D</b>		<b>\$8,896.29 /Month</b>		<b>\$59.31 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,531.73</b>	<b>62.18%</b>	<b>\$96.19</b>	<b>\$88.49</b>	<b>\$21.60</b>	<b>\$206.28</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,136.26</u></b>			
<b>Step E</b>		<b>\$9,341.11 /Month</b>		<b>\$62.27 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,649.41</b>	<b>60.48%</b>	<b>\$99.94</b>	<b>\$91.94</b>	<b>\$22.44</b>	<b>\$214.32</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,886.25</u></b>			

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

<b>Step A</b>		<b>\$5,736.96 /Month</b>		<b>\$38.25 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,047.45					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	53.76					
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	333.43			92.00%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	83.19					
<b>Total Benefits</b>		<b>\$4,409.32</b>	<b>76.86%</b>	<b>\$67.64</b>	<b>\$62.23</b>	<b>\$15.19</b>	<b>\$145.06</b>
<b>Annual Salary + Benefits</b>				<b><u>\$121,755.35</u></b>			
<b>Step B</b>		<b>\$6,023.81 /Month</b>		<b>\$40.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,485.21</b>	<b>74.46%</b>	<b>\$70.06</b>	<b>\$64.46</b>	<b>\$15.73</b>	<b>\$150.25</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,108.22</u></b>			
<b>Step C</b>		<b>\$6,325.00 /Month</b>		<b>\$42.17 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,564.90</b>	<b>72.17%</b>	<b>\$72.60</b>	<b>\$66.79</b>	<b>\$16.30</b>	<b>\$155.69</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,678.74</u></b>			
<b>Step D</b>		<b>\$6,641.25 /Month</b>		<b>\$44.27 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,648.57</b>	<b>70.00%</b>	<b>\$75.27</b>	<b>\$69.24</b>	<b>\$16.90</b>	<b>\$161.41</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,477.78</u></b>			
<b>Step E</b>		<b>\$6,973.31 /Month</b>		<b>\$46.49 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,736.42</b>	<b>67.92%</b>	<b>\$78.06</b>	<b>\$71.82</b>	<b>\$17.53</b>	<b>\$167.41</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,516.78</u></b>			



**Permit Services Specialist  
Department: Community Development**

<b>Step A</b>		<b>\$7,010.23 /Month</b>		<b>\$46.73 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,279.93					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	65.69					
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	407.43			132.21%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	101.65					
Total Benefits		\$4,746.19	67.70%	<b>\$78.38</b>	<b>\$103.62</b>	<b>\$17.60</b>	<b>\$199.60</b>
Annual Salary + Benefits				<b><u>\$141,076.99</u></b>			
<b>Step B</b>		<b>\$7,360.74 /Month</b>		<b>\$49.07 /Hour</b>			
Total Benefits		\$4,838.92	65.74%	<b>\$81.33</b>	<b>\$107.53</b>	<b>\$18.26</b>	<b>\$207.12</b>
Annual Salary + Benefits				<b><u>\$146,395.94</u></b>			
<b>Step C</b>		<b>\$7,728.78 /Month</b>		<b>\$51.53 /Hour</b>			
Total Benefits		\$4,936.29	63.87%	<b>\$84.43</b>	<b>\$111.63</b>	<b>\$18.96</b>	<b>\$215.02</b>
Annual Salary + Benefits				<b><u>\$151,980.85</u></b>			
<b>Step D</b>		<b>\$8,115.22 /Month</b>		<b>\$54.10 /Hour</b>			
Total Benefits		\$5,038.53	62.09%	<b>\$87.69</b>	<b>\$115.94</b>	<b>\$19.69</b>	<b>\$223.32</b>
Annual Salary + Benefits				<b><u>\$157,844.99</u></b>			
<b>Step E</b>		<b>\$8,520.98 /Month</b>		<b>\$56.81 /Hour</b>			
Total Benefits		\$5,145.89	60.39%	<b>\$91.11</b>	<b>\$120.46</b>	<b>\$20.46</b>	<b>\$232.03</b>
Annual Salary + Benefits				<b><u>\$164,002.35</u></b>			

**Plan Check Engineer**  
**Department: Community Development**

<b>Step A</b>		<b>\$7,710.35 /Month</b>		<b>\$51.40 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,407.75			132.21%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	72.25					
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	448.13					
Vision Benefit		34.68					
Medicare	0.014500	111.80					
<b>Total Benefits</b>		<b>\$4,931.42</b>	<b>63.96%</b>	<b>\$84.28</b>	<b>\$111.42</b>	<b>\$18.93</b>	<b>\$214.63</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,701.14</u></b>			
<b>Step B</b>		<b>\$8,095.86 /Month</b>		<b>\$53.97 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,033.41</b>	<b>62.17%</b>	<b>\$87.53</b>	<b>\$115.72</b>	<b>\$19.66</b>	<b>\$222.91</b>
<b>Annual Salary + Benefits</b>				<b><u>\$157,551.30</u></b>			
<b>Step C</b>		<b>\$8,500.66 /Month</b>		<b>\$56.67 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,140.51</b>	<b>60.47%</b>	<b>\$90.94</b>	<b>\$120.23</b>	<b>\$20.42</b>	<b>\$231.59</b>
<b>Annual Salary + Benefits</b>				<b><u>\$163,693.97</u></b>			
<b>Step D</b>		<b>\$8,925.69 /Month</b>		<b>\$59.50 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,252.96</b>	<b>58.85%</b>	<b>\$94.52</b>	<b>\$124.97</b>	<b>\$21.23</b>	<b>\$240.72</b>
<b>Annual Salary + Benefits</b>				<b><u>\$170,143.77</u></b>			
<b>Step E</b>		<b>\$9,371.97 /Month</b>		<b>\$62.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,371.03</b>	<b>57.31%</b>	<b>\$98.29</b>	<b>\$129.95</b>	<b>\$22.07</b>	<b>\$250.31</b>
<b>Annual Salary + Benefits</b>				<b><u>\$176,916.07</u></b>			

**Planning Manager  
Department: Community Development**

<b>Step A</b>		<b>\$10,773.81 /Month</b>		<b>\$71.83 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,967.08					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	100.95					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	433.21					
Workers Comp.	0.058120	626.17					
Vision Benefit		34.68					
Medicare	0.014500	156.22					
					132.21%	22.46%	
					<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
					<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	<b>Total Benefits</b>	\$6,205.40	57.60%	<b>\$113.19</b>	<b>\$149.66</b>	<b>\$25.42</b>	<b>\$288.27</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$203,750.48</u></b>			
<b>Step B</b>		<b>\$11,312.50 /Month</b>		<b>\$75.42 /Hour</b>			
	<b>Total Benefits</b>	\$6,347.92	56.11%	<b>\$117.74</b>	<b>\$155.66</b>	<b>\$26.44</b>	<b>\$299.84</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$211,925.02</u></b>			
<b>Step C</b>		<b>\$11,878.12 /Month</b>		<b>\$79.19 /Hour</b>			
	<b>Total Benefits</b>	\$6,497.57	54.70%	<b>\$122.50</b>	<b>\$161.96</b>	<b>\$27.51</b>	<b>\$311.97</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$220,508.29</u></b>			
<b>Step D</b>		<b>\$12,472.03 /Month</b>		<b>\$83.15 /Hour</b>			
	<b>Total Benefits</b>	\$6,654.70	53.36%	<b>\$127.51</b>	<b>\$168.58</b>	<b>\$28.63</b>	<b>\$324.72</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$229,520.71</u></b>			
<b>Step E</b>		<b>\$13,095.63 /Month</b>		<b>\$87.30 /Hour</b>			
	<b>Total Benefits</b>	\$6,819.68	52.08%	<b>\$132.77</b>	<b>\$175.53</b>	<b>\$29.82</b>	<b>\$338.12</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$238,983.77</u></b>			

**Police Captain  
Department: Police**

<b>Step A</b>		<b>\$12,060.78 /Month</b>		<b>\$80.41 /Hour</b>				
	<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
	PERS - Employer	0.216280	2,626.53		Captains			
	Management Incentive		0.00					
	EAP		4.00					
	Health Insurance		1,942.44					
	Dental Insurance		194.04					
	LTD Insurance	0.009370	113.01					
	Life Insurance	0.000205	35.78					
	Holiday Pay		0.00					
	Uniform Allowance		83.33					
	Standby		0.00					
	Retiree Medical		1,500.00					
	Deferred Comp.	3% + \$110	471.82					
	Workers Comp.	0.058120	705.82					
	Vision Benefit		34.68					
	Medicare	0.014500	176.09					
				<b>Hourly Rate &amp; Benefits</b>	<b>52.98% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>	
	Total Benefits		\$7,887.54	65.40%	\$132.99	\$70.45	\$29.86	\$233.30
			<b>Annual Salary + Benefits</b>		<b><u><u>\$239,379.79</u></u></b>			
<b>Step B</b>			<b>\$12,663.82 /Month</b>		<b>\$84.43 /Hour</b>			
	Total Benefits		\$8,067.41	63.70%	\$138.21	\$73.22	\$31.04	\$242.47
			<b>Annual Salary + Benefits</b>		<b><u><u>\$248,774.67</u></u></b>			
<b>Step C</b>			<b>\$13,297.01 /Month</b>		<b>\$88.65 /Hour</b>			
	Total Benefits		\$8,256.27	62.09%	\$143.69	\$76.12	\$32.27	\$252.08
			<b>Annual Salary + Benefits</b>		<b><u><u>\$258,639.31</u></u></b>			
<b>Step D</b>			<b>\$13,961.86 /Month</b>		<b>\$93.08 /Hour</b>			
	Total Benefits		\$8,454.57	60.55%	\$149.44	\$79.17	\$33.56	\$262.17
			<b>Annual Salary + Benefits</b>		<b><u><u>\$268,997.17</u></u></b>			
<b>Step E</b>			<b>\$14,659.95 /Month</b>		<b>\$97.73 /Hour</b>			
	Total Benefits		\$8,662.79	59.09%	\$155.48	\$82.37	\$34.92	\$272.77
			<b>Annual Salary + Benefits</b>		<b><u><u>\$279,872.92</u></u></b>			

**Police Chief**  
**Department: Police**

<b>Step A</b>		<b>\$14,195.14 /Month</b>		<b>\$94.63 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.216280	3,282.98					
Management Incentive		900.81					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		194.04					
LTD Insurance	0.009370	133.01					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,500.00					
Deferred Comp.		110.00					
Workers Comp.	0.058120	882.22			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	220.10					
<b>Total Benefits</b>		<b>\$9,323.39</b>	<b>65.68%</b>	<b>\$156.79</b>	<b>\$83.06</b>	<b>\$35.21</b>	<b>\$275.06</b>
<b>Annual Salary + Benefits</b>				<b><u>\$282,222.37</u></b>			
<b>Step B</b>		<b>\$14,904.90 /Month</b>		<b>\$99.37 /Hour</b>			
<b>Total Benefits</b>		<b>\$9,535.09</b>	<b>63.97%</b>	<b>\$162.93</b>	<b>\$86.32</b>	<b>\$36.59</b>	<b>\$285.84</b>
<b>Annual Salary + Benefits</b>				<b><u>\$293,279.85</u></b>			
<b>Step C</b>		<b>\$15,650.14 /Month</b>		<b>\$104.33 /Hour</b>			
<b>Total Benefits</b>		<b>\$9,757.37</b>	<b>62.35%</b>	<b>\$169.38</b>	<b>\$89.74</b>	<b>\$38.04</b>	<b>\$297.16</b>
<b>Annual Salary + Benefits</b>				<b><u>\$304,890.20</u></b>			
<b>Step D</b>		<b>\$16,432.65 /Month</b>		<b>\$109.55 /Hour</b>			
<b>Total Benefits</b>		<b>\$9,990.77</b>	<b>60.80%</b>	<b>\$176.16</b>	<b>\$93.32</b>	<b>\$39.56</b>	<b>\$309.04</b>
<b>Annual Salary + Benefits</b>				<b><u>\$317,081.06</u></b>			
<b>Step E</b>		<b>\$17,254.28 /Month</b>		<b>\$115.03 /Hour</b>			
<b>Total Benefits</b>		<b>\$10,235.84</b>	<b>59.32%</b>	<b>\$183.27</b>	<b>\$97.09</b>	<b>\$41.16</b>	<b>\$321.52</b>
<b>Annual Salary + Benefits</b>				<b><u>\$329,881.48</u></b>			

**Police Dispatcher**  
**Department: Police**

<b>Step A</b>		<b>\$5,548.61 /Month</b>		<b>\$36.99 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,024.48					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	51.99					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		62.50					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	326.12			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	81.36					
<b>Total Benefits</b>		<b>\$4,437.94</b>	<b>79.98%</b>	<b>\$66.58</b>	<b>\$35.27</b>	<b>\$14.95</b>	<b>\$116.80</b>
<b>Annual Salary + Benefits</b>				<b><u>\$119,838.55</u></b>			
<b>Step B</b>		<b>\$5,826.04 /Month</b>		<b>\$38.84 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,511.34</b>	<b>77.43%</b>	<b>\$68.92</b>	<b>\$36.51</b>	<b>\$15.48</b>	<b>\$120.91</b>
<b>Annual Salary + Benefits</b>				<b><u>\$124,048.51</u></b>			
<b>Step C</b>		<b>\$6,117.34 /Month</b>		<b>\$40.78 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,588.41</b>	<b>75.01%</b>	<b>\$71.37</b>	<b>\$37.81</b>	<b>\$16.03</b>	<b>\$125.21</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,468.97</u></b>			
<b>Step D</b>		<b>\$6,423.21 /Month</b>		<b>\$42.82 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,669.33</b>	<b>72.69%</b>	<b>\$73.95</b>	<b>\$39.18</b>	<b>\$16.61</b>	<b>\$129.74</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,110.46</u></b>			
<b>Step E</b>		<b>\$6,744.37 /Month</b>		<b>\$44.96 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,754.30</b>	<b>70.49%</b>	<b>\$76.66</b>	<b>\$40.61</b>	<b>\$17.21</b>	<b>\$134.48</b>
<b>Annual Salary + Benefits</b>				<b><u>\$137,984.02</u></b>			

**Police Dispatch Supervisor**

**Department: Police**

<b>Step A</b>		<b>\$6,710.45 /Month</b>		<b>\$44.74 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,236.61					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	62.88					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		62.50					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	393.64			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	98.21					
<b>Total Benefits</b>		<b>\$4,745.32</b>	<b>70.72%</b>	<b>\$76.37</b>	<b>\$40.46</b>	<b>\$17.15</b>	<b>\$133.98</b>
<b>Annual Salary + Benefits</b>				<b><u>\$137,469.29</u></b>			
<b>Step B</b>		<b>\$7,045.97 /Month</b>		<b>\$46.97 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,834.09</b>	<b>68.61%</b>	<b>\$79.20</b>	<b>\$41.96</b>	<b>\$17.79</b>	<b>\$138.95</b>
<b>Annual Salary + Benefits</b>				<b><u>\$142,560.79</u></b>			
<b>Step C</b>		<b>\$7,398.27 /Month</b>		<b>\$49.32 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,927.30</b>	<b>66.60%</b>	<b>\$82.17</b>	<b>\$43.53</b>	<b>\$18.45</b>	<b>\$144.15</b>
<b>Annual Salary + Benefits</b>				<b><u>\$147,906.86</u></b>			
<b>Step D</b>		<b>\$7,768.18 /Month</b>		<b>\$51.79 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,025.17</b>	<b>64.69%</b>	<b>\$85.29</b>	<b>\$45.18</b>	<b>\$19.15</b>	<b>\$149.62</b>
<b>Annual Salary + Benefits</b>				<b><u>\$153,520.24</u></b>			
<b>Step E</b>		<b>\$8,156.59 /Month</b>		<b>\$54.38 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,127.93</b>	<b>62.87%</b>	<b>\$88.56</b>	<b>\$46.92</b>	<b>\$19.89</b>	<b>\$155.37</b>
<b>Annual Salary + Benefits</b>				<b><u>\$159,414.29</u></b>			

**Police Lieutenant**  
**Department: Police**

<b>Step A</b>		<b>\$10,509.68 /Month</b>		<b>\$70.06 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.216280	2,291.06					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		194.04					
LTD Insurance	0.009370	98.48					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,500.00					
Deferred Comp.	3% + \$110	425.29					
Workers Comp.	0.058120	615.67					
Vision Benefit		34.68					
Medicare	0.014500	153.60					
					52.98%	22.46%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$7,378.36</b>	<b>70.21%</b>	<b>\$119.25</b>	<b>\$63.18</b>	<b>\$26.78</b>	<b>\$209.21</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$214,656.44</u></b>

  

<b>Step B</b>		<b>\$11,035.16 /Month</b>		<b>\$73.57 /Hour</b>			
	<b>Total Benefits</b>	<b>\$7,535.10</b>	<b>68.28%</b>	<b>\$123.80</b>	<b>\$65.59</b>	<b>\$27.80</b>	<b>\$217.19</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$222,843.08</u></b>

  

<b>Step C</b>		<b>\$11,586.92 /Month</b>		<b>\$77.25 /Hour</b>			
	<b>Total Benefits</b>	<b>\$7,699.67</b>	<b>66.45%</b>	<b>\$128.58</b>	<b>\$68.12</b>	<b>\$28.87</b>	<b>\$225.57</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$231,439.05</u></b>

  

<b>Step D</b>		<b>\$12,166.26 /Month</b>		<b>\$81.11 /Hour</b>			
	<b>Total Benefits</b>	<b>\$7,872.47</b>	<b>64.71%</b>	<b>\$133.59</b>	<b>\$70.77</b>	<b>\$30.00</b>	<b>\$234.36</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$240,464.82</u></b>

  

<b>Step E</b>		<b>\$12,774.58 /Month</b>		<b>\$85.16 /Hour</b>			
	<b>Total Benefits</b>	<b>\$8,053.91</b>	<b>63.05%</b>	<b>\$138.86</b>	<b>\$73.56</b>	<b>\$31.18</b>	<b>\$243.60</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$249,941.88</u></b>



**Police Officer**  
**Department: Police**

<b>Step A</b>		<b>\$6,935.88 /Month</b>		<b>\$46.24 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.216280	1,593.14					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		194.04					
LTD Insurance	0.009370	64.99					
Life Insurance		7.74					
Holiday Pay	8.67	346.89					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,500.00					
Deferred Comp.		0.00					
Workers Comp.	0.058120	428.12			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	106.81					
Total Benefits		\$6,306.18	90.92%	<b>\$88.28</b>	<b>\$46.77</b>	<b>\$19.82</b>	<b>\$154.87</b>
Annual Salary + Benefits				<b><u>\$158,904.70</u></b>			
<b>Step B</b>		<b>\$7,282.68 /Month</b>		<b>\$48.55 /Hour</b>			
Total Benefits		\$6,431.96	88.32%	<b>\$91.43</b>	<b>\$48.44</b>	<b>\$20.53</b>	<b>\$160.40</b>
Annual Salary + Benefits				<b><u>\$164,575.69</u></b>			
<b>Step C</b>		<b>\$7,646.81 /Month</b>		<b>\$50.98 /Hour</b>			
Total Benefits		\$6,564.04	85.84%	<b>\$94.74</b>	<b>\$50.19</b>	<b>\$21.28</b>	<b>\$166.21</b>
Annual Salary + Benefits				<b><u>\$170,530.22</u></b>			
<b>Step D</b>		<b>\$8,029.15 /Month</b>		<b>\$53.53 /Hour</b>			
Total Benefits		\$6,702.78	83.48%	<b>\$98.21</b>	<b>\$52.03</b>	<b>\$22.06</b>	<b>\$172.30</b>
Annual Salary + Benefits				<b><u>\$176,783.15</u></b>			
<b>Step E</b>		<b>\$8,430.61 /Month</b>		<b>\$56.20 /Hour</b>			
Total Benefits		\$6,848.45	81.23%	<b>\$101.86</b>	<b>\$53.96</b>	<b>\$22.87</b>	<b>\$178.69</b>
Annual Salary + Benefits				<b><u>\$183,348.66</u></b>			

**Police Officer/Special Assignment  
Department: Police**

<b>Step A</b>		<b>\$7,282.68 /Month</b>		<b>\$48.55 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.216280	1,671.90					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		194.04					
LTD Insurance	0.009370	68.24					
Life Insurance		7.74					
Holiday Pay	8.67	364.23					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,500.00					
Deferred Comp.		0.00					
Workers Comp.	0.058120	449.28			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	112.09					
Total Benefits		\$6,431.96	88.32%	\$91.43	\$48.44	\$20.53	\$160.40
Annual Salary + Benefits				<u><u>\$164,575.69</u></u>			
<b>Step B</b>		<b>\$7,646.81 /Month</b>		<b>\$50.98 /Hour</b>			
Total Benefits		\$6,564.04	85.84%	\$94.74	\$50.19	\$21.28	\$166.21
Annual Salary + Benefits				<u><u>\$170,530.22</u></u>			
<b>Step C</b>		<b>\$8,029.15 /Month</b>		<b>\$53.53 /Hour</b>			
Total Benefits		\$6,702.78	83.48%	\$98.21	\$52.03	\$22.06	\$172.30
Annual Salary + Benefits				<u><u>\$176,783.15</u></u>			
<b>Step D</b>		<b>\$8,430.61 /Month</b>		<b>\$56.20 /Hour</b>			
Total Benefits		\$6,848.45	81.23%	\$101.86	\$53.96	\$22.87	\$178.69
Annual Salary + Benefits				<u><u>\$183,348.66</u></u>			
<b>Step E</b>		<b>\$8,852.14 /Month</b>		<b>\$59.01 /Hour</b>			
Total Benefits		\$7,001.33	79.09%	\$105.69	\$55.99	\$23.73	\$185.41
Annual Salary + Benefits				<u><u>\$190,241.64</u></u>			

**Police Records Clerk I**

**Department: Police**

<b>Step A</b>		<b>\$4,305.32 /Month</b>		<b>\$28.70 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	793.67					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	40.34					
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	252.65			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	63.03					
<b>Total Benefits</b>		<b>\$4,082.85</b>	<b>94.83%</b>	<b>\$55.92</b>	<b>\$29.63</b>	<b>\$12.56</b>	<b>\$98.11</b>
<b>Annual Salary + Benefits</b>				<b><u>\$100,658.01</u></b>			
<b>Step B</b>		<b>\$4,520.59 /Month</b>		<b>\$30.14 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,139.80</b>	<b>91.58%</b>	<b>\$57.74</b>	<b>\$30.59</b>	<b>\$12.97</b>	<b>\$101.30</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,924.64</u></b>			
<b>Step C</b>		<b>\$4,746.61 /Month</b>		<b>\$31.64 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,199.60</b>	<b>88.48%</b>	<b>\$59.64</b>	<b>\$31.60</b>	<b>\$13.39</b>	<b>\$104.63</b>
<b>Annual Salary + Benefits</b>				<b><u>\$107,354.59</u></b>			
<b>Step D</b>		<b>\$4,983.95 /Month</b>		<b>\$33.23 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,262.39</b>	<b>85.52%</b>	<b>\$61.64</b>	<b>\$32.66</b>	<b>\$13.84</b>	<b>\$108.14</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,956.05</u></b>			
<b>Step E</b>		<b>\$5,233.14 /Month</b>		<b>\$34.89 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,328.32</b>	<b>82.71%</b>	<b>\$63.74</b>	<b>\$33.77</b>	<b>\$14.31</b>	<b>\$111.82</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,737.58</u></b>			

**Police Records Clerk II**

**Department: Police**

<b>Step A</b>		<b>\$4,746.61 /Month</b>		<b>\$31.64 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	874.24					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	44.48					
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	278.29			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	69.43					
<b>Total Benefits</b>		<b>\$4,199.60</b>	<b>88.48%</b>	<b>\$59.64</b>	<b>\$31.60</b>	<b>\$13.39</b>	<b>\$104.63</b>
<b>Annual Salary + Benefits</b>				<b><u>\$107,354.59</u></b>			
<b>Step B</b>		<b>\$4,983.95 /Month</b>		<b>\$33.23 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,262.39</b>	<b>85.52%</b>	<b>\$61.64</b>	<b>\$32.66</b>	<b>\$13.84</b>	<b>\$108.14</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,956.05</u></b>			
<b>Step C</b>		<b>\$5,233.14 /Month</b>		<b>\$34.89 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,328.32</b>	<b>82.71%</b>	<b>\$63.74</b>	<b>\$33.77</b>	<b>\$14.31</b>	<b>\$111.82</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,737.58</u></b>			
<b>Step D</b>		<b>\$5,494.80 /Month</b>		<b>\$36.63 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,397.55</b>	<b>80.03%</b>	<b>\$65.95</b>	<b>\$34.94</b>	<b>\$14.81</b>	<b>\$115.70</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,708.18</u></b>			
<b>Step E</b>		<b>\$5,769.54 /Month</b>		<b>\$38.46 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,470.24</b>	<b>77.48%</b>	<b>\$68.27</b>	<b>\$36.17</b>	<b>\$15.33</b>	<b>\$119.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,877.32</u></b>			

**Police Sergeant  
Department: Police**

<b>Step A</b>		<b>\$8,231.41 /Month</b>		<b>\$54.88 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.216280	1,887.36					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		194.04					
LTD Insurance	0.009370	77.13					
Life Insurance		7.74					
Holiday Pay	8.67	411.74					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,500.00					
Deferred Comp.		0.00					
Workers Comp.	0.058120	507.18			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	126.53					
Total Benefits		\$6,776.18	82.32%	<b>\$100.05</b>	<b>\$53.00</b>	<b>\$22.47</b>	<b>\$175.52</b>
Annual Salary + Benefits				<u><u><b>\$180,091.06</b></u></u>			
<b>Step B</b>		<b>\$8,642.98 /Month</b>		<b>\$57.62 /Hour</b>			
Total Benefits		\$6,925.42	80.13%	<b>\$103.79</b>	<b>\$54.98</b>	<b>\$23.31</b>	<b>\$182.08</b>
Annual Salary + Benefits				<u><u><b>\$186,820.83</b></u></u>			
<b>Step C</b>		<b>\$9,075.13 /Month</b>		<b>\$60.50 /Hour</b>			
Total Benefits		\$7,082.15	78.04%	<b>\$107.72</b>	<b>\$57.06</b>	<b>\$24.19</b>	<b>\$188.97</b>
Annual Salary + Benefits				<u><u><b>\$193,887.28</b></u></u>			
<b>Step D</b>		<b>\$9,528.88 /Month</b>		<b>\$63.53 /Hour</b>			
Total Benefits		\$7,246.77	76.05%	<b>\$111.84</b>	<b>\$59.25</b>	<b>\$25.12</b>	<b>\$196.21</b>
Annual Salary + Benefits				<u><u><b>\$201,307.80</b></u></u>			
<b>Step E</b>		<b>\$10,005.33 /Month</b>		<b>\$66.70 /Hour</b>			
Total Benefits		\$7,419.61	74.16%	<b>\$116.17</b>	<b>\$61.54</b>	<b>\$26.09</b>	<b>\$203.80</b>
Annual Salary + Benefits				<u><u><b>\$209,099.20</b></u></u>			

**Police Sergeant/Special Assignment**

**Department: Police**

<b>Step A</b>		<b>\$8,642.98 /Month</b>		<b>\$57.62 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.216280	1,980.82					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		194.04					
LTD Insurance	0.009370	80.98					
Life Insurance		7.74					
Holiday Pay	8.67	432.29					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,500.00					
Deferred Comp.		0.00					
Workers Comp.	0.058120	532.30			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	132.80					
<b>Total Benefits</b>		<b>\$6,925.42</b>	<b>80.13%</b>	<b>\$103.79</b>	<b>\$54.98</b>	<b>\$23.31</b>	<b>\$182.08</b>
<b>Annual Salary + Benefits</b>				<b><u>\$186,820.83</u></b>			
<b>Step B</b>		<b>\$9,075.13 /Month</b>		<b>\$60.50 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,082.15</b>	<b>78.04%</b>	<b>\$107.72</b>	<b>\$57.06</b>	<b>\$24.19</b>	<b>\$188.97</b>
<b>Annual Salary + Benefits</b>				<b><u>\$193,887.28</u></b>			
<b>Step C</b>		<b>\$9,528.88 /Month</b>		<b>\$63.53 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,246.77</b>	<b>76.05%</b>	<b>\$111.84</b>	<b>\$59.25</b>	<b>\$25.12</b>	<b>\$196.21</b>
<b>Annual Salary + Benefits</b>				<b><u>\$201,307.80</u></b>			
<b>Step D</b>		<b>\$10,005.33 /Month</b>		<b>\$66.70 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,419.61</b>	<b>74.16%</b>	<b>\$116.17</b>	<b>\$61.54</b>	<b>\$26.09</b>	<b>\$203.80</b>
<b>Annual Salary + Benefits</b>				<b><u>\$209,099.20</u></b>			
<b>Step E</b>		<b>\$10,505.60 /Month</b>		<b>\$70.04 /Hour</b>			
<b>Total Benefits</b>		<b>\$7,601.11</b>	<b>72.35%</b>	<b>\$120.71</b>	<b>\$63.95</b>	<b>\$27.11</b>	<b>\$211.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$217,280.52</u></b>			

**Principal Planner**  
**Department: Community Development**

Step A		\$9,742.46 /Month		\$64.95 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.182580	1,778.78					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	91.29					
Life Insurance	0.000205	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	304.85					
Workers Comp.	0.058120	566.23					
Vision Benefit		34.68					
Medicare	0.014500	141.27					
	Total Benefits	\$5,804.17	59.58%	\$103.64	\$137.03	\$23.28	\$263.95
	Annual Salary + Benefits			<u>\$186,559.57</u>			
Step B		\$10,229.58 /Month		\$68.20 /Hour			
	Total Benefits	\$5,933.05	58.00%	\$107.75	\$142.46	\$24.20	\$274.41
	Annual Salary + Benefits			<u>\$193,951.58</u>			
Step C		\$10,741.06 /Month		\$71.61 /Hour			
	Total Benefits	\$6,068.37	56.50%	\$112.06	\$148.16	\$25.17	\$285.39
	Annual Salary + Benefits			<u>\$201,713.20</u>			
Step D		\$11,278.11 /Month		\$75.19 /Hour			
	Total Benefits	\$6,210.46	55.07%	\$116.59	\$154.14	\$26.18	\$296.91
	Annual Salary + Benefits			<u>\$209,862.89</u>			
Step E		\$11,842.02 /Month		\$78.95 /Hour			
	Total Benefits	\$6,359.65	53.70%	\$121.34	\$160.43	\$27.25	\$309.02
	Annual Salary + Benefits			<u>\$218,420.07</u>			

**Project Manager/Economic Development  
Department: Community Development**

<b>Step A</b>		<b>\$8,834.88 /Month</b>		<b>\$58.90 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.182580	1,613.07					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	82.78					
Life Insurance	0.000205	32.60					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	286.70					
Workers Comp.	0.058120	513.48					
Vision Benefit		34.68					
Medicare	0.014500	128.11					
					132.21%	22.46%	
Total Benefits		\$5,542.72	62.74%	\$95.85	\$126.72	\$21.52	\$244.09
		<b>Annual Salary + Benefits</b>		<b><u>\$172,531.29</u></b>			
<b>Step B</b>		<b>\$9,276.63 /Month</b>		<b>\$61.84 /Hour</b>			
Total Benefits		\$5,659.60	61.01%	\$99.57	\$131.65	\$22.36	\$253.58
		<b>Annual Salary + Benefits</b>		<b><u>\$179,234.69</u></b>			
<b>Step C</b>		<b>\$9,740.46 /Month</b>		<b>\$64.94 /Hour</b>			
Total Benefits		\$5,782.31	59.36%	\$103.49	\$136.82	\$23.24	\$263.55
		<b>Annual Salary + Benefits</b>		<b><u>\$186,273.26</u></b>			
<b>Step D</b>		<b>\$10,227.48 /Month</b>		<b>\$68.18 /Hour</b>			
Total Benefits		\$5,911.16	57.80%	\$107.59	\$142.25	\$24.16	\$274.00
		<b>Annual Salary + Benefits</b>		<b><u>\$193,663.75</u></b>			
<b>Step E</b>		<b>\$10,738.86 /Month</b>		<b>\$71.59 /Hour</b>			
Total Benefits		\$6,046.46	56.30%	\$111.90	\$147.95	\$25.13	\$284.98
		<b>Annual Salary + Benefits</b>		<b><u>\$201,423.77</u></b>			



**Project Services Specialist**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$6,694.63 /Month</b>		<b>\$44.63 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.182580	1,222.31					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	62.73					
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	389.09			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	97.07					
Total Benefits		\$4,662.69	69.65%	<b>\$75.72</b>	<b>\$38.81</b>	<b>\$17.00</b>	<b>\$131.53</b>
Annual Salary + Benefits				<u><b>\$136,287.86</b></u>			
<b>Step B</b>		<b>\$7,029.36 /Month</b>		<b>\$46.86 /Hour</b>			
Total Benefits		\$4,751.25	67.59%	<b>\$78.54</b>	<b>\$40.25</b>	<b>\$17.64</b>	<b>\$136.43</b>
Annual Salary + Benefits				<u><b>\$141,367.36</b></u>			
<b>Step C</b>		<b>\$7,380.83 /Month</b>		<b>\$49.21 /Hour</b>			
Total Benefits		\$4,844.24	65.63%	<b>\$81.50</b>	<b>\$41.77</b>	<b>\$18.30</b>	<b>\$141.57</b>
Annual Salary + Benefits				<u><b>\$146,700.84</b></u>			
<b>Step D</b>		<b>\$7,749.87 /Month</b>		<b>\$51.67 /Hour</b>			
Total Benefits		\$4,941.87	63.77%	<b>\$84.61</b>	<b>\$43.37</b>	<b>\$19.00</b>	<b>\$146.98</b>
Annual Salary + Benefits				<u><b>\$152,300.98</b></u>			
<b>Step E</b>		<b>\$8,137.37 /Month</b>		<b>\$54.25 /Hour</b>			
Total Benefits		\$5,044.39	61.99%	<b>\$87.88</b>	<b>\$45.04</b>	<b>\$19.73</b>	<b>\$152.65</b>
Annual Salary + Benefits				<u><b>\$158,181.14</b></u>			

**Project Services Specialist  
Department: Public Works**

<b>Step A</b>		<b>\$6,694.63 /Month</b>		<b>\$44.63 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.182580	1,222.31					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	62.73					
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	389.09			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	97.07					
Total Benefits		\$4,662.69	69.65%	<b>\$75.72</b>	<b>\$79.87</b>	<b>\$17.00</b>	<b>\$172.59</b>
Annual Salary + Benefits				<u><u><b>\$136,287.86</b></u></u>			
<b>Step B</b>		<b>\$7,029.36 /Month</b>		<b>\$46.86 /Hour</b>			
Total Benefits		\$4,751.25	67.59%	<b>\$78.54</b>	<b>\$82.85</b>	<b>\$17.64</b>	<b>\$179.03</b>
Annual Salary + Benefits				<u><u><b>\$141,367.36</b></u></u>			
<b>Step C</b>		<b>\$7,380.83 /Month</b>		<b>\$49.21 /Hour</b>			
Total Benefits		\$4,844.24	65.63%	<b>\$81.50</b>	<b>\$85.97</b>	<b>\$18.30</b>	<b>\$185.77</b>
Annual Salary + Benefits				<u><u><b>\$146,700.84</b></u></u>			
<b>Step D</b>		<b>\$7,749.87 /Month</b>		<b>\$51.67 /Hour</b>			
Total Benefits		\$4,941.87	63.77%	<b>\$84.61</b>	<b>\$89.26</b>	<b>\$19.00</b>	<b>\$192.87</b>
Annual Salary + Benefits				<u><u><b>\$152,300.98</b></u></u>			
<b>Step E</b>		<b>\$8,137.37 /Month</b>		<b>\$54.25 /Hour</b>			
Total Benefits		\$5,044.39	61.99%	<b>\$87.88</b>	<b>\$92.70</b>	<b>\$19.73</b>	<b>\$200.31</b>
Annual Salary + Benefits				<u><u><b>\$158,181.14</b></u></u>			

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

<b>Step A</b>		<b>\$5,755.10 /Month</b>		<b>\$38.37 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,050.77					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	53.93					
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	334.49			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	83.45					
<b>Total Benefits</b>		<b>\$4,414.12</b>	<b>76.70%</b>	<b>\$67.79</b>	<b>\$71.52</b>	<b>\$15.22</b>	<b>\$154.53</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,030.59</u></b>			
<b>Step B</b>		<b>\$6,042.85 /Month</b>		<b>\$40.29 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,490.25</b>	<b>74.31%</b>	<b>\$70.22</b>	<b>\$74.08</b>	<b>\$15.77</b>	<b>\$160.07</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,397.22</u></b>			
<b>Step C</b>		<b>\$6,345.00 /Month</b>		<b>\$42.30 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,570.19</b>	<b>72.03%</b>	<b>\$72.77</b>	<b>\$76.76</b>	<b>\$16.34</b>	<b>\$165.87</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,982.19</u></b>			
<b>Step D</b>		<b>\$6,662.25 /Month</b>		<b>\$44.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,654.12</b>	<b>69.86%</b>	<b>\$75.44</b>	<b>\$79.58</b>	<b>\$16.94</b>	<b>\$171.96</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,796.40</u></b>			
<b>Step E</b>		<b>\$6,995.36 /Month</b>		<b>\$46.64 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,742.25</b>	<b>67.79%</b>	<b>\$78.25</b>	<b>\$82.55</b>	<b>\$17.57</b>	<b>\$178.37</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,851.33</u></b>			

**Purchasing Manager**  
**Department: Administrative Services**

<b>Step A</b>							
				<b>\$6,919.54 /Month</b>		<b>\$46.13 /Hour</b>	
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.182580	1,263.37		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	64.84					
Life Insurance	0.000205	25.53					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	317.59					
Workers Comp.	0.058120	402.16		51.25%	22.46%		
Vision Benefit		34.68		<u>Hourly Rate</u>	<u>Department</u>	<u>Citywide</u>	<u>Total Hourly</u>
Medicare	0.014500	100.33		<u>&amp; Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$5,059.80	73.12%	<b>\$79.86</b>	<b>\$40.93</b>	<b>\$17.93</b>	<b>\$138.72</b>
		<b>Annual Salary + Benefits</b>		<b><u><u>\$143,752.11</u></u></b>			
<b>Step B</b>							
				<b>\$7,265.52 /Month</b>		<b>\$48.44 /Hour</b>	
	Total Benefits	\$5,151.34	70.90%	<b>\$82.78</b>	<b>\$42.43</b>	<b>\$18.59</b>	<b>\$143.80</b>
		<b>Annual Salary + Benefits</b>		<b><u><u>\$149,002.26</u></u></b>			
<b>Step C</b>							
				<b>\$7,628.79 /Month</b>		<b>\$50.86 /Hour</b>	
	Total Benefits	\$5,247.45	68.78%	<b>\$85.84</b>	<b>\$44.00</b>	<b>\$19.28</b>	<b>\$149.12</b>
		<b>Annual Salary + Benefits</b>		<b><u><u>\$154,514.91</u></u></b>			
<b>Step D</b>							
				<b>\$8,010.23 /Month</b>		<b>\$53.40 /Hour</b>	
	Total Benefits	\$5,348.37	66.77%	<b>\$89.06</b>	<b>\$45.65</b>	<b>\$20.00</b>	<b>\$154.71</b>
		<b>Annual Salary + Benefits</b>		<b><u><u>\$160,303.20</u></u></b>			
<b>Step E</b>							
				<b>\$8,410.74 /Month</b>		<b>\$56.07 /Hour</b>	
	Total Benefits	\$5,454.33	64.85%	<b>\$92.43</b>	<b>\$47.38</b>	<b>\$20.76</b>	<b>\$160.57</b>
		<b>Annual Salary + Benefits</b>		<b><u><u>\$166,380.90</u></u></b>			

**Records Manager  
Department: City Manager**

<b>Step A</b>		<b>\$6,333.69 /Month</b>		<b>\$42.22 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,156.41					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	59.35					
Life Insurance	0.000205	23.37					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	300.01					
Workers Comp.	0.058120	368.11					
Vision Benefit		34.68					
Medicare	0.014500	91.84					
	<b>Total Benefits</b>	<b>\$4,885.07</b>	<b>77.13%</b>	<b>\$74.79</b>	<b>\$41.30</b>	<b>\$16.80</b>	<b>\$132.89</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$134,625.11</u></b>
<b>Step B</b>							
	<b>Total Benefits</b>	<b>\$4,968.85</b>	<b>74.72%</b>	<b>\$77.46</b>	<b>\$42.77</b>	<b>\$17.40</b>	<b>\$137.63</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$139,430.75</u></b>
<b>Step C</b>							
	<b>Total Benefits</b>	<b>\$5,056.83</b>	<b>72.42%</b>	<b>\$80.26</b>	<b>\$44.32</b>	<b>\$18.02</b>	<b>\$142.60</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$144,476.67</u></b>
<b>Step D</b>							
	<b>Total Benefits</b>	<b>\$5,149.20</b>	<b>70.23%</b>	<b>\$83.21</b>	<b>\$45.94</b>	<b>\$18.69</b>	<b>\$147.84</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$149,774.89</u></b>
<b>Step E</b>							
	<b>Total Benefits</b>	<b>\$5,246.19</b>	<b>68.14%</b>	<b>\$86.30</b>	<b>\$47.65</b>	<b>\$19.38</b>	<b>\$153.33</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$155,338.01</u></b>

**Records Supervisor  
Department: Police**

<b>Step A</b>		<b>\$6,003.59 /Month</b>		<b>\$40.02 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,096.13					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	56.25					
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	348.93			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	87.05					
Total Benefits		\$4,479.86	74.62%	\$69.89	\$37.03	\$15.69	\$122.61
Annual Salary + Benefits				<u><u>\$125,801.33</u></u>			
<b>Step B</b>		<b>\$6,303.77 /Month</b>		<b>\$42.03 /Hour</b>			
Total Benefits		\$4,559.28	72.33%	\$72.42	\$38.37	\$16.26	\$127.05
Annual Salary + Benefits				<u><u>\$130,356.51</u></u>			
<b>Step C</b>		<b>\$6,618.95 /Month</b>		<b>\$44.13 /Hour</b>			
Total Benefits		\$4,642.67	70.14%	\$75.08	\$39.77	\$16.86	\$131.71
Annual Salary + Benefits				<u><u>\$135,139.44</u></u>			
<b>Step D</b>		<b>\$6,949.90 /Month</b>		<b>\$46.33 /Hour</b>			
Total Benefits		\$4,730.23	68.06%	\$77.87	\$41.25	\$17.49	\$136.61
Annual Salary + Benefits				<u><u>\$140,161.51</u></u>			
<b>Step E</b>		<b>\$7,297.40 /Month</b>		<b>\$48.65 /Hour</b>			
Total Benefits		\$4,822.16	66.08%	\$80.80	\$42.80	\$18.14	\$141.74
Annual Salary + Benefits				<u><u>\$145,434.70</u></u>			

**Recreation Coordinator**  
**Department: Parks and Recreation**

<b>Step A</b>		<b>\$5,700.69 /Month</b>		<b>\$38.00 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,040.83					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	53.42					
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	331.32			92.00%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	82.66					
<b>Total Benefits</b>		<b>\$4,399.72</b>	<b>77.18%</b>	<b>\$67.34</b>	<b>\$61.95</b>	<b>\$15.12</b>	<b>\$144.41</b>
<b>Annual Salary + Benefits</b>				<b><u>\$121,204.87</u></b>			
<b>Step B</b>		<b>\$5,985.72 /Month</b>		<b>\$39.90 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,475.13</b>	<b>74.76%</b>	<b>\$69.74</b>	<b>\$64.16</b>	<b>\$15.66</b>	<b>\$149.56</b>
<b>Annual Salary + Benefits</b>				<b><u>\$125,530.22</u></b>			
<b>Step C</b>		<b>\$6,285.01 /Month</b>		<b>\$41.90 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,554.31</b>	<b>72.46%</b>	<b>\$72.26</b>	<b>\$66.48</b>	<b>\$16.23</b>	<b>\$154.97</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,071.84</u></b>			
<b>Step D</b>		<b>\$6,599.26 /Month</b>		<b>\$44.00 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,637.46</b>	<b>70.27%</b>	<b>\$74.91</b>	<b>\$68.92</b>	<b>\$16.82</b>	<b>\$160.65</b>
<b>Annual Salary + Benefits</b>				<b><u>\$134,840.54</u></b>			
<b>Step E</b>		<b>\$6,929.22 /Month</b>		<b>\$46.19 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,724.75</b>	<b>68.19%</b>	<b>\$77.69</b>	<b>\$71.48</b>	<b>\$17.45</b>	<b>\$166.62</b>
<b>Annual Salary + Benefits</b>				<b><u>\$139,847.67</u></b>			

**Recreation Manager**  
**Department: Parks and Recreation**

<b>Step A</b>		<b>\$7,862.70 /Month</b>		<b>\$52.42 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,435.57					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	73.67					
Life Insurance	0.000205	29.01					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	345.88					
Workers Comp.	0.058120	456.98					
Vision Benefit		34.68					
Medicare	0.014500	114.01					
					92.00%	22.46%	
					<b>Department</b>	<b>Citywide</b>	
					<b>Overhead</b>	<b>Overhead</b>	
	<b>Total Benefits</b>	\$5,341.11	67.93%	<b>\$88.03</b>	<b>\$80.98</b>	<b>\$19.77</b>	<b>\$188.78</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$158,445.74</u></b>			
<b>Step B</b>							
		<b>\$8,255.84 /Month</b>		<b>\$55.04 /Hour</b>			
	<b>Total Benefits</b>	\$5,445.12	65.95%	<b>\$91.34</b>	<b>\$84.03</b>	<b>\$20.51</b>	<b>\$195.88</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$164,411.50</u></b>			
<b>Step C</b>							
		<b>\$8,668.63 /Month</b>		<b>\$57.79 /Hour</b>			
	<b>Total Benefits</b>	\$5,554.33	64.07%	<b>\$94.82</b>	<b>\$87.23</b>	<b>\$21.29</b>	<b>\$203.34</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$170,675.55</u></b>			
<b>Step D</b>							
		<b>\$9,102.06 /Month</b>		<b>\$60.68 /Hour</b>			
	<b>Total Benefits</b>	\$5,669.01	62.28%	<b>\$98.47</b>	<b>\$90.60</b>	<b>\$22.11</b>	<b>\$211.18</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$177,252.81</u></b>			
<b>Step E</b>							
		<b>\$9,557.16 /Month</b>		<b>\$63.71 /Hour</b>			
	<b>Total Benefits</b>	\$5,789.41	60.58%	<b>\$102.31</b>	<b>\$94.13</b>	<b>\$22.98</b>	<b>\$219.42</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$184,158.92</u></b>			



**Recreation Supervisor**  
**Department: Parks and Recreation**

<b>Step A</b>		<b>\$6,553.16 /Month</b>		<b>\$43.69 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,196.48					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	61.40					
Life Insurance	0.000205	24.18					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	241.06					
Workers Comp.	0.058120	380.87					
Vision Benefit		34.68					
Medicare	0.014500	95.02					
					92.00%	22.46%	
					Department	Citywide	
					Overhead	Overhead	
	<b>Total Benefits</b>	<b>\$4,884.99</b>	<b>74.54%</b>	<b>\$76.25</b>	<b>\$70.15</b>	<b>\$17.12</b>	<b>\$163.52</b>
				<b>Annual Salary + Benefits <u>\$137,257.83</u></b>			
<b>Step B</b>							
				<b>\$6,880.82 /Month</b>			
				<b>\$45.87 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,971.68</b>	<b>72.25%</b>	<b>\$79.02</b>	<b>\$72.70</b>	<b>\$17.74</b>	<b>\$169.46</b>
				<b>Annual Salary + Benefits <u>\$142,229.98</u></b>			
<b>Step C</b>							
				<b>\$7,224.86 /Month</b>			
				<b>\$48.17 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,062.70</b>	<b>70.07%</b>	<b>\$81.92</b>	<b>\$75.36</b>	<b>\$18.40</b>	<b>\$175.68</b>
				<b>Annual Salary + Benefits <u>\$147,450.75</u></b>			
<b>Step D</b>							
				<b>\$7,586.10 /Month</b>			
				<b>\$50.57 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,158.28</b>	<b>68.00%</b>	<b>\$84.96</b>	<b>\$78.17</b>	<b>\$19.08</b>	<b>\$182.21</b>
				<b>Annual Salary + Benefits <u>\$152,932.55</u></b>			
<b>Step E</b>							
				<b>\$7,965.41 /Month</b>			
				<b>\$53.10 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,258.63</b>	<b>66.02%</b>	<b>\$88.16</b>	<b>\$81.11</b>	<b>\$19.80</b>	<b>\$189.07</b>
				<b>Annual Salary + Benefits <u>\$158,688.44</u></b>			

**Regulatory Compliance Supervisor**  
**Department: Public Works**

<b>Step A</b>		<b>\$7,684.95 /Month</b>		<b>\$51.23 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.182580	1,403.12		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	72.01					
Life Insurance	0.000205	28.36					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.70					
Workers Comp.	0.058120	446.65					
Vision Benefit		34.68					
Medicare	0.014500	111.43					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,211.24</b>	<b>67.81%</b>	<b>\$85.97</b>	<b>\$90.69</b>	<b>\$19.31</b>	<b>\$195.97</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,754.36</u></b>			
<b>Step B</b>		<b>\$8,069.20 /Month</b>		<b>\$53.79 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,312.90</b>	<b>65.84%</b>	<b>\$89.21</b>	<b>\$94.11</b>	<b>\$20.03</b>	<b>\$203.35</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,585.26</u></b>			
<b>Step C</b>		<b>\$8,472.66 /Month</b>		<b>\$56.48 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,419.65</b>	<b>63.97%</b>	<b>\$92.62</b>	<b>\$97.70</b>	<b>\$20.80</b>	<b>\$211.12</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,707.70</u></b>			
<b>Step D</b>		<b>\$8,896.29 /Month</b>		<b>\$59.31 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,531.73</b>	<b>62.18%</b>	<b>\$96.19</b>	<b>\$101.47</b>	<b>\$21.60</b>	<b>\$219.26</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,136.26</u></b>			
<b>Step E</b>		<b>\$9,341.11 /Month</b>		<b>\$62.27 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,649.41</b>	<b>60.48%</b>	<b>\$99.94</b>	<b>\$105.42</b>	<b>\$22.44</b>	<b>\$227.80</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,886.25</u></b>			

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

<b>Step A</b>		<b>\$6,941.31 /Month</b>		<b>\$46.28 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,267.34					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	65.04					
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	403.43			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	100.65					
Total Benefits		\$4,727.95	68.11%	<b>\$77.80</b>	<b>\$82.07</b>	<b>\$17.47</b>	<b>\$177.34</b>
Annual Salary + Benefits				<u><b>\$140,031.09</b></u>			
<b>Step B</b>		<b>\$7,288.37 /Month</b>		<b>\$48.59 /Hour</b>			
Total Benefits		\$4,819.77	66.13%	<b>\$80.72</b>	<b>\$85.15</b>	<b>\$18.13</b>	<b>\$184.00</b>
Annual Salary + Benefits				<u><b>\$145,297.75</b></u>			
<b>Step C</b>		<b>\$7,652.79 /Month</b>		<b>\$51.02 /Hour</b>			
Total Benefits		\$4,916.19	64.24%	<b>\$83.79</b>	<b>\$88.39</b>	<b>\$18.82</b>	<b>\$191.00</b>
Annual Salary + Benefits				<u><b>\$150,827.74</b></u>			
<b>Step D</b>		<b>\$8,035.43 /Month</b>		<b>\$53.57 /Hour</b>			
Total Benefits		\$5,017.42	62.44%	<b>\$87.02</b>	<b>\$91.80</b>	<b>\$19.54</b>	<b>\$198.36</b>
Annual Salary + Benefits				<u><b>\$156,634.23</b></u>			
<b>Step E</b>		<b>\$8,437.20 /Month</b>		<b>\$56.25 /Hour</b>			
Total Benefits		\$5,123.72	60.73%	<b>\$90.41</b>	<b>\$95.37</b>	<b>\$20.30</b>	<b>\$206.08</b>
Annual Salary + Benefits				<u><b>\$162,731.05</b></u>			

**Safety/Special Projects Coordinator**  
**Department: Public Works**

<b>Step A</b>		<b>\$6,397.17 /Month</b>		<b>\$42.65 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,168.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	59.94					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	371.80			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	92.76					
<b>Total Benefits</b>		<b>\$4,583.99</b>	<b>71.66%</b>	<b>\$73.21</b>	<b>\$77.23</b>	<b>\$16.44</b>	<b>\$166.88</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,773.98</u></b>			
<b>Step B</b>		<b>\$6,717.03 /Month</b>		<b>\$44.78 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,668.62</b>	<b>69.50%</b>	<b>\$75.90</b>	<b>\$80.07</b>	<b>\$17.05</b>	<b>\$173.02</b>
<b>Annual Salary + Benefits</b>				<b><u>\$136,627.78</u></b>			
<b>Step C</b>		<b>\$7,052.88 /Month</b>		<b>\$47.02 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,757.47</b>	<b>67.45%</b>	<b>\$78.74</b>	<b>\$83.06</b>	<b>\$17.68</b>	<b>\$179.48</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,724.28</u></b>			
<b>Step D</b>		<b>\$7,405.53 /Month</b>		<b>\$49.37 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,850.77</b>	<b>65.50%</b>	<b>\$81.71</b>	<b>\$86.19</b>	<b>\$18.35</b>	<b>\$186.25</b>
<b>Annual Salary + Benefits</b>				<b><u>\$147,075.60</u></b>			
<b>Step E</b>		<b>\$7,775.81 /Month</b>		<b>\$51.84 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,948.73</b>	<b>63.64%</b>	<b>\$84.83</b>	<b>\$89.49</b>	<b>\$19.05</b>	<b>\$193.37</b>
<b>Annual Salary + Benefits</b>				<b><u>\$152,694.48</u></b>			

**Senior Accountant**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$7,661.58 /Month</b>		<b>\$51.08 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.182580	1,398.85		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	71.79					
Life Insurance	0.000205	28.27					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.23					
Workers Comp.	0.058120	445.29					
Vision Benefit		34.68					
Medicare	0.014500	111.09					
				<b>Hourly Rate &amp; Benefits</b>	<b>51.25% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,204.51</b>	<b>67.93%</b>	<b>\$85.77</b>	<b>\$43.96</b>	<b>\$19.26</b>	<b>\$148.99</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,393.09</u></b>			
<b>Step B</b>		<b>\$8,044.66 /Month</b>		<b>\$53.63 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,305.86</b>	<b>65.96%</b>	<b>\$89.00</b>	<b>\$45.62</b>	<b>\$19.99</b>	<b>\$154.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,206.25</u></b>			
<b>Step C</b>		<b>\$8,446.90 /Month</b>		<b>\$56.31 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,412.28</b>	<b>64.07%</b>	<b>\$92.39</b>	<b>\$47.36</b>	<b>\$20.75</b>	<b>\$160.50</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,310.08</u></b>			
<b>Step D</b>		<b>\$8,869.24 /Month</b>		<b>\$59.13 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,524.02</b>	<b>62.28%</b>	<b>\$95.96</b>	<b>\$49.18</b>	<b>\$21.55</b>	<b>\$166.69</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,719.09</u></b>			
<b>Step E</b>		<b>\$9,312.70 /Month</b>		<b>\$62.08 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,641.34</b>	<b>60.58%</b>	<b>\$99.69</b>	<b>\$51.10</b>	<b>\$22.39</b>	<b>\$173.18</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,448.56</u></b>			

**Senior Analyst**  
**Department: City Manager**

<b>Step A</b>		<b>\$8,836.70 /Month</b>		<b>\$58.91 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,613.40					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	82.80					
Life Insurance	0.000205	32.61					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	286.73					
Workers Comp.	0.058120	513.59					
Vision Benefit		34.68					
Medicare	0.014500	128.13					
					55.21%	22.46%	
					<b>Department</b>	<b>Citywide</b>	
					<b>Overhead</b>	<b>Overhead</b>	
	<b>Total Benefits</b>	<b>\$5,543.25</b>	<b>62.73%</b>	<b>\$95.87</b>	<b>\$52.93</b>	<b>\$21.53</b>	<b>\$170.33</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$172,559.33</u></b>			
<b>Step B</b>		<b>\$9,278.53 /Month</b>		<b>\$61.86 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,660.14</b>	<b>61.00%</b>	<b>\$99.59</b>	<b>\$54.99</b>	<b>\$22.36</b>	<b>\$176.94</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$179,264.11</u></b>			
<b>Step C</b>		<b>\$9,742.46 /Month</b>		<b>\$64.95 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,782.88</b>	<b>59.36%</b>	<b>\$103.50</b>	<b>\$57.15</b>	<b>\$23.24</b>	<b>\$183.89</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$186,304.12</u></b>			
<b>Step D</b>		<b>\$10,229.58 /Month</b>		<b>\$68.20 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,911.76</b>	<b>57.79%</b>	<b>\$107.61</b>	<b>\$59.41</b>	<b>\$24.17</b>	<b>\$191.19</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$193,696.13</u></b>			
<b>Step E</b>		<b>\$10,741.06 /Month</b>		<b>\$71.61 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,047.08</b>	<b>56.30%</b>	<b>\$111.92</b>	<b>\$61.80</b>	<b>\$25.13</b>	<b>\$198.85</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$201,457.74</u></b>			

**Senior Analyst  
Department: Public Works**

<b>Step A</b>		<b>\$8,836.70 /Month</b>		<b>\$58.91 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.182580	1,613.40		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	82.80					
Life Insurance	0.000205	32.61					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	286.73					
Workers Comp.	0.058120	513.59					
Vision Benefit		34.68		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	128.13		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	<b>Total Benefits</b>	<b>\$5,543.25</b>	<b>62.73%</b>	<b>\$95.87</b>	<b>\$101.13</b>	<b>\$21.53</b>	<b>\$218.53</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$172,559.33</u></b>			
<b>Step B</b>		<b>\$9,278.53 /Month</b>		<b>\$61.86 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,660.14</b>	<b>61.00%</b>	<b>\$99.59</b>	<b>\$105.06</b>	<b>\$22.36</b>	<b>\$227.01</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$179,264.11</u></b>			
<b>Step C</b>		<b>\$9,742.46 /Month</b>		<b>\$64.95 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,782.88</b>	<b>59.36%</b>	<b>\$103.50</b>	<b>\$109.18</b>	<b>\$23.24</b>	<b>\$235.92</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$186,304.12</u></b>			
<b>Step D</b>		<b>\$10,229.58 /Month</b>		<b>\$68.20 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,911.76</b>	<b>57.79%</b>	<b>\$107.61</b>	<b>\$113.52</b>	<b>\$24.17</b>	<b>\$245.30</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$193,696.13</u></b>			
<b>Step E</b>		<b>\$10,741.06 /Month</b>		<b>\$71.61 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,047.08</b>	<b>56.30%</b>	<b>\$111.92</b>	<b>\$118.06</b>	<b>\$25.13</b>	<b>\$255.11</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$201,457.74</u></b>			

**Senior Associate Engineer  
Department: Public Works**

<b>Step A</b>		<b>\$8,738.69 /Month</b>		<b>\$58.26 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>				<b>Category</b>		
PERS - Employer	0.182580	1,595.51			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	81.88					
Life Insurance	0.000205	32.25					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	284.77					
Workers Comp.	0.058120	507.89					
Vision Benefit		34.68					
Medicare	0.014500	126.71					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,514.99</b>	<b>63.11%</b>	<b>\$95.02</b>	<b>\$100.24</b>	<b>\$21.34</b>	<b>\$216.60</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$171,044.17</u></b>			
<b>Step B</b>		<b>\$9,175.62 /Month</b>		<b>\$61.17 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,630.59</b>	<b>61.36%</b>	<b>\$98.71</b>	<b>\$104.13</b>	<b>\$22.17</b>	<b>\$225.01</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$177,674.58</u></b>			
<b>Step C</b>		<b>\$9,634.40 /Month</b>		<b>\$64.23 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,751.97</b>	<b>59.70%</b>	<b>\$102.58</b>	<b>\$108.21</b>	<b>\$23.04</b>	<b>\$233.83</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$184,636.51</u></b>			
<b>Step D</b>		<b>\$10,116.12 /Month</b>		<b>\$67.44 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,879.42</b>	<b>58.12%</b>	<b>\$106.64</b>	<b>\$112.49</b>	<b>\$23.95</b>	<b>\$243.08</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$191,946.53</u></b>			
<b>Step E</b>		<b>\$10,621.93 /Month</b>		<b>\$70.81 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,013.24</b>	<b>56.61%</b>	<b>\$110.90</b>	<b>\$116.99</b>	<b>\$24.90</b>	<b>\$252.79</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$199,622.06</u></b>			



**Senior Building Inspector**  
**Department: Community Development**

<b>Step A</b>		<b>\$7,710.35 /Month</b>		<b>\$51.40 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,407.75			132.21%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	72.25					
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	448.13					
Vision Benefit		34.68					
Medicare	0.014500	111.80					
<b>Total Benefits</b>		<b>\$4,931.42</b>	<b>63.96%</b>	<b>\$84.28</b>	<b>\$111.42</b>	<b>\$18.93</b>	<b>\$214.63</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,701.14</u></b>			
<b>Step B</b>		<b>\$8,095.86 /Month</b>		<b>\$53.97 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,033.41</b>	<b>62.17%</b>	<b>\$87.53</b>	<b>\$115.72</b>	<b>\$19.66</b>	<b>\$222.91</b>
<b>Annual Salary + Benefits</b>				<b><u>\$157,551.30</u></b>			
<b>Step C</b>		<b>\$8,500.66 /Month</b>		<b>\$56.67 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,140.51</b>	<b>60.47%</b>	<b>\$90.94</b>	<b>\$120.23</b>	<b>\$20.42</b>	<b>\$231.59</b>
<b>Annual Salary + Benefits</b>				<b><u>\$163,693.97</u></b>			
<b>Step D</b>		<b>\$8,925.69 /Month</b>		<b>\$59.50 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,252.96</b>	<b>58.85%</b>	<b>\$94.52</b>	<b>\$124.97</b>	<b>\$21.23</b>	<b>\$240.72</b>
<b>Annual Salary + Benefits</b>				<b><u>\$170,143.77</u></b>			
<b>Step E</b>		<b>\$9,371.97 /Month</b>		<b>\$62.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,371.03</b>	<b>57.31%</b>	<b>\$98.29</b>	<b>\$129.95</b>	<b>\$22.07</b>	<b>\$250.31</b>
<b>Annual Salary + Benefits</b>				<b><u>\$176,916.07</u></b>			

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

<b>Step A</b>		<b>\$7,226.07 /Month</b>		<b>\$48.17 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,319.34			132.21%	22.46%	Office Employees
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	67.71					
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	419.98					
Vision Benefit		34.68					
Medicare	0.014500	104.78					
<b>Total Benefits</b>		<b>\$4,803.29</b>	<b>66.47%</b>	<b>\$80.20</b>	<b>\$106.03</b>	<b>\$18.01</b>	<b>\$204.24</b>
<b>Annual Salary + Benefits</b>				<b><u>\$144,352.31</u></b>			
<b>Step B</b>		<b>\$7,587.37 /Month</b>		<b>\$50.58 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,898.88</b>	<b>64.57%</b>	<b>\$83.24</b>	<b>\$110.05</b>	<b>\$18.69</b>	<b>\$211.98</b>
<b>Annual Salary + Benefits</b>				<b><u>\$149,835.03</u></b>			
<b>Step C</b>		<b>\$7,966.74 /Month</b>		<b>\$53.11 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,999.25</b>	<b>62.75%</b>	<b>\$86.44</b>	<b>\$114.28</b>	<b>\$19.41</b>	<b>\$220.13</b>
<b>Annual Salary + Benefits</b>				<b><u>\$155,591.89</u></b>			
<b>Step D</b>		<b>\$8,365.08 /Month</b>		<b>\$55.77 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,104.64</b>	<b>61.02%</b>	<b>\$89.80</b>	<b>\$118.72</b>	<b>\$20.17</b>	<b>\$228.69</b>
<b>Annual Salary + Benefits</b>				<b><u>\$161,636.59</u></b>			
<b>Step E</b>		<b>\$8,783.33 /Month</b>		<b>\$58.56 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,215.30</b>	<b>59.38%</b>	<b>\$93.32</b>	<b>\$123.38</b>	<b>\$20.96</b>	<b>\$237.66</b>
<b>Annual Salary + Benefits</b>				<b><u>\$167,983.52</u></b>			

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

<b>Step A</b>		<b>\$6,185.95 /Month</b>		<b>\$41.24 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,129.43					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	57.96					
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	359.53			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	89.70					
<b>Total Benefits</b>		<b>\$4,528.11</b>	<b>73.20%</b>	<b>\$71.43</b>	<b>\$75.35</b>	<b>\$16.04</b>	<b>\$162.82</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,568.66</u></b>			
<b>Step B</b>		<b>\$6,495.25 /Month</b>		<b>\$43.30 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,609.94</b>	<b>70.97%</b>	<b>\$74.03</b>	<b>\$78.10</b>	<b>\$16.63</b>	<b>\$168.76</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,262.20</u></b>			
<b>Step C</b>		<b>\$6,820.01 /Month</b>		<b>\$45.47 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,695.86</b>	<b>68.85%</b>	<b>\$76.77</b>	<b>\$80.99</b>	<b>\$17.24</b>	<b>\$175.00</b>
<b>Annual Salary + Benefits</b>				<b><u>\$138,190.41</u></b>			
<b>Step D</b>		<b>\$7,161.01 /Month</b>		<b>\$47.74 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,786.08</b>	<b>66.84%</b>	<b>\$79.65</b>	<b>\$84.02</b>	<b>\$17.89</b>	<b>\$181.56</b>
<b>Annual Salary + Benefits</b>				<b><u>\$143,365.04</u></b>			
<b>Step E</b>		<b>\$7,519.06 /Month</b>		<b>\$50.13 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,880.81</b>	<b>64.91%</b>	<b>\$82.67</b>	<b>\$87.20</b>	<b>\$18.56</b>	<b>\$188.43</b>
<b>Annual Salary + Benefits</b>				<b><u>\$148,798.40</u></b>			

**Senior Community Service Officer  
Department: Police**

<b>Step A</b>		<b>\$5,729.71 /Month</b>		<b>\$38.20 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,061.34					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	53.69					
Life Insurance		7.74					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	337.85			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	84.29					
<b>Total Benefits</b>		<b>\$4,514.23</b>	<b>78.79%</b>	<b>\$68.29</b>	<b>\$36.18</b>	<b>\$15.34</b>	<b>\$119.81</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,927.21</u></b>			
<b>Step B</b>		<b>\$6,016.19 /Month</b>		<b>\$40.11 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,590.02</b>	<b>76.29%</b>	<b>\$70.71</b>	<b>\$37.46</b>	<b>\$15.88</b>	<b>\$124.05</b>
<b>Annual Salary + Benefits</b>				<b><u>\$127,274.58</u></b>			
<b>Step C</b>		<b>\$6,317.00 /Month</b>		<b>\$42.11 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,669.61</b>	<b>73.92%</b>	<b>\$73.24</b>	<b>\$38.80</b>	<b>\$16.45</b>	<b>\$128.49</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,839.32</u></b>			
<b>Step D</b>		<b>\$6,632.85 /Month</b>		<b>\$44.22 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,753.17</b>	<b>71.66%</b>	<b>\$75.91</b>	<b>\$40.21</b>	<b>\$17.05</b>	<b>\$133.17</b>
<b>Annual Salary + Benefits</b>				<b><u>\$136,632.29</u></b>			
<b>Step E</b>		<b>\$6,964.49 /Month</b>		<b>\$46.43 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,840.92</b>	<b>69.51%</b>	<b>\$78.70</b>	<b>\$41.69</b>	<b>\$17.67</b>	<b>\$138.06</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,664.92</u></b>			

**Senior Construction Inspector**  
**Department: Public Works**

<b>Step A</b>		<b>\$7,710.35 /Month</b>		<b>\$51.40 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,407.75					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	72.25					
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	448.13			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	111.80					
<b>Total Benefits</b>		<b>\$4,931.42</b>	<b>63.96%</b>	<b>\$84.28</b>	<b>\$88.90</b>	<b>\$18.93</b>	<b>\$192.11</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,701.14</u></b>			
<b>Step B</b>		<b>\$8,095.86 /Month</b>		<b>\$53.97 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,033.41</b>	<b>62.17%</b>	<b>\$87.53</b>	<b>\$92.33</b>	<b>\$19.66</b>	<b>\$199.52</b>
<b>Annual Salary + Benefits</b>				<b><u>\$157,551.30</u></b>			
<b>Step C</b>		<b>\$8,500.66 /Month</b>		<b>\$56.67 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,140.51</b>	<b>60.47%</b>	<b>\$90.94</b>	<b>\$95.93</b>	<b>\$20.42</b>	<b>\$207.29</b>
<b>Annual Salary + Benefits</b>				<b><u>\$163,693.97</u></b>			
<b>Step D</b>		<b>\$8,925.69 /Month</b>		<b>\$59.50 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,252.96</b>	<b>58.85%</b>	<b>\$94.52</b>	<b>\$99.71</b>	<b>\$21.23</b>	<b>\$215.46</b>
<b>Annual Salary + Benefits</b>				<b><u>\$170,143.77</u></b>			
<b>Step E</b>		<b>\$9,371.97 /Month</b>		<b>\$62.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,371.03</b>	<b>57.31%</b>	<b>\$98.29</b>	<b>\$103.68</b>	<b>\$22.07</b>	<b>\$224.04</b>
<b>Annual Salary + Benefits</b>				<b><u>\$176,916.07</u></b>			

**Senior Engineer**  
**Department: Public Works**

<b>Step A</b>		<b>\$9,603.92 /Month</b>		<b>\$64.03 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.182580	1,753.48		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	89.99					
Life Insurance	0.000205	35.44					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	302.08					
Workers Comp.	0.058120	558.18					
Vision Benefit		34.68					
Medicare	0.014500	139.26					
				<b>Hourly Rate &amp; Benefits</b>	<b>105.49% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,764.41</b>	<b>60.02%</b>	<b>\$102.46</b>	<b>\$108.08</b>	<b>\$23.01</b>	<b>\$233.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$184,419.96</u></b>			
<b>Step B</b>		<b>\$10,084.12 /Month</b>		<b>\$67.23 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,891.45</b>	<b>58.42%</b>	<b>\$106.50</b>	<b>\$112.35</b>	<b>\$23.92</b>	<b>\$242.77</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$191,706.86</u></b>			
<b>Step C</b>		<b>\$10,588.33 /Month</b>		<b>\$70.59 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,024.85</b>	<b>56.90%</b>	<b>\$110.75</b>	<b>\$116.83</b>	<b>\$24.87</b>	<b>\$252.45</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$199,358.11</u></b>			
<b>Step D</b>		<b>\$11,117.74 /Month</b>		<b>\$74.12 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,164.92</b>	<b>55.45%</b>	<b>\$115.22</b>	<b>\$121.54</b>	<b>\$25.87</b>	<b>\$262.63</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$207,391.92</u></b>			
<b>Step E</b>		<b>\$11,673.63 /Month</b>		<b>\$77.82 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,311.99</b>	<b>54.07%</b>	<b>\$119.90</b>	<b>\$126.49</b>	<b>\$26.93</b>	<b>\$273.32</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$215,827.41</u></b>			

**Senior Equipment Mechanic  
Department: Public Works**

<b>Step A</b>		<b>\$6,353.00 /Month</b>		<b>\$42.35 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,159.93					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	59.53					
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	369.24			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	92.12					
<b>Total Benefits</b>		<b>\$4,572.30</b>	<b>71.97%</b>	<b>\$72.84</b>	<b>\$76.83</b>	<b>\$16.36</b>	<b>\$166.03</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,103.57</u></b>			
<b>Step B</b>		<b>\$6,670.65 /Month</b>		<b>\$44.47 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,656.34</b>	<b>69.80%</b>	<b>\$75.51</b>	<b>\$79.66</b>	<b>\$16.96</b>	<b>\$172.13</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,923.85</u></b>			
<b>Step C</b>		<b>\$7,004.18 /Month</b>		<b>\$46.69 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,744.59</b>	<b>67.74%</b>	<b>\$78.33</b>	<b>\$82.62</b>	<b>\$17.59</b>	<b>\$178.54</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,985.15</u></b>			
<b>Step D</b>		<b>\$7,354.39 /Month</b>		<b>\$49.03 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,837.24</b>	<b>65.77%</b>	<b>\$81.28</b>	<b>\$85.74</b>	<b>\$18.25</b>	<b>\$185.27</b>
<b>Annual Salary + Benefits</b>				<b><u>\$146,299.51</u></b>			
<b>Step E</b>		<b>\$7,722.11 /Month</b>		<b>\$51.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,934.53</b>	<b>63.90%</b>	<b>\$84.38</b>	<b>\$89.01</b>	<b>\$18.95</b>	<b>\$192.34</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,879.60</u></b>			

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

<b>Step A</b>		<b>\$5,493.22 /Month</b>		<b>\$36.62 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,002.95					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	51.47					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		357.84					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	340.06			92.00%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	84.84					
<b>Total Benefits</b>		<b>\$4,728.66</b>	<b>86.08%</b>	<b>\$68.15</b>	<b>\$62.69</b>	<b>\$15.30</b>	<b>\$146.14</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,662.52</u></b>			
<b>Step B</b>		<b>\$5,767.88 /Month</b>		<b>\$38.45 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,801.32</b>	<b>83.24%</b>	<b>\$70.46</b>	<b>\$64.82</b>	<b>\$15.82</b>	<b>\$151.10</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,830.46</u></b>			
<b>Step C</b>		<b>\$6,056.27 /Month</b>		<b>\$40.38 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,877.62</b>	<b>80.54%</b>	<b>\$72.89</b>	<b>\$67.06</b>	<b>\$16.37</b>	<b>\$156.32</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,206.79</u></b>			
<b>Step D</b>		<b>\$6,359.09 /Month</b>		<b>\$42.39 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,957.74</b>	<b>77.96%</b>	<b>\$75.45</b>	<b>\$69.41</b>	<b>\$16.94</b>	<b>\$161.80</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,801.94</u></b>			
<b>Step E</b>		<b>\$6,677.04 /Month</b>		<b>\$44.51 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,041.86</b>	<b>75.51%</b>	<b>\$78.13</b>	<b>\$71.88</b>	<b>\$17.54</b>	<b>\$167.55</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,626.85</u></b>			



**Senior Planner**  
**Department: Community Development**

<b>Step A</b>							
			<b>\$8,836.70 /Month</b>	<b>\$58.91 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.182580	1,613.40		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	82.80					
Life Insurance	0.000205	32.61					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	286.73					
Workers Comp.	0.058120	513.59		132.21%	22.46%		
Vision Benefit		34.68		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	128.13		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
Total Benefits		\$5,543.25	62.73%	<b>\$95.87</b>	<b>\$126.75</b>	<b>\$21.53</b>	<b>\$244.15</b>
			<b>Annual Salary + Benefits</b>	<u><b>\$172,559.33</b></u>			
<b>Step B</b>							
			<b>\$9,278.53 /Month</b>	<b>\$61.86 /Hour</b>			
Total Benefits		\$5,660.14	61.00%	<b>\$99.59</b>	<b>\$131.67</b>	<b>\$22.36</b>	<b>\$253.62</b>
			<b>Annual Salary + Benefits</b>	<u><b>\$179,264.11</b></u>			
<b>Step C</b>							
			<b>\$9,742.46 /Month</b>	<b>\$64.95 /Hour</b>			
Total Benefits		\$5,782.88	59.36%	<b>\$103.50</b>	<b>\$136.84</b>	<b>\$23.24</b>	<b>\$263.58</b>
			<b>Annual Salary + Benefits</b>	<u><b>\$186,304.12</b></u>			
<b>Step D</b>							
			<b>\$10,229.58 /Month</b>	<b>\$68.20 /Hour</b>			
Total Benefits		\$5,911.76	57.79%	<b>\$107.61</b>	<b>\$142.27</b>	<b>\$24.17</b>	<b>\$274.05</b>
			<b>Annual Salary + Benefits</b>	<u><b>\$193,696.13</b></u>			
<b>Step E</b>							
			<b>\$10,741.06 /Month</b>	<b>\$71.61 /Hour</b>			
Total Benefits		\$6,047.08	56.30%	<b>\$111.92</b>	<b>\$147.97</b>	<b>\$25.13</b>	<b>\$285.02</b>
			<b>Annual Salary + Benefits</b>	<u><b>\$201,457.74</b></u>			

**Senior Police Records Clerk  
Department: Police**

<b>Step A</b>		<b>\$5,495.73 /Month</b>		<b>\$36.64 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,011.02					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	51.49					
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	321.83			52.98%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	80.29					
<b>Total Benefits</b>		<b>\$4,397.80</b>	<b>80.02%</b>	<b>\$65.96</b>	<b>\$34.94</b>	<b>\$14.81</b>	<b>\$115.71</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,722.30</u></b>			
<b>Step B</b>		<b>\$5,770.52 /Month</b>		<b>\$38.47 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,470.50</b>	<b>77.47%</b>	<b>\$68.27</b>	<b>\$36.17</b>	<b>\$15.33</b>	<b>\$119.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,892.14</u></b>			
<b>Step C</b>		<b>\$6,059.04 /Month</b>		<b>\$40.39 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,546.83</b>	<b>75.04%</b>	<b>\$70.71</b>	<b>\$37.46</b>	<b>\$15.88</b>	<b>\$124.05</b>
<b>Annual Salary + Benefits</b>				<b><u>\$127,270.47</u></b>			
<b>Step D</b>		<b>\$6,361.99 /Month</b>		<b>\$42.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,626.98</b>	<b>72.73%</b>	<b>\$73.26</b>	<b>\$38.81</b>	<b>\$16.45</b>	<b>\$128.52</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,867.72</u></b>			
<b>Step E</b>		<b>\$6,680.09 /Month</b>		<b>\$44.53 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,711.14</b>	<b>70.53%</b>	<b>\$75.94</b>	<b>\$40.23</b>	<b>\$17.05</b>	<b>\$133.22</b>
<b>Annual Salary + Benefits</b>				<b><u>\$136,694.83</u></b>			

**Senior Solid Waste Equipment Operator  
Department: Public Works**

<b>Step A</b>		<b>\$6,052.26 /Month</b>		<b>\$40.35 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,105.02					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	56.71					
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	351.76			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	87.76					
<b>Total Benefits</b>		<b>\$4,492.74</b>	<b>74.23%</b>	<b>\$70.30</b>	<b>\$74.16</b>	<b>\$15.79</b>	<b>\$160.25</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,540.02</u></b>			
<b>Step B</b>		<b>\$6,354.88 /Month</b>		<b>\$42.37 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,572.80</b>	<b>71.96%</b>	<b>\$72.85</b>	<b>\$76.85</b>	<b>\$16.36</b>	<b>\$166.06</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,132.13</u></b>			
<b>Step C</b>		<b>\$6,672.62 /Month</b>		<b>\$44.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,656.87</b>	<b>69.79%</b>	<b>\$75.53</b>	<b>\$79.68</b>	<b>\$16.96</b>	<b>\$172.17</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,953.84</u></b>			
<b>Step D</b>		<b>\$7,006.25 /Month</b>		<b>\$46.71 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,745.13</b>	<b>67.73%</b>	<b>\$78.34</b>	<b>\$82.64</b>	<b>\$17.59</b>	<b>\$178.57</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,016.64</u></b>			
<b>Step E</b>		<b>\$7,356.56 /Month</b>		<b>\$49.04 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,837.82</b>	<b>65.76%</b>	<b>\$81.30</b>	<b>\$85.76</b>	<b>\$18.26</b>	<b>\$185.32</b>
<b>Annual Salary + Benefits</b>				<b><u>\$146,332.57</u></b>			

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

<b>Step A</b>		<b>\$5,726.08 /Month</b>		<b>\$38.17 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,045.47					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	53.65					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		357.84					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	353.60			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	88.22					
<b>Total Benefits</b>		<b>\$4,790.26</b>	<b>83.66%</b>	<b>\$70.11</b>	<b>\$73.96</b>	<b>\$15.74</b>	<b>\$159.81</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,196.12</u></b>			
<b>Step B</b>		<b>\$6,012.38 /Month</b>		<b>\$40.08 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,866.01</b>	<b>80.93%</b>	<b>\$72.52</b>	<b>\$76.50</b>	<b>\$16.29</b>	<b>\$165.31</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,540.74</u></b>			
<b>Step C</b>		<b>\$6,313.00 /Month</b>		<b>\$42.09 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,945.55</b>	<b>78.34%</b>	<b>\$75.06</b>	<b>\$79.18</b>	<b>\$16.86</b>	<b>\$171.10</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,102.59</u></b>			
<b>Step D</b>		<b>\$6,628.65 /Month</b>		<b>\$44.19 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,029.06</b>	<b>75.87%</b>	<b>\$77.72</b>	<b>\$81.98</b>	<b>\$17.45</b>	<b>\$177.15</b>
<b>Annual Salary + Benefits</b>				<b><u>\$139,892.53</u></b>			
<b>Step E</b>		<b>\$6,960.08 /Month</b>		<b>\$46.40 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,116.75</b>	<b>73.52%</b>	<b>\$80.51</b>	<b>\$84.93</b>	<b>\$18.08</b>	<b>\$183.52</b>
<b>Annual Salary + Benefits</b>				<b><u>\$144,921.96</u></b>			

**Senior Technician**  
**Department: City Manager**

<b>Step A</b>		<b>\$6,308.30 /Month</b>		<b>\$42.06 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,151.77					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	59.11					
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	366.64			55.21%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	91.47					
<b>Total Benefits</b>		<b>\$4,560.48</b>	<b>72.29%</b>	<b>\$72.46</b>	<b>\$40.01</b>	<b>\$16.27</b>	<b>\$128.74</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,425.32</u></b>			
<b>Step B</b>		<b>\$6,623.71 /Month</b>		<b>\$44.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,643.93</b>	<b>70.11%</b>	<b>\$75.12</b>	<b>\$41.48</b>	<b>\$16.87</b>	<b>\$133.47</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,211.69</u></b>			
<b>Step C</b>		<b>\$6,954.90 /Month</b>		<b>\$46.37 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,731.55</b>	<b>68.03%</b>	<b>\$77.91</b>	<b>\$43.02</b>	<b>\$17.50</b>	<b>\$138.43</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,237.38</u></b>			
<b>Step D</b>		<b>\$7,302.65 /Month</b>		<b>\$48.68 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,823.55</b>	<b>66.05%</b>	<b>\$80.84</b>	<b>\$44.64</b>	<b>\$18.15</b>	<b>\$143.63</b>
<b>Annual Salary + Benefits</b>				<b><u>\$145,514.35</u></b>			
<b>Step E</b>		<b>\$7,667.78 /Month</b>		<b>\$51.12 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,920.15</b>	<b>64.17%</b>	<b>\$83.92</b>	<b>\$46.34</b>	<b>\$18.85</b>	<b>\$149.11</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,055.18</u></b>			

**Senior Technician**  
**Department: Community Development**

<b>Step A</b>		<b>\$6,308.30 /Month</b>		<b>\$42.06 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.182580	1,151.77					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	59.11					
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	366.64			132.21%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	91.47					
<b>Total Benefits</b>		<b>\$4,560.48</b>	<b>72.29%</b>	<b>\$72.46</b>	<b>\$95.80</b>	<b>\$16.27</b>	<b>\$184.53</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,425.32</u></b>			
<b>Step B</b>		<b>\$6,623.71 /Month</b>		<b>\$44.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,643.93</b>	<b>70.11%</b>	<b>\$75.12</b>	<b>\$99.31</b>	<b>\$16.87</b>	<b>\$191.30</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,211.69</u></b>			
<b>Step C</b>		<b>\$6,954.90 /Month</b>		<b>\$46.37 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,731.55</b>	<b>68.03%</b>	<b>\$77.91</b>	<b>\$103.00</b>	<b>\$17.50</b>	<b>\$198.41</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,237.38</u></b>			
<b>Step D</b>		<b>\$7,302.65 /Month</b>		<b>\$48.68 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,823.55</b>	<b>66.05%</b>	<b>\$80.84</b>	<b>\$106.88</b>	<b>\$18.15</b>	<b>\$205.87</b>
<b>Annual Salary + Benefits</b>				<b><u>\$145,514.35</u></b>			
<b>Step E</b>		<b>\$7,667.78 /Month</b>		<b>\$51.12 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,920.15</b>	<b>64.17%</b>	<b>\$83.92</b>	<b>\$110.95</b>	<b>\$18.85</b>	<b>\$213.72</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,055.18</u></b>			

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

<b>Step A</b>		<b>\$6,501.93 /Month</b>		<b>\$43.35 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,187.12					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	60.92					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		357.84					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	398.69			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	99.47					
<b>Total Benefits</b>		<b>\$4,995.53</b>	<b>76.83%</b>	<b>\$76.65</b>	<b>\$80.86</b>	<b>\$17.21</b>	<b>\$174.72</b>
<b>Annual Salary + Benefits</b>				<b><u>\$137,969.55</u></b>			
<b>Step B</b>		<b>\$6,827.03 /Month</b>		<b>\$45.51 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,081.54</b>	<b>74.43%</b>	<b>\$79.39</b>	<b>\$83.75</b>	<b>\$17.83</b>	<b>\$180.97</b>
<b>Annual Salary + Benefits</b>				<b><u>\$142,902.83</u></b>			
<b>Step C</b>		<b>\$7,168.38 /Month</b>		<b>\$47.79 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,171.85</b>	<b>72.15%</b>	<b>\$82.27</b>	<b>\$86.78</b>	<b>\$18.47</b>	<b>\$187.52</b>
<b>Annual Salary + Benefits</b>				<b><u>\$148,082.79</u></b>			
<b>Step D</b>		<b>\$7,526.80 /Month</b>		<b>\$50.18 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,266.68</b>	<b>69.97%</b>	<b>\$85.29</b>	<b>\$89.97</b>	<b>\$19.15</b>	<b>\$194.41</b>
<b>Annual Salary + Benefits</b>				<b><u>\$153,521.74</u></b>			
<b>Step E</b>		<b>\$7,903.14 /Month</b>		<b>\$52.69 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,366.25</b>	<b>67.90%</b>	<b>\$88.46</b>	<b>\$93.32</b>	<b>\$19.87</b>	<b>\$201.65</b>
<b>Annual Salary + Benefits</b>				<b><u>\$159,232.63</u></b>			

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

<b>Step A</b>		<b>\$5,891.84 /Month</b>		<b>\$39.28 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,075.73					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	55.21					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		357.84					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	363.23			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	90.62					
<b>Total Benefits</b>		<b>\$4,834.12</b>	<b>82.05%</b>	<b>\$71.51</b>	<b>\$75.43</b>	<b>\$16.06</b>	<b>\$163.00</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,711.56</u></b>			
<b>Step B</b>		<b>\$6,186.43 /Month</b>		<b>\$41.24 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,912.06</b>	<b>79.40%</b>	<b>\$73.99</b>	<b>\$78.05</b>	<b>\$16.62</b>	<b>\$168.66</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,181.95</u></b>			
<b>Step C</b>		<b>\$6,495.76 /Month</b>		<b>\$43.31 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,993.90</b>	<b>76.88%</b>	<b>\$76.60</b>	<b>\$80.80</b>	<b>\$17.20</b>	<b>\$174.60</b>
<b>Annual Salary + Benefits</b>				<b><u>\$137,875.86</u></b>			
<b>Step D</b>		<b>\$6,820.54 /Month</b>		<b>\$45.47 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,079.83</b>	<b>74.48%</b>	<b>\$79.34</b>	<b>\$83.69</b>	<b>\$17.82</b>	<b>\$180.85</b>
<b>Annual Salary + Benefits</b>				<b><u>\$142,804.46</u></b>			
<b>Step E</b>		<b>\$7,161.57 /Month</b>		<b>\$47.74 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,170.05</b>	<b>72.19%</b>	<b>\$82.21</b>	<b>\$86.72</b>	<b>\$18.46</b>	<b>\$187.39</b>
<b>Annual Salary + Benefits</b>				<b><u>\$147,979.50</u></b>			



**Solid Waste Equipment Operator I**  
**Department: Public Works**

<b>Step A</b>		<b>\$4,979.21 /Month</b>		<b>\$33.19 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	909.10					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	46.66					
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	289.39			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	72.20					
<b>Total Benefits</b>		<b>\$4,208.84</b>	<b>84.53%</b>	<b>\$61.25</b>	<b>\$64.62</b>	<b>\$13.76</b>	<b>\$139.63</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,256.63</u></b>			
<b>Step B</b>		<b>\$5,228.17 /Month</b>		<b>\$34.85 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,274.71</b>	<b>81.76%</b>	<b>\$63.35</b>	<b>\$66.83</b>	<b>\$14.23</b>	<b>\$144.41</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,034.57</u></b>			
<b>Step C</b>		<b>\$5,489.58 /Month</b>		<b>\$36.60 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,343.87</b>	<b>79.13%</b>	<b>\$65.56</b>	<b>\$69.16</b>	<b>\$14.72</b>	<b>\$149.44</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,001.41</u></b>			
<b>Step D</b>		<b>\$5,764.06 /Month</b>		<b>\$38.43 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,416.49</b>	<b>76.62%</b>	<b>\$67.87</b>	<b>\$71.60</b>	<b>\$15.24</b>	<b>\$154.71</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,166.58</u></b>			
<b>Step E</b>		<b>\$6,052.26 /Month</b>		<b>\$40.35 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,492.74</b>	<b>74.23%</b>	<b>\$70.30</b>	<b>\$74.16</b>	<b>\$15.79</b>	<b>\$160.25</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,540.02</u></b>			

**Solid Waste Equipment Operator II**  
**Department: Public Works**

<b>Step A</b>		<b>\$5,489.58 /Month</b>		<b>\$36.60 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,002.29					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	51.44					
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	319.05			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	79.60					
<b>Total Benefits</b>		<b>\$4,343.87</b>	<b>79.13%</b>	<b>\$65.56</b>	<b>\$69.16</b>	<b>\$14.72</b>	<b>\$149.44</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,001.41</u></b>			
<b>Step B</b>		<b>\$5,764.06 /Month</b>		<b>\$38.43 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,416.49</b>	<b>76.62%</b>	<b>\$67.87</b>	<b>\$71.60</b>	<b>\$15.24</b>	<b>\$154.71</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,166.58</u></b>			
<b>Step C</b>		<b>\$6,052.26 /Month</b>		<b>\$40.35 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,492.74</b>	<b>74.23%</b>	<b>\$70.30</b>	<b>\$74.16</b>	<b>\$15.79</b>	<b>\$160.25</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,540.02</u></b>			
<b>Step D</b>		<b>\$6,354.88 /Month</b>		<b>\$42.37 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,572.80</b>	<b>71.96%</b>	<b>\$72.85</b>	<b>\$76.85</b>	<b>\$16.36</b>	<b>\$166.06</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,132.13</u></b>			
<b>Step E</b>		<b>\$6,672.62 /Month</b>		<b>\$44.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,656.87</b>	<b>69.79%</b>	<b>\$75.53</b>	<b>\$79.68</b>	<b>\$16.96</b>	<b>\$172.17</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,953.84</u></b>			

**Solid Waste Manager  
Department: Public Works**

<b>Step A</b>		<b>\$8,693.41 /Month</b>		<b>\$57.96 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.182580	1,587.24					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	81.46					
Life Insurance	0.000205	32.08					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	370.80					
Workers Comp.	0.058120	505.26					
Vision Benefit		34.68					
Medicare	0.014500	126.05					
	<b>Total Benefits</b>	<b>\$5,588.88</b>	<b>64.29%</b>	<b>\$95.22</b>	<b>\$100.44</b>	<b>\$21.38</b>	<b>\$217.04</b>
				<b>Annual Salary + Benefits <u>\$171,387.43</u></b>			
<b>Step B</b>							
				<b>\$9,128.08 /Month</b>			
				<b>\$60.85 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,703.88</b>	<b>62.49%</b>	<b>\$98.88</b>	<b>\$104.31</b>	<b>\$22.21</b>	<b>\$225.40</b>
				<b>Annual Salary + Benefits <u>\$177,983.49</u></b>			
<b>Step C</b>							
				<b>\$9,584.48 /Month</b>			
				<b>\$63.90 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,824.63</b>	<b>60.77%</b>	<b>\$102.73</b>	<b>\$108.37</b>	<b>\$23.07</b>	<b>\$234.17</b>
				<b>Annual Salary + Benefits <u>\$184,909.35</u></b>			
<b>Step D</b>							
				<b>\$10,063.71 /Month</b>			
				<b>\$67.09 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,951.42</b>	<b>59.14%</b>	<b>\$106.77</b>	<b>\$112.63</b>	<b>\$23.98</b>	<b>\$243.38</b>
				<b>Annual Salary + Benefits <u>\$192,181.50</u></b>			
<b>Step E</b>							
				<b>\$10,566.89 /Month</b>			
				<b>\$70.45 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,084.54</b>	<b>57.58%</b>	<b>\$111.01</b>	<b>\$117.10</b>	<b>\$24.93</b>	<b>\$253.04</b>
				<b>Annual Salary + Benefits <u>\$199,817.26</u></b>			

**Solid Waste Supervisor  
Department: Public Works**

<b>Step A</b>		<b>\$7,246.02 /Month</b>		<b>\$48.31 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,322.98					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	67.90					
Life Insurance	0.000205	26.74					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	254.92					
Workers Comp.	0.058120	421.14					
Vision Benefit		34.68					
Medicare	0.014500	105.07					
					105.49%	22.46%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,084.72</b>	<b>70.17%</b>	<b>\$82.20</b>	<b>\$86.72</b>	<b>\$18.46</b>	<b>\$187.38</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$147,968.85</u></b>		
<b>Step B</b>							
				<b>\$7,608.32 /Month</b>	<b>\$50.72 /Hour</b>		
	<b>Total Benefits</b>	<b>\$5,180.57</b>	<b>68.09%</b>	<b>\$85.26</b>	<b>\$89.94</b>	<b>\$19.15</b>	<b>\$194.35</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$153,466.71</u></b>		
<b>Step C</b>							
				<b>\$7,988.74 /Month</b>	<b>\$53.26 /Hour</b>		
	<b>Total Benefits</b>	<b>\$5,281.22</b>	<b>66.11%</b>	<b>\$88.47</b>	<b>\$93.32</b>	<b>\$19.87</b>	<b>\$201.66</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$159,239.46</u></b>		
<b>Step D</b>							
				<b>\$8,388.17 /Month</b>	<b>\$55.92 /Hour</b>		
	<b>Total Benefits</b>	<b>\$5,386.90</b>	<b>64.22%</b>	<b>\$91.83</b>	<b>\$96.88</b>	<b>\$20.62</b>	<b>\$209.33</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$165,300.85</u></b>		
<b>Step E</b>							
				<b>\$8,807.58 /Month</b>	<b>\$58.72 /Hour</b>		
	<b>Total Benefits</b>	<b>\$5,497.86</b>	<b>62.42%</b>	<b>\$95.37</b>	<b>\$100.60</b>	<b>\$21.42</b>	<b>\$217.39</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$171,665.31</u></b>		

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

<b>Step A</b>		<b>\$4,519.29 /Month</b>		<b>\$30.13 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	825.13			105.49%	22.46%	
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	42.35					
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	262.66					
Vision Benefit		34.68					
Medicare	0.014500	65.53					
<b>Total Benefits</b>		<b>\$4,087.16</b>	<b>90.44%</b>	<b>\$57.38</b>	<b>\$60.53</b>	<b>\$12.88</b>	<b>\$130.79</b>
<b>Annual Salary + Benefits</b>				<b><u>\$103,277.31</u></b>			
<b>Step B</b>		<b>\$4,745.25 /Month</b>		<b>\$31.63 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,146.94</b>	<b>87.39%</b>	<b>\$59.28</b>	<b>\$62.54</b>	<b>\$13.31</b>	<b>\$135.13</b>
<b>Annual Salary + Benefits</b>				<b><u>\$106,706.28</u></b>			
<b>Step C</b>		<b>\$4,982.51 /Month</b>		<b>\$33.22 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,209.71</b>	<b>84.49%</b>	<b>\$61.28</b>	<b>\$64.65</b>	<b>\$13.76</b>	<b>\$139.69</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,306.70</u></b>			
<b>Step D</b>		<b>\$5,231.64 /Month</b>		<b>\$34.88 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,275.62</b>	<b>81.73%</b>	<b>\$63.38</b>	<b>\$66.86</b>	<b>\$14.23</b>	<b>\$144.47</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,087.14</u></b>			
<b>Step E</b>		<b>\$5,493.22 /Month</b>		<b>\$36.62 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,344.83</b>	<b>79.09%</b>	<b>\$65.59</b>	<b>\$69.19</b>	<b>\$14.73</b>	<b>\$149.51</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,056.61</u></b>			

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

<b>Step A</b>		<b>\$4,982.51 /Month</b>		<b>\$33.22 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	909.71					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	46.69					
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	289.58			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	72.25					
<b>Total Benefits</b>		<b>\$4,209.71</b>	<b>84.49%</b>	<b>\$61.28</b>	<b>\$64.65</b>	<b>\$13.76</b>	<b>\$139.69</b>
<b>Annual Salary + Benefits</b>				<b><u>\$110,306.70</u></b>			
<b>Step B</b>		<b>\$5,231.64 /Month</b>		<b>\$34.88 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,275.62</b>	<b>81.73%</b>	<b>\$63.38</b>	<b>\$66.86</b>	<b>\$14.23</b>	<b>\$144.47</b>
<b>Annual Salary + Benefits</b>				<b><u>\$114,087.14</u></b>			
<b>Step C</b>		<b>\$5,493.22 /Month</b>		<b>\$36.62 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,344.83</b>	<b>79.09%</b>	<b>\$65.59</b>	<b>\$69.19</b>	<b>\$14.73</b>	<b>\$149.51</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,056.61</u></b>			
<b>Step D</b>		<b>\$5,767.88 /Month</b>		<b>\$38.45 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,417.50</b>	<b>76.59%</b>	<b>\$67.90</b>	<b>\$71.63</b>	<b>\$15.25</b>	<b>\$154.78</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,224.54</u></b>			
<b>Step E</b>		<b>\$6,056.27 /Month</b>		<b>\$40.38 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,493.80</b>	<b>74.20%</b>	<b>\$70.33</b>	<b>\$74.19</b>	<b>\$15.79</b>	<b>\$160.31</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,600.88</u></b>			

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

<b>Step A</b>		<b>\$5,229.11 /Month</b>		<b>\$34.86 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	954.73					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	49.00					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		357.84					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	324.71			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	81.01					
<b>Total Benefits</b>		<b>\$4,658.78</b>	<b>89.09%</b>	<b>\$65.92</b>	<b>\$69.54</b>	<b>\$14.80</b>	<b>\$150.26</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,654.63</u></b>			
<b>Step B</b>		<b>\$5,490.56 /Month</b>		<b>\$36.60 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,727.95</b>	<b>86.11%</b>	<b>\$68.12</b>	<b>\$71.86</b>	<b>\$15.30</b>	<b>\$155.28</b>
<b>Annual Salary + Benefits</b>				<b><u>\$122,622.17</u></b>			
<b>Step C</b>		<b>\$5,765.09 /Month</b>		<b>\$38.43 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,800.59</b>	<b>83.27%</b>	<b>\$70.44</b>	<b>\$74.30</b>	<b>\$15.82</b>	<b>\$160.56</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,788.09</u></b>			
<b>Step D</b>		<b>\$6,053.34 /Month</b>		<b>\$40.36 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,876.85</b>	<b>80.56%</b>	<b>\$72.87</b>	<b>\$76.87</b>	<b>\$16.36</b>	<b>\$166.10</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,162.30</u></b>			
<b>Step E</b>		<b>\$6,356.01 /Month</b>		<b>\$42.37 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,956.93</b>	<b>77.99%</b>	<b>\$75.42</b>	<b>\$79.56</b>	<b>\$16.94</b>	<b>\$171.92</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,755.23</u></b>			

**Streets Manager  
Department: Public Works**

<b>Step A</b>		<b>\$8,575.51 /Month</b>		<b>\$57.17 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.182580	1,565.72					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	80.35					
Life Insurance	0.000205	31.64					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	367.27					
Workers Comp.	0.058120	498.41					
Vision Benefit		34.68					
Medicare	0.014500	124.34					
					105.49%	22.46%	
					<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
					<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	<b>Total Benefits</b>	<b>\$5,553.71</b>	<b>64.76%</b>	<b>\$94.19</b>	<b>\$99.37</b>	<b>\$21.15</b>	<b>\$214.71</b>
				<b>Annual Salary + Benefits <u>\$169,550.73</u></b>			

  

<b>Step B</b>		<b>\$9,004.29 /Month</b>		<b>\$60.03 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,667.15</b>	<b>62.94%</b>	<b>\$97.81</b>	<b>\$103.18</b>	<b>\$21.96</b>	<b>\$222.95</b>
				<b>Annual Salary + Benefits <u>\$176,057.33</u></b>			

  

<b>Step C</b>		<b>\$9,454.50 /Month</b>		<b>\$63.03 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,786.27</b>	<b>61.20%</b>	<b>\$101.61</b>	<b>\$107.18</b>	<b>\$22.82</b>	<b>\$231.61</b>
				<b>Annual Salary + Benefits <u>\$182,889.27</u></b>			

  

<b>Step D</b>		<b>\$9,927.23 /Month</b>		<b>\$66.18 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,911.34</b>	<b>59.55%</b>	<b>\$105.59</b>	<b>\$111.39</b>	<b>\$23.71</b>	<b>\$240.69</b>
				<b>Annual Salary + Benefits <u>\$190,062.80</u></b>			

  

<b>Step E</b>		<b>\$10,423.59 /Month</b>		<b>\$69.49 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,042.66</b>	<b>57.97%</b>	<b>\$109.78</b>	<b>\$115.80</b>	<b>\$24.65</b>	<b>\$250.23</b>
				<b>Annual Salary + Benefits <u>\$197,595.00</u></b>			



**Streets Supervisor**  
**Department: Public Works**

<b>Step A</b>		<b>\$7,460.04 /Month</b>		<b>\$49.73 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.182580	1,362.05		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	69.90					
Life Insurance	0.000205	27.53					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	259.20					
Workers Comp.	0.058120	433.58					
Vision Benefit		34.68					
Medicare	0.014500	108.17		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
				<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	<b>Total Benefits</b>	<b>\$5,146.41</b>	<b>68.99%</b>	<b>\$84.04</b>	<b>\$88.66</b>	<b>\$18.87</b>	<b>\$191.57</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$151,277.49</u></b>			
<b>Step B</b>		<b>\$7,833.05 /Month</b>		<b>\$52.22 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,245.10</b>	<b>66.96%</b>	<b>\$87.19</b>	<b>\$91.97</b>	<b>\$19.58</b>	<b>\$198.74</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$156,937.74</u></b>			
<b>Step C</b>		<b>\$8,224.70 /Month</b>		<b>\$54.83 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,348.72</b>	<b>65.03%</b>	<b>\$90.49</b>	<b>\$95.46</b>	<b>\$20.32</b>	<b>\$206.27</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$162,881.00</u></b>			
<b>Step D</b>		<b>\$8,635.93 /Month</b>		<b>\$57.57 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,457.52</b>	<b>63.20%</b>	<b>\$93.96</b>	<b>\$99.11</b>	<b>\$21.10</b>	<b>\$214.17</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$169,121.42</u></b>			
<b>Step E</b>		<b>\$9,067.73 /Month</b>		<b>\$60.45 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,571.76</b>	<b>61.45%</b>	<b>\$97.60</b>	<b>\$102.95</b>	<b>\$21.92</b>	<b>\$222.47</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$175,673.87</u></b>			

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

<b>Step A</b>		<b>\$4,721.25 /Month</b>		<b>\$31.48 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	862.01					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	44.24					
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	274.40			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	68.46					
<b>Total Benefits</b>		<b>\$4,140.59</b>	<b>87.70%</b>	<b>\$59.08</b>	<b>\$30.28</b>	<b>\$13.27</b>	<b>\$102.63</b>
<b>Annual Salary + Benefits</b>				<b><u>\$106,342.14</u></b>			
<b>Step B</b>		<b>\$4,957.32 /Month</b>		<b>\$33.05 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,203.05</b>	<b>84.78%</b>	<b>\$61.07</b>	<b>\$31.30</b>	<b>\$13.71</b>	<b>\$106.08</b>
<b>Annual Salary + Benefits</b>				<b><u>\$109,924.36</u></b>			
<b>Step C</b>		<b>\$5,205.18 /Month</b>		<b>\$34.70 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,268.62</b>	<b>82.01%</b>	<b>\$63.16</b>	<b>\$32.37</b>	<b>\$14.18</b>	<b>\$109.71</b>
<b>Annual Salary + Benefits</b>				<b><u>\$113,685.68</u></b>			
<b>Step D</b>		<b>\$5,465.44 /Month</b>		<b>\$36.44 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,337.48</b>	<b>79.36%</b>	<b>\$65.35</b>	<b>\$33.50</b>	<b>\$14.68</b>	<b>\$113.53</b>
<b>Annual Salary + Benefits</b>				<b><u>\$117,635.07</u></b>			
<b>Step E</b>		<b>\$5,738.71 /Month</b>		<b>\$38.26 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,409.78</b>	<b>76.84%</b>	<b>\$67.66</b>	<b>\$34.68</b>	<b>\$15.19</b>	<b>\$117.53</b>
<b>Annual Salary + Benefits</b>				<b><u>\$121,781.93</u></b>			

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

<b>Step A</b>		<b>\$5,205.18 /Month</b>		<b>\$34.70 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	950.36					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	48.77					
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	302.53			51.25%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	75.48					
<b>Total Benefits</b>		<b>\$4,268.62</b>	<b>82.01%</b>	<b>\$63.16</b>	<b>\$32.37</b>	<b>\$14.18</b>	<b>\$109.71</b>
<b>Annual Salary + Benefits</b>				<b><u>\$113,685.68</u></b>			
<b>Step B</b>		<b>\$5,465.44 /Month</b>		<b>\$36.44 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,337.48</b>	<b>79.36%</b>	<b>\$65.35</b>	<b>\$33.50</b>	<b>\$14.68</b>	<b>\$113.53</b>
<b>Annual Salary + Benefits</b>				<b><u>\$117,635.07</u></b>			
<b>Step C</b>		<b>\$5,738.71 /Month</b>		<b>\$38.26 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,409.78</b>	<b>76.84%</b>	<b>\$67.66</b>	<b>\$34.68</b>	<b>\$15.19</b>	<b>\$117.53</b>
<b>Annual Salary + Benefits</b>				<b><u>\$121,781.93</u></b>			
<b>Step D</b>		<b>\$6,025.65 /Month</b>		<b>\$40.17 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,485.70</b>	<b>74.44%</b>	<b>\$70.08</b>	<b>\$35.92</b>	<b>\$15.74</b>	<b>\$121.74</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,136.13</u></b>			
<b>Step E</b>		<b>\$6,326.93 /Month</b>		<b>\$42.18 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,565.41</b>	<b>72.16%</b>	<b>\$72.62</b>	<b>\$37.22</b>	<b>\$16.31</b>	<b>\$126.15</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,708.05</u></b>			

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

<b>Step A</b>		<b>\$5,205.18 /Month</b>		<b>\$34.70 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	950.36					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	48.77					
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	302.53			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	75.48					
<b>Total Benefits</b>		<b>\$4,268.62</b>	<b>82.01%</b>	<b>\$63.16</b>	<b>\$66.63</b>	<b>\$14.18</b>	<b>\$143.97</b>
<b>Annual Salary + Benefits</b>				<b><u>\$113,685.68</u></b>			
<b>Step B</b>		<b>\$5,465.44 /Month</b>		<b>\$36.44 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,337.48</b>	<b>79.36%</b>	<b>\$65.35</b>	<b>\$68.94</b>	<b>\$14.68</b>	<b>\$148.97</b>
<b>Annual Salary + Benefits</b>				<b><u>\$117,635.07</u></b>			
<b>Step C</b>		<b>\$5,738.71 /Month</b>		<b>\$38.26 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,409.78</b>	<b>76.84%</b>	<b>\$67.66</b>	<b>\$71.37</b>	<b>\$15.19</b>	<b>\$154.22</b>
<b>Annual Salary + Benefits</b>				<b><u>\$121,781.93</u></b>			
<b>Step D</b>		<b>\$6,025.65 /Month</b>		<b>\$40.17 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,485.70</b>	<b>74.44%</b>	<b>\$70.08</b>	<b>\$73.92</b>	<b>\$15.74</b>	<b>\$159.74</b>
<b>Annual Salary + Benefits</b>				<b><u>\$126,136.13</u></b>			
<b>Step E</b>		<b>\$6,326.93 /Month</b>		<b>\$42.18 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,565.41</b>	<b>72.16%</b>	<b>\$72.62</b>	<b>\$76.60</b>	<b>\$16.31</b>	<b>\$165.53</b>
<b>Annual Salary + Benefits</b>				<b><u>\$130,708.05</u></b>			

**Utilities Maintenance Mechanic  
Department: Public Works**

<b>Step A</b>		<b>\$6,533.21 /Month</b>		<b>\$43.55 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,192.83					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	61.22					
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	379.71			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	94.73					
<b>Total Benefits</b>		<b>\$4,619.98</b>	<b>70.72%</b>	<b>\$74.35</b>	<b>\$78.44</b>	<b>\$16.70</b>	<b>\$169.49</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,838.25</u></b>			
<b>Step B</b>		<b>\$6,859.87 /Month</b>		<b>\$45.73 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,706.41</b>	<b>68.61%</b>	<b>\$77.11</b>	<b>\$81.34</b>	<b>\$17.32</b>	<b>\$175.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$138,795.27</u></b>			
<b>Step C</b>		<b>\$7,202.86 /Month</b>		<b>\$48.02 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,797.15</b>	<b>66.60%</b>	<b>\$80.00</b>	<b>\$84.39</b>	<b>\$17.97</b>	<b>\$182.36</b>
<b>Annual Salary + Benefits</b>				<b><u>\$144,000.14</u></b>			
<b>Step D</b>		<b>\$7,563.00 /Month</b>		<b>\$50.42 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,892.43</b>	<b>64.69%</b>	<b>\$83.04</b>	<b>\$87.59</b>	<b>\$18.65</b>	<b>\$189.28</b>
<b>Annual Salary + Benefits</b>				<b><u>\$149,465.26</u></b>			
<b>Step E</b>		<b>\$7,941.15 /Month</b>		<b>\$52.94 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,992.48</b>	<b>62.87%</b>	<b>\$86.22</b>	<b>\$90.96</b>	<b>\$19.36</b>	<b>\$196.54</b>
<b>Annual Salary + Benefits</b>				<b><u>\$155,203.62</u></b>			

**Wastewater Laboratory Technician I**  
**Department: Public Works**

<b>Step A</b>		<b>\$5,551.12 /Month</b>		<b>\$37.01 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,013.52					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	52.01					
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	322.63			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	80.49					
<b>Total Benefits</b>		<b>\$4,360.15</b>	<b>78.55%</b>	<b>\$66.08</b>	<b>\$69.70</b>	<b>\$14.84</b>	<b>\$150.62</b>
<b>Annual Salary + Benefits</b>				<b><u>\$118,935.27</u></b>			
<b>Step B</b>		<b>\$5,828.68 /Month</b>		<b>\$38.86 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,433.58</b>	<b>76.06%</b>	<b>\$68.42</b>	<b>\$72.17</b>	<b>\$15.36</b>	<b>\$155.95</b>
<b>Annual Salary + Benefits</b>				<b><u>\$123,147.14</u></b>			
<b>Step C</b>		<b>\$6,120.11 /Month</b>		<b>\$40.80 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,510.69</b>	<b>73.70%</b>	<b>\$70.87</b>	<b>\$74.76</b>	<b>\$15.92</b>	<b>\$161.55</b>
<b>Annual Salary + Benefits</b>				<b><u>\$127,569.60</u></b>			
<b>Step D</b>		<b>\$6,426.12 /Month</b>		<b>\$42.84 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,591.65</b>	<b>71.45%</b>	<b>\$73.45</b>	<b>\$77.48</b>	<b>\$16.49</b>	<b>\$167.42</b>
<b>Annual Salary + Benefits</b>				<b><u>\$132,213.19</u></b>			
<b>Step E</b>		<b>\$6,747.42 /Month</b>		<b>\$44.98 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,676.66</b>	<b>69.31%</b>	<b>\$76.16</b>	<b>\$80.34</b>	<b>\$17.10</b>	<b>\$173.60</b>
<b>Annual Salary + Benefits</b>				<b><u>\$137,088.95</u></b>			

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

<b>Step A</b>		<b>\$6,120.11 /Month</b>		<b>\$40.80 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,117.41					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	57.35					
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	355.70			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	88.74					
<b>Total Benefits</b>		<b>\$4,510.69</b>	<b>73.70%</b>	<b>\$70.87</b>	<b>\$74.76</b>	<b>\$15.92</b>	<b>\$161.55</b>
<b>Annual Salary + Benefits</b>				<b><u>\$127,569.60</u></b>			
<b>Step B</b>		<b>\$6,426.12 /Month</b>		<b>\$42.84 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,591.65</b>	<b>71.45%</b>	<b>\$73.45</b>	<b>\$77.48</b>	<b>\$16.49</b>	<b>\$167.42</b>
<b>Annual Salary + Benefits</b>				<b><u>\$132,213.19</u></b>			
<b>Step C</b>		<b>\$6,747.42 /Month</b>		<b>\$44.98 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,676.66</b>	<b>69.31%</b>	<b>\$76.16</b>	<b>\$80.34</b>	<b>\$17.10</b>	<b>\$173.60</b>
<b>Annual Salary + Benefits</b>				<b><u>\$137,088.95</u></b>			
<b>Step D</b>		<b>\$7,084.79 /Month</b>		<b>\$47.23 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,765.91</b>	<b>67.27%</b>	<b>\$79.00</b>	<b>\$83.34</b>	<b>\$17.74</b>	<b>\$180.08</b>
<b>Annual Salary + Benefits</b>				<b><u>\$142,208.51</u></b>			
<b>Step E</b>		<b>\$7,439.03 /Month</b>		<b>\$49.59 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,859.64</b>	<b>65.33%</b>	<b>\$81.99</b>	<b>\$86.49</b>	<b>\$18.41</b>	<b>\$186.89</b>
<b>Annual Salary + Benefits</b>				<b><u>\$147,584.04</u></b>			

**Wastewater Operations Manager  
Department: Public Works**

<b>Step A</b>							
		<b>\$8,771.40 /Month</b>		<b>\$58.48 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>				<b>Category</b>		
PERS - Employer	0.182580	1,601.48			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	82.19					
Life Insurance	0.000205	32.37					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	373.14					
Workers Comp.	0.058120	509.79					
Vision Benefit		34.68					
Medicare	0.014500	127.19					
				<b>Hourly Rate &amp; Benefits</b>	<b>105.49% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,612.14</b>	<b>63.98%</b>	<b>\$95.89</b>	<b>\$101.15</b>	<b>\$21.53</b>	<b>\$218.57</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,602.48</u></b>			
<b>Step B</b>							
		<b>\$9,209.97 /Month</b>		<b>\$61.40 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,728.17</b>	<b>62.20%</b>	<b>\$99.59</b>	<b>\$105.05</b>	<b>\$22.36</b>	<b>\$227.00</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,257.72</u></b>			
<b>Step C</b>							
		<b>\$9,670.47 /Month</b>		<b>\$64.47 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,850.00</b>	<b>60.49%</b>	<b>\$103.47</b>	<b>\$109.15</b>	<b>\$23.24</b>	<b>\$235.86</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$186,245.71</u></b>			
<b>Step D</b>							
		<b>\$10,153.99 /Month</b>		<b>\$67.69 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,977.93</b>	<b>58.87%</b>	<b>\$107.55</b>	<b>\$113.45</b>	<b>\$24.15</b>	<b>\$245.15</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$193,583.10</u></b>			
<b>Step E</b>							
		<b>\$10,661.69 /Month</b>		<b>\$71.08 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,112.25</b>	<b>57.33%</b>	<b>\$111.83</b>	<b>\$117.97</b>	<b>\$25.11</b>	<b>\$254.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$201,287.36</u></b>			



**Wastewater Treatment Plant Operator Assistant**  
**Department: Public Works**

<b>Step A</b>							
		<b>\$4,349.43 /Month</b>		<b>\$29.00 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>				<b>Category</b>		
PERS - Employer	0.182580	794.12			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	40.75					
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	252.79			105.49%	22.46%	
Vision Benefit		34.68		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	63.07		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	<b>Total Benefits</b>	\$4,042.22	92.94%	<b>\$55.94</b>	<b>\$59.02</b>	<b>\$12.56</b>	<b>\$127.52</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$100,699.72</u></b>			
<b>Step B</b>							
		<b>\$4,566.90 /Month</b>		<b>\$30.45 /Hour</b>			
	<b>Total Benefits</b>	\$4,099.75	89.77%	<b>\$57.78</b>	<b>\$60.95</b>	<b>\$12.97</b>	<b>\$131.70</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$103,999.81</u></b>			
<b>Step C</b>							
		<b>\$4,795.24 /Month</b>		<b>\$31.97 /Hour</b>			
	<b>Total Benefits</b>	\$4,160.17	86.76%	<b>\$59.70</b>	<b>\$62.98</b>	<b>\$13.41</b>	<b>\$136.09</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$107,464.91</u></b>			
<b>Step D</b>							
		<b>\$5,035.00 /Month</b>		<b>\$33.57 /Hour</b>			
	<b>Total Benefits</b>	\$4,223.60	83.88%	<b>\$61.72</b>	<b>\$65.11</b>	<b>\$13.86</b>	<b>\$140.69</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$111,103.26</u></b>			
<b>Step E</b>							
		<b>\$5,286.75 /Month</b>		<b>\$35.25 /Hour</b>			
	<b>Total Benefits</b>	\$4,290.21	81.15%	<b>\$63.85</b>	<b>\$67.35</b>	<b>\$14.34</b>	<b>\$145.54</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$114,923.53</u></b>			

**Wastewater Treatment Plant Operator I  
Department: Public Works**

<b>Step A</b>		<b>\$5,286.75 /Month</b>		<b>\$35.25 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.182580	965.26			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	49.54					
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	307.27					
Vision Benefit		34.68					
Medicare	0.014500	76.66					
				<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
				<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$4,290.21	81.15%	<b>\$63.85</b>	<b>\$67.35</b>	<b>\$14.34</b>	<b>\$145.54</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$114,923.53</u></b>			
<b>Step B</b>		<b>\$5,551.09 /Month</b>		<b>\$37.01 /Hour</b>			
	Total Benefits	\$4,360.14	78.55%	<b>\$66.07</b>	<b>\$69.70</b>	<b>\$14.84</b>	<b>\$150.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$118,934.81</u></b>			
<b>Step C</b>		<b>\$5,828.65 /Month</b>		<b>\$38.86 /Hour</b>			
	Total Benefits	\$4,433.57	76.07%	<b>\$68.41</b>	<b>\$72.17</b>	<b>\$15.36</b>	<b>\$155.94</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$123,146.65</u></b>			
<b>Step D</b>		<b>\$6,120.08 /Month</b>		<b>\$40.80 /Hour</b>			
	Total Benefits	\$4,510.68	73.70%	<b>\$70.87</b>	<b>\$74.76</b>	<b>\$15.92</b>	<b>\$161.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$127,569.09</u></b>			
<b>Step E</b>		<b>\$6,426.08 /Month</b>		<b>\$42.84 /Hour</b>			
	Total Benefits	\$4,591.64	71.45%	<b>\$73.45</b>	<b>\$77.48</b>	<b>\$16.49</b>	<b>\$167.42</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$132,212.65</u></b>			

**Wastewater Treatment Plant Operator II**  
**Department: Public Works**

<b>Step A</b>		<b>\$5,828.65 /Month</b>		<b>\$38.86 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,064.19					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	54.61					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	338.76			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	84.52					
<b>Total Benefits</b>		<b>\$4,433.57</b>	<b>76.07%</b>	<b>\$68.41</b>	<b>\$72.17</b>	<b>\$15.36</b>	<b>\$155.94</b>
<b>Annual Salary + Benefits</b>				<b><u>\$123,146.65</u></b>			
<b>Step B</b>		<b>\$6,120.08 /Month</b>		<b>\$40.80 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,510.68</b>	<b>73.70%</b>	<b>\$70.87</b>	<b>\$74.76</b>	<b>\$15.92</b>	<b>\$161.55</b>
<b>Annual Salary + Benefits</b>				<b><u>\$127,569.09</u></b>			
<b>Step C</b>		<b>\$6,426.08 /Month</b>		<b>\$42.84 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,591.64</b>	<b>71.45%</b>	<b>\$73.45</b>	<b>\$77.48</b>	<b>\$16.49</b>	<b>\$167.42</b>
<b>Annual Salary + Benefits</b>				<b><u>\$132,212.65</u></b>			
<b>Step D</b>		<b>\$6,747.39 /Month</b>		<b>\$44.98 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,676.65</b>	<b>69.31%</b>	<b>\$76.16</b>	<b>\$80.34</b>	<b>\$17.10</b>	<b>\$173.60</b>
<b>Annual Salary + Benefits</b>				<b><u>\$137,088.39</u></b>			
<b>Step E</b>		<b>\$7,084.76 /Month</b>		<b>\$47.23 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,765.90</b>	<b>67.27%</b>	<b>\$79.00</b>	<b>\$83.34</b>	<b>\$17.74</b>	<b>\$180.08</b>
<b>Annual Salary + Benefits</b>				<b><u>\$142,207.92</u></b>			

**Wastewater Treatment Plant Operator III  
Department: Public Works**

<b>Step A</b>		<b>\$6,426.08 /Month</b>		<b>\$42.84 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,227.42					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	60.21					
Life Insurance		5.51					
Holiday Pay	8.0	296.56					
Uniform Allowance		0.00					
Standby		357.84					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	411.52			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	102.67					
<b>Total Benefits</b>		<b>\$5,347.71</b>	<b>83.22%</b>	<b>\$78.49</b>	<b>\$82.80</b>	<b>\$17.63</b>	<b>\$178.92</b>
<b>Annual Salary + Benefits</b>				<b><u>\$141,285.47</u></b>			
<b>Step B</b>		<b>\$6,747.39 /Month</b>		<b>\$44.98 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,451.39</b>	<b>80.79%</b>	<b>\$81.33</b>	<b>\$85.79</b>	<b>\$18.26</b>	<b>\$185.38</b>
<b>Annual Salary + Benefits</b>				<b><u>\$146,385.34</u></b>			
<b>Step C</b>		<b>\$7,084.76 /Month</b>		<b>\$47.23 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,560.13</b>	<b>78.48%</b>	<b>\$84.30</b>	<b>\$88.93</b>	<b>\$18.93</b>	<b>\$192.16</b>
<b>Annual Salary + Benefits</b>				<b><u>\$151,738.64</u></b>			
<b>Step D</b>		<b>\$7,438.99 /Month</b>		<b>\$49.59 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,674.44</b>	<b>76.28%</b>	<b>\$87.42</b>	<b>\$92.22</b>	<b>\$19.63</b>	<b>\$199.27</b>
<b>Annual Salary + Benefits</b>				<b><u>\$157,361.16</u></b>			
<b>Step E</b>		<b>\$7,810.94 /Month</b>		<b>\$52.07 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,794.33</b>	<b>74.18%</b>	<b>\$90.70</b>	<b>\$95.68</b>	<b>\$20.37</b>	<b>\$206.75</b>
<b>Annual Salary + Benefits</b>				<b><u>\$163,263.31</u></b>			

**Wastewater Treatment Plant Supervisor  
Department: Public Works**

<b>Step A</b>		<b>\$7,684.95 /Month</b>		<b>\$51.23 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,403.12					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	72.01					
Life Insurance	0.000205	28.36					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.70					
Workers Comp.	0.058120	446.65			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	111.43					
<b>Total Benefits</b>		<b>\$5,211.24</b>	<b>67.81%</b>	<b>\$85.97</b>	<b>\$90.69</b>	<b>\$19.31</b>	<b>\$195.97</b>
<b>Annual Salary + Benefits</b>				<b><u>\$154,754.36</u></b>			
<b>Step B</b>		<b>\$8,069.20 /Month</b>		<b>\$53.79 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,312.90</b>	<b>65.84%</b>	<b>\$89.21</b>	<b>\$94.11</b>	<b>\$20.03</b>	<b>\$203.35</b>
<b>Annual Salary + Benefits</b>				<b><u>\$160,585.26</u></b>			
<b>Step C</b>		<b>\$8,472.66 /Month</b>		<b>\$56.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,419.65</b>	<b>63.97%</b>	<b>\$92.62</b>	<b>\$97.70</b>	<b>\$20.80</b>	<b>\$211.12</b>
<b>Annual Salary + Benefits</b>				<b><u>\$166,707.70</u></b>			
<b>Step D</b>		<b>\$8,896.29 /Month</b>		<b>\$59.31 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,531.73</b>	<b>62.18%</b>	<b>\$96.19</b>	<b>\$101.47</b>	<b>\$21.60</b>	<b>\$219.26</b>
<b>Annual Salary + Benefits</b>				<b><u>\$173,136.26</u></b>			
<b>Step E</b>		<b>\$9,341.11 /Month</b>		<b>\$62.27 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,649.41</b>	<b>60.48%</b>	<b>\$99.94</b>	<b>\$105.42</b>	<b>\$22.44</b>	<b>\$227.80</b>
<b>Annual Salary + Benefits</b>				<b><u>\$179,886.25</u></b>			

**Water Conservation Specialist  
Department: Public Works**

<b>Step A</b>		<b>\$5,343.37 /Month</b>		<b>\$35.62 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	975.59					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	50.07					
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	310.56			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	77.48					
<b>Total Benefits</b>		<b>\$4,305.19</b>	<b>80.57%</b>	<b>\$64.32</b>	<b>\$67.85</b>	<b>\$14.45</b>	<b>\$146.62</b>
<b>Annual Salary + Benefits</b>				<b><u>\$115,782.71</u></b>			
<b>Step B</b>		<b>\$5,610.54 /Month</b>		<b>\$37.40 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,375.87</b>	<b>77.99%</b>	<b>\$66.58</b>	<b>\$70.23</b>	<b>\$14.95</b>	<b>\$151.76</b>
<b>Annual Salary + Benefits</b>				<b><u>\$119,836.95</u></b>			
<b>Step C</b>		<b>\$5,891.07 /Month</b>		<b>\$39.27 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,450.09</b>	<b>75.54%</b>	<b>\$68.94</b>	<b>\$72.73</b>	<b>\$15.48</b>	<b>\$157.15</b>
<b>Annual Salary + Benefits</b>				<b><u>\$124,093.90</u></b>			
<b>Step D</b>		<b>\$6,185.62 /Month</b>		<b>\$41.24 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,528.02</b>	<b>73.20%</b>	<b>\$71.42</b>	<b>\$75.35</b>	<b>\$16.04</b>	<b>\$162.81</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,563.70</u></b>			
<b>Step E</b>		<b>\$6,494.90 /Month</b>		<b>\$43.30 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,609.85</b>	<b>70.98%</b>	<b>\$74.03</b>	<b>\$78.10</b>	<b>\$16.63</b>	<b>\$168.76</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,256.99</u></b>			

**Water Distribution Supervisor**  
**Department: Public Works**

<b>Step A</b>		<b>\$7,684.95 /Month</b>		<b>\$51.23 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,403.12					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	72.01					
Life Insurance	0.000205	28.36					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.70					
Workers Comp.	0.058120	446.65					
Vision Benefit		34.68					
Medicare	0.014500	111.43					
	<b>Total Benefits</b>	<b>\$5,211.24</b>	<b>67.81%</b>	<b>\$85.97</b>	<b>\$90.69</b>	<b>\$19.31</b>	<b>\$195.97</b>
				<b>Annual Salary + Benefits <u>\$154,754.36</u></b>			
<b>Step B</b>							
				<b>\$8,069.20 /Month</b>			
				<b>\$53.79 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,312.90</b>	<b>65.84%</b>	<b>\$89.21</b>	<b>\$94.11</b>	<b>\$20.03</b>	<b>\$203.35</b>
				<b>Annual Salary + Benefits <u>\$160,585.26</u></b>			
<b>Step C</b>							
				<b>\$8,472.66 /Month</b>			
				<b>\$56.48 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,419.65</b>	<b>63.97%</b>	<b>\$92.62</b>	<b>\$97.70</b>	<b>\$20.80</b>	<b>\$211.12</b>
				<b>Annual Salary + Benefits <u>\$166,707.70</u></b>			
<b>Step D</b>							
				<b>\$8,896.29 /Month</b>			
				<b>\$59.31 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,531.73</b>	<b>62.18%</b>	<b>\$96.19</b>	<b>\$101.47</b>	<b>\$21.60</b>	<b>\$219.26</b>
				<b>Annual Salary + Benefits <u>\$173,136.26</u></b>			
<b>Step E</b>							
				<b>\$9,341.11 /Month</b>			
				<b>\$62.27 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,649.41</b>	<b>60.48%</b>	<b>\$99.94</b>	<b>\$105.42</b>	<b>\$22.44</b>	<b>\$227.80</b>
				<b>Annual Salary + Benefits <u>\$179,886.25</u></b>			

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

<b>Step A</b>		<b>\$5,349.15 /Month</b>		<b>\$35.66 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	976.65					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	50.12					
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	310.89			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	77.56					
<b>Total Benefits</b>		<b>\$4,306.72</b>	<b>80.51%</b>	<b>\$64.37</b>	<b>\$67.91</b>	<b>\$14.46</b>	<b>\$146.74</b>
<b>Annual Salary + Benefits</b>				<b><u>\$115,870.44</u></b>			
<b>Step B</b>		<b>\$5,616.61 /Month</b>		<b>\$37.44 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,377.48</b>	<b>77.94%</b>	<b>\$66.63</b>	<b>\$70.28</b>	<b>\$14.96</b>	<b>\$151.87</b>
<b>Annual Salary + Benefits</b>				<b><u>\$119,929.07</u></b>			
<b>Step C</b>		<b>\$5,897.44 /Month</b>		<b>\$39.32 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,451.78</b>	<b>75.49%</b>	<b>\$68.99</b>	<b>\$72.78</b>	<b>\$15.49</b>	<b>\$157.26</b>
<b>Annual Salary + Benefits</b>				<b><u>\$124,190.62</u></b>			
<b>Step D</b>		<b>\$6,192.31 /Month</b>		<b>\$41.28 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,529.79</b>	<b>73.15%</b>	<b>\$71.48</b>	<b>\$75.40</b>	<b>\$16.05</b>	<b>\$162.93</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,665.26</u></b>			
<b>Step E</b>		<b>\$6,501.93 /Month</b>		<b>\$43.35 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,611.71</b>	<b>70.93%</b>	<b>\$74.09</b>	<b>\$78.16</b>	<b>\$16.64</b>	<b>\$168.89</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,363.63</u></b>			



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

<b>Step A</b>		<b>\$5,897.44 /Month</b>		<b>\$39.32 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,076.76					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	55.26					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		357.84					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	363.56			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	90.70					
<b>Total Benefits</b>		<b>\$4,835.60</b>	<b>81.99%</b>	<b>\$71.55</b>	<b>\$75.48</b>	<b>\$16.07</b>	<b>\$163.10</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,796.54</u></b>			
<b>Step B</b>		<b>\$6,192.31 /Month</b>		<b>\$41.28 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,913.62</b>	<b>79.35%</b>	<b>\$74.04</b>	<b>\$78.10</b>	<b>\$16.63</b>	<b>\$168.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,271.18</u></b>			
<b>Step C</b>		<b>\$6,501.93 /Month</b>		<b>\$43.35 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,995.53</b>	<b>76.83%</b>	<b>\$76.65</b>	<b>\$80.86</b>	<b>\$17.21</b>	<b>\$174.72</b>
<b>Annual Salary + Benefits</b>				<b><u>\$137,969.55</u></b>			
<b>Step D</b>		<b>\$6,827.03 /Month</b>		<b>\$45.51 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,081.54</b>	<b>74.43%</b>	<b>\$79.39</b>	<b>\$83.75</b>	<b>\$17.83</b>	<b>\$180.97</b>
<b>Annual Salary + Benefits</b>				<b><u>\$142,902.83</u></b>			
<b>Step E</b>		<b>\$7,168.38 /Month</b>		<b>\$47.79 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,171.85</b>	<b>72.15%</b>	<b>\$82.27</b>	<b>\$86.78</b>	<b>\$18.47</b>	<b>\$187.52</b>
<b>Annual Salary + Benefits</b>				<b><u>\$148,082.79</u></b>			

**Water Operations Manager**  
**Department: Public Works**

<b>Step A</b>		<b>\$8,771.40 /Month</b>		<b>\$58.48 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,601.48					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	82.19					
Life Insurance	0.000205	32.37					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	373.14					
Workers Comp.	0.058120	509.79					
Vision Benefit		34.68					
Medicare	0.014500	127.19					
					105.49%	22.46%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	<b>Total Benefits</b>	<b>\$5,612.14</b>	<b>63.98%</b>	<b>\$95.89</b>	<b>\$101.15</b>	<b>\$21.53</b>	<b>\$218.57</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,602.48</u></b>			

  

<b>Step B</b>		<b>\$9,209.97 /Month</b>		<b>\$61.40 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,728.17</b>	<b>62.20%</b>	<b>\$99.59</b>	<b>\$105.05</b>	<b>\$22.36</b>	<b>\$227.00</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,257.72</u></b>			

  

<b>Step C</b>		<b>\$9,670.47 /Month</b>		<b>\$64.47 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,850.00</b>	<b>60.49%</b>	<b>\$103.47</b>	<b>\$109.15</b>	<b>\$23.24</b>	<b>\$235.86</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$186,245.71</u></b>			

  

<b>Step D</b>		<b>\$10,153.99 /Month</b>		<b>\$67.69 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,977.93</b>	<b>58.87%</b>	<b>\$107.55</b>	<b>\$113.45</b>	<b>\$24.15</b>	<b>\$245.15</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$193,583.10</u></b>			

  

<b>Step E</b>		<b>\$10,661.69 /Month</b>		<b>\$71.08 /Hour</b>			
	<b>Total Benefits</b>	<b>\$6,112.25</b>	<b>57.33%</b>	<b>\$111.83</b>	<b>\$117.97</b>	<b>\$25.11</b>	<b>\$254.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$201,287.36</u></b>			

**Water Production Supervisor  
Department: Public Works**

<b>Step A</b>		<b>\$7,684.95 /Month</b>		<b>\$51.23 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,403.12					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	72.01					
Life Insurance	0.000205	28.36					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	263.70					
Workers Comp.	0.058120	446.65			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	111.43					
<b>Total Benefits</b>		<b>\$5,211.24</b>	<b>67.81%</b>	<b>\$85.97</b>	<b>\$90.69</b>	<b>\$19.31</b>	<b>\$195.97</b>
<b>Annual Salary + Benefits</b>				<b><u>\$154,754.36</u></b>			
<b>Step B</b>		<b>\$8,069.20 /Month</b>		<b>\$53.79 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,312.90</b>	<b>65.84%</b>	<b>\$89.21</b>	<b>\$94.11</b>	<b>\$20.03</b>	<b>\$203.35</b>
<b>Annual Salary + Benefits</b>				<b><u>\$160,585.26</u></b>			
<b>Step C</b>		<b>\$8,472.66 /Month</b>		<b>\$56.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,419.65</b>	<b>63.97%</b>	<b>\$92.62</b>	<b>\$97.70</b>	<b>\$20.80</b>	<b>\$211.12</b>
<b>Annual Salary + Benefits</b>				<b><u>\$166,707.70</u></b>			
<b>Step D</b>		<b>\$8,896.29 /Month</b>		<b>\$59.31 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,531.73</b>	<b>62.18%</b>	<b>\$96.19</b>	<b>\$101.47</b>	<b>\$21.60</b>	<b>\$219.26</b>
<b>Annual Salary + Benefits</b>				<b><u>\$173,136.26</u></b>			
<b>Step E</b>		<b>\$9,341.11 /Month</b>		<b>\$62.27 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,649.41</b>	<b>60.48%</b>	<b>\$99.94</b>	<b>\$105.42</b>	<b>\$22.44</b>	<b>\$227.80</b>
<b>Annual Salary + Benefits</b>				<b><u>\$179,886.25</u></b>			

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

<b>Step A</b>		<b>\$5,093.19 /Month</b>		<b>\$33.95 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	929.92					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	47.72					
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	296.02			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	73.85					
<b>Total Benefits</b>		<b>\$4,239.00</b>	<b>83.23%</b>	<b>\$62.21</b>	<b>\$65.63</b>	<b>\$13.97</b>	<b>\$141.81</b>
<b>Annual Salary + Benefits</b>				<b><u>\$111,986.29</u></b>			
<b>Step B</b>		<b>\$5,347.85 /Month</b>		<b>\$35.65 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,306.37</b>	<b>80.53%</b>	<b>\$64.36</b>	<b>\$67.89</b>	<b>\$14.45</b>	<b>\$146.70</b>
<b>Annual Salary + Benefits</b>				<b><u>\$115,850.71</u></b>			
<b>Step C</b>		<b>\$5,615.25 /Month</b>		<b>\$37.43 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,377.12</b>	<b>77.95%</b>	<b>\$66.62</b>	<b>\$70.27</b>	<b>\$14.96</b>	<b>\$151.85</b>
<b>Annual Salary + Benefits</b>				<b><u>\$119,908.35</u></b>			
<b>Step D</b>		<b>\$5,896.01 /Month</b>		<b>\$39.31 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,451.40</b>	<b>75.50%</b>	<b>\$68.98</b>	<b>\$72.77</b>	<b>\$15.49</b>	<b>\$157.24</b>
<b>Annual Salary + Benefits</b>				<b><u>\$124,168.88</u></b>			
<b>Step E</b>		<b>\$6,190.81 /Month</b>		<b>\$41.27 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,529.39</b>	<b>73.16%</b>	<b>\$71.47</b>	<b>\$75.39</b>	<b>\$16.05</b>	<b>\$162.91</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,642.43</u></b>			

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

<b>Step A</b>		<b>\$5,615.25 /Month</b>		<b>\$37.43 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	1,025.23					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	52.61					
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	326.36			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	81.42					
<b>Total Benefits</b>		<b>\$4,377.12</b>	<b>77.95%</b>	<b>\$66.62</b>	<b>\$70.27</b>	<b>\$14.96</b>	<b>\$151.85</b>
<b>Annual Salary + Benefits</b>				<b><u>\$119,908.35</u></b>			
<b>Step B</b>		<b>\$5,896.01 /Month</b>		<b>\$39.31 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,451.40</b>	<b>75.50%</b>	<b>\$68.98</b>	<b>\$72.77</b>	<b>\$15.49</b>	<b>\$157.24</b>
<b>Annual Salary + Benefits</b>				<b><u>\$124,168.88</u></b>			
<b>Step C</b>		<b>\$6,190.81 /Month</b>		<b>\$41.27 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,529.39</b>	<b>73.16%</b>	<b>\$71.47</b>	<b>\$75.39</b>	<b>\$16.05</b>	<b>\$162.91</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,642.43</u></b>			
<b>Step D</b>		<b>\$6,500.35 /Month</b>		<b>\$43.34 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,611.29</b>	<b>70.94%</b>	<b>\$74.08</b>	<b>\$78.14</b>	<b>\$16.64</b>	<b>\$168.86</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,339.66</u></b>			
<b>Step E</b>		<b>\$6,825.37 /Month</b>		<b>\$45.50 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,697.28</b>	<b>68.82%</b>	<b>\$76.82</b>	<b>\$81.03</b>	<b>\$17.25</b>	<b>\$175.10</b>
<b>Annual Salary + Benefits</b>				<b><u>\$138,271.74</u></b>			

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

<b>Step A</b>		<b>\$4,847.23 /Month</b>		<b>\$32.31 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	885.01					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	45.42					
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	281.72			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	70.28					
<b>Total Benefits</b>		<b>\$4,173.92</b>	<b>86.11%</b>	<b>\$60.14</b>	<b>\$63.44</b>	<b>\$13.51</b>	<b>\$137.09</b>
<b>Annual Salary + Benefits</b>				<b><u>\$108,253.87</u></b>			
<b>Step B</b>		<b>\$5,089.60 /Month</b>		<b>\$33.93 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,238.04</b>	<b>83.27%</b>	<b>\$62.18</b>	<b>\$65.60</b>	<b>\$13.96</b>	<b>\$141.74</b>
<b>Annual Salary + Benefits</b>				<b><u>\$111,931.67</u></b>			
<b>Step C</b>		<b>\$5,344.07 /Month</b>		<b>\$35.63 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,305.37</b>	<b>80.56%</b>	<b>\$64.33</b>	<b>\$67.86</b>	<b>\$14.45</b>	<b>\$146.64</b>
<b>Annual Salary + Benefits</b>				<b><u>\$115,793.36</u></b>			
<b>Step D</b>		<b>\$5,611.28 /Month</b>		<b>\$37.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,376.07</b>	<b>77.99%</b>	<b>\$66.58</b>	<b>\$70.24</b>	<b>\$14.95</b>	<b>\$151.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$119,848.14</u></b>			
<b>Step E</b>		<b>\$5,891.84 /Month</b>		<b>\$39.28 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,450.29</b>	<b>75.53%</b>	<b>\$68.95</b>	<b>\$72.73</b>	<b>\$15.48</b>	<b>\$157.16</b>
<b>Annual Salary + Benefits</b>				<b><u>\$124,105.65</u></b>			

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

<b>Step A</b>		<b>\$5,344.07 /Month</b>		<b>\$35.63 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.182580	975.72					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	50.07					
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	310.60			105.49%	22.46%	
Vision Benefit		34.68					
Medicare	0.014500	77.49					
<b>Total Benefits</b>		<b>\$4,305.37</b>	<b>80.56%</b>	<b>\$64.33</b>	<b>\$67.86</b>	<b>\$14.45</b>	<b>\$146.64</b>
<b>Annual Salary + Benefits</b>				<b><u>\$115,793.36</u></b>			
<b>Step B</b>		<b>\$5,611.28 /Month</b>		<b>\$37.41 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,376.07</b>	<b>77.99%</b>	<b>\$66.58</b>	<b>\$70.24</b>	<b>\$14.95</b>	<b>\$151.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$119,848.14</u></b>			
<b>Step C</b>		<b>\$5,891.84 /Month</b>		<b>\$39.28 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,450.29</b>	<b>75.53%</b>	<b>\$68.95</b>	<b>\$72.73</b>	<b>\$15.48</b>	<b>\$157.16</b>
<b>Annual Salary + Benefits</b>				<b><u>\$124,105.65</u></b>			
<b>Step D</b>		<b>\$6,186.43 /Month</b>		<b>\$41.24 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,528.24</b>	<b>73.20%</b>	<b>\$71.43</b>	<b>\$75.35</b>	<b>\$16.04</b>	<b>\$162.82</b>
<b>Annual Salary + Benefits</b>				<b><u>\$128,576.04</u></b>			
<b>Step E</b>		<b>\$6,495.76 /Month</b>		<b>\$43.31 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,610.07</b>	<b>70.97%</b>	<b>\$74.04</b>	<b>\$78.10</b>	<b>\$16.63</b>	<b>\$168.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,269.94</u></b>			

**Webmaster**  
**Department: Administrative Services**

<b>Step A</b>		<b>\$6,582.18 /Month</b>		<b>\$43.88 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.182580	1,201.77		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,326.63					
Dental Insurance		194.04					
LTD Insurance	0.009370	61.68					
Life Insurance	0.000205	24.29					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	241.64					
Workers Comp.	0.058120	382.56					
Vision Benefit		34.68					
Medicare	0.014500	95.44					
				<b>Hourly Rate &amp; Benefits</b>	<b>51.25% Department Overhead</b>	<b>22.46% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,893.36	74.34%	\$76.50	\$39.21	\$17.18	\$132.89
		<b>Annual Salary + Benefits</b>		<b><u>\$137,706.46</u></b>			
<b>Step B</b>		<b>\$6,911.29 /Month</b>		<b>\$46.08 /Hour</b>			
	Total Benefits	\$4,980.43	72.06%	\$79.28	\$40.63	\$17.80	\$137.71
		<b>Annual Salary + Benefits</b>		<b><u>\$142,700.63</u></b>			
<b>Step C</b>		<b>\$7,256.85 /Month</b>		<b>\$48.38 /Hour</b>			
	Total Benefits	\$5,071.86	69.89%	\$82.19	\$42.13	\$18.46	\$142.78
		<b>Annual Salary + Benefits</b>		<b><u>\$147,944.52</u></b>			
<b>Step D</b>		<b>\$7,619.70 /Month</b>		<b>\$50.80 /Hour</b>			
	Total Benefits	\$5,167.85	67.82%	\$85.25	\$43.69	\$19.14	\$148.08
		<b>Annual Salary + Benefits</b>		<b><u>\$153,450.59</u></b>			
<b>Step E</b>		<b>\$8,000.68 /Month</b>		<b>\$53.34 /Hour</b>			
	Total Benefits	\$5,268.65	65.85%	\$88.46	\$45.34	\$19.87	\$153.67
		<b>Annual Salary + Benefits</b>		<b><u>\$159,231.98</u></b>			



**Fees:**

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

**City Manager  
Administration Fees**

<b>Fee Description</b>	<b>Fee</b>
Agenda Packet Subscription	Actual Cost
Annual Paper copy (deposit)	\$400.00
Annual Email copy	No Charge
Audio Tape (Meetings/Legislative bodies)	\$11.20
Candidate's Statement of Qualifications <sup>1</sup>	Actual Cost
Compact Disc - If mailed, postage fees will apply	\$12.32
Document Certification (per document)	\$24.64
Notary Fee <sup>2</sup> (per signature)	\$10.00
Notice of Intent to Circulate Petition <sup>3</sup>	\$200.00
Passport Execution Fee <sup>4</sup>	\$25.00
Passport Photos (each)	\$19.04
Political Reform Act Copies of Documents <sup>5</sup> (per page)	\$0.10
Political Reform Act Retrieval Fee <sup>5</sup> - More Than Five Years Old	\$5.00
Portable and/or Temporary Sign Recovery <sup>6</sup>	\$10.00
Subpoenaed Staff as Witness <sup>7</sup>	Actual Cost
\$275.00 Deposit (per day)	
Photocopies:	
Pages 1-20 (per page)	\$0.28
Pages 21 and above (per page)	\$0.11
Photocopies - larger than legal size (per page)	\$3.36
Copies - Plotted Maps (per map)	\$19.04
Printout of Electronic Documents (per page)	\$0.11
Documents and Books (printed by contractor)	Actual Cost
Postage and Shipping (packaging)	Actual Cost

<sup>1</sup> Election Code (E.C.) 13307

<sup>2</sup> Government Code (G.C.) 8211

<sup>3</sup> E.C. 9202

<sup>4</sup> 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

<sup>5</sup> § 81008 Political Reform Act

<sup>6</sup> BMC 17.640.010

<sup>7</sup> G.C. §68096.1

**Administrative Services  
Business License Tax and Fees**

Fee Description	Fee
<b>Gross Receipts:</b>	
\$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	\$41.98
Certificate Duplication Fee	\$27.99
Business License Listing - per page	\$0.29
State Mandated Fee SB1186 <sup>1</sup>	\$1.00
Late Penalty	10% - \$30.00 Minimum
<b>Special Events - Umbrella Business License Tax through January 31, 2017:</b>	
<b>Promoter:</b>	
Non-Profit	\$0.00
Profit	\$100.00 per event
Events held on property owned by other Governmental or Religious Organizations	\$0.00
<b>Vendor Booth cost to ALL Promoters:</b>	
Events held on property owned by other Governmental or Religious Organizations	\$0.00
Open 4 hours or less	\$0.00
Open over 4 hours with 5 or fewer total booths	\$5.00 per event/per booth
Open over 4 hours with over 5 total booths	\$10.00 per event/per booth
<b>Special Events - Umbrella Business License Tax beginning February 1, 2017:</b>	
<b>Promoter:</b>	
Non-Profit	\$0.00
Profit	\$100.00 per event
Events held on property owned by other Governmental or Religious Organizations	\$0.00
<b>Vendor Booth cost to ALL Promoters:</b>	
Events held on property owned by other Governmental or Religious Organizations	\$0.00
Open 4 hours or less	\$0.00
Open over 4 hours with 5 or fewer total booths	\$10.00 per event/per booth
Open over 4 hours with over 5 total booths	\$25.00 per event/per booth

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

**Administrative Services  
Collection Fees**

<b>Fee Description</b>	<b>Fee</b>
Attorney Fee	Actual Cost
Collection Fee	Actual Cost
Liens and Assessments	Actual Cost

**Administrative Services  
Utility Billing Fees**

<b>Fee Description</b>	<b>Fee</b>
Hydrant Meter - Late Fee <sup>1</sup>	\$250.00
Balance Due - Late Fee <sup>1</sup>	5% delinquency penalty
Application Fee	\$37.64
Return Payment Fee	\$15.04

<sup>1</sup> Approved by Ordinance 918, February 2013

**Citywide  
Emergency Event/Response/Clean-Up Fees/Services**

<b>Fee Description</b>	<b>Fee</b>
Personnel	Actual Cost City Staff, Total Hourly Rate Step E
Equipment	Caltrans Published Rates <sup>1</sup>

<sup>1</sup> 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/Services**

<b>Fee Description</b>	<b>Fee</b>
City Staff Time Normal Working Hours	Step E Salary Hourly Rate <sup>2</sup>
City Staff Time Outside Working Hours	Step E Salary Hourly Rate at Time and One Half <sup>2</sup>

<sup>2</sup> Excludes City Overhead and Benefits.

**Community Development  
Building Fees  
Building Valuation Schedule  
Calculation - Schedule A**

Fee Description Type of Building	Fee Valuation Per Square Foot
<b>A-1 THEATERS:</b>	
Type IA, IB, IIA & IIB	\$93.80
Type IIIA	\$68.10
Type IIIB	\$64.80
Type IV & VA	\$61.40
Type VB	\$58.60
<b>A-2 RESTAURANTS:</b>	
Type IA, IB, IIA, IIB & IIIA	\$80.00
Type IIIB	\$76.20
Type IV & VA	\$70.90
Type VB	\$67.50
<b>A-3 AUDITORIUMS:</b>	
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
<b>A-3 CHURCHES:</b>	
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
<b>A-3 LIBRARIES:</b>	
Type IA & IB	\$100.80
Type IIA	\$70.50
Type IIB	\$66.90
Type IIIA	\$76.70
Type IIIB	\$73.00
Type IV & VA	\$68.70
Type VB	\$65.50

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

**Community Development  
Building Fees  
Building Valuation Schedule  
Calculation - Schedule A**

Fee Description Type of Building	Fee Valuation Per Square Foot
<b>A-3 PUBLIC BUILDINGS:</b>	
Type IA & IB	\$107.40
Type IIA	\$80.10
Type IIB	\$76.60
Type IIIA	\$89.70
Type IIIB	\$85.70
Type IV & VA	\$79.30
Type VB	\$76.10
<b>A-3 BOWLING ALLEYS:</b>	
Type IA, IB & IIA	\$42.90
Type IIB	\$89.10
Type IIIA	\$47.10
Type IIIB	\$44.80
Type IV, VA & VB	\$40.10
<b>B BANKS:</b>	
Type IA & IB	\$128.40
Type IIA	\$92.20
Type IIB	\$87.80
Type IIIA	\$104.50
Type IIIB	\$99.80
Type IV & VA	\$92.20
Type VB	\$87.70
<b>B OFFICES:</b>	
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
<b>E SCHOOLS:</b>	
Type IA & IB	\$96.30
Type IIA & IIB	\$68.70
Type IIIA	\$69.20
Type IIIB	\$65.60
Type IV & VA	\$63.30
Type VB	\$69.90

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



**Community Development  
Building Fees  
Building Valuation Schedule  
Calculation - Schedule A**

Fee Description Type of Building	Fee Valuation Per Square Foot
<b>F-1, F-2, H-1, H-2, H-3, H-4 &amp; H-5 INDUSTRIAL PLANTS:</b>	
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
<b>I-1 CONVALESCENT HOSPITALS:</b>	
Type IA & IB	\$120.20
Type IIA & IIB	\$94.20
Type IIIA & IIIB	\$100.80
Type IV, VA & VB	\$85.70
<b>I-1 HOSPITALS:</b>	
Type IA, IB, IIA & IIB	\$140.70
Type IIIA	\$117.10
Type VA	\$108.60
<b>I-1 JAILS:</b>	
Type IA, IB, IIA & IIB	\$137.60
Type IIIA	\$125.10
Type VA	\$89.90
<b>I-2 HOMES FOR THE ELDERLY:</b>	
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
<b>I-2 MEDICAL OFFICES:</b>	
Type IA & IB	\$102.90
Type IIA	\$76.60
Type IIB	\$73.00
Type IIIA	\$83.80
Type IIIB	\$79.90
Type IV & VA	\$78.00
Type VB	\$73.70

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

**Community Development  
Building Fees  
Building Valuation Schedule  
Calculation - Schedule A**

Fee Description Type of Building	Fee Valuation Per Square Foot
<b>M STORES:</b>	
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
<b>M SERVICE STATIONS:</b>	
Type IIB	\$57.10
Type IIIA	\$57.40
Type VA	\$50.40
Canopies	\$22.00
<b>R-1 HOTELS AND MOTELS:</b>	
Type IA, IB, IIA & IIB	\$88.00
Type IIIA	\$76.00
Type IIIB	\$72.30
Type IV & VA	\$66.20
Type VB	\$63.20
<b>R-2 APARTMENT HOUSES:</b>	
Type IA, IB, IIA & IIB	\$84.80
Type IIIA, IIIB, IV & VA	\$68.30
Type VB	\$61.30
Basement Garage	\$32.00
<b>R-3 DWELLINGS:</b>	
Type VB - Masonry	\$74.30
Type VB - Wood Frame (Production)	\$67.60
Type VB - Wood Frame (Custom)	\$74.00
<b>BASEMENTS:</b>	
Finished	\$18.60
Unfinished	\$14.20

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

**Community Development  
Building Fees  
Building Valuation Schedule  
Calculation - Schedule A**

Fee Description Type of Building	Fee Valuation Per Square Foot
<b>R-3 S-2 FIRE STATIONS:</b>	
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
<b>S-1, S-2 WAREHOUSES:</b>	
Type IA & IB	\$42.70
Type IIA	\$25.30
Type IIB	\$23.80
Type IIIA	\$29.00
Type IIIB, IV, VA & VB	\$27.70
<b>S-2 PUBLIC GARAGES:</b>	
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
<b>U PRIVATE GARAGES:</b>	
Wood frame	\$19.90
Masonry	\$23.50
Open Carports	\$14.20
<b>U PATIO STRUCTURES/STORAGE SHEDS</b>	<b>\$10.00</b>
<b>EQUIPMENT:</b>	
Air Conditioning:	
Commercial	\$3.70
Residential	\$3.00
<b>SPRINKLER SYSTEMS:</b>	
Commercial	\$1.90
Residential	\$1.25

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

**Community Development  
Building Fees  
Building Valuation Schedule  
Calculation - Schedule A**

Fee Description Type of Building	Fee Valuation Per Square Foot
<b>LATH STRUCTURES/DECKS</b>	\$2.70
<b>FENCES:</b>	
Wood	\$6.50
Masonry or concrete	\$8.00
Retaining walls	\$8.00
<b>TENANT IMPROVEMENTS</b> (sq. ft. Fee or Contract Price)	\$17.50
	<b><u>VALUATION BY LINEAL FOOT</u></b>
<b>INTERIOR PARTITIONS:</b>	
Wall not exceeding 8 ft. in height	\$27.00
Wall exceeding 8 ft. in height	\$35.00
Drop ceiling	\$2.00

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

**Community Development  
Building Fees  
Miscellaneous and Flat Fee Schedule  
Calculation - Schedule A-1**

Fee Description	Fee
<b><u>BUILDING PERMIT FEES:</u></b> Fees based on Valuation and Rate Schedule	
<b>PLAN REVIEW:</b>	
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 building	\$97.56
<b>OFFICE AUTOMATION - PER PERMIT:</b>	\$3.01
or 1% whichever is greater	
<b>DEMOLITION PERMIT:</b>	1 hour <sup>1</sup>
<b>INVESTIGATION WITH REPORT:</b>	
Up to 5,000 sq. ft.	1 hour <sup>1</sup>
5,001 to 10,000 sq. ft.	1 1/2 hours <sup>1</sup>
10,001 to 100,000 sq. ft.	2 hour <sup>1</sup>
100,001 sq. ft. and above	4 1/2 hours <sup>1</sup>
<b>REROOF:</b>	
Commercial - Fee based on Valuation and Rate Schedule	
Residential	1 hour <sup>1</sup>
<b>WINDOW REPLACEMENT:</b>	
Remove and replace four (4) or fewer windows of the same size on the same story on one side of the dwelling	1 hour <sup>1</sup>
Remove and replace windows of the same size and in the same location	2 hour <sup>1</sup>
Each additional story over a single story	1 hour <sup>1</sup>
<b>MOBILE HOME SET-UP:</b>	
(Does not include plumbing, electrical and mechanical)	1 hour <sup>1</sup>
<b>CHANGE OF OCCUPANCY INVESTIGATION WITH REPORT:</b>	
Up to 5,000 sq. ft.	1 hour <sup>1</sup>
5,001 to 10,000 sq. ft.	1 1/2 hours <sup>1</sup>
10,001 to 100,000 sq. ft.	2 1/2 hours <sup>1</sup>
100,001 sq. ft. and above	3 1/2 hours <sup>1</sup>

<sup>1</sup> To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan.

**Community Development  
Building Fees  
Miscellaneous and Flat Fee Schedule  
Calculation - Schedule A-1**

Fee Description	Fee
<b><u>APPLICATION AND INSPECTION FEES:</u></b>	
<b>FOR RELOCATED BUILDINGS:</b>	
Up to 5,000 sq. ft.	1 1/2 hours <sup>1</sup>
5,001 sq. ft. and above	1 1/2 hours <sup>1</sup>
<b>POOLS/SPAS/OUTDOOR KITCHENS:</b>	
Swimming pool, incl. Electrical and Plumbing - (per gunite or fiberglass pool)	\$1,004.44
Swimming pool deposit	\$500.00
Liner Type, incl. Electrical and Plumbing - (per in ground pool)	\$421.79
Above Ground, incl. Electrical and Plumbing (no plan check fee) - (per pool)	\$348.43
Gazebo with Self Contained Spa, incl Electrical (no plan check fee) - (per spa)	\$237.29
Outdoor BBQ with Kitchen (no plan check fee) - (per unit)	\$244.98
Self Contained Spa or Above Ground Doughboy Style Pool - Only Requires Electrical Permit	
<b>OTHER INSPECTIONS AND FEES: <sup>2</sup></b>	
Inspections outside of normal business hours (Minimum charge - two hours)	Hourly Rate <sup>1</sup>
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 <sup>1</sup>
Inspections for which no fee is specifically indicated (Minimum charge - 1/2 hour)	Hourly Rate <sup>1</sup>
Certified Access Specialist Program (CASP) Inspection, Reinspection and Reports - Per Request	\$110.82
CASP Consultant	Actual Cost <sup>3</sup>
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - 1/2 hour)	Hourly Rate <sup>1</sup>
<b>REISSUANCE FEE:</b>	
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
<b>COMPLETION FEE:</b>	
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

<sup>1</sup> To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan.

<sup>2</sup> Total hourly cost to the City of Brentwood.. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

<sup>3</sup> To be charged at Actual Consultant Costs.

**Community Development  
Building Fees  
Electrical Permit Fees  
Calculation - Schedule B**

Fee Description	Fee
<b>PERMIT ISSUANCE:</b>	
For issuing each permit	\$86.66
For issuing each supplemental permit	\$15.47
Plan Review	65% of the total permit fee
<b>Office Automation - Per Permit</b> or 1% whichever is greater	\$3.01
<b><u>SYSTEM FEE SCHEDULE:</u></b>	
<b>NEW BUILDINGS:</b>	
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	
New residential, non-residential buildings - (per sq. ft.)	\$0.0532
<b>ALTERATIONS &amp; ADDITIONS:</b>	
Alterations, additions and modifications to existing buildings	
<500 sq. ft. <sup>2</sup>	\$0.1469
>500 and < 1,000 sq. ft. <sup>2</sup>	\$0.1202
<b>SPA:</b>	
Self Contained Spa - (per spa) <sup>1</sup>	1/2 Hour
Other types of swimming pools, therapeutic whirlpools, spas and alterations to existing swimming pools	Use Unit Fee Schedule
<b>CARNIVALS AND CIRCUSES:</b>	
Carnivals, circuses and other traveling shows or exhibitions utilizing transportable type rides, booths, displays and attractions	
Electric generators and electrically driven rides	\$23.06
Mechanically driven rides and walk-through attractions or displays having electrical lighting	\$6.91
Permanently installed rides, booths, displays and attractions	Use Unit Fee Schedule
<b>TEMPORARY POWER SERVICE:</b>	
Temporary service power pole or pedestal, including all pole or pedestal-mounted receptacle outlets & appurtenances	
	\$23.06
<b>COMBINATION ELECTRICAL, PLUMBING and MECHANICAL:</b>	
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

<sup>1</sup> To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan.

<sup>2</sup> Option to Use Unit Fee Schedule.

**Community Development  
Building Fees  
Electrical Permit Fees  
Calculation - Schedule B**

Fee Description	Fee
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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)	\$1.12
Additional fixtures - (each)	\$0.65

*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)	\$1.12
Additional fixtures - (each)	\$0.67
Pole or platform-mounted lighting fixtures - (each)	\$1.07
Theatrical-type lighting fixtures or assemblies - (each)	\$4.59

**RESIDENTIAL APPLIANCES: (each)**

Fixed residential appliances or receptacle outlets for same, including wall-mounted electric ovens, counter-mounted cooking tops, electric ranges, self-contained room, console, or through-wall air conditioners, space heaters, food waste grinders, dishwashers, washing machines, water heaters, clothes dryers, or other motor-operated appliances not exceeding one horsepower (HP) in rating.

\$4.59

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.

\$4.59

For other types of air conditioners and other motor-driven appliances having larger electrical ratings

SEE POWER APPARATUS



**Community Development  
Building Fees  
Electrical Permit Fees  
Calculation - Schedule B**

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

**POWER APPARATUS:**

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

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

Up to and including 1	\$4.59
Over 1 and not over 10	\$11.52
Over 10 and not over 50	\$23.05
Over 50 and not over 100	\$46.14
Over 100	\$69.19

Note:

1. For equipment or appliances having more than one motor, transformer, heater, etc., the sum of the combined ratings may be used.
2. These fees include all switches, circuit breakers, contactors, thermostats, relays and other directly related control equipment.

**BUSWAYS:**

Trolley and plug-in-type busway (per 100 ft.)	\$6.91
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*Note: An additional fee will be required for lighting fixtures, motors and other appliances that are connected to trolley and plug-in-type busways. No fee is required for portable tools.*

**SIGNS, OUTLINE LIGHTING AND MARQUEES: (each)**

Signs, outline lighting systems or marquees supplied from one branch circuit	\$23.06
Additional branch circuits within the sign, outline lighting system or marquee	\$4.59

**SERVICES: (each)**

Services of 600 volts or less and not over 200 amperes in rating	\$28.44
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$57.67
Services over 600 volts or over 1000 amperes in rating	\$115.35

**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	\$16.91
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*Note: This fee is not applicable when a fee is paid for one or more services, outlets, fixtures, appliances, power apparatus, busways, signs or other equipment.*

**Community Development  
Building Fees  
Electrical Permit Fees  
Calculation - Schedule B**

Fee Description	Fee
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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	\$266.06
Additional Inverters	\$46.95
Commerical Systems 1-15 KW	
Single Inverter	\$266.07
Additional Inverters (each)	\$46.95
Commerical Systems 16-50 KW	\$400.00
Commerical Systems 51-250 KW	\$400 + \$7/25KW + \$108.32
Commerical Systems >250 KW	\$400 + \$5/50KW + \$216.64

**OTHER INSPECTIONS AND FEES: <sup>2</sup>**

Inspections outside of normal business hours (Minimum charge - two hours)	Hourly Rate <sup>1</sup>
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 <sup>1</sup>
Inspections for which no fee is specifically indicated (Minimum charge - one-half hour)	Hourly Rate <sup>1</sup>
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - one-half hour)	Hourly Rate <sup>1</sup>

<sup>1</sup> To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan.

<sup>2</sup> Total hourly cost to the City of Brentwood. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

**Community Development  
Building Fees  
Plumbing Permit Fees  
Calculation - Schedule C**

Fee Description	Fee
<b>PERMIT ISSUANCE:</b>	
For issuing each permit	\$86.66
For issuing each supplemental permit	\$15.47
<b>Plan Review</b>	65% of the total permit fee
<b>Office Automation - Per Permit</b> or 1% whichever is greater	\$3.01
<b><u>SYSTEM FEE SCHEDULE:</u></b>	
<b>NEW BUILDINGS:</b>	
New residential, non-residential buildings - (per sq. ft.)	\$0.0532
<b>SWIMMING POOLS:</b>	
Swimming Pool or Spa - (each)	\$69.19
<i>The following fees will be charged in addition to the permit issuance fee:</i>	
<b><u>UNIT FEE SCHEDULE:</u></b>	
For each plumbing fixture on one trap or a set of fixtures on one trap (including water, drainage piping and backflow protection therefore)	\$10.76
For each building sewer and each trailer park sewer	\$23.06
Rainwater systems - (each drain inside building)	\$10.77
For each cesspool (where permitted)	\$38.44
For each private sewage disposal system	\$61.52
For each water heater and/or vent	\$10.77
For each gas-piping system -	
- 1 to 5 systems (per system)	\$7.70
- over 5 systems (per system)	\$1.54
For each industrial waste pre-treatment interceptor including its trap and vent, except kitchen-type grease interceptors functioning as fixture traps	\$10.77
For each installation, alteration or repair of water piping and/or water treating equipment - (each)	\$10.77
For each repair or alteration of drainage or vent piping - (each fixture)	\$10.77
For each lawn sprinkler system on any one meter including backflow protection devices therefore	\$10.77

**Community Development  
Building Fees  
Plumbing Permit Fees  
Calculation - Schedule C**

Fee Description	Fee
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*The following fees will be charged in addition to the permit issuance fee:*

**UNIT FEE SCHEDULE (continued):**

For atmospheric-type vacuum breakers:	
- 1 to 5 breakers (each)	\$7.70
- 6 or more breakers (each)	\$1.54
For each backflow protective device other than atmospheric type vacuum breakers:	
- 2 inch diameter and smaller (each)	\$10.77
- over 2 inch diameter (each)	\$23.06
Water Softener and/or Reverse Osmosis system installation (each)	\$10.77

**OTHER INSPECTIONS AND FEES:<sup>2</sup>**

Inspections outside of normal business hours (Minimum charge - 2 hours)	Hourly Rate <sup>1</sup>
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 <sup>1</sup>
Inspections for which no fee is specifically indicated (Minimum charge - 1/2 hour)	Hourly Rate <sup>1</sup>
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - 1/2 hour)	Hourly Rate <sup>1</sup>

**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
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<sup>1</sup> To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan.

<sup>2</sup> Total hourly cost to the City of Brentwood. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

**Community Development  
Building Fees  
Mechanical Permit Fees  
Calculation Schedule D**

Fee Description	Fee
<b>PERMIT ISSUANCE:</b>	
For issuing each permit	\$86.66
For issuing each supplemental permit	\$15.47
<b>Plan Review</b>	65% of the total permit fee
<b>Office Automation - Per Permit</b> or 1% whichever is greater	\$3.01
<b>NEW BUILDINGS:</b>	
New residential, non-residential buildings - (per sq. ft.)	\$0.0532

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

**UNIT FEE SCHEDULE:**

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	\$13.83
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	\$16.91
For the installation or relocation of each floor furnace, including vent	\$13.83
For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$13.83
For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit	\$6.93
For the repair of, alteration of, or addition to each heating appliance, refrigeration unit, cooling unit, absorption unit, or each heating, cooling, absorption, or evaporative cooling system, including installation of controls regulated by this code	\$13.83
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	\$13.83
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	\$25.36
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	\$34.63
For the installation or relocation of each boiler or compressor over 30 horsepower to and including 50 horsepower, or for each absorption system over 1,000,000 Btu/h to and including 1,750,000 Btu/h	\$51.53

**Community Development  
Building Fees  
Mechanical Permit Fees  
Calculation Schedule D**

Fee Description	Fee
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*The following fees will be charged in addition to the permit issuance fee:*

**UNIT FEE SCHEDULE (continued):**

For the installation or relocation of each boiler or refrigeration compressor over 50 horsepower, or each absorption system over 1,750,000 Btu/h	\$86.13
For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto	\$10.13
<small>(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.)</small>	
For each air-handling unit over 10,000 cfm	\$16.91
For each evaporative cooler other than portable type	\$10.02
For each ventilation fan connected to a single duct	\$6.93
For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$10.02
For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$10.02
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	\$10.02
Permit fees for fuel-gas piping shall be:	
For each fuel-gas-piping system of one to four outlets	\$7.70
For each fuel-gas-piping system of five or more outlets, per outlet	\$1.54
Permit fees for process piping shall be:	
For each process piping system of one to four outlets	\$7.70
For each process piping system of five or more outlets, per outlet	\$1.54

**Community Development  
Building Fees  
Mechanical Permit Fees  
Calculation Schedule D**

Fee Description	Fee
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*The following fees will be charged in addition to the permit issuance fee:*

**OTHER INSPECTIONS AND FEES: <sup>2</sup>**

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

**COMBINATION ELECTRICAL, PLUMBING AND 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
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<sup>1</sup> To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan.

<sup>2</sup> Total hourly cost to the City of Brentwood. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

**Community Development  
Building Fees**

**Building Permit Fee  
Rate Schedule**

Valuation		Fee	
Range		Increment	
Low	High	Base Fee	
\$0.00	\$500.00	\$84.29	N/A
Low	High	Base Fee	per \$100
\$500.00	\$2,000.00	\$84.29	\$4.60
Low	High	Base Fee	per \$1,000
\$2,000.00	\$25,000.00	\$153.37	\$20.76
\$25,000.00	\$50,000.00	\$630.86	\$15.01
\$50,000.00	\$100,000.00	\$1,006.00	\$10.41
\$100,000.00	\$500,000.00	\$1,526.55	\$8.09
\$500,000.00	\$1,000,000.00	\$4,763.66	\$6.77
\$1,000,000.00	\$99,999,999.00	\$8,148.47	\$4.52



**Community Development  
Building Permit Surcharge Fees  
Building Standards Commission Revolving Fund**

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

*Fees are established by SB 1473*

**California Strong Motion Instrumentation Program (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

*Fees are established by SB 593*

**Community Development  
Residential Growth Management Program (RGMP) Fee**

<b>Fee Description</b>	<b>Fee</b>
RGMP Allocation Fee, Per Application <sup>1</sup>	\$3,135.00

<sup>1</sup> 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	Fee
First Violation	\$100.00
Second Violation	\$200.00
Third Violation	\$500.00
Further Violation	\$500.00

*Each day a violation continues is deemed a separate offense.*

**Abatement**

Description	Fee
Abandoned Vehicles	Actual Cost + \$50.00 City Admin
Weed/Nuisance Abatement	Actual Cost

<sup>1</sup> *Municipal Code 10.20*

<sup>2</sup> *Municipal Code 8.00.100*

## Community Development Habitat Conservation Plan (HCP) Fees

Fee Description		Fee	
<b>Development Fee</b> <sup>1</sup> - based on each acre of land permanently disturbed and is set as follows:			
<b>Location of Affected Development Project</b>			<b>Development Fee</b>
Zone I			\$13,936.97/acre
Zone II			\$27,873.94/acre
Zone III			\$6,969.07/acre
<b>Wetland Mitigation Fee</b> <sup>1</sup> - The Fee is based upon land cover type, unit of impact, compensation ratio and fee boundary method (see below).			
Land Cover Type	Fee per unit of Impact <sup>2</sup>	Required Compensation Ratio for Restoration /	Method for Determining Fee Boundary
Riparian woodland/scrub	\$73,825.38/acre	1:1	Limit of tree or shrub canopy (drip line)
Perennial wetlands	\$101,024.21/acre	1:1	Jurisdictional wetland boundary of state or federal government <sup>3</sup> , whichever is greater
Seasonal wetlands	\$218,885.79/acre	2:1	Same as above
Alkali wetland	\$207,229.15/acre	2:1	Same as above
Ponds	\$110,090.49/acre	1:1	Jurisdictional waters boundary of state or federal government <sup>3</sup> , whichever is greater
Aquatic (open water)	\$55,692.83/acre	1:1	Wetted area during normal rainfall year or jurisdictional waters boundary, whichever is greater
Slough/channel	\$125632.67/acre	1:1	Area of impact within banks
Streams 25 feet wide or less	\$601.88/linear foot	1:1	Stream length measured along stream centerline. Stream width measured between top of bank
Streams greater than 25 feet wide <sup>4</sup>	\$906.63/linear foot	1:1	Stream length measured along stream centerline. Stream width measured between top of bank

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Using methods for determining state and federal jurisdictional wetlands and waters at the time of HCP/NCCP approval.

<sup>4</sup> Impact fee for wider streams is 1.5 times the base stream fee to account for higher construction costs on wider streams.

## Community Development Habitat Conservation Plan (HCP) Fees

<b>Administration Fee<sup>1</sup></b>	<b>Fee</b>
HCP/NCCP incidental take authorization applications	\$1,434.62
Complex HCP/NCCP incidental take authorization applications - Deposit involving one or more of the following: wetland land cover types, dedication of land, or project sites of 10 acres or more in size.	\$3,000.00

<sup>1</sup> Fees may be adjusted annually on July 1 by CPI.

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

## Community Development Planning Fees

Fee Description	Fee
<b>1. Annexations</b>	Actual Cost
Deposit	\$5,800.00
<b>2. General/Specific Plan Amendment</b>	Actual Cost
Deposit	\$5,800.00
<b>3. Rezoning/Zoning Ordinance Amendment</b>	Actual Cost
Deposit	\$4,900.00
<b>4. Design Review</b>	
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
<b>5. Conditional Use Permit</b>	
Residential	Actual Cost
Deposit	\$500/per unit up to \$2,000
Non-Residential	Actual Cost
Deposit	\$2,200.00
Daycare (single family residence)	\$222.00
<b>6. Tentative Maps</b>	Actual Cost
Deposit	\$6,000.00
Tentative Parcel Map Waiver	\$2,657.00
<b>7. Variance</b>	Actual Cost
Deposit	\$1,700.00
Admin Variance	\$859.00
<b>8. Sign Permit/Review</b>	
Administrative	\$278.00
Master Sign Program	Actual Cost
Master Sign Program - Deposit	\$2,600.00
Planning Commission Approval Permit	Actual Cost
Planning Commission Approval Permit - Deposit	\$900.00
Temporary Permit for Signs and Banners	No Charge

**Actual Cost:** Contractor costs and/or labor cost for employee time provided for a service  
 Employee cost is salary and benefits plus citywide and departmental overhead as shown in the Cost Allocation Plan, Hourly Rate Schedule  
 Actual Cost is City Staff total hourly rate at Step E per the Cost Allocation Plan, Hourly Rate Schedule

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

## Community Development Planning Fees

Fee Description	Fee
<b>9. Environmental Review</b>	
Environmental Impact Report	Consultant Cost + 25% for City Admin
Negative Declaration (prepared by staff) Deposit	Actual Cost \$3,500.00
Mitigated Negative Declaration (prepared by staff) Deposit	Actual Cost \$4,900.00
Mitigated Negative Declaration (prepared by consultant) Deposit	Actual Cost + 25% Actual Cost + 25%
<b>10. Admin Oil Permit</b>	
Deposit	Actual Cost \$2,500.00
<b>11. Development Agreement</b>	
Deposit	Actual Cost \$4,200.00
<b>12. Affordable Housing (Legal review or consulting)</b>	
Deposit	Actual Cost + 25% Actual Cost + 25%
<b>13. Appeals</b>	
	\$333.00
<b>14. Categorical Exemption</b>	
	\$184.00
<b>15. Temporary Use Permit (TUP)</b>	
Universal TUP	\$765.00
Minor TUP	\$60.00
<b>16. Amendments</b>	
Deposit	Actual Cost \$2,200.00
<b>17. Time Extensions</b>	
	\$1,251.00
<b>18. General Plan Maintenance Fee</b>	
Per dwelling unit or non residential per 2,500 sq. ft.	\$309.00

**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
<b>19. Agricultural Mitigation Fee (per acre)<sup>1</sup></b>	\$6,873.00
<b>20. County Environmental Filing Fees<sup>2</sup></b>	Actual Cost
<b>21. Residential Street Addressing</b>	
Subdivisions	\$184.00
Secondary Units	\$47.03
<b>22. Peer Review (Legal)</b>	Actual Cost + 25%
<b>23. Special Studies (Traffic, Environmental, etc.)</b>	Actual Cost + 25%
<b>24. Adult Oriented Zoning Review</b>	\$4,365.00
<b>25. Residential Condominium Conversion</b>	Actual Cost
Deposit	\$2,200.00
<b>26. Preliminary Application Review</b>	No Charge
<b>27. Outdoor Dining/Merchandise Display Review</b>	No Charge
<b>28. Home Occupation Zoning Review</b>	\$50.00
<b>29. Archival Fee</b>	\$168.00
(No charge if provided in acceptable electronic format)	
<b>30. Landscape and Lighting District Formation/Annexation</b>	
Processing/Review, plus	\$214.00
Consultant Fee Per Contract - Deposit	Actual Cost
<b>31. Consultant Planning Services</b>	Actual Cost + 25%

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

<sup>2</sup> Contra Costa County Clerk Filing Fees

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

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



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

Land Use	Fee
Residential	One space shall be located on site and any additional space off site shall be \$3,748.00 per required parking space
Retail/Commercial/Office (per space)	\$3,748.00

*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
<b>Landscape Plan Check and Inspection Fee (by Staff):</b>	Actual Cost
Deposit	\$3,000.00
<b>Landscape Plan Check and Inspection Fee (by Consultant):</b>	
Deposit	Actual Cost + 25%

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

**Actual Cost:** *Contractor costs and/or labor cost for employee time provided for a service.  
Employee cost is salary and benefits plus citywide and departmental overhead as shown in the Cost Allocation Plan,  
Hourly Rate Schedule. Actual Cost is City Staff total hourly rate at Step E.*

## Community Development Affordable Housing

The Affordable Housing requirement consists of building 2% of new residential developments as affordable.

### Breakdown of Affordable Levels

Single Family	0% Moderate 1% Low Income 1% Very Low Income
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*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  
\$146,986 per low income unit not built  
\$215,975 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, 2016 - June 30, 2017 Affordable Monthly Rent for Renter Households  
at Very Low, Low and Moderate Income Levels

**Calculation of Affordable Monthly Rent**

Number Of Bedrooms	1	2	3	4	5	6	7
Family Size <sup>1</sup>	2	3	4	5	6	7	8
Area Median Income (AMI) <sup>2</sup>	\$65,500	\$74,900	\$84,250	\$93,600	\$101,100	\$108,600	\$116,050
<b>Very Low Income Households: Maximum Affordable Cost = 30% of 50% of AMI</b>							
Annual Income @ 50% of AMI	\$32,750	\$37,450	\$42,100	\$46,800	\$50,550	\$54,300	\$58,000
Affordable Monthly Housing Cost	\$819	\$936	\$1,053	\$1,170	\$1,264	\$1,358	\$1,450
Less: Utility Allowance <sup>3</sup>	\$127	\$131	\$177	\$207	\$225	\$249	\$290
<b>Maximum Affordable Monthly Rent</b>	<b>\$692</b>	<b>\$805</b>	<b>\$876</b>	<b>\$963</b>	<b>\$1,039</b>	<b>\$1,109</b>	<b>\$1,160</b>
<b>Low Income Households: Maximum Affordable Cost = 30% of 60% of AMI</b>							
Annual Income @ 60% of AMI	\$39,300	\$44,900	\$50,550	\$56,150	\$60,650	\$65,150	\$69,600
Affordable Monthly Housing Cost	\$983	\$1,123	\$1,264	\$1,404	\$1,516	\$1,629	\$1,740
Less: Utility Allowance <sup>3</sup>	\$127	\$131	\$177	\$207	\$225	\$249	\$290
<b>Maximum Affordable Monthly Rent</b>	<b>\$856</b>	<b>\$992</b>	<b>\$1,087</b>	<b>\$1,197</b>	<b>\$1,291</b>	<b>\$1,380</b>	<b>\$1,450</b>
<b>Moderate Income Households: Maximum Affordable Cost = 30% of 110% of AMI</b>							
Annual Income @ 110% of AMI	\$72,050	\$82,400	\$92,700	\$102,950	\$111,200	\$119,450	\$127,650
Affordable Monthly Housing Cost	\$1,801	\$2,060	\$2,318	\$2,574	\$2,780	\$2,986	\$3,191
Less: Utility Allowance <sup>3</sup>	\$127	\$131	\$177	\$207	\$225	\$249	\$290
<b>Maximum Affordable Monthly Rent</b>	<b>\$1,674</b>	<b>\$1,929</b>	<b>\$2,141</b>	<b>\$2,367</b>	<b>\$2,555</b>	<b>\$2,737</b>	<b>\$2,901</b>

<sup>1</sup> 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).

<sup>2</sup> 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

<sup>3</sup> 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**

<b>Fee Description</b>	<b>Fee</b>
<b>Public Developments</b>	1% of Construction Costs
<b>Residential Developments</b>	4/10ths of 1% of Project Valuation as set forth in City's Building Permit
<b>Public/Residential Developments</b>	Remodeling, repair or reconstruction with a project valuation over \$250,000. 4/10ths of 1% of Project Valuation
<b>In-Lieu Contribution</b>	125% of Approved Fee

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

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

<b>Fee Description</b>	<b>Fee</b>
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

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
Bingo Permit	\$63.00	\$64.00	
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) <i>Non-Resident 100% cost recovery (excluding aquatic and youth sports)</i>	\$12.50	\$12.75	
Late Fee for Youth Sport Leagues (per person)	\$25.00	\$25.50	
Urban Forest Guideline	\$30.50	\$31.25	
<b>Adult Sports</b>			
Team Name Change USSSA Fee	Actual Cost		
Adult Softball Leagues <sup>2</sup>	\$750.00		
<b>Youth Sports</b>			
Pre-School Basketball Summer Program	\$86.00		
Pre-School Basketball Summer Program (Non-Resident)	\$147.00		
Pre-School Basketball Summer Program (6 week)	\$68.00		
Pre-School Basketball Summer Program (6 week) (Non-Resident)	\$116.00		
Pre-School Basketball Spring Program	\$86.00		
Pre-School Basketball Spring Program (Non-Resident)	\$151.00		
Pre-School Soccer Indoor	\$86.00		
Pre-School Soccer Indoor (Non-Resident)	\$160.00		
Pre-School Soccer Outdoor	\$86.00		
Pre-School Soccer Outdoor (Non-Resident)	\$150.00		
Pre-School Flag Tag	\$86.00		
Pre-School Flag Tag (Non-Resident)	\$156.00		
Pre-School Sandlot T-Ball	\$67.00		
Pre-School Sandlot T-Ball (Non-Resident)	\$73.00		
Youth Baseball Pee Wee	\$87.00		
Youth Baseball Pee Wee (Non-Resident)	\$95.00		
Youth Fast Pitch Softball Girls U8 - U15	\$185.00		
Youth Fast Pitch Softball Girls U8 - U15 (Non-Resident)	\$203.00		
Youth Flag Football	\$128.00		
Youth Flag Football (Non-Resident)	\$140.00		
Youth Basketball (Ages 6-13)	\$136.00		
Youth Basketball (Ages 6-13) (Non-Resident)	\$149.00		
Kidz Love Soccer 5 Week Indoor Program	\$82.00		
Kidz Love Soccer 5 Week Indoor Program (Non-Resident)	\$151.00		
Kidz Love Soccer 6 Week Indoor Program	\$78.00		
Kidz Love Soccer 6 Week Indoor Program (Non-Resident)	\$144.00		
Kidz Love Soccer 8 Week Program	\$96.00		
Kidz Love Soccer 8 Week Program (Non-Resident)	\$177.00		
Kidz Love Soccer Half Day Camp	\$120.00		
Kidz Love Soccer Half Day Camp (Non-Resident)	\$200.00		

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>2</sup> Non-Resident Fee for Adult Sport Leagues is a per person charge of \$12.50, On October 1, 2016 the fee increases to \$12.75

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Creative Activities Play Classes</b>			
British Multi-Sport Half Day Camp	\$150.00		
British Multi-Sport Half Day Camp (Non-Resident)	\$254.00		
Lego Camp (Ages 5-13) (4 Days)	\$130.00		
Lego Camp (Ages 5-13) (4 Days) (Non-Resident)	\$214.00		
Lego Camp (Ages 5-13) (5 Days)	\$160.00		
Lego Camp (Ages 5-13) (5 Days) (Non-Resident)	\$263.00		
Tetra Brazil Soccer Camp (Age 8-16)	\$165.00		
Tetra Brazil Soccer Camp (Age 8-16) (Non-Resident)	\$301.00		
Sky Hawks Summer Camp (Age 4-11)	\$149.00		
Sky Hawks Summer Camp (Ages 4-11) (Non-Resident)	\$228.00		
Sky Hawks Tot Multi Sports (Ages 3-6) (9 Weeks)	\$119.00		
Sky Hawks Tot Sports (Ages 3-6) (8 Weeks)	\$205.00		
Sky Hawks Tot Multi Sports (Ages 3-6) (9 Weeks) (Non-Resident)	\$99.00		
Sky Hawks Tot Sports (Ages 3-6) (8 Weeks) (Non-Resident)	\$173.00		
Sky Hawks Mommy/Daddy & Me Sports (Ages 2-3)	\$89.00		
Sky Hawks Mommy/Daddy & Me Sports (Ages 2-3) (Non-Resident)	\$159.00		
Play-Hawk Sports, Tot Track and Field (Ages 3-5)	\$79.00		
Play-Hawk Sports, Tot Track and Field (Ages 3-5) (Non-Resident)	\$137.00		
Play-Hawk Sports, Tot Track and Field (Ages 2-3)	\$69.00		
Play-Hawk Sports, Tot Track and Field (Ages 2-3) (Non-Resident)	\$123.00		
Mad Science Half Day Camp (Ages 4-12)	\$193.00		
Mad Science Half Day Camp (Ages 4-12) (Non-Resident)	\$333.00		
Mad Science Day Camp (Ages 4-12)	\$300.00		
Mad Science Day Camp (Ages 4-12) (Non-Resident)	\$505.00		
STEM Cadets Camp (Age 3.5-6)(4 weeks)	\$225.00		
STEM Cadets Camp (Age 3.5-6)(4 weeks) (Non-Resident)	\$401.00		
<b>Youth Dance Classes</b>			
Ballet/Jazz/Tap (Ages 3-16)	\$57.00		
Ballet/Jazz/Tap (Ages 3-16) (Non-Resident)	\$100.00		
Dance Camp (Ages 4-12)	\$120.00		
Dance Camp (Ages 4-12) (Non-Resident)	\$203.00		
Hip Hop/Creative Dance Movement (Ages 2-12)	\$68.00		
Hip Hop/Creative Dance Movement (Ages 2-12) (Non-Resident)	\$117.00		
<b>Tennis Program</b>			
Tennis Camp (Ages 3-6)	\$40.00		
Tennis Camp (Ages 3-6) (Non-Resident)	\$65.00		
Tennis Camp (Ages 7-11)	\$50.00		
Tennis Camp (Ages 7-11) (Non-Resident)	\$79.00		
Tennis Camp (Ages 12-17)	\$60.00		
Tennis Camp (Ages 12-17) (Non-Resident)	\$93.00		
Tiny Tot (Ages 4-6)	\$48.00		
Tiny Tot (Ages 4-6) (Non-Resident)	\$81.00		
Youth (Ages 7-17)	\$72.00		
Youth (Ages 7-17) (Non-Resident)	\$116.00		

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017



Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Gymnastics</b>			
Parent and Me Gymnastics/Pre-School (Ages 1-3 & 3-5/Parent) (6 Weeks)	\$70.00		
Parent and Me Gymnastics/Preschool (Ages 1-3 & 3-5/Parent) (6 Week)	\$127.00		
School Age Gymnastics (Ages 5-12) (6 Weeks)	\$77.00		
School Age Gymnastics (Ages 5-12) (6 Weeks) (Non-Resident)	\$138.00		
Gymnastic Camp Ages (5-12) (5 days)	\$108.00		
Gymnastic Camp Ages (5-12) (5 days) (Non-Resident)	\$182.00		
<b>Health and Safety Classes</b>			
Part-time CPR/First Aid/AED Certification	\$28.00		
Part-time CPR/First Aid/AED Certification (Non-Resident)	\$33.00		
<b>Martial Arts</b>			
Martial Arts Class (Ages 4+) (8 Weeks)	\$60.00		
Martial Arts Class (Ages 4+) (8 Weeks) (Non-Resident)	\$109.00		
Martial Arts Camps (Ages 4-13)	\$185.00		
Martial Arts Camp (Ages 4-13) (Non-Resident)	\$340.00		
<b>Miscellaneous</b>			
Archery Camp (Ages 8-14)	\$120.00		
Archery Camp (Ages 8-14) (Non-Resident)	\$186.00		
<b>Performing Arts Classes</b>			
Freshi Films Classes (Ages 5-12) (8 Weeks)	\$135.00		
Freshi Films Classes (Ages 5-12) (8 Weeks) (Non-Resident)	\$245.00		
Freshi Media Camp (Ages 5-12)	\$200.00		
Freshi Media Camp (Ages 5-12) (Non-Resident)	\$368.00		
IncrediFlix Camp - Half Day Camp (Age 7-13)	\$170.00		
IncrediFlix Camp - Half Day Camp (Age 7-13) (Non Resident)	\$302.00		
IncrediFlix Camp - Full Day Camp (Age 7-13)	\$306.00		
IncrediFlix Camp - Full Day Camp (Age 7-13) (Non Resident)	\$527.00		
<b>Teen Programs</b>			
Youth Commission Events <sup>2</sup>	\$12.00		
Safety Drivers Ed On-line Course <sup>2</sup>	\$55.00		
<b>Special Events</b>			
A Letter from Santa <sup>2</sup>	\$6.00		
Scarecrows in the Park <sup>2</sup>	\$16.00		
Vendor Space for Starry Nights Concert (Per Vendor, Per Concert)	\$48.50	\$49.50	
<b>Internet Classes</b>			
Ed2go <sup>2</sup>	\$95.00		
<b>Active Adults</b>			
Bocce League <sup>2</sup>	\$90.00		

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>2</sup> Non-Resident Fee does not apply to these programs

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Aquatics</b>			
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)	\$102.00		
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		
Water Aerobics (Senior's 50+)	\$49.00		
Part-Time Staff (per hour)	Hourly Rate Plus Benefits		
<b>Facility Rentals <sup>3</sup></b>			
Special Event Permit Application Fee	\$50.00	\$51.00	
Facility Rental Application Fee	\$50.00	\$51.00	
Billing Processing Fee	\$50.00	\$51.00	
Application Rush Fee (less than 30 days)	\$30.75	\$31.50	
Refundable Damage Deposit for Non-Alcohol Event	\$250.00		
Refundable Kitchen Cleaning/Damage Deposit - Senior Center	\$300.00		
Refundable Kitchen Cleaning/Damage Deposit - Community Center	\$200.00		
Refundable Damage Deposit for Alcohol Event	\$500.00		
Refundable Field Deposit (50+ Bookings, Tournaments, Camps and Clinics)	\$500.00		
Refundable Field Deposit (40 Bookings or Less)	\$250.00		
Cancellation Fee	\$30.75	\$31.50	
Unpaid Balance Late Fee less than 30 days prior to event	\$85.00	\$87.00	
Contract Modification Fee (5 days after receipt of contract)	\$61.00	\$62.00	
(5 business day grace period for changes without charges once			
Contract Modification Fee (less than 14 days prior to event)	\$122.00	\$125.00	
Rental Liability Insurance	\$98 - \$700.00		
Part-Time Staff (per hour)	Hourly Rate plus Benefits		

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>3</sup> See Facility Rentals/Tournament Cancellation Policy - Page 249

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Field Rentals <sup>3</sup></b>			
Ball Field Prep Services (per field)	\$31.00		\$31.75
Ball Field Prep without lining (per field)	\$18.50		\$18.75
Extra Mow (per field)	Actual Cost		
Scorekeeper Fee (per hour)	Hourly Rate plus Benefits		
Soccer Field Prep Service (per field)	\$18.50		\$18.75
Soccer Field Lining Services (per field)	\$93.00		\$95.00
Soccer Field Lining Repaint (per field)	\$31.00		\$31.75
Solid Waste Garbage Service	Actual Cost		
<b>Brentwood Family Aquatic Complex <sup>3</sup></b>			
Competitive Pool (per hour) (3 hours minimum)	\$364.00	\$373.00	
Recreation/Slide Pools (per hour) (3 hours minimum)	\$281.00	\$288.00	
Aquatic Park (per hour) (3 hours minimum)	\$645.00	\$661.00	
Refundable Deposit	\$750.00	\$769.00	
Picnic Tables 2 hours:			
Resident	\$30.70	\$31.25	
Non-Resident	\$33.70	\$34.25	
<b>Brentwood Community Center <sup>3</sup></b>			
<b>Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days)</b>			
<b>Entire First Floor (Including Kitchen)</b>			
Resident	\$1,640.00	\$1,682.00	
Non-Resident	\$1,804.00	\$1,850.00	
Commercial	\$2,133.00	\$2,186.00	
Non-Profit	\$1,148.00	\$1,177.00	
<b>Commercial Kitchen (Only) (2 hours Minimum Required) <sup>3</sup></b>			
<b>Commercial Kitchen - Up to 5 Hours (Friday-Saturday)</b>			
Resident (per hour)	\$50.00	\$51.00	
Non-Resident (per hour)	\$55.00	\$56.00	
Commercial (per hour)	\$65.00	\$66.00	
Non-Profit (per hour)	\$35.00	\$35.50	
<b>Commercial Kitchen - Up to 5 Hours (Sunday-Thursdays and Monday-Thursdays after 5pm)</b>			
Resident (per hour)	\$40.00	\$41.00	
Non-Resident (per hour)	\$44.00	\$45.00	
Commercial (per hour)	\$52.00	\$53.00	
Non-Profit (per hour)	\$28.00	\$28.50	
<b>Commercial Kitchen - More than 5 Hours (Friday-Saturday)</b>			
Resident (per hour)	\$40.00	\$41.00	
Non-Resident (per hour)	\$44.00	\$45.00	
Commercial (per hour)	\$52.00	\$53.00	
Non-Profit (per hour)	\$28.00	\$28.50	
<b>Commercial Kitchen - More than 5 Hours (Sunday-Thursdays and Monday-Thursdays after 5pm)</b>			
Resident (per hour)	\$36.00	\$36.75	
Non-Resident (per hour)	\$39.50	\$40.25	
Commercial (per hour)	\$46.75	\$47.75	
Non-Profit (per hour)	\$25.00	\$25.50	

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>3</sup> See Facility Rentals/Tournament Cancellation Policy - Page 249

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Brentwood Community Center (2 hours Minimum Required) <sup>3</sup></b>			
<b>Community Room Full - Up to 5 Hours (Friday-Saturday)</b>			
Resident (per hour)	\$246.00	\$252.00	
Non-Resident (per hour)	\$270.00	\$277.00	
Commercial (per hour)	\$319.00	\$327.00	
Non-Profit (per hour)	\$172.00	\$176.00	
<b>Community Room Full - Up to 5 Hours (Sunday-Thursday)</b>			
Resident (per hour)	\$196.00	\$201.00	
Non-Resident (per hour)	\$216.00	\$221.00	
Commercial (per hour)	\$255.00	\$261.00	
Non-Profit (per hour)	\$137.00	\$140.00	
<b>Community Room Full - More than 5 Hours (Friday-Saturday)</b>			
Resident (per hour)	\$205.00	\$210.00	
Non-Resident (per hour)	\$225.00	\$231.00	
Commercial (per hour)	\$266.00	\$273.00	
Non-Profit (per hour)	\$143.00	\$147.00	
<b>Community Room Full - More than 5 Hours (Sunday-Thursday)</b>			
Resident (per hour)	\$184.00	\$188.00	
Non-Resident (per hour)	\$202.00	\$206.00	
Commercial (per hour)	\$239.00	\$244.00	
Non-Profit (per hour)	\$129.00	\$131.00	
<b>Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday)</b>			
Resident (per hour)	\$123.00	\$126.00	
Non-Resident (per hour)	\$135.00	\$138.00	
Commercial (per hour)	\$159.00	\$163.00	
Non-Profit (per hour)	\$86.00	\$88.00	
<b>Community Room Hall A and/or B - Up to 5 Hours (Sunday-Thursday)</b>			
Resident (per hour)	\$98.00	\$100.00	
Non-Resident (per hour)	\$108.00	\$110.00	
Commercial (per hour)	\$127.00	\$130.00	
Non-Profit (per hour)	\$68.00	\$70.00	
<b>Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday)</b>			
Resident (per hour)	\$102.00	\$104.00	
Non-Resident (per hour)	\$112.00	\$114.00	
Commercial (per hour)	\$133.00	\$135.00	
Non-Profit (per hour)	\$71.00	\$72.00	
<b>Community Room Hall A and/or B - More than 5 Hours (Sunday-Thursday)</b>			
Resident (per hour)	\$92.00	\$94.00	
Non-Resident (per hour)	\$101.00	\$103.00	
Commercial (per hour)	\$119.00	\$122.00	
Non-Profit (per hour)	\$64.00	\$65.00	

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>3</sup> See Facility Rentals/Tournament Cancellation Policy - Page 249

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Brentwood Community Center (2 hours Minimum Required) <sup>3</sup></b>			
<b>Multi Purpose Room Full</b>			
Resident (per hour)	\$73.00	\$74.00	
Non-Resident (per hour)	\$81.00	\$81.00	
Commercial (per hour)	\$95.00	\$96.00	
Non-Profit (per hour)	\$51.00	\$51.00	
<b>Multi Purpose Room A and/or B</b>			
Resident (per hour)	\$36.75	\$37.50	
Non-Resident (per hour)	\$40.50	\$41.25	
Commercial (per hour)	\$47.75	\$48.75	
Non-Profit (per hour)	\$25.75	\$26.25	
<b>Art Room</b>			
Resident (per hour)	\$36.75	\$37.50	
Non-Resident (per hour)	\$40.50	\$41.25	
Commercial (per hour)	\$47.75	\$48.75	
Non-Profit (per hour)	\$25.75	\$26.25	
<b>Conference Room Full</b>			
Resident (per hour)	\$44.25	\$45.25	
Non-Resident (per hour)	\$48.50	\$49.75	
Commercial (per hour)	\$57.00	\$58.75	
Non-Profit (per hour)	\$31.00	\$31.50	
<b>Conference Room A and/or B</b>			
Resident (per hour)	\$22.00	\$22.50	
Non-Resident (per hour)	\$24.25	\$24.75	
Commercial (per hour)	\$28.50	\$29.25	
Non-Profit (per hour)	\$15.25	\$15.75	
<b>Equipment Rental (Flat Rates)</b>			
Portable Bar	\$43.50	\$44.50	
Up lighting	\$43.50	\$44.50	
<b>Women's Club (2 hours Minimum Required) <sup>3</sup></b>			
<b>Entire Facility Rental</b>			
Resident (per hour)	\$39.50	\$40.50	
Non-Resident (per hour)	\$43.25	\$44.50	
Commercial (per hour)	\$51.00	\$52.00	
Non-Profit (per hour)	\$27.50	\$28.25	
<b>Brentwood Senior Activity Center (2 hours Minimum Required) <sup>3</sup></b>			
<b>Main Hall - Up to 5 Hours (Friday-Saturday)</b>			
Resident (per hour)	\$111.00	\$113.00	
Non-Resident (per hour)	\$122.00	\$124.00	
Commercial (per hour)	\$144.00	\$146.00	
Non-Profit (per hour)	\$77.00	\$79.00	
<b>Main Hall - Up to 5 Hours (Sunday-Thursday)</b>			
Resident (per hour)	\$89.00	\$91.00	
Non-Resident (per hour)	\$97.00	\$100.00	
Commercial (per hour)	\$115.00	\$118.00	
Non-Profit (per hour)	\$62.00	\$63.00	

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>3</sup> See Facility Rentals/Tournament Cancellation Policy - Page 249

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Brentwood Senior Activity Center (2 hours Minimum Required) (continued) <sup>3</sup></b>			
<b>Main Hall - More than 5 Hours (Friday-Saturday)</b>			
Resident (per hour)	\$100.00	\$102.00	
Non-Resident (per hour)	\$110.00	\$112.00	
Commercial (per hour)	\$130.00	\$132.00	
Non-Profit (per hour)	\$70.00	\$71.00	
<b>Main Hall - More than 5 Hours (Sunday-Thursday)</b>			
Resident (per hour)	\$79.00	\$81.00	
Non-Resident (per hour)	\$87.00	\$89.00	
Commercial (per hour)	\$103.00	\$105.00	
Non-Profit (per hour)	\$55.00	\$56.00	
<b>Meeting Room</b>			
Resident (per hour)	\$51.00	\$52.00	
Non-Resident (per hour)	\$57.00	\$57.00	
Commercial (per hour)	\$67.00	\$67.00	
Non-Profit (per hour)	\$36.25	\$36.25	
<b>Class Room</b>			
Resident (per hour)	\$39.75	\$40.75	
Non-Resident (per hour)	\$43.50	\$44.75	
Commercial (per hour)	\$51.00	\$52.00	
Non-Profit (per hour)	\$27.75	\$28.50	
<b>Meeting Room/Class Room Combination</b>			
Resident (per hour)	\$63.00	\$64.00	
Non-Resident (per hour)	\$70.00	\$70.00	
Commercial (per hour)	\$82.00	\$83.00	
Non-Profit (per hour)	\$44.50	\$44.75	
<b>Kitchen - Up to 5 Hours (Friday-Saturday)</b>			
Resident (per hour)	\$38.75	\$39.50	
Non-Resident (per hour)	\$42.50	\$43.25	
Commercial (per hour)	\$50.00	\$51.00	
Non-Profit (per hour)	\$27.00	\$27.50	
<b>Kitchen - Up to 5 Hours (Sunday-Thursday)</b>			
Resident (per hour)	\$31.00	\$31.75	
Non-Resident (per hour)	\$34.00	\$34.75	
Commercial (per hour)	\$40.25	\$41.25	
Non-Profit (per hour)	\$21.50	\$22.00	
<b>Kitchen - More than 5 Hours (Friday-Saturday)</b>			
Resident (per hour)	\$34.75	\$35.50	
Non-Resident (per hour)	\$38.25	\$39.00	
Commercial (per hour)	\$45.25	\$46.00	
Non-Profit (per hour)	\$24.25	\$24.75	
<b>Kitchen - More than 5 Hours (Sunday-Thursday)</b>			
Resident (per hour)	\$27.75	\$28.25	
Non-Resident (per hour)	\$30.50	\$31.00	
Commercial (per hour)	\$36.00	\$36.50	
Non-Profit (per hour)	\$19.25	\$19.75	

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>3</sup> See Facility Rentals/Tournament Cancellation Policy - Page 249

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Brentwood Senior Activity Center (2 hours Minimum Required) (continued) <sup>3</sup></b>			
<b>Senior Center Equipment Rental with Rental of Senior Center (Flat Rate)</b>			
Portable Stage 16 ft x 8 ft Removal	\$64.00	\$65.00	
Portable Stage Rental Resizing	\$108.00	\$110.00	
Portable Bar (each)	\$44.50	\$45.50	
Portable Dance Floor Removal (24 ft x 24 ft) 90 Capacity	\$108.00	\$110.00	
Portable Dance Floor Resizing	\$108.00	\$110.00	
<b>Entire Facility Daily Rate (10 hours maximum for 2 or more consecutive days)</b>			
Resident	\$1,000.00	\$1,025.00	
Non-Resident	\$1,100.00	\$1,127.00	
Commercial	\$1,301.00	\$1,332.00	
Non-Profit	\$700.00	\$717.00	
<b>Commercial Kitchen Daily Rate (10 hours maximum for 2 or more consecutive days)</b>			
Resident	\$349.00	\$357.00	
Non-Resident	\$384.00	\$392.00	
Commercial	\$454.00	\$464.00	
Non-Profit	\$244.00	\$249.00	
<b>Apple Hill Park <sup>3</sup></b>			
<b>Group Picnic Shelter Rentals (26-50 Capacity)</b>			
Resident (per hour)	\$18.75		\$19.00
Non-Resident (per hour)	\$24.25		\$24.50
Commercial (per hour)	\$24.25		\$24.50
Non-Profit (per hour)	\$13.00		\$13.25
Resident (per day)	\$112.00		\$114.00
Non-Resident (per day)	\$145.00		\$148.00
Commercial (per day)	\$145.00		\$148.00
Non-Profit (per day)	\$78.00		\$79.00
<b>Bocce Courts</b>			
Resident (per hour)	\$12.25		\$12.50
Non-Resident (per hour)	\$13.25		\$13.75
Commercial (per hour)	\$15.75		\$16.25
Non-Profit (per hour)	\$8.50		\$8.75
Two Hour Minimum Equipment Deposit	\$100.00		\$102.00
<b>Ball Field Rental</b>			
Resident (per day)	\$12.25		\$12.50
Non-Resident (per day)	\$13.25		\$13.75
Commercial (per day)	\$15.75		\$16.25
Non-Profit (per day)	\$8.50		\$8.75

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>3</sup> See Facility Rentals/Tournament Cancellation Policy - Page 249

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Balfour Guthrie Park <sup>3</sup></b>			
<b>Group Picnic Shelter Rentals (26-50 Capacity)</b>			
Resident (per hour)	\$18.75		\$19.00
Non-Resident (per hour)	\$24.25		\$24.50
Commercial (per hour)	\$24.25		\$24.50
Non-Profit (per hour)	\$13.00		\$13.25
Resident (per day)	\$112.00		\$114.00
Non-Resident (per day)	\$145.00		\$148.00
Commercial (per day)	\$145.00		\$148.00
Non-Profit (per day)	\$78.00		\$79.00
<b>Group Picnic Shelter Rentals (51-100 Capacity)</b>			
Resident (per hour)	\$37.50		\$38.25
Non-Resident (per hour)	\$48.75		\$49.00
Commercial (per hour)	\$48.75		\$49.00
Non-Profit (per hour)	\$26.25		\$26.75
Resident (per day)	\$225.00		\$230.00
Non-Resident (per day)	\$292.00		\$299.00
Commercial (per day)	\$292.00		\$299.00
Non-Profit (per day)	\$157.00		\$161.00
<b>Ball Field/Soccer Field Rental</b>			
Resident (per day)	\$12.25		\$12.50
Non-Resident (per day)	\$13.25		\$13.75
Commercial (per day)	\$15.75		\$16.25
Non-Profit (per day)	\$8.50		\$8.75
Field/Soccer Overlay Lights (per hour)	\$10.00		\$10.25
<b>Blue Goose Park <sup>3</sup></b>			
<b>Group Picnic Shelter Rentals (1-25 Capacity)</b>			
Resident (per hour)	\$9.25		\$9.25
Non-Resident (per hour)	\$12.00		\$12.00
Commercial (per hour)	\$12.00		\$12.00
Non-Profit (per hour)	\$6.25		\$6.25
Resident (per day)	\$56.00		\$57.00
Non-Resident (per day)	\$72.00		\$74.00
Commercial (per day)	\$72.00		\$74.00
Non-Profit (per day)	\$39.00		\$39.75
<b>Brentwood Skate Park <sup>3</sup></b>			
<b>Entire Facility Rental</b>			
Resident (per each 4 hour period)	\$340.00		\$348.00
Non-Resident (per each 4 hour period)	\$374.00		\$382.00
Commercial (per each 4 hour period)	\$442.00		\$452.00
Non-Profit (per each 4 hour period)	\$238.00		\$243.00
Each Additional Hour	\$82.00		\$84.00

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>3</sup> See Facility Rentals/Tournament Cancellation Policy - Page 249



Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>City Park <sup>3</sup></b>			
<b>Entire City Park</b>			
Resident (per hour)	\$80.00		\$82.00
Non-Resident (per hour)	\$88.00		\$90.00
Commercial (per hour)	\$104.00		\$106.00
Non-Profit (per hour)	\$56.00		\$57.00
Resident (per day)	\$402.00		\$412.00
Non-Resident (per day)	\$442.00		\$453.00
Commercial (per day)	\$522.00		\$535.00
Non-Profit (per day)	\$281.00		\$288.00
Part-Time Staff Fee (per hour)	Hourly Rate plus Benefits		
<b>Group Picnic Area Rentals (1-25 Capacity)</b>			
Resident (per hour)	\$9.25		\$9.25
Non-Resident (per hour)	\$12.00		\$12.00
Commercial (per hour)	\$12.00		\$12.00
Non-Profit (per hour)	\$6.25		\$6.25
Resident (per day)	\$56.00		\$57.00
Non-Resident (per day)	\$72.00		\$74.00
Commercial (per day)	\$72.00		\$74.00
Non-Profit (per day)	\$39.00		\$39.75
<b>Group Picnic Area w/BBQ Island (1-25 Capacity)</b>			
Resident (per hour)	\$13.50		\$13.75
Non-Resident (per hour)	\$17.50		\$17.75
Commercial (per hour)	\$17.50		\$17.75
Non-Profit (per hour)	\$9.33		\$9.50
Resident (per day)	\$81.00		\$83.00
Non-Resident (per day)	\$105.00		\$107.00
Commercial (per day)	\$105.00		\$107.00
Non-Profit (per day)	\$56.00		\$58.00
<b>Garin Park <sup>3</sup></b>			
<b>Soccer Field Rental</b>			
Resident (per field, per day)	\$12.25		\$12.50
Non-Resident (per field, per day)	\$13.25		\$13.75
Commercial (per field, per day)	\$15.75		\$16.25
Non-Profit (per field, per day)	\$8.50		\$8.75

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>3</sup> See Facility Rentals/Tournament Cancellation Policy - Page 249

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Oak Meadow Park <sup>3</sup></b>			
<b>Group Picnic Shelter Rentals (1-25 Capacity)</b>			
Resident (per hour)	\$9.25		\$9.25
Non-Resident (per hour)	\$12.00		\$12.00
Commercial (per hour)	\$12.00		\$12.00
Non-Profit (per hour)	\$6.25		\$6.25
Resident (per day)	\$56.00		\$57.00
Non-Resident (per day)	\$72.00		\$74.00
Commercial (per day)	\$72.00		\$74.00
Non-Profit (per day)	\$39.00		\$39.75
<b>Ball Field/Soccer Field Rental (For the First Field)</b>			
Resident (per field, per day)	\$12.25		\$12.50
Non-Resident (per field, per day)	\$13.25		\$13.75
Commercial (per field, per day)	\$15.75		\$16.25
Non-Profit (per field, per day)	\$8.50		\$8.75
Additional Field Rental (per field, per hour)	\$7.75		\$7.75
Ball Field Lights (per hour)	\$10.00		\$10.25
Soccer Overlay Lights (per hour)	\$27.00		\$27.50
<b>Summerwood Park <sup>3</sup></b>			
<b>Soccer Field Rentals</b>			
Resident (per field, per day)	\$12.25		\$12.50
Non-Resident (per field, per day)	\$13.25		\$13.75
Commercial (per field, per day)	\$15.75		\$16.25
Non-Profit (per field, per day)	\$8.50		\$8.75
<b>Sunset Park Athletic Complex <sup>3</sup></b>			
<b>Group Picnic Shelter Rentals (51-100 Capacity)</b>			
Resident (per hour)	\$37.50		\$38.25
Non-Resident (per hour)	\$48.75		\$49.50
Commercial (per hour)	\$48.75		\$49.50
Non-Profit (per hour)	\$26.25		\$26.75
Resident (per day)	\$225.00		\$230.00
Non-Resident (per day)	\$292.00		\$299.00
Commercial (per day)	\$292.00		\$299.00
Non-Profit (per day)	\$157.00		\$161.00
<b>Ball Field Rental (for the First Field) Rates</b>			
Resident (per hour)	\$24.00		\$24.50
Non-Resident (per hour)	\$26.50		\$26.75
Commercial (per hour)	\$31.25		\$31.75
Non-Profit (per hour)	\$18.00		\$17.00
Additional Field Rental (per field, per hour)	\$7.75		\$7.75
Ball Field Lights (per hour)	\$25.00		\$25.50
Overlay of Fields 5 and 6 (per hour)	\$25.00		\$25.50

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>3</sup> See Facility Rentals/Tournament Cancellation Policy - Page 249

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Sunset Park Athletic Complex (continued) <sup>3</sup></b>			
<b>Soccer Field Rental (for the First Field)</b>			
Resident (per hour)	\$24.00		\$24.50
Non-Resident (per hour)	\$26.50		\$26.75
Commercial (per hour)	\$31.25		\$31.75
Non-Profit (per hour)	\$18.00		\$17.00
Additional Field Rental (per field, per hour)	\$7.75		\$7.75
Soccer Field Lights (per hour)	\$31.00		\$31.75
<b>Entire Facility Rental</b>			
Resident (per hour) (4 hour minimum)	\$300.00		\$307.00
Non-Resident (per hour) (4 hour minimum)	\$330.00		\$337.00
Commercial (per hour) (4 hour minimum)	\$390.00		\$399.00
Non-Profit (per hour) (4 hour minimum)	\$210.00		\$214.00
Includes staff fee but does not include lights, equipment, or preparation fees.			
<b>Veteran's Park <sup>3</sup></b>			
<b>Group Picnic Shelter Rentals (26-50 Capacity)</b>			
Resident (per hour)	\$18.75		\$19.00
Non-Resident (per hour)	\$24.25		\$24.50
Commercial (per hour)	\$24.25		\$24.50
Non-Profit (per hour)	\$13.00		\$13.25
Resident (per day)	\$112.00		\$114.00
Non-Resident (per day)	\$145.00		\$148.00
Commercial (per day)	\$145.00		\$148.00
Non-Profit (per day)	\$78.00		\$79.00
<b>Bocce Courts</b>			
Resident (per hour)	\$12.25		\$12.50
Non-Resident (per hour)	\$13.25		\$13.75
Commercial (per hour)	\$15.75		\$16.25
Non-Profit (per hour)	\$8.50		\$8.75
Two Hour Minimum Equipment Deposit	\$100.00		\$102.00
<b>Horseshoes Court</b>			
Resident (per hour)	\$12.25		\$12.50
Non-Resident (per hour)	\$13.25		\$13.75
Commercial (per hour)	\$15.75		\$16.25
Non-Profit (per hour)	\$8.50		\$8.75
Two Hour Minimum Equipment Deposit	\$100.00		\$102.00

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

<sup>3</sup> See Facility Rentals/Tournament Cancellation Policy - Page 249

Parks and Recreation Fees

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Mobile Stage or Portable Bleachers Rental</b>			
<b>Available for Rent within the Brentwood City Limits</b>			
<b>Weekday Delivery/Set-up/Take Down/Retrieval (M-F 8am to 5 pm)</b>			
Stage or Bleacher Set-up/Take Down - Resident	\$349.00	\$357.00	
Stage or Bleacher Set-up/Take Down - Non-Resident	\$384.00	\$392.00	
Stage or Bleacher Set-up/Take Down - Commercial	\$453.00	\$464.00	
Stage or Bleacher Set-up/Take Down - Non-Profit	\$244.00	\$249.00	
<b>Weekend and Holidays Delivery/Set-up/Take Down/Retrieval</b>			
Stage or Bleacher Weekend Set-up/Take Down - Resident	\$491.00	\$503.00	
Stage or Bleacher Weekend Set-up/Take Down - Non-Resident	\$540.00	\$553.00	
Stage or Bleacher Weekend Set-up/Take Down - Commercial	\$639.00	\$653.00	
Stage or Bleacher Weekend Set-up/Take Down - Non-Profit	\$344.00	\$352.00	
Stage Rental - Resident (per day)	\$121.00	\$124.00	
Stage Rental - Non-Resident (per day)	\$133.00	\$136.00	
Stage Rental - Commercial (per day)	\$157.00	\$161.00	
Stage Rental - Non-Profit (per day)	\$85.00	\$86.00	
Extension Rental for four (4) Set-up/Take Down	\$194.00	\$198.00	
Extension Rental for six (6) Set-up/Take Down	\$228.00	\$233.00	
Extension Rental for eight (8) Set-up/Take Down	\$256.00	\$262.00	
Portable Bleacher - Resident(per unit, per day)	\$146.00	\$149.00	
Portable Bleacher - Non-Resident(per unit, per day)	\$160.00	\$164.00	
Portable Bleacher - Commercial(per unit, per day)	\$189.00	\$193.00	
Portable Bleacher - Non-Profit(per unit, per day)	\$102.00	\$104.00	
Generator Rental per day (Flat Rate)	\$92.00	\$94.00	
Overtime beyond the 2 hours (per 30 minute increment)	\$162.00	\$166.00	
Generator Gas Fee (per gallon)	Actual Cost		
Refundable Deposit	\$500.00		
<b>Dedication Trees and Amenities</b>			
Tree and Donor Recognition Leaf	\$256.00	\$262.00	
Recognition Memorial Bricks (Only available to honor Veterans) per line	\$102.00	\$104.00	
Bench w/ plaque	\$1,777.00	\$1,822.00	
Drinking Fountain w/ plaque	\$2,961.00	\$3,037.00	
Picnic Table	\$3,554.00	\$3,645.00	

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

**Parks and Recreation Fees**

Fee Description	Fee <sup>1</sup> Current	Fee <sup>1</sup> Effective October 1, 2016	Fee <sup>1</sup> Effective January 1, 2017
<b>Advertising</b>			
Activities Guide Ad - 1/4 page	\$350.00		
Activities Guide Ad - 1/2 page	\$550.00		
Activities Guide Ad - Full page	\$1,000.00		
Activities Guide Ad - Back cover	\$1,200.00		
<i>(Activities Guide - 20% Discount per issue for 3+ issues)</i>			
Flag Banner (per six month season)	\$1,300.00		
3 ft x3 ft 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		

<sup>1</sup> Current fees are in effect unless noted as changed on October 1, 2016 or January 1, 2017

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, 2016 is \$30.75. Beginning January 1, 2017, the Cancellation Fee is \$31.50.**

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 fees retained in addition to a cancellation processing fee.

**Tournament Cancellation Policy:**

**Cancellation Fee through December 31, 2016 is \$30.75. Beginning January 1, 2017, the Cancellation Fee is \$31.50.**

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**

Fee/Fine Description	Fee/Fine
Photocopy Fee	
Pages 1-20	\$0.28
Pages 21 and on	\$0.10
ABC Permit	\$58.50
Record Review	\$40.00
Visa Clearance	\$34.00
Loss Verification Letter	\$27.50
Restitution - Determined by Court	Actual Cost
Police and Accident Reports (Victim)	No Charge
Police and Accident Reports (Non-Victim)	\$10.50
VIN Verification	\$91.25
Citation Sign off - Residents	No Charge
Citation Sign off - Non-Residents	\$38.50
Repossession Filing Fee <sup>1</sup>	\$15.00
Stored Vehicle - Vehicle Code Sections 22651 and 14602.6 (Excluding Vehicle Code Sections 22651 (c) and (g))	\$156.00
Inoperative Vehicle (22669d VC)	\$156.00
Block Party Permit	\$84.50
Background Investigation <sup>2</sup>	\$638.75
Photos/Printed	\$55.50
Audio/Video/Photo CD or DVD	\$21.75
2nd and Subsequent Response - Disturbance	Actual Cost
False Alarm Response - per response	\$73.00
Civil Subpoena <sup>3</sup> (\$275.00 Deposit per day)	Actual Cost
Civil Subpoena Clerical Costs	\$6 per quarter Hour
DUI Emergency Cost Recover	Actual Cost
Bicycle Registration	No Charge
Finger Prints - Local Rolling Fee (Livescan or Ink Card)	\$44.25
State and Federal (DOJ/FBI) Criminal History Record Check Fees	Actual Cost
Booking Fee <sup>4</sup>	\$56.00

<sup>1</sup> Repossession fee - Government Code Sec. 41612

<sup>2</sup> Includes the cost of finger printing

<sup>3</sup> Per Government Code 68097.2

<sup>4</sup> Established by County

**Police Department**

Fee/Fine Description	Fee/Fine
Massage Establishment Permit - Initial Application	\$227.75
Massage Establishment Permit - Renewal	\$113.50
Background Check <sup>5</sup>	\$67.00
Peddler Permit Initial Application <sup>6</sup>	\$192.25
Peddler Permit Renewal <sup>6</sup>	\$192.25
Appeal Process	\$334.25
Range Qualification	\$295.00
<b>Taxi Permits<sup>7</sup></b>	
Owner Original Application Including Inspection of One (1) Taxi	\$285.75
Owner Taxi Vehicle Inspection - Per Vehicle	\$95.00
Driver Only Taxi Permit - Submitted After Initial Application	\$95.00
Owner Renewal of Taxi Permit Including Inspection of One (1) Taxi	\$190.50
Owner Renewal Taxi Vehicle Inspection - Per Vehicle	\$95.00
Driver Only Taxi Permit Renewal - Submitted After Renewal Application	\$47.00
Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)	\$95.00
Appeal Process	\$334.25
Computer Aided Dispatch Reports	\$0.10 per page
<b>Computer Gaming and Internet Access Establishments:</b>	
Initial Application	\$378.75
Renewal	\$378.75
Appeal	\$334.25
<b>Parking Fines<sup>8</sup></b>	
<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

<sup>5</sup> Established by BMC 5.60.050, 110, 120, 140; 60; 5.52.050

<sup>6</sup> Established by BMC 5.48.050

<sup>7</sup> Established by BMC 5.60.050

<sup>8</sup> City Of Brentwood Resolution 2011-29

**Police Department**

Fee/Fine Description	Fee/Fine
<b>Parking Fines<sup>8</sup> Vehicle Code (continued)</b>	
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
<b><u>Municipal Code</u></b>	
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

<sup>8</sup> City Of Brentwood Resolution 2011-29



**Police Department**

Fee/Fine Description	Fee/Fine
<b>Parking Fines<sup>8</sup> Municipal Code (continued)</b>	
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

<sup>8</sup> City Of Brentwood Resolution 2011-29

**Public Works  
Engineering Fees**

Fee Description	Fee
<b>I. ENGINEERING/INFRASTRUCTURE REVIEW FEE</b>	
<b>A. Tentative Subdivision Map Review</b> - Fee plus \$10.00 per lot	\$3,071.00
<b>B. Tentative Parcel Map Review</b> - Fee plus \$10.00 per lot	\$1,782.00
<b>C. Tentative Parcel Map Waiver</b>	\$786.00
<b>D. Industrial/Commercial Plan Review (1 acre and above)</b> - Fee plus \$1,000 per acre Conditional Use Permit and Design Review	\$2,254.00
<b>E. Industrial/Commercial Plan Review (under 1 acre)</b> Conditional Use Permit and Design Review	\$1,070.00
<b>II. PROJECT PROCESSING AND REVIEW</b> - Deposit for actual cost, including but not limited to project coordination, plan check agreements, contractual services and legal review <sup>1</sup> as necessary or required for project processing, approvals and acceptance.	
<b>A. Final Map Checking - Deposit for Actual Cost</b>	
1. Deposit at the time of first submittal for actual cost of labor and materials Fee plus \$30.00 per lot	\$3,071.00
2. Parcel Map Waiver Review	\$1,552.00
<b>B. Plan Checking - Deposit for Actual Cost</b>	
1. Grading Plans	
a. 3% of the estimated cost of the grading and associated improvements	
b. Plan revisions after approval - per sheet	\$145.00
2. Public Improvements and Private Streets - Deposit for Actual Cost	
a. 2.5% of construction cost for first \$250,000, plus	
b. 2.25% of construction cost from \$250,000 - \$1,000,000, plus	
c. 2% of construction cost over \$1,000,000, plus	
d. Additional deposit of 0.5% of construction cost if costs exceed fees collected	
e. Plan revisions after approval - per sheet	\$145.00
3. Other On-Site Private Improvements - Deposit for Actual Cost	
a. 1% of construction cost at the time of first submittal.	
b. 0.25% of construction cost additional deposit if costs exceed fees collected	
c. Plan revisions after approval - per sheet	\$145.00
<b>C. Document Review</b>	
1. Legal description and plat for abandonment	\$145.00
2. Certificate of Correction	\$145.00
3. Dedication documents	\$145.00
4. Legal description	\$145.00
5. Miscellaneous document review	\$145.00
<b>D. Overhead Multiplier</b>	
As shown in Cost Allocation Plan per Department and Position performing work (Step E including overhead)	

<sup>1</sup> Legal Review - Actual Cost: Consultant cost + 20% City Administration City Staff - Total Hourly Rate, Step E

**Public Works  
Engineering Fees**

Fee Description	Fee
<b>III. PERMIT FEES</b>	
<b>A. Encroachment Permit Processing Fee</b>	
1. Subdivision/Development	\$146.00
2. General (All Other)	\$72.00
3. EP – Utilities Cost of Work > \$10,000	\$390.00
4. EP – Utilities Cost of Work < \$10,000	\$144.00
<b>B. Grading Permit Processing Fees</b>	
1. 10,000 cubic yards or less	\$146.00
2. Over 10,000 cubic yards	\$762.00
<b>C. Transportation Permit Processing Fee</b>	
	\$16.00
<b>IV. INSPECTION FEES</b>	
<b>A. Publicly Maintained Improvements (Streets, Water, Sewer, Storm Drains)</b>	
	% 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>B. Privately Maintained Improvements</b>	
	% of Value for Improvement
1. 2% first \$100,000, plus	
2. 1.5% second \$100,000, plus	
3. 1% next \$300,000, plus	
4. 0.5% over \$500,000	
<b>C. Grading Inspection Fees</b>	
3.5% of estimated cost of grading and associated improvements	
<b>D. Miscellaneous Inspections (Per Hour)</b>	
	Hourly Rate <sup>1</sup>
To be charged at the Public Works Construction Inspector II step E total hourly rate per current Cost Allocation Plan	
<b>E. Inspection Fees - Miscellaneous <sup>2</sup></b>	
1. Trenching for Utilities	Hourly Rate <sup>1</sup>
2. Curb Cut/Driveway and Curb/Gutter Installation - hrs/lf	\$0.0155
3. Curb Drain - hrs/each	\$0.0800
4. Excavation - hrs/lf	\$0.0079
5. Paving	
a. Conform Paving - hrs/sf	\$0.0089
b. Minor Pavement Repair hourly -hrs/sf x 3% cost	\$0.5000
c. Street Lane - hrs/sq ft x 3% cost	\$0.0105
6. Install Sidewalk - hrs/lf	\$0.0017
7. Install Access Ramp - hrs/each	\$0.2800
8. Sewer Tap or Cap at Main - hrs/each	\$0.6700
9. Sewer Cap at Property Line - hrs/each	\$0.2100
10. Sewer Line Repair	Hourly Rate <sup>2</sup>
11. Water Service Repair or Abandonment	Hourly Rate <sup>2</sup>

<sup>1</sup> Minimum 1/2 hour

<sup>2</sup> Prorated percent of time to perform service based on hourly inspection fee

**Public Works  
Engineering Fees**

Fee Description	Fee
<b>IV. INSPECTION FEES (continued) <sup>1</sup></b>	
12. Street Light - hrs/each	\$0.2800
13. Wells	
a. Drilling Permit - hrs/each	\$0.4100
b. Abandonment Inspections - hrs/each	\$0.2100
<b>F. Overtime Inspection - 1.5 Times Construction Inspector Total Hourly Rate Step E, including overhead, per current Cost Allocation Plan.</b>	
<b>V. MISCELLANEOUS FEES</b>	
<b>A. Apportionment Processing Fee</b>	
1. Processing/Review, plus	\$294.00
2. Consultant Fee Per Contract - Deposit	Actual Cost
<b>B. Contra Costa County Flood Control Area Drainage Fees</b>	
As set forth in Contra Costa County Ordinance at the time of Final Map Approval	
<b>C. Development Program Fees - As Calculated by City Engineer</b>	
<b>D. Lot Line Adjustment (Per Parcel)</b>	\$741.00
<b>E. Traffic Signal Maintenance - Deposit for actual cost</b>	\$5,884.00
Traffic signal maintenance once energized by PG&E until project acceptance	
<b>F. Community Facilities District Formation/Annexation</b>	
1. Processing/Review, plus	\$214.00
2. Consultant Fee Per Contract - Deposit	Actual Cost
<b>G. Assessment District Formation</b>	
Initial Deposit for Actual Cost	Actual Cost
<b>H. Base Map Revision Fee - as set by Contra Costa County + 2% for City Administration</b>	\$51.00
Prior to Final Map or Lot Line Adjustment Recordation	
<b>I. Drains to Creek Marker</b>	\$7.25
<b>J. Aerial Photo on CD only</b>	
1. Geo Photo	\$61.00
2. Ortho Photo	\$123.00
<b>K. Public Outreach/Educational Items</b>	No Charge

<sup>1</sup> Prorated percent of time to perform service based on hourly inspection fee

**Public Works  
Engineering Fees**

<b>DEVELOPMENT FEE PROGRAM</b>						
<b>General Plan Build Out</b>						
<b>Fee Category</b>	<b>RESIDENTIAL per Unit</b>			<b>NON-RESIDENTIAL per Building SF</b>		
	<b>Single Family</b>	<b>Multi-Family</b>	<b>Active Adult</b>	<b>Commercial</b>	<b>Office</b>	<b>Industrial/ Institutional</b>
Administration	\$637.40	\$422.74	\$319.75	\$0.3754	\$0.4829	\$0.2877
Community Facilities	\$2,784.92	\$1,847.04	\$1,397.03	\$0.5084	\$0.6539	\$0.3895
Fire <sup>1,2</sup>	\$847.46	\$847.46	\$847.46	\$0.1670	\$0.1670	\$0.1670
Parks and Trails	\$8,195.29	\$5,435.38	\$4,111.11	-	-	-
Roadways	\$11,601.93	\$7,193.20	\$5,104.85	\$4.3232	\$5.1861	\$3.2021
Wastewater	\$5,741.74	\$4,124.68	\$4,687.13	\$1.9207	\$1.9207	\$1.3338
Water	\$8,781.16	\$3,769.59	\$7,895.30	\$1.0651	\$1.3314	\$1.1557
<b>Total Fees</b>	<b>\$38,589.90</b>	<b>\$23,640.09</b>	<b>\$24,362.64</b>	<b>\$8.36</b>	<b>\$9.74</b>	<b>\$6.54</b>

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

<sup>1</sup> 1998 EDFPD & 2004 City of Brentwood Fire Fee Studies,

<sup>2</sup> 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 Impact Fee Program for full details.

**Public Works  
Engineering Fees**

EAST CONTRA COSTA REGIONAL FEE AND FINANCING AUTHORITY (ECCRFFA)								
Regional Traffic Mitigation								
Type of Use	Fee Units	Fee	Admin Fee	Total Fee		Fee	Admin Fee	Total Fee
		New Fee (Effective Jan. 1, 2016)		New Fee (Effective Jan. 1, 2016)	ECCRFFA Fee Rebate <sup>1</sup>	New Fee Less Rebate		New Fee Less Rebate
Single family residential	Per dwelling unit	\$20,436.00	\$204.36	\$20,640.36	22%	\$15,940.00	\$159.40	\$16,099.40
Multiple family residential	Per dwelling unit	\$12,545.00	\$125.45	\$12,670.45	22%	\$9,785.00	\$97.85	\$9,882.85
Active senior residential	Per dwelling unit	\$8,901.90	\$89.02	\$8,990.92	22%	\$6,943.46	\$69.43	\$7,012.90
Commercial	Per square foot of gross floor area	\$1.70	\$0.016	\$1.67		\$1.70	\$0.016	\$1.72
Office	Per square foot of gross floor area	\$1.48	\$0.014	\$1.49		\$1.48	\$0.014	\$1.49
Industrial	Per square foot of gross floor area	\$1.48	\$0.014	\$1.49		\$1.48	\$0.014	\$1.49
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

<sup>1</sup> Actual Fees have been reduced by 29% through December 31, 2015 per the ECCRFFA Temporary Fee Incentive Program

Public Works

**Solid Waste Fees  
NON-SCHEDULED SERVICES**

Bin Service <sup>1</sup>	
<b>DEPOSIT (Required on all bin rentals)</b>	\$691.00 per bin
<b>BIN REMOVAL CHARGE</b>	
1 to 8 Cubic Yards (frontload)	\$117.55 per haul <sup>1</sup>
10 to 40 Cubic Yards (roll-off)	\$235.05 per haul <sup>1</sup>
40 yards compacted cardboard (additional charge)	\$15.00 per ton
<b>PROCESSING CHARGE (applicable to 10-40 cubic yard bins)</b>	
Garbage or Construction/Demolition	\$69.09 per ton
Clean Wood, Yard Waste, Metals Only	\$37.96 per ton
Mixed Recyclables Only	\$47.92 per ton
Clean Cardboard Only (Non-Compacted)	\$0.00 per ton
<b>OTHER CHARGES</b>	
40 Yard Compactor Rental	\$65.17 per month
Haul Materials Outside City Limits	\$268.70 per haul
Compactor Special Handling Charge	\$31.10 per haul

Extra Cart Service Charges <sup>1</sup>				
	32 Gal.	64 Gal.	96 Gal.	
Residential	\$6.34	\$9.42	\$11.31	Each additional bag or 32-gallon equivalent of material collected \$6.34
Commercial	\$6.45	\$9.10	\$11.97	

Extra Bin Service Charges <sup>1,2</sup>							
Front-load Bin	1 yd.	2 yd.	3 yd.	4 yd.	5 yd.	6 yd.	8 yd.
Garbage, Organics	\$29.19	\$58.39	\$81.19	\$105.38	\$126.11	\$150.98	\$200.39
Mixed Recycling	\$23.36	\$46.71	\$64.95	\$84.30	\$100.89	\$120.78	\$160.31
Cardboard	N/A	\$10.36	\$14.98	\$19.00	\$22.64	\$27.64	\$34.55

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

Bulky Item Charges <sup>1</sup>	
Level 1 Bulky Materials (per item) <sup>3</sup>	\$41.17
Level 2 Bulky Materials (per item) <sup>4</sup>	\$69.86
- Less than 4 feet in length, height, or width	- Greater than 4 feet in length, height or width
- Less than 75 lbs.	- Between 75 lbs. and 200 lbs.
- Tires (up to 4 tires, 16" or less, no rims)	- Tires (up to 4 tires, 20" or less, with our without rims)
- Loose bagged trash/recyclables (up to 6 bags)	- Items with special handling required (e.g. Refrigerator w/CFCs)

Christmas Tree Pick-Up	\$20.00
------------------------	---------

Special Charges <sup>1</sup>						
	Time	Carts	Time	FL Bins	Time	Roll-off Bins
Container Removal/Wash/Exchange/Disconnect <sup>5</sup>		\$ 40.06		Cost/Varies		Cost/Varies by Size
Container Replacement/with Delivery <sup>6</sup>		\$ 87.19		Cost/Varies		Cost/Varies by Size
Call Back Fee <sup>7</sup>		\$ 21.52		\$ 57.39		\$ 129.13
Stand-by Time <sup>8</sup>	Per Hour	\$ 172.17	Per Hour	\$ 172.17	Per Hour	\$ 172.17
Stand-by Over Time <sup>8</sup> - 1.5 x Hourly Rate	Per Hour	\$ 194.41	Per Hour	\$ 194.41	Per Hour	\$ 194.41
Vacation Hold <sup>9</sup>		\$ 24.10		N/A		N/A
Lock (replacement)		N/A		Actual Cost		Actual Cost
Enhanced Recycling Service Change		N/A		N/A		N/A
Public Outreach/Education Items (No Charge)						

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

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

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> 15 minutes of a Solid Waste Equipment Operator I Step E Total Hourly Rate per the Cost Allocation Plan. Fee also charged when container removal is attempted as a result of disconnected service.

<sup>6</sup> 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.

<sup>7</sup> 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).

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

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

Public Works

Solid Waste Fees SCHEDULED SERVICES								
Residential Cart Service <sup>5</sup>								
Service Per Week		Senior 32 Gal. <sup>1</sup>	32 Gal.	64 Gal.	96 Gal.	The rate is based on the garbage cart size and may include up to two each of the recycling/yard waste carts serviced every other week at no additional charge. Rate for the 3rd cart is \$12.74/month per cart. <sup>2</sup>		
	1	\$17.01	\$25.36	\$37.70	\$45.25			
Commercial Cart Service <sup>5</sup>								
Service Per Week		32 Gal.	64 Gal.	96 Gal.	The rate is based on the garbage, organics cart size and may include up to two each of the recycling/yard waste carts serviced every other week at no additional charge. Rate for the 3rd cart is \$12.74/month per cart. <sup>2</sup>			
	1	\$25.78	\$36.39	\$47.88				
	2	\$55.04	\$63.28	\$104.39				
3	\$81.28	\$93.63	\$155.31					
Commercial Front-Load Bin Service								
Garbage, Organics <sup>7</sup> Non-compacted Rates <sup>3,4,5,6</sup>								
Service Per Week	Container Size							
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	1	\$116.78	\$233.57	\$324.76	\$421.52	\$504.45	\$603.93	\$801.56
	2	\$214.22	\$428.41	\$608.07	\$815.37	\$983.98	\$1,180.22	\$1,575.47
	3	\$310.96	\$621.90	\$928.69	\$1,216.16	\$1,475.98	\$1,770.33	\$2,360.45
	4	\$428.41	\$856.83	\$1,216.16	\$1,630.75	\$1,967.94	\$2,360.45	\$3,150.93
5	\$525.15	\$1,050.32	\$1,536.78	\$2,031.52	\$2,459.96	\$2,950.56	\$3,935.93	
Mixed Recyclables Non-compacted Rates <sup>3,4,5,6</sup>								
Service Per Week	Container Size							
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	1	\$93.43	\$186.83	\$259.82	\$337.22	\$403.54	\$483.13	\$641.24
	2 <sup>6</sup>	\$171.38	\$342.73	\$486.47	\$652.31	\$824.50	\$944.18	\$1,260.40
	3 <sup>6</sup>	N/A	N/A	N/A	\$986.82	N/A	N/A	\$1,824.80
	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Cardboard Only Non-compacted Rates <sup>3,4,5,6</sup>								
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	1	N/A	\$41.45	\$59.93	\$76.01	\$90.57	\$110.56	\$138.20
	2	N/A	\$76.01	\$91.64	\$138.20	\$161.01	\$193.48	\$248.76
	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

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

<sup>2</sup> 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.

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

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

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

<sup>6</sup> Upon route availability.

<sup>7</sup> Organic Recycling Mandates per California Assembly Bill 1826



Public Works

Solid Waste Fees SCHEDULED SERVICES								
Government Rate - Front Load Bin Service <sup>1,2,3,4</sup>								
Garbage, Organics <sup>5</sup>								
Non-compacted Rates		Container Size (Cubic Yards)						
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	1	\$323.03	\$337.83	\$352.63	\$367.43	\$382.24	\$397.03	\$426.63
	2	\$646.05	\$675.65	\$705.26	\$734.86	\$764.46	\$794.06	\$853.27
	3	\$969.08	\$1,013.48	\$1,057.89	\$1,102.29	\$1,146.70	\$1,191.09	\$1,279.90
	4	\$1,292.11	\$1,351.31	\$1,410.51	\$1,469.72	\$1,528.92	\$1,588.13	\$1,706.53
	5	\$1,615.14	\$1,689.14	\$1,763.15	\$1,837.15	\$1,911.16	\$1,985.16	\$2,133.17
Compacted Rates		Container Size (Cubic Yards) <sup>1</sup>						
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	1	\$337.83	\$367.43	\$397.03	\$426.63	\$456.24	\$485.84	\$545.04
	2	\$675.65	\$734.86	\$794.06	\$853.27	\$912.47	\$971.67	\$1,090.08
	3	\$1,013.48	\$1,102.29	\$1,191.09	\$1,279.90	\$1,368.71	\$1,457.51	\$1,635.12
	4	\$1,351.31	\$1,469.72	\$1,588.13	\$1,706.53	\$1,824.94	\$1,943.35	\$2,180.17
	5	\$1,689.14	\$1,837.15	\$1,985.16	\$2,133.17	\$2,281.18	\$2,429.19	\$2,725.21
Mixed Recyclables								
Non-compacted Rates		Container Size (Cubic Yards) <sup>4</sup>						
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	1	\$311.37	\$314.52	\$317.67	\$320.81	\$323.97	\$327.12	\$333.41
	2	\$622.75	\$629.04	\$635.34	\$641.64	\$647.93	\$654.23	\$666.83
	3	N/A	N/A	N/A	\$962.45	N/A	N/A	\$1,000.23
	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Compacted Rates		Container Size (Cubic Yards) <sup>1,4</sup>						
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	1	\$314.52	\$320.81	\$327.12	\$333.41	\$339.71	\$346.00	\$358.60
	2	\$629.04	\$641.64	\$654.23	\$666.83	\$679.41	\$692.00	\$717.19
	3	N/A	N/A	N/A	\$1,000.23	N/A	N/A	\$1,075.79
	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

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

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

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

<sup>4</sup> Upon route availability.

<sup>5</sup> Organic Recycling Mandates per California Assembly Bill 1826

Public Works

Wastewater Fees

Customer Category	2013/14	2014/15	2015/16	2016/17	2017/18
<b>Residential</b>					
Monthly Fixed Base Charge	\$14.19	\$14.62	\$15.06	\$15.51	\$15.97
Variable Rate per 1,000 gallons water use/month	\$4.94	\$5.09	\$5.25	\$5.40	\$5.56
Residential Maximum per month	\$50.52	\$52.04	\$53.60	\$55.21	\$56.86
Lateral Maintenance Fee (Monthly)	\$1.75	\$1.80	\$1.86	\$1.91	\$1.97

New residential customers in new construction, charges will be based on the citywide residential average wastewater usage due to lack of actual usage history. New residential customers in an existing dwelling will be charged the lesser of (1) citywide average or (2) previous wastewater usage history at the service address.

Residential Multi-family customers are charged a wastewater fixed monthly charge multiplied by number of dwelling units, in addition to a variable usage charge based on the customer's average winter water use divided by the number of dwelling units.

Non-Residential	2013/14	2014/15	2015/16	2016/17	2017/18
Monthly Fixed Base Charge	\$14.19	\$14.62	\$15.06	\$15.51	\$15.97
Variable Rate per 1,000 gallons water use/month					
Auto Sales and Repair	\$5.34	\$5.50	\$5.67	\$5.84	\$6.01
Barber and Beauty Shops	\$4.45	\$4.59	\$4.73	\$4.87	\$5.01
Bakery	\$13.69	\$14.10	\$14.52	\$14.95	\$15.40
Car Washes	\$4.60	\$4.73	\$4.88	\$5.02	\$5.17
Gas Stations	\$5.17	\$5.33	\$5.49	\$5.65	\$5.82
Grocery Stores	\$11.65	\$11.99	\$12.35	\$12.73	\$13.11
Hotels without Restaurants	\$5.33	\$5.49	\$5.66	\$5.83	\$6.00
Institutions, Churches, Home Owners Associations	\$4.71	\$4.85	\$4.99	\$5.14	\$5.30
Laundromats	\$4.85	\$4.99	\$5.14	\$5.30	\$5.46
Laundry, Commercial	\$6.28	\$6.47	\$6.66	\$6.86	\$7.07
Office Buildings, Banks	\$4.77	\$4.91	\$5.06	\$5.21	\$5.37
Restaurants	\$12.92	\$13.31	\$13.70	\$14.12	\$14.54
Retail Stores	\$4.85	\$4.99	\$5.14	\$5.30	\$5.46
Schools	\$4.45	\$4.59	\$4.73	\$4.87	\$5.01
Other Commercial	\$4.97	\$5.12	\$5.27	\$5.43	\$5.59
Mixed Use	\$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
Industrial Wastewater Discharge Permit Application Fee	\$	-	\$	359.54	\$	364.13	\$	380.58	Actual Cost	
Public Outreach/Educational Items (No Charge)		N/A		N/A		N/A		N/A		N/A

Public Works

Water Fees

Effective Date	July 1, 2015	June 1, 2016	July 1, 2016	July 1, 2017
<b>Monthly Base Rate</b>				
5/8" or 3/4 Meter	\$20.85	\$21.61	\$21.61	\$23.56
1" Meter	\$31.27	\$29.83	\$29.83	\$32.52
1.5" Meter	\$62.55	\$50.39	\$50.39	\$54.93
2" Meter	\$104.25	\$75.07	\$75.07	\$81.83
3" Meter	\$187.65	\$153.21	\$153.21	\$167.00
4" Meter	\$271.05	\$268.36	\$268.36	\$292.65
6" Meter	\$562.96	\$543.89	\$543.89	\$592.85
<b>Potable Consumption Charge <sup>2</sup></b>				
<b>Residential</b>				
Tier 1: Units 1-10	\$3.27	Tier 1: Units 1-5	\$2.49	\$2.72
Tier 2: Units 11-20	\$3.89	Tier 2: Units 6-14	\$4.96	\$5.41
Tier 3: Units 21-30	\$4.66	Tier 3: Units 15-20	\$5.93	\$6.47
Tier 4: Units 31+	\$5.43	Tier 4: Units 21+	\$6.52	\$7.11
<b>Non Residential</b>				
Tier 1: Units 1-10	\$3.27	Tier 1: Units 1-5	\$2.31	\$2.52
Tier 2: Units 11+	\$3.89	Tier 2: Units 6+	\$4.60	\$5.02
<b>Non Potable Consumption Charge <sup>2</sup></b>				
Non Potable	\$1.20	\$1.31	\$1.31	\$1.43
Recycled	\$1.20	\$1.31	\$1.31	\$1.43
<b>Hydrant <sup>2</sup></b>				
Potable	\$3.86	\$6.04	\$6.04	\$6.59
Non Potable	\$1.20	\$1.31	\$1.31	\$1.43
<b>Drought Surcharge <sup>1,2</sup></b>				
Stage I - (no mandated conservation)		\$0.00	\$0.00	\$0.00
Stage II - (up to 20% mandated conservation)		\$1.38	\$1.38	\$1.50
Stage III - (up to 35% mandated conservation)		\$2.32	\$2.32	\$2.53
Stage IV - (up to 50% mandated conservation)		\$3.85	\$3.85	\$4.20
Water Service Standby Charge			\$60.00	
Water Meter Test Fee <sup>3</sup>			\$190.27	
Water Disconnection Charge			\$30.00	
Water Meter Lock			Actual Cost	
Angle Meter Stop			Actual Cost	
After Hours Same Day Service Fee <sup>4</sup>			\$84.39	
Fireline 2"			\$4.00	
Fireline 4"			\$8.00	
Fireline 6"			\$12.00	
Fireline 8"			\$16.00	
<i>(Rate is based on \$2.00 per inch of the Fire Service Line)</i>				
Hydrant Meter Deposit			\$2,500.00	
Public Outreach/Educational Items			No Charge	
Waterwise Gardening CD		No Charge for CD BY Mail - Actual Postage Cost		
Irrigation Sign (Non-potable)		Actual Cost Per (12" x 18") Sign		

<sup>1</sup> Fees became effective June 1, 2016

<sup>2</sup> Per 1,000 gallons = 1 unit

<sup>3</sup> 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.

<sup>4</sup> 1/2 hour, to be charged at the Water Service Worker II Total Hourly Rate Step E per the Cost Allocation Plan.

**Public Works  
Laboratory  
Water Analysis Fees**

Fee Description	Fee
<b>Microbiology:</b>	
Colilert (P/A and Quanti-Tray) <sup>1</sup>	\$20.80
Membrane Filtration <sup>1</sup>	\$22.80
MPN <sup>1</sup>	\$45.80
Heterotrophic Plate Count	\$35.00
Fecal Coliform or Confirmation <sup>2</sup>	\$18.60
<b>General Mineral and Physical:</b>	
Alkalinity	\$19.60
Conductivity	\$19.70
Field Testing (Chlorine, pH, Temperature)	\$17.50
Hardness	\$26.90
Turbidity	\$17.50
Color	\$17.50
<b>Inorganics:</b>	
Ammonia	\$35.30
BOD5	\$33.70
Bromide	\$35.30
Calcium	\$35.30
Chloride	\$35.30
Fluoride	\$35.30
Magnesium	\$35.30
Phosphate	\$35.30
Potassium	\$35.30
Nitrate	\$35.30
Nitrite	\$35.30
Sodium	\$35.30
Solids (TDS)	\$35.00
Sulfate	\$35.30
Outside Lab Testing	Actual Cost + 10%

<sup>1</sup> If test result show Positive Total Coliform an additional Confirmation test will be required

<sup>2</sup> 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
<b>Microbiology:</b>	
Colilert (P/A and Quanti-Tray) <sup>1</sup>	\$20.80
Membrane Filtration <sup>1</sup>	\$22.80
MPN <sup>1</sup>	\$45.80
Heterotrophic Plate Count	\$35.00
Fecal Coliform or Confirmation <sup>2</sup>	\$18.60
<b>General Mineral and Physical:</b>	
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<b>Inorganics:</b>	
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Chloride	\$35.30
Fluoride	\$35.30
Magnesium	\$35.30
Phosphate	\$35.30
Potassium	\$35.30
Nitrate	\$35.30
Nitrite	\$35.30
Sodium	\$35.30
Solids (TDS)	\$35.00
Sulfate	\$35.30
Outside Lab Testing	Actual Cost + 10%

<sup>1</sup> If test result show Positive Total Coliform an additional Confirmation test will be required

<sup>2</sup> 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 of July 1, 2016 to establish billings or final indirect costs rates for Fiscal Year 2016/17 are allowable in accordance with the requirements of the Federal award(s) to which they apply and 2 CFR part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, Subpart F. 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 agreements 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 and the Federal Government will be notified of any accounting changes that would affect the predetermined rate.

I declare that the foregoing is true and correct.

Governmental Unit: City Of Brentwood

Signature: 

Name of Official: Kerry Breen

Title: Director of Administrative Services

Date of Execution: 7/1/2016

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.

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



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## RESOLUTION NO. 2016-119

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE 2016/17 COST ALLOCATION PLAN, 2016/17 COMPENSATION PLAN, AND SCHEDULE OF CITY FEES AND AUTHORIZING THE CITY MANAGER OR HIS AUTHORIZED DESIGNEE TO MAKE MINISTERIAL REVISIONS TO THE 2016/17 COMPENSATION PLAN; AND REPEALING RESOLUTION NO. 2015-122 WHICH ADOPTED THE 2015/16 COST ALLOCATION PLAN AND SCHEDULE OF CITY FEES AND THE MOST RECENT REVISIONS TO THE 2015/16 COMPENSATION PLAN**

**WHEREAS**, Article XI, section 7 of the California Constitution allows the City to impose fees and charges that are not in conflict with the general laws of the State; and

**WHEREAS**, Government Code Sections 65104, 65909.5, 66014 and 66451.2 allow the City to establish fees to offset the City's administrative costs in processing permits, licenses, subdivision maps and entitlements; and

**WHEREAS**, Brentwood Municipal Code § 17.800 requires payment of such processing fees in conjunction with any application submitted for permits, licenses, subdivision maps and entitlements; and

**WHEREAS**, on November 14, 2000, by Resolution No. 2198 the City Council adopted the DMG-Maximus Report for computing fees for City services and revising the City services fees; and

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

**WHEREAS**, On April 28, 2015, by Resolution 2015-67, City Council approved the City of Brentwood 2015 Development Fee Program and adopted a schedule of facility impact fees applicable to new development projects pursuant to Brentwood Municipal Code Section 16.130.020(A); and

**WHEREAS**, on April 12, 2016, by Resolution 2016-41, City Council implemented a Stage II Drought Surcharge; and

**WHEREAS**, on April 26, 2016, City Council adopted Ordinance No. 969, accepted and approved a Water Rate Study, adopting revised monthly user charges for water service for fiscal years 2015/16 to 2017/18 and subsequent years and repealing Ordinance No. 922; and

**WHEREAS**, on April 26, 2016, by Resolution 2016-46, City Council amended the 2015/16 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 and aquatic fees; and

**WHEREAS** on June 14, 2016, by Resolution 2016-77, City Council amended the 2015/16 Operating Budget, adopted the 2016/17 – 2017/18 Operating Budget and established job classifications, job descriptions and salary ranges for the Director of Human Resources/Risk Manager and two limited service classifications; and

**WHEREAS**, On June 28, 2016, by Resolution 2016-87, City Council amended the City of Brentwood 2015/16 Cost Allocation Plan, Compensation Plan and Schedule of City Fees as it relates to (1) a new fee to recover administrative costs associated with the use of consultant planning services; (2) the removal of an existing fee for the use of construction water in development projects; and (3) a new fee to recover costs for permits associated with the use of commercial photovoltaic systems; and

**WHEREAS**, On July 26, 2016, by Resolution 2016-98, City Council amended the City of Brentwood 2015/16 Cost Allocation Plan, and Schedule of City Fees related to certain Police Department clerical, booking, massage therapist and report fees; and

**WHEREAS**, the City Administrative Services Department researched and developed the Cost Allocation Plan and City Fees, Fiscal Year 2016/17 report, which develops a model for computing fees to cover the City's direct and indirect (overhead) administrative costs incurred in response to requests for permits, maps, licenses and entitlements, and which proposes a revised schedule of such fees; and

**WHEREAS**, the Report and supporting data were available for public inspection and review for ten (10) days prior to this public hearing; and

**WHEREAS**, a public hearing has been noticed and held in accordance with Government Code Section 66018; and

**WHEREAS**, the City Council has considered the information provided to it by those testifying, and has reviewed and considered the information provided in the staff report and staff presentation and has read and considered the Report and supporting data.

**WHEREAS**, the City Council desires to adopt the 2016/17 Compensation Plan, a copy of which is included within the 2016/17 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 Report 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 Report.
- D. The Report and the testimony establish:
  - 1. That there is a reasonable relationship between the need for the fee and the type of service, product, benefit, privilege, or regulatory activity for which the fee is imposed; and
  - 2. That there is a reasonable relationship between the amount of the fee and the estimated reasonable cost of providing the type of service, product, benefit, privilege, or regulatory activity for which the fee is imposed; and
  - 3. The amount of service provided does not exceed what is reasonably necessary in order to process the requested service; and
  - 4. That the cost estimates set forth in the 2016/17 Cost Allocation Plan and the Report are reasonable and best approximate the direct and indirect (overhead) costs of City staff and consultants for providing the service, product, benefit, privilege, or regulatory activity.
- E. The method of allocating the City's administrative costs bears a fair and reasonable relationship to each fee payer's burden on, and benefit from, the services, product, benefit, or privilege requested by that fee payer.
- F. The fees do not exceed the estimated reasonable cost of providing the service, product, benefit, privilege, or regulatory activity for which the fee is charged.

## **Section 2. Adoption of the 2016/17 CAP**

- A. The City Council approves and adopts the 2016/17 CAP and the Report and incorporates them herein.

## **Section 3. Fees Imposed:**

- A. Each person requesting a service in the City of Brentwood for which a fee is imposed pursuant to the Report shall pay the fee set forth in the Report.
- B. On July 1 of each year (excluding Parks and Recreation Fees which will be October 1, of each year with the exception of Field 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 Cost Allocation Plan or the Report and conducts a public hearing to implement a new or revised fee or fees based upon such update or modification.
- D. The applicable fee shall be determined on the basis of the fee schedule in effect at the time the application is submitted to the City for the requested service. The fee shall be payable in full at the time the application is submitted.
- E. The adoption of this Resolution does not affect the ability of the City to request an agreement between the applicant and the City to pay extraordinary processing costs and to establish deposit accounts.

#### **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 Report, including without limitation the capital costs and labor and contract costs directly or indirectly associated with providing the service, product, benefit, privilege, or regulatory activity for which the fee is charged.

**Section 6. Subsequent Analysis of the Fees:**

The fees established herein are adopted and implemented by the Council in reliance on the comprehensive studies that have been prepared by the City and consultants to the City. During the coming years, the City will continue to gather additional information that may affect the nature, scope and type of services to be provided in response to requests of the public. Notwithstanding any term or condition of any permit, subdivision map, license or entitlement granted by the City, it is existing policy that the City Council may revise the fees to incorporate the findings and conclusions of further studies, as well as increases due to inflation, and that such revisions shall apply to any prior approved projects, as well as new projects.

**Section 7. Effective Date of Revised Fees:**

Fees governed by Government Code 66000-66025 shall be effective sixty (60) days after the adoption of this Resolution provided, however, that, upon enactment of this Resolution, any person may pay the revised fees instead of the current fees. All other fees set forth in the 2016/17 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, 2016. Newly established Park and Recreation Program and Facility fees in the 2016/17 Cost Allocation Plan will go into effect on October 1, 2016 with the exception of Field Rental fees which will become effective on January 1, 2017 as noted within the fee schedule, the remaining fees shall be effective September 1, 2016.

**Section 8. 2016/17 Compensation Plan**

- A. The 2016/17 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 representative to make ministerial revisions to the 2016/17 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. 2015-122 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 Sections 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 23<sup>rd</sup> day of August 2016 by the following vote:

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

*Robert Taylor*  
Robert Taylor  
Mayor

ATTEST:

*Margaret Wimberly*  
Margaret Wimberly, MMC  
City Clerk