

COST ALLOCATION PLAN, PAY SCHEDULE AND SCHEDULE OF CITY FEES

2017/18



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City Council

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Executive Team

Gustavo "Gus" Vina City Manager
Damien Brower City Attorney
Sukari Beshears Director of Human Resources/Risk Manager
Kerry Breen City Treasurer/Director of Finance and Information Systems
Tom Hansen Acting 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

Assumptions Supporting Overhead Calculations		
Management Positions/Support	Non-Personnel Costs	
Community Development		
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	
Public Works		
Director of Public Works (PW)/City Engineer (98%) Assistant Director of PW/Engineering (98%) Assistant Director of PW/Operations (95%) Project Services Specialist – Engineering* Administrative Supervisor – Public Works (80%)	Development Engineering Traffic and Transportation Capital Improvement Program Administration Street Maintenance Solid Waste Enterprise Water Enterprise Wastewater Enterprise	
Parks and Recreation		
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	
Police		
Police Chief Police Captain Executive Assistant Accounting Technician Administrative Assistant	Police Dispatch	
Other Citywide		
City Manager ** Economic Development City Clerk Human Resources	City Attorney Business Services Financial Services	Community Services Non-Departmental Operational Transfers Out

*One full-time employee

**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

Departmental and Other Citywide Overhead Factors	
Community Development	119.71%
Public Works	99.35%
Parks and Recreation	90.93%
Police	47.94%
Other Citywide	21.63%

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 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

Pay Schedule

California Code of Regulations, Title 2, Section 570.5 ("Regulations") requires the City's Pay Schedule ("Schedule") meet all the following requirements:

- The Schedule is approved and adopted by the City Council in accordance with public meeting laws;
- The Schedule 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 Schedule includes an effective date and date of any revision and does not reference another document for pay rates; and
- The Schedule is immediately accessible for public review and is retained for review for not less than 5 years.

The Schedule 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 Schedule in its entirety on the City's website.

Changes to Pay Schedule 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 Schedule sections and the effective date of the Schedule would be ministerially revised by the City Manager in consultation with the City Attorney, and the changes posted directly on the City's website at http://www.brentwoodca.gov/gov/hr/pay_schedule.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 Schedule to incorporate the Council approved additions and update the portion of the Schedule 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/pay_schedule.asp for immediate access for public review.

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



PAY SCHEDULE Effective 7/1/17

<u>POSITION</u>	<u>MONTHLY SALARY</u>				
	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>Directors, Assistant Directors (at-will), Unrepresented Contract</u>					
Assistant City Attorney	12,274.30	12,888.02	13,532.42	14,209.04	14,919.49
Assistant City Manager	14,051.22	14,753.78	15,491.47	16,266.04	17,079.35
Assistant Community Development Director	12,274.30	12,888.02	13,532.42	14,209.04	14,919.49
Assistant Director of Finance and Information Systems	12,611.96	13,242.55	13,904.68	14,599.92	15,329.91
Assistant Director of Public Works/Engineering or Operations	12,611.96	13,242.55	13,904.68	14,599.92	15,329.91
Assistant Parks and Recreation Director	10,186.14	10,695.45	11,230.22	11,791.74	12,381.32
City Attorney					20,451.92
City Manager					20,922.95
City Treasurer/Director of Finance and Information Systems	14,051.22	14,753.78	15,491.47	16,266.04	17,079.35
Deputy City Attorney	9,375.03	9,843.78	10,335.97	10,852.76	11,395.40
Deputy Director of Public Works/Operations	11,474.50	12,048.23	12,650.64	13,283.17	13,947.33
Director of Community Development	13,658.86	14,341.81	15,058.90	15,811.84	16,602.44
Director of Human Resources/Risk Manager	13,658.86	14,341.80	15,058.89	15,811.84	16,602.43
Director of Parks and Recreation	13,658.86	14,341.81	15,058.90	15,811.84	16,602.44
Director of Public Works/City Engineer	14,505.82	15,231.12	15,992.67	16,792.30	17,631.92
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
<u>Lieutenants</u>					
Police Lieutenant	10,509.68	11,035.16	11,586.92	12,166.26	12,774.58
<u>Managers and Confidential Employees</u>					
Accounting Manager	9,103.39	9,558.56	10,036.49	10,538.32	11,065.23
Chief Building Official	11,204.76	11,765.00	12,353.25	12,970.91	13,619.45
Chief Financial Operations Officer	10,012.60	10,513.23	11,038.89	11,590.84	12,170.38
Chief Information Systems Officer	11,185.90	11,745.19	12,332.45	12,949.07	13,596.53
City Clerk	9,765.49	10,253.77	10,766.46	11,304.78	11,870.02
Economic Development Manager	11,204.76	11,765.00	12,353.25	12,970.91	13,619.45
Economic Development/Planning Manager	11,204.76	11,765.00	12,353.25	12,970.91	13,619.45
Engineering Manager	10,987.83	11,537.22	12,114.08	12,719.79	13,355.78
Fleet/Facilities Maintenance Manager	8,918.54	9,364.46	9,832.69	10,324.32	10,840.54
Human Resources Manager	9,765.49	10,253.77	10,766.46	11,304.78	11,870.02
Park/Maintenance Manager	9,325.98	9,792.28	10,281.89	10,795.99	11,335.79
Planning Manager	11,204.76	11,765.00	12,353.25	12,970.91	13,619.45
Purchasing Manager	7,196.32	7,556.14	7,933.95	8,330.64	8,747.17
Records Manager	6,587.04	6,916.39	7,262.21	7,625.32	8,006.59
Recreation Manager	8,177.21	8,586.07	9,015.37	9,466.14	9,939.45
Solid Waste Manager	9,041.15	9,493.20	9,967.86	10,466.26	10,989.57
Streets Manager	8,918.54	9,364.46	9,832.69	10,324.32	10,840.54
Wastewater Operations Manager	9,122.26	9,578.37	10,057.29	10,560.15	11,088.16
Water Operations Manager	9,122.26	9,578.37	10,057.29	10,560.15	11,088.16
<u>Supervisor and Professional Employees</u>					
Accountant I	6,243.17	6,555.33	6,883.10	7,227.25	7,588.62
Accountant II	6,883.10	7,227.25	7,588.62	7,968.05	8,366.45
Assistant City Clerk	6,587.04	6,916.39	7,262.21	7,625.32	8,006.59
Assistant Engineer	7,850.76	8,243.30	8,655.46	9,088.23	9,542.65
Assistant Planner	7,249.73	7,612.22	7,992.83	8,392.47	8,812.10
Associate Engineer	8,655.46	9,088.23	9,542.65	10,019.78	10,520.77



PAYSCHEDULE *Effective 7/1/17*

<u>POSITION</u>	<u>MONTHLY SALARY</u>				
	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>Supervisor and Professional Employees (Continued)</u>					
Associate Planner	7,992.83	8,392.47	8,812.10	9,252.70	9,715.34
Facilities Maintenance Supervisor	6,834.15	7,175.86	7,534.65	7,911.38	8,306.95
Geographic Information Systems Coordinator	9,078.87	9,532.82	10,009.46	10,509.93	11,035.43
Grants Program Manager	7,916.90	8,312.74	8,728.38	9,164.80	9,623.04
Housing Analyst	7,992.35	8,391.97	8,811.57	9,252.14	9,714.75
Information Systems Specialist	8,147.03	8,554.38	8,982.10	9,431.20	9,902.76
Management Analyst	7,979.15	8,378.10	8,797.01	9,236.86	9,698.70
Park/Maintenance Supervisor	6,834.15	7,175.86	7,534.65	7,911.38	8,306.95
Parks Planner	7,992.35	8,391.97	8,811.57	9,252.14	9,714.75
Principal Planner	10,132.16	10,638.77	11,170.70	11,729.24	12,315.70
Project Manager/Economic Development	9,188.28	9,647.69	10,130.08	10,636.58	11,168.41
Recreation Supervisor	6,815.29	7,156.05	7,513.85	7,889.54	8,284.02
Regulatory Compliance Supervisor	7,992.35	8,391.97	8,811.57	9,252.14	9,714.75
Senior Accountant	7,968.05	8,366.45	8,784.77	9,224.01	9,685.21
Senior Analyst	9,190.17	9,649.67	10,132.16	10,638.77	11,170.70
Senior Associate Engineer	9,088.23	9,542.65	10,019.78	10,520.77	11,046.81
Senior Engineer	9,988.08	10,487.48	11,011.86	11,562.45	12,140.57
Senior Planner	9,190.17	9,649.67	10,132.16	10,638.77	11,170.70
Solid Waste Supervisor	7,535.86	7,912.65	8,308.29	8,723.70	9,159.89
Streets Supervisor	7,758.45	8,146.37	8,553.69	8,981.37	9,430.44
Wastewater Treatment Plant Supervisor	7,992.35	8,391.97	8,811.57	9,252.14	9,714.75
Water Distribution Supervisor	7,992.35	8,391.97	8,811.57	9,252.14	9,714.75
Water Production Supervisor	7,992.35	8,391.97	8,811.57	9,252.14	9,714.75
Webmaster	6,845.47	7,187.74	7,547.13	7,924.48	8,320.71
<u>Miscellaneous Office Employees</u>					
Accounting Assistant I	4,333.71	4,550.40	4,777.92	5,016.82	5,267.66
Accounting Assistant II	4,777.92	5,016.82	5,267.66	5,531.04	5,807.59
Accounting Specialist	6,315.19	6,630.95	6,962.50	7,310.62	7,676.16
Accounting Technician	5,496.27	5,771.09	6,059.64	6,362.62	6,680.76
Administrative Assistant I	4,102.75	4,307.89	4,523.28	4,749.45	4,986.92
Administrative Assistant II	4,523.28	4,749.45	4,986.92	5,236.27	5,498.08
Administrative Secretary	5,236.27	5,498.08	5,772.98	6,061.63	6,364.71
Administrative Supervisor	5,760.99	6,049.04	6,351.50	6,669.07	7,002.52
Building Inspector I	6,676.94	7,010.79	7,361.33	7,729.40	8,115.87
Building Inspector II	7,361.33	7,729.40	8,115.87	8,521.66	8,947.74
Code Enforcement Officer I	6,259.11	6,572.07	6,900.67	7,245.70	7,607.99
Code Enforcement Officer II	6,900.67	7,245.70	7,607.99	7,988.39	8,387.81
Community Development Specialist	7,288.37	7,652.79	8,035.43	8,437.20	8,859.06
Community Development Technician	6,023.81	6,325.00	6,641.25	6,973.31	7,321.98
Community Service Officer I	4,747.35	4,984.72	5,233.95	5,495.65	5,770.43
Community Service Officer II	5,233.95	5,495.65	5,770.43	6,058.95	6,361.90
Construction Inspector I	6,676.94	7,010.79	7,361.33	7,729.40	8,115.87
Construction Inspector II	7,361.33	7,729.40	8,115.87	8,521.66	8,947.74
Engineering Services Specialist	7,734.02	8,120.72	8,526.75	8,953.09	9,400.74
Engineering Technician	6,724.65	7,060.88	7,413.93	7,784.62	8,173.86
Executive Assistant	6,334.24	6,650.95	6,983.50	7,332.67	7,699.30
Finance/Special Projects Coordinator	6,717.03	7,052.88	7,405.53	7,775.81	8,164.60
Human Resources Assistant I	4,722.15	4,958.26	5,206.17	5,466.48	5,739.81



PAYSCHEDULE *Effective 7/1/17*

<u>POSITION</u>	<u>MONTHLY SALARY</u>				
	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
Miscellaneous Office Employees (Continued)					
Human Resources Assistant II	5,206.17	5,466.48	5,739.81	6,026.80	6,328.14
Human Resources Specialist	6,717.03	7,052.88	7,405.53	7,775.81	8,164.60
Information Systems Technician	6,583.72	6,912.91	7,258.55	7,621.48	8,002.55
Parks Planning Technician	6,023.81	6,325.00	6,641.25	6,973.31	7,321.98
Permit Services Specialist	7,360.74	7,728.78	8,115.22	8,520.98	8,947.03
Plan Check Engineer	8,095.86	8,500.66	8,925.69	9,371.97	9,840.57
Police Dispatcher	5,826.04	6,117.34	6,423.21	6,744.37	7,081.59
Police Dispatch Supervisor	7,045.97	7,398.27	7,768.18	8,156.59	8,564.42
Police Records Clerk I	4,520.59	4,746.61	4,983.95	5,233.14	5,494.80
Police Records Clerk II	4,983.95	5,233.14	5,494.80	5,769.54	6,058.02
Project Services Specialist	7,029.36	7,380.83	7,749.87	8,137.37	8,544.24
Records Supervisor	6,303.77	6,618.95	6,949.90	7,297.40	7,662.27
Recreation Coordinator	5,985.72	6,285.01	6,599.26	6,929.22	7,275.68
Right-of-Way Specialist	7,288.37	7,652.79	8,035.43	8,437.20	8,859.06
Safety/Special Projects Coordinator	6,717.03	7,052.88	7,405.53	7,775.81	8,164.60
Senior Building Inspector	8,095.86	8,500.66	8,925.69	9,371.97	9,840.57
Senior Code Enforcement Officer	7,587.37	7,966.74	8,365.08	8,783.33	9,222.50
Senior Community Service Officer	6,016.19	6,317.00	6,632.85	6,964.49	7,312.72
Senior Construction Inspector	8,095.86	8,500.66	8,925.69	9,371.97	9,840.57
Senior Police Records Clerk	5,770.51	6,059.05	6,361.99	6,680.09	7,014.10
Senior Technician	6,623.71	6,954.90	7,302.65	7,667.78	8,051.17
Technical Assistant I	4,957.32	5,205.18	5,465.44	5,738.71	6,025.65
Technical Assistant II	5,465.44	5,738.71	6,025.65	6,326.93	6,643.28
Public Works					
Collection System Worker I	5,292.76	5,557.40	5,835.27	6,127.03	6,433.39
Collection System Worker II	5,835.27	6,127.03	6,433.39	6,755.06	7,092.81
Cross-Connection Control Specialist	6,128.66	6,435.10	6,756.85	7,094.69	7,449.43
Electrician	6,368.23	6,686.64	7,020.97	7,372.02	7,740.62
Equipment Mechanic	5,992.85	6,292.49	6,607.12	6,937.47	7,284.34
Facilities Maintenance Worker I	4,700.06	4,935.06	5,181.81	5,440.90	5,712.95
Facilities Maintenance Worker II	5,181.81	5,440.90	5,712.95	5,998.60	6,298.53
Park/Maintenance Worker I	4,700.06	4,935.06	5,181.81	5,440.90	5,712.95
Park/Maintenance Worker II	5,181.81	5,440.90	5,712.95	5,998.60	6,298.53
Purchasing Assistant	5,985.30	6,284.57	6,598.80	6,928.74	7,275.17
Senior Collection System Worker	6,433.39	6,755.06	7,092.81	7,447.45	7,819.82
Senior Equipment Mechanic	6,607.12	6,937.47	7,284.34	7,648.56	8,030.99
Senior Park/Maintenance Worker	5,712.95	5,998.60	6,298.53	6,613.45	6,944.12
Senior Solid Waste Equipment Operator	6,294.35	6,609.07	6,939.53	7,286.50	7,650.83
Senior Street Maintenance Worker	5,955.12	6,252.88	6,565.52	6,893.80	7,238.49
Senior Water Distribution Worker	6,762.01	7,100.11	7,455.11	7,827.87	8,219.26
Senior Water Service Worker	6,127.52	6,433.89	6,755.59	7,093.37	7,448.03
Solid Waste Equipment Operator I	5,178.38	5,437.30	5,709.17	5,994.62	6,294.35
Solid Waste Equipment Operator II	5,709.17	5,994.62	6,294.35	6,609.07	6,939.53
Street Maintenance Worker I	4,700.06	4,935.06	5,181.81	5,440.90	5,712.95
Street Maintenance Worker II	5,181.81	5,440.90	5,712.95	5,998.60	6,298.53
Street Sweeper Operator	5,438.27	5,710.18	5,995.69	6,295.48	6,610.25
Utilities Maintenance Mechanic	6,794.54	7,134.26	7,490.98	7,865.52	8,258.80
Wastewater Laboratory Technician I	5,773.17	6,061.83	6,364.92	6,683.16	7,017.32



PAYSCHEDULE *Effective 7/1/17*

<u>POSITION</u>	<u>MONTHLY SALARY</u>				
	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
Public Works (Continued)					
Wastewater Laboratory Technician II	6,364.92	6,683.16	7,017.32	7,368.19	7,736.60
Wastewater Treatment Plant Operator Assistant	4,523.40	4,749.57	4,987.05	5,236.40	5,498.22
Wastewater Treatment Plant Operator I	5,498.22	5,773.14	6,061.79	6,364.88	6,683.13
Wastewater Treatment Plant Operator II	6,061.79	6,364.88	6,683.13	7,017.28	7,368.15
Wastewater Treatment Plant Operator III	6,683.13	7,017.28	7,368.15	7,736.55	8,123.38
Water Conservation Specialist	5,557.11	5,834.96	6,126.71	6,433.05	6,754.70
Water Distribution Worker I	5,563.12	5,841.28	6,133.34	6,440.01	6,762.01
Water Distribution Worker II	6,133.34	6,440.01	6,762.01	7,100.11	7,455.11
Water Production Worker I	5,296.92	5,561.77	5,839.86	6,131.85	6,438.44
Water Production Worker II	5,839.86	6,131.85	6,438.44	6,760.36	7,098.38
Water Service Worker I	5,041.12	5,293.18	5,557.84	5,835.73	6,127.52
Water Service Worker II	5,557.84	5,835.73	6,127.52	6,433.89	6,755.59
Police					
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 2017/18 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 fees and facility rentals are updated on October 1 rather than July 1. Parks 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 budgets are reviewed and budgets are adjusted in accordance with the requirements of 2 CFR Part 200. Overhead cost are classified into two categories, citywide and departmental.



Budget Assumptions for Computing Overhead Costs

Department/Division	Personnel	Supplies and Services	Capital	Total
Citywide				
City Manager (a)	\$570,489	\$179,177	\$0	\$749,666
City Attorney (a)	\$853,006	\$423,598	\$0	\$1,276,604
Economic Development (a)	\$600,633	\$543,785	\$0	\$1,144,418
City Clerk (a)	\$316,481	\$135,071	\$0	\$451,552
Human Resources (a)	\$468,851	\$284,649	\$0	\$753,500
Business Services (a)	\$859,165	\$490,912	\$0	\$1,350,077
Financial Services (a)	\$758,100	\$322,106	\$0	\$1,080,206
Community Services (a)	\$0	\$913,474	\$0	\$913,474
Non-Departmental (a)	\$0	\$968,198	\$0	\$968,198
Operational Transfers Out (a)	\$0	\$415,000	\$0	\$415,000
Community Development				
Building	\$1,788,640	\$1,294,114	\$2,100	\$3,084,854
Planning	\$1,143,398	\$409,486	\$0	\$1,552,884
Housing	\$363,508	\$307,831	\$0	\$671,339
Police				
Police	\$15,593,061	\$5,692,574	\$10,200	\$21,295,835
Dispatch	\$1,813,714	\$962,718	\$0	\$2,776,432
Parks and Recreation				
Recreation Administration	\$1,714,960	\$529,971	\$5,050	\$2,249,981
City Pool	\$417,343	\$475,845	\$0	\$893,188
Community Center	\$53,681	\$611,583	\$0	\$665,264
Senior Programs	\$161,035	\$79,570	\$0	\$240,605
Brentwood Senior Activity Center	\$69,823	\$226,775	\$0	\$296,598
Landscape Operations	\$504,581	\$809,162	\$0	\$1,313,743
Public Works				
Solid Waste Enterprise	\$3,683,762	\$3,699,761	\$0	\$7,383,523
Water Enterprise	\$4,004,577	\$4,698,903	\$24,800	\$8,728,280
Wastewater Enterprise	\$3,021,785	\$3,085,091	\$24,800	\$6,131,676
Street Maintenance	\$1,991,355	\$1,686,247	\$500	\$3,678,102
Development Engineering	\$1,135,032	\$580,133	\$1,100	\$1,716,265
Traffic and Transportation	\$443,837	\$296,642	\$250	\$740,729
Capital Improvement Program Administration	\$871,561	\$392,521	\$2,450	\$1,266,532

(a) Factored into **Citywide** overhead

Hourly Rates by Classification

Each position within the City's organization structure is included within the Hourly 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 using 1,800 hours.

Employee Benefits Defined

Deferred Compensation – A portion of income paid out at a later date after which the income was earned for retirement such as a 457 plan.

Dental Insurance – Insurance coverage for all or a portion of dental care expenses incurred.

Employee Assistance Program (EAP) – Services, tools, consultations, and various assistance available to staff.

Health Insurance – Insurance coverage for all or a portion of medical care expenses incurred.

Holiday Pay – Salary paid when the City is closed in observance of a holiday.

Life Insurance – Insurance paid to a beneficiary as a protection against financial loss that would result from the premature death of an insured City employee.

Short Term Disability (STD) / Long Term Disability (LTD) – Insurance that protects an employee from loss of income in the event that he/she is unable to work due to illness, injury, or accident for a period of time.

Management Incentive – Incentive paid to Department Directors for afterhours meetings

Medicare – A Federal administered health care program available at age 65 or older.

PERS (CalPERS) – California Public Employees Retirement System, an agency in the California executive branch that manages pension and health benefits for California public employees, retirees, and their families.

Retiree Medical or Other Post-Employment Benefits (OPEB) – Health benefits paid for a retiree's health care.

Standby – The pay received for being available for on call or after hours work.

Uniform Allowance – Monetary allowance for clothing or its upkeep or both when required by the City to wear special clothing such as a uniform or safety garments.

Vision – Insurance for eye health and vision correction services and products.

Workers Compensation – Insurance coverage providing wage replacement and medical benefits for employees that may experience an unforeseen, unexpected and unintended event resulting in bodily injury.



Accountant I
Department: Finance and Information Systems

Step A		\$6,243.17 /Month		\$41.62 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,196.88			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	109.69					
Life Insurance	0.000250	28.09					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	234.86					
Workers Comp.	0.065099	406.42					
Vision Benefit		34.68					
Medicare	0.014500	90.53					
				Hourly Rate & Benefits	50.27% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,090.13	81.53%	\$75.56	\$37.98	\$16.34	\$129.88
		Annual Salary + Benefits		<u>\$135,999.58</u>			
Step B		\$6,555.33 /Month		\$43.70 /Hour			
Total Benefits		\$5,180.30	79.02%	\$78.24	\$39.33	\$16.92	\$134.49
		Annual Salary + Benefits		<u>\$140,827.62</u>			
Step C		\$6,883.10 /Month		\$45.89 /Hour			
Total Benefits		\$5,274.99	76.64%	\$81.05	\$40.75	\$17.53	\$139.33
		Annual Salary + Benefits		<u>\$145,897.09</u>			
Step D		\$7,227.25 /Month		\$48.18 /Hour			
Total Benefits		\$5,374.41	74.36%	\$84.01	\$42.23	\$18.17	\$144.41
		Annual Salary + Benefits		<u>\$151,219.90</u>			
Step E		\$7,588.62 /Month		\$50.59 /Hour			
Total Benefits		\$5,478.80	72.20%	\$87.12	\$43.79	\$18.84	\$149.75
		Annual Salary + Benefits		<u>\$156,809.05</u>			



Accountant I
Department: Parks and Recreation

Step A		\$6,243.17 /Month		\$41.62 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,196.88		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	109.69					
Life Insurance	0.000250	28.09					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	234.86					
Workers Comp.	0.065099	406.42					
Vision Benefit		34.68					
Medicare	0.014500	90.53		Hourly Rate	90.93%	21.63%	Total Hourly
				& Benefits	Department	Citywide	Rate
				Overhead	Overhead		
Total Benefits		\$5,090.13	81.53%	\$75.56	\$68.70	\$16.34	\$160.60
		Annual Salary + Benefits		<u>\$135,999.58</u>			
Step B		\$6,555.33 /Month		\$43.70 /Hour			
Total Benefits		\$5,180.30	79.02%	\$78.24	\$71.14	\$16.92	\$166.30
		Annual Salary + Benefits		<u>\$140,827.62</u>			
Step C		\$6,883.10 /Month		\$45.89 /Hour			
Total Benefits		\$5,274.99	76.64%	\$81.05	\$73.70	\$17.53	\$172.28
		Annual Salary + Benefits		<u>\$145,897.09</u>			
Step D		\$7,227.25 /Month		\$48.18 /Hour			
Total Benefits		\$5,374.41	74.36%	\$84.01	\$76.39	\$18.17	\$178.57
		Annual Salary + Benefits		<u>\$151,219.90</u>			
Step E		\$7,588.62 /Month		\$50.59 /Hour			
Total Benefits		\$5,478.80	72.20%	\$87.12	\$79.21	\$18.84	\$185.17
		Annual Salary + Benefits		<u>\$156,809.05</u>			



Accountant II

Department: Finance and Information Systems

Step A		\$6,883.10 /Month		\$45.89 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,319.56		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	120.94					
Life Insurance	0.000250	30.97					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	247.66					
Workers Comp.	0.065099	448.08					
Vision Benefit		34.68					
Medicare	0.014500	99.80		Hourly Rate	Department	Citywide	Total Hourly
				& Benefits	Overhead	Overhead	Rate
					50.27%	21.63%	
Total Benefits		\$5,290.67	76.86%	\$81.16	\$40.80	\$17.55	\$139.51
		Annual Salary + Benefits		<u>\$146,085.23</u>			
Step B		\$7,227.25 /Month		\$48.18 /Hour			
Total Benefits		\$5,390.09	74.58%	\$84.12	\$42.28	\$18.19	\$144.59
		Annual Salary + Benefits		<u>\$151,408.04</u>			
Step C		\$7,588.62 /Month		\$50.59 /Hour			
Total Benefits		\$5,494.48	72.40%	\$87.22	\$43.85	\$18.87	\$149.94
		Annual Salary + Benefits		<u>\$156,997.19</u>			
Step D		\$7,968.05 /Month		\$53.12 /Hour			
Total Benefits		\$5,604.09	70.33%	\$90.48	\$45.48	\$19.57	\$155.53
		Annual Salary + Benefits		<u>\$162,865.66</u>			
Step E		\$8,366.45 /Month		\$55.78 /Hour			
Total Benefits		\$5,719.18	68.36%	\$93.90	\$47.21	\$20.31	\$161.42
		Annual Salary + Benefits		<u>\$169,027.53</u>			



Accountant II
Department: Parks and Recreation

Step A		\$6,883.10 /Month		\$45.89 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,319.56		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	120.94					
Life Insurance	0.000250	30.97					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	247.66					
Workers Comp.	0.065099	448.08					
Vision Benefit		34.68					
Medicare	0.014500	99.80		Hourly Rate	90.93%	21.63%	Total Hourly
				& Benefits	Department	Citywide	Rate
					Overhead	Overhead	
Total Benefits		\$5,290.67	76.86%	\$81.16	\$73.80	\$17.55	\$172.51
		Annual Salary + Benefits		<u>\$146,085.23</u>			
Step B		\$7,227.25 /Month		\$48.18 /Hour			
Total Benefits		\$5,390.09	74.58%	\$84.12	\$76.49	\$18.19	\$178.80
		Annual Salary + Benefits		<u>\$151,408.04</u>			
Step C		\$7,588.62 /Month		\$50.59 /Hour			
Total Benefits		\$5,494.48	72.40%	\$87.22	\$79.31	\$18.87	\$185.40
		Annual Salary + Benefits		<u>\$156,997.19</u>			
Step D		\$7,968.05 /Month		\$53.12 /Hour			
Total Benefits		\$5,604.09	70.33%	\$90.48	\$82.27	\$19.57	\$192.32
		Annual Salary + Benefits		<u>\$162,865.66</u>			
Step E		\$8,366.45 /Month		\$55.78 /Hour			
Total Benefits		\$5,719.18	68.36%	\$93.90	\$85.39	\$20.31	\$199.60
		Annual Salary + Benefits		<u>\$169,027.53</u>			



Accounting Assistant I
Department: Finance and Information Systems

Step A		\$4,333.71 /Month		\$28.89 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	830.82					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	76.14					
Life Insurance	0.000250	19.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	282.12			50.27%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	62.84					
Total Benefits		\$4,295.07	99.11%	\$57.53	\$28.92	\$12.44	\$98.89
Annual Salary + Benefits				<u>\$103,545.35</u>			
Step B		\$4,550.40 /Month		\$30.34 /Hour			
Total Benefits		\$4,357.67	95.76%	\$59.39	\$29.85	\$12.85	\$102.09
Annual Salary + Benefits				<u>\$106,896.80</u>			
Step C		\$4,777.92 /Month		\$31.85 /Hour			
Total Benefits		\$4,423.39	92.58%	\$61.34	\$30.84	\$13.27	\$105.45
Annual Salary + Benefits				<u>\$110,415.75</u>			
Step D		\$5,016.82 /Month		\$33.45 /Hour			
Total Benefits		\$4,492.41	89.55%	\$63.39	\$31.87	\$13.71	\$108.97
Annual Salary + Benefits				<u>\$114,110.71</u>			
Step E		\$5,267.66 /Month		\$35.12 /Hour			
Total Benefits		\$4,564.87	86.66%	\$65.55	\$32.95	\$14.18	\$112.68
Annual Salary + Benefits				<u>\$117,990.34</u>			



Accounting Assistant II
Department: Community Development

Step A		\$4,777.92 /Month		\$31.85 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	915.98					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	83.95					
Life Insurance	0.000250	21.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	311.04					
Vision Benefit		34.68					
Medicare	0.014500	69.28					
					119.71%	21.63%	
Total Benefits		\$4,425.39	92.62%	\$61.36	\$73.45	\$13.27	\$148.08
				Annual Salary + Benefits	\$110,439.74		

Step B		\$5,016.82 /Month		\$33.45 /Hour			
Total Benefits		\$4,494.40	89.59%	\$63.41	\$75.91	\$13.72	\$153.04
				Annual Salary + Benefits	\$114,134.70		

Step C		\$5,267.66 /Month		\$35.12 /Hour			
Total Benefits		\$4,566.87	86.70%	\$65.56	\$78.49	\$14.18	\$158.23
				Annual Salary + Benefits	\$118,014.32		

Step D		\$5,531.04 /Month		\$36.87 /Hour			
Total Benefits		\$4,642.95	83.94%	\$67.83	\$81.20	\$14.67	\$163.70
				Annual Salary + Benefits	\$122,087.90		

Step E		\$5,807.59 /Month		\$38.72 /Hour			
Total Benefits		\$4,722.84	81.32%	\$70.20	\$84.04	\$15.18	\$169.42
				Annual Salary + Benefits	\$126,365.18		



Accounting Assistant II
Department: Finance and Information Systems

Step A		\$4,777.92 /Month		\$31.85 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	915.98					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	83.95					
Life Insurance	0.000250	21.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	311.04			50.27%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	69.28					
	Total Benefits	\$4,425.39	92.62%	\$61.36	\$30.84	\$13.27	\$105.47
		Annual Salary + Benefits		<u>\$110,439.74</u>			
Step B		\$5,016.82 /Month		\$33.45 /Hour			
	Total Benefits	\$4,494.40	89.59%	\$63.41	\$31.88	\$13.72	\$109.01
		Annual Salary + Benefits		<u>\$114,134.70</u>			
Step C		\$5,267.66 /Month		\$35.12 /Hour			
	Total Benefits	\$4,566.87	86.70%	\$65.56	\$32.96	\$14.18	\$112.70
		Annual Salary + Benefits		<u>\$118,014.32</u>			
Step D		\$5,531.04 /Month		\$36.87 /Hour			
	Total Benefits	\$4,642.95	83.94%	\$67.83	\$34.10	\$14.67	\$116.60
		Annual Salary + Benefits		<u>\$122,087.90</u>			
Step E		\$5,807.59 /Month		\$38.72 /Hour			
	Total Benefits	\$4,722.84	81.32%	\$70.20	\$35.29	\$15.18	\$120.67
		Annual Salary + Benefits		<u>\$126,365.18</u>			



Accounting Manager
Department: Finance and Information Systems

Step A		\$9,103.39 /Month		\$60.69 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,745.21			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	159.95					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	383.10					
Workers Comp.	0.065099	592.62					
Vision Benefit		34.68					
Medicare	0.014500	132.00					
				Hourly Rate & Benefits	50.27% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$6,074.03	66.72%	\$101.18	\$50.86	\$21.89	\$173.93
		Annual Salary + Benefits		<u>\$182,129.04</u>			
Step B		\$9,558.56 /Month		\$63.72 /Hour			
Total Benefits		\$6,205.52	64.92%	\$105.09	\$52.83	\$22.73	\$180.65
		Annual Salary + Benefits		<u>\$189,168.95</u>			
Step C		\$10,036.49 /Month		\$66.91 /Hour			
Total Benefits		\$6,343.58	63.21%	\$109.20	\$54.90	\$23.62	\$187.72
		Annual Salary + Benefits		<u>\$196,560.87</u>			
Step D		\$10,538.32 /Month		\$70.26 /Hour			
Total Benefits		\$6,488.55	61.57%	\$113.51	\$57.06	\$24.55	\$195.12
		Annual Salary + Benefits		<u>\$204,322.45</u>			
Step E		\$11,065.23 /Month		\$73.77 /Hour			
Total Benefits		\$6,640.76	60.01%	\$118.04	\$59.34	\$25.53	\$202.91
		Annual Salary + Benefits		<u>\$212,471.93</u>			



Accounting Specialist
Department: Finance and Information Systems

Step A		\$6,315.19 /Month		\$42.10 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,210.69					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	110.96					
Life Insurance	0.000250	28.42					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	411.11			50.27%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	91.57					
Total Benefits		\$4,876.39	77.22%	\$74.61	\$37.51	\$16.14	\$128.26
		Annual Salary + Benefits		<u>\$134,299.01</u>			

Step B		\$6,630.95 /Month		\$44.21 /Hour			
Total Benefits		\$4,967.61	74.92%	\$77.32	\$38.87	\$16.73	\$132.92
		Annual Salary + Benefits		<u>\$139,182.73</u>			

Step C		\$6,962.50 /Month		\$46.42 /Hour			
Total Benefits		\$5,063.39	72.72%	\$80.17	\$40.30	\$17.34	\$137.81
		Annual Salary + Benefits		<u>\$144,310.66</u>			

Step D		\$7,310.62 /Month		\$48.74 /Hour			
Total Benefits		\$5,163.95	70.64%	\$83.16	\$41.81	\$17.99	\$142.96
		Annual Salary + Benefits		<u>\$149,694.88</u>			

Step E		\$7,676.16 /Month		\$51.17 /Hour			
Total Benefits		\$5,269.55	68.65%	\$86.30	\$43.39	\$18.67	\$148.36
		Annual Salary + Benefits		<u>\$155,348.52</u>			



Accounting Technician
Department: Finance and Information Systems

Step A		\$5,496.27 /Month		\$36.64 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,053.69					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	96.57					
Life Insurance	0.000250	24.73					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	357.80			50.27%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	79.70					
Total Benefits		\$4,636.14	84.35%	\$67.55	\$33.96	\$14.61	\$116.12
Annual Salary + Benefits				<u>\$121,588.92</u>			
Step B		\$5,771.09 /Month		\$38.47 /Hour			
Total Benefits		\$4,715.53	81.71%	\$69.91	\$35.14	\$15.12	\$120.17
Annual Salary + Benefits				<u>\$125,839.44</u>			
Step C		\$6,059.64 /Month		\$40.40 /Hour			
Total Benefits		\$4,798.89	79.19%	\$72.39	\$36.39	\$15.66	\$124.44
Annual Salary + Benefits				<u>\$130,302.31</u>			
Step D		\$6,362.62 /Month		\$42.42 /Hour			
Total Benefits		\$4,886.41	76.80%	\$74.99	\$37.70	\$16.22	\$128.91
Annual Salary + Benefits				<u>\$134,988.37</u>			
Step E		\$6,680.76 /Month		\$44.54 /Hour			
Total Benefits		\$4,978.31	74.52%	\$77.73	\$39.07	\$16.81	\$133.61
Annual Salary + Benefits				<u>\$139,908.89</u>			



Accounting Technician

Department: Police

Step A		\$5,496.27 /Month		\$36.64 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,053.69					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	96.57					
Life Insurance	0.000250	24.73					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	357.80			47.94%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	79.70					
Total Benefits		\$4,636.14	84.35%	\$67.55	\$32.38	\$14.61	\$114.54
Annual Salary + Benefits				<u>\$121,588.92</u>			
Step B		\$5,771.09 /Month		\$38.47 /Hour			
Total Benefits		\$4,715.53	81.71%	\$69.91	\$33.52	\$15.12	\$118.55
Annual Salary + Benefits				<u>\$125,839.44</u>			
Step C		\$6,059.64 /Month		\$40.40 /Hour			
Total Benefits		\$4,798.89	79.19%	\$72.39	\$34.70	\$15.66	\$122.75
Annual Salary + Benefits				<u>\$130,302.31</u>			
Step D		\$6,362.62 /Month		\$42.42 /Hour			
Total Benefits		\$4,886.41	76.80%	\$74.99	\$35.95	\$16.22	\$127.16
Annual Salary + Benefits				<u>\$134,988.37</u>			
Step E		\$6,680.76 /Month		\$44.54 /Hour			
Total Benefits		\$4,978.31	74.52%	\$77.73	\$37.26	\$16.81	\$131.80
Annual Salary + Benefits				<u>\$139,908.89</u>			



Administrative Assistant I
Department: Finance and Information Systems

Step A							
			\$4,102.75 /Month		\$27.35 /Hour		
Benefit	Multiplier			Category			
PERS - Employer	0.191710	786.54		Office Employees			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	72.09					
Life Insurance	0.000250	18.46					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	267.08					
Vision Benefit		34.68					
Medicare	0.014500	59.49					
				Hourly Rate & Benefits	50.27% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,227.31	103.04%	\$55.53	\$27.92	\$12.01	\$95.46
			Annual Salary + Benefits	<u><u>\$99,960.73</u></u>			
Step B							
			\$4,307.89 /Month		\$28.72 /Hour		
	Total Benefits	\$4,286.57	99.51%	\$57.30	\$28.80	\$12.39	\$98.49
			Annual Salary + Benefits	<u><u>\$103,133.54</u></u>			
Step C							
			\$4,523.28 /Month		\$30.16 /Hour		
	Total Benefits	\$4,348.79	96.14%	\$59.15	\$29.73	\$12.79	\$101.67
			Annual Salary + Benefits	<u><u>\$106,464.88</u></u>			
Step D							
			\$4,749.45 /Month		\$31.66 /Hour		
	Total Benefits	\$4,414.13	92.94%	\$61.09	\$30.71	\$13.21	\$105.01
			Annual Salary + Benefits	<u><u>\$109,962.94</u></u>			
Step E							
			\$4,986.92 /Month		\$33.25 /Hour		
	Total Benefits	\$4,482.73	89.89%	\$63.13	\$31.74	\$13.66	\$108.53
			Annual Salary + Benefits	<u><u>\$113,635.79</u></u>			



Administrative Assistant I
Department: Community Development

Step A		\$4,102.75 /Month		\$27.35 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	786.54					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	72.09					
Life Insurance	0.000250	18.46					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	267.08					
Vision Benefit		34.68					
Medicare	0.014500	59.49					
					119.71%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,227.31	103.04%	\$55.53	\$66.48	\$12.01	\$134.02
		Annual Salary + Benefits		<u>\$99,960.73</u>			
Step B		\$4,307.89 /Month		\$28.72 /Hour			
Total Benefits		\$4,286.57	99.51%	\$57.30	\$68.59	\$12.39	\$138.28
		Annual Salary + Benefits		<u>\$103,133.54</u>			
Step C		\$4,523.28 /Month		\$30.16 /Hour			
Total Benefits		\$4,348.79	96.14%	\$59.15	\$70.81	\$12.79	\$142.75
		Annual Salary + Benefits		<u>\$106,464.88</u>			
Step D		\$4,749.45 /Month		\$31.66 /Hour			
Total Benefits		\$4,414.13	92.94%	\$61.09	\$73.13	\$13.21	\$147.43
		Annual Salary + Benefits		<u>\$109,962.94</u>			
Step E		\$4,986.92 /Month		\$33.25 /Hour			
Total Benefits		\$4,482.73	89.89%	\$63.13	\$75.57	\$13.66	\$152.36
		Annual Salary + Benefits		<u>\$113,635.79</u>			



Administrative Assistant I
Department: Police

Step A		\$4,102.75 /Month		\$27.35 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	786.54					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	72.09					
Life Insurance	0.000250	18.46					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	267.08			47.94%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	59.49					
	Total Benefits	\$4,227.31	103.04%	\$55.53	\$26.62	\$12.01	\$94.16
		Annual Salary + Benefits		<u>\$99,960.73</u>			
Step B		\$4,307.89 /Month		\$28.72 /Hour			
	Total Benefits	\$4,286.57	99.51%	\$57.30	\$27.47	\$12.39	\$97.16
		Annual Salary + Benefits		<u>\$103,133.54</u>			
Step C		\$4,523.28 /Month		\$30.16 /Hour			
	Total Benefits	\$4,348.79	96.14%	\$59.15	\$28.36	\$12.79	\$100.30
		Annual Salary + Benefits		<u>\$106,464.88</u>			
Step D		\$4,749.45 /Month		\$31.66 /Hour			
	Total Benefits	\$4,414.13	92.94%	\$61.09	\$29.29	\$13.21	\$103.59
		Annual Salary + Benefits		<u>\$109,962.94</u>			
Step E		\$4,986.92 /Month		\$33.25 /Hour			
	Total Benefits	\$4,482.73	89.89%	\$63.13	\$30.26	\$13.66	\$107.05
		Annual Salary + Benefits		<u>\$113,635.79</u>			



Administrative Assistant I
Department: Parks and Recreation

Step A		\$4,102.75 /Month		\$27.35 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	786.54					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	72.09					
Life Insurance	0.000250	18.46					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	267.08					
Vision Benefit		34.68					
Medicare	0.014500	59.49					
					90.93%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,227.31	103.04%	\$55.53	\$50.50	\$12.01	\$118.04
				Annual Salary + Benefits	<u>\$99,960.73</u>		

Step B		\$4,307.89 /Month		\$28.72 /Hour			
Total Benefits		\$4,286.57	99.51%	\$57.30	\$52.10	\$12.39	\$121.79
				Annual Salary + Benefits	<u>\$103,133.54</u>		

Step C		\$4,523.28 /Month		\$30.16 /Hour			
Total Benefits		\$4,348.79	96.14%	\$59.15	\$53.78	\$12.79	\$125.72
				Annual Salary + Benefits	<u>\$106,464.88</u>		

Step D		\$4,749.45 /Month		\$31.66 /Hour			
Total Benefits		\$4,414.13	92.94%	\$61.09	\$55.55	\$13.21	\$129.85
				Annual Salary + Benefits	<u>\$109,962.94</u>		

Step E		\$4,986.92 /Month		\$33.25 /Hour			
Total Benefits		\$4,482.73	89.89%	\$63.13	\$57.41	\$13.66	\$134.20
				Annual Salary + Benefits	<u>\$113,635.79</u>		



Administrative Assistant I
Department: Public Works

Step A	\$4,102.75 /Month			\$27.35 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	786.54		Office Employees			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	72.09					
Life Insurance	0.000250	18.46					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	267.08					
Vision Benefit		34.68					
Medicare	0.014500	59.49					
				Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,227.31	103.04%	\$55.53	\$55.17	\$12.01	\$122.71
		Annual Salary + Benefits		<u>\$99,960.73</u>			
Step B	\$4,307.89 /Month			\$28.72 /Hour			
Total Benefits		\$4,286.57	99.51%	\$57.30	\$56.92	\$12.39	\$126.61
		Annual Salary + Benefits		<u>\$103,133.54</u>			
Step C	\$4,523.28 /Month			\$30.16 /Hour			
Total Benefits		\$4,348.79	96.14%	\$59.15	\$58.76	\$12.79	\$130.70
		Annual Salary + Benefits		<u>\$106,464.88</u>			
Step D	\$4,749.45 /Month			\$31.66 /Hour			
Total Benefits		\$4,414.13	92.94%	\$61.09	\$60.69	\$13.21	\$134.99
		Annual Salary + Benefits		<u>\$109,962.94</u>			
Step E	\$4,986.92 /Month			\$33.25 /Hour			
Total Benefits		\$4,482.73	89.89%	\$63.13	\$62.72	\$13.66	\$139.51
		Annual Salary + Benefits		<u>\$113,635.79</u>			

Administrative Assistant II
Department: City Manager

Step A		\$4,523.28 /Month		\$30.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	867.16			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	79.47					
Life Insurance	0.000250	20.35					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	294.46					
Vision Benefit		34.68					
Medicare	0.014500	65.59					
				Hourly Rate	53.48%	21.63%	Total Hourly
				& Benefits	Department	Citywide	Rate
					Overhead	Overhead	
Total Benefits		\$4,350.69	96.18%	\$59.16	\$31.64	\$12.80	\$103.60
		Annual Salary + Benefits		\$106,487.58			
Step B							
		\$4,749.45 /Month		\$31.66 /Hour			
Total Benefits		\$4,416.02	92.98%	\$61.10	\$32.68	\$13.22	\$107.00
		Annual Salary + Benefits		\$109,985.65			
Step C							
		\$4,986.92 /Month		\$33.25 /Hour			
Total Benefits		\$4,484.62	89.93%	\$63.14	\$33.77	\$13.66	\$110.57
		Annual Salary + Benefits		\$113,658.49			
Step D							
		\$5,236.27 /Month		\$34.91 /Hour			
Total Benefits		\$4,556.65	87.02%	\$65.29	\$34.92	\$14.12	\$114.33
		Annual Salary + Benefits		\$117,515.08			
Step E							
		\$5,498.08 /Month		\$36.65 /Hour			
Total Benefits		\$4,632.28	84.25%	\$67.54	\$36.12	\$14.61	\$118.27
		Annual Salary + Benefits		\$121,564.38			



Administrative Assistant II

Department: City Attorney

Step A		\$4,523.28 /Month		\$30.16 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	43.80% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	867.16					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	79.47					
Life Insurance	0.000250	20.35					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	294.46					
Vision Benefit		34.68					
Medicare	0.014500	65.59					
Total Benefits		\$4,350.69	96.18%	\$59.16	\$25.91	\$12.80	\$97.87
Annual Salary + Benefits				<u>\$106,487.58</u>			
Step B		\$4,749.45 /Month		\$31.66 /Hour			
Total Benefits		\$4,416.02	92.98%	\$61.10	\$26.76	\$13.22	\$101.08
Annual Salary + Benefits				<u>\$109,985.65</u>			
Step C		\$4,986.92 /Month		\$33.25 /Hour			
Total Benefits		\$4,484.62	89.93%	\$63.14	\$27.66	\$13.66	\$104.46
Annual Salary + Benefits				<u>\$113,658.49</u>			
Step D		\$5,236.27 /Month		\$34.91 /Hour			
Total Benefits		\$4,556.65	87.02%	\$65.29	\$28.60	\$14.12	\$108.01
Annual Salary + Benefits				<u>\$117,515.08</u>			
Step E		\$5,498.08 /Month		\$36.65 /Hour			
Total Benefits		\$4,632.28	84.25%	\$67.54	\$29.58	\$14.61	\$111.73
Annual Salary + Benefits				<u>\$121,564.38</u>			



Administrative Assistant II
Department: Community Development

Step A		\$4,523.28 /Month		\$30.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	867.16					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	79.47					
Life Insurance	0.000250	20.35					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	294.46					
Vision Benefit		34.68					
Medicare	0.014500	65.59					
					119.71%	21.63%	
Total Benefits		\$4,350.69	96.18%	\$59.16	\$70.82	\$12.80	\$142.78
		Annual Salary + Benefits		<u>\$106,487.58</u>			
Step B		\$4,749.45 /Month		\$31.66 /Hour			
Total Benefits		\$4,416.02	92.98%	\$61.10	\$73.15	\$13.22	\$147.47
		Annual Salary + Benefits		<u>\$109,985.65</u>			
Step C		\$4,986.92 /Month		\$33.25 /Hour			
Total Benefits		\$4,484.62	89.93%	\$63.14	\$75.59	\$13.66	\$152.39
		Annual Salary + Benefits		<u>\$113,658.49</u>			
Step D		\$5,236.27 /Month		\$34.91 /Hour			
Total Benefits		\$4,556.65	87.02%	\$65.29	\$78.15	\$14.12	\$157.56
		Annual Salary + Benefits		<u>\$117,515.08</u>			
Step E		\$5,498.08 /Month		\$36.65 /Hour			
Total Benefits		\$4,632.28	84.25%	\$67.54	\$80.85	\$14.61	\$163.00
		Annual Salary + Benefits		<u>\$121,564.38</u>			



Administrative Assistant II
Department: Parks and Recreation

Step A		\$4,523.28 /Month		\$30.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	867.16			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	79.47					
Life Insurance	0.000250	20.35					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	294.46					
Vision Benefit		34.68					
Medicare	0.014500	65.59					
				Hourly Rate & Benefits	90.93% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,350.69	96.18%	\$59.16	\$53.79	\$12.80	\$125.75
		Annual Salary + Benefits		\$106,487.58			

Step B		\$4,749.45 /Month		\$31.66 /Hour			
Total Benefits		\$4,416.02	92.98%	\$61.10	\$55.56	\$13.22	\$129.88
		Annual Salary + Benefits		\$109,985.65			

Step C		\$4,986.92 /Month		\$33.25 /Hour			
Total Benefits		\$4,484.62	89.93%	\$63.14	\$57.42	\$13.66	\$134.22
		Annual Salary + Benefits		\$113,658.49			

Step D		\$5,236.27 /Month		\$34.91 /Hour			
Total Benefits		\$4,556.65	87.02%	\$65.29	\$59.36	\$14.12	\$138.77
		Annual Salary + Benefits		\$117,515.08			

Step E		\$5,498.08 /Month		\$36.65 /Hour			
Total Benefits		\$4,632.28	84.25%	\$67.54	\$61.41	\$14.61	\$143.56
		Annual Salary + Benefits		\$121,564.38			



Administrative Assistant II
Department: Police

Step A		\$4,523.28 /Month		\$30.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	875.15					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	79.47					
Life Insurance	0.000250	20.35					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	297.17					
Vision Benefit		34.68					
Medicare	0.014500	66.19					
					47.94%	21.63%	
Total Benefits		\$4,403.66	97.36%	\$59.51	\$28.53	\$12.87	\$100.91
		Annual Salary + Benefits		\$107,123.24			

Step B		\$4,749.45 /Month		\$31.66 /Hour			
Total Benefits		\$4,468.99	94.09%	\$61.46	\$29.46	\$13.29	\$104.21
		Annual Salary + Benefits		\$110,621.31			

Step C		\$4,986.92 /Month		\$33.25 /Hour			
Total Benefits		\$4,537.59	90.99%	\$63.50	\$30.44	\$13.73	\$107.67
		Annual Salary + Benefits		\$114,294.15			

Step D		\$5,236.27 /Month		\$34.91 /Hour			
Total Benefits		\$4,609.62	88.03%	\$65.64	\$31.47	\$14.20	\$111.31
		Annual Salary + Benefits		\$118,150.73			

Step E		\$5,498.08 /Month		\$36.65 /Hour			
Total Benefits		\$4,685.26	85.22%	\$67.89	\$32.55	\$14.68	\$115.12
		Annual Salary + Benefits		\$122,200.03			



Administrative Assistant II
Department: Public Works

Step A		\$4,523.28 /Month		\$30.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	867.16					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	79.47					
Life Insurance	0.000250	20.35					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	294.46					
Vision Benefit		34.68					
Medicare	0.014500	65.59					
					99.35%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,350.69	96.18%	\$59.16	\$58.78	\$12.80	\$130.74
				Annual Salary + Benefits	<u>\$106,487.58</u>		

Step B		\$4,749.45 /Month		\$31.66 /Hour			
Total Benefits		\$4,416.02	92.98%	\$61.10	\$60.71	\$13.22	\$135.03
				Annual Salary + Benefits	<u>\$109,985.65</u>		

Step C		\$4,986.92 /Month		\$33.25 /Hour			
Total Benefits		\$4,484.62	89.93%	\$63.14	\$62.73	\$13.66	\$139.53
				Annual Salary + Benefits	<u>\$113,658.49</u>		

Step D		\$5,236.27 /Month		\$34.91 /Hour			
Total Benefits		\$4,556.65	87.02%	\$65.29	\$64.86	\$14.12	\$144.27
				Annual Salary + Benefits	<u>\$117,515.08</u>		

Step E		\$5,498.08 /Month		\$36.65 /Hour			
Total Benefits		\$4,632.28	84.25%	\$67.54	\$67.10	\$14.61	\$149.25
				Annual Salary + Benefits	<u>\$121,564.38</u>		



Administrative Secretary
Department: City Attorney

Step A		\$5,236.27 /Month		\$34.91 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>43.80% Department Overhead</u>	<u>21.63% Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,003.85					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	92.00					
Life Insurance	0.000250	23.56					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	340.88					
Vision Benefit		34.68					
Medicare	0.014500	75.93					
	Total Benefits	\$4,559.86	87.08%	\$65.31	\$28.60	\$14.13	\$108.04
	Annual Salary + Benefits			<u>\$117,553.58</u>			
Step B		\$5,498.08 /Month		\$36.65 /Hour			
	Total Benefits	\$4,635.49	84.31%	\$67.56	\$29.59	\$14.61	\$111.76
	Annual Salary + Benefits			<u>\$121,602.88</u>			
Step C		\$5,772.98 /Month		\$38.49 /Hour			
	Total Benefits	\$4,714.91	81.67%	\$69.92	\$30.62	\$15.12	\$115.66
	Annual Salary + Benefits			<u>\$125,854.63</u>			
Step D		\$6,061.63 /Month		\$40.41 /Hour			
	Total Benefits	\$4,798.29	79.16%	\$72.40	\$31.71	\$15.66	\$119.77
	Annual Salary + Benefits			<u>\$130,319.05</u>			
Step E		\$6,364.71 /Month		\$42.43 /Hour			
	Total Benefits	\$4,885.84	76.76%	\$75.00	\$32.85	\$16.22	\$124.07
	Annual Salary + Benefits			<u>\$135,006.65</u>			



Administrative Secretary
Department: Community Development

Step A		\$5,236.27 /Month		\$34.91 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,003.85					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	92.00					
Life Insurance	0.000250	23.56					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	340.88					
Vision Benefit		34.68					
Medicare	0.014500	75.93					
					119.71%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,559.86	87.08%	\$65.31	\$78.18	\$14.13	\$157.62
		Annual Salary + Benefits		<u>\$117,553.58</u>			

Step B		\$5,498.08 /Month		\$36.65 /Hour			
Total Benefits		\$4,635.49	84.31%	\$67.56	\$80.87	\$14.61	\$163.04
		Annual Salary + Benefits		<u>\$121,602.88</u>			

Step C		\$5,772.98 /Month		\$38.49 /Hour			
Total Benefits		\$4,714.91	81.67%	\$69.92	\$83.70	\$15.12	\$168.74
		Annual Salary + Benefits		<u>\$125,854.63</u>			

Step D		\$6,061.63 /Month		\$40.41 /Hour			
Total Benefits		\$4,798.29	79.16%	\$72.40	\$86.67	\$15.66	\$174.73
		Annual Salary + Benefits		<u>\$130,319.05</u>			

Step E		\$6,364.71 /Month		\$42.43 /Hour			
Total Benefits		\$4,885.84	76.76%	\$75.00	\$89.79	\$16.22	\$181.01
		Annual Salary + Benefits		<u>\$135,006.65</u>			

Administrative Secretary
Department: Finance and Information Systems

Step A		\$5,236.27 /Month		\$34.91 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,003.85			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	92.00					
Life Insurance	0.000250	23.56					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	340.88					
Vision Benefit		34.68					
Medicare	0.014500	75.93					
				Hourly Rate & Benefits	50.27% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,559.86	87.08%	\$65.31	\$32.83	\$14.13	\$112.27
		Annual Salary + Benefits		<u>\$117,553.58</u>			
Step B		\$5,498.08 /Month		\$36.65 /Hour			
	Total Benefits	\$4,635.49	84.31%	\$67.56	\$33.96	\$14.61	\$116.13
		Annual Salary + Benefits		<u>\$121,602.88</u>			
Step C		\$5,772.98 /Month		\$38.49 /Hour			
	Total Benefits	\$4,714.91	81.67%	\$69.92	\$35.15	\$15.12	\$120.19
		Annual Salary + Benefits		<u>\$125,854.63</u>			
Step D		\$6,061.63 /Month		\$40.41 /Hour			
	Total Benefits	\$4,798.29	79.16%	\$72.40	\$36.40	\$15.66	\$124.46
		Annual Salary + Benefits		<u>\$130,319.05</u>			
Step E		\$6,364.71 /Month		\$42.43 /Hour			
	Total Benefits	\$4,885.84	76.76%	\$75.00	\$37.70	\$16.22	\$128.92
		Annual Salary + Benefits		<u>\$135,006.65</u>			



Administrative Secretary
Department: Human Resources

Step A		\$5,236.27 /Month		\$34.91 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,003.85					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	92.00					
Life Insurance	0.000250	23.56					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	340.88					
Vision Benefit		34.68					
Medicare	0.014500	75.93					
					52.18%	21.63%	
					Department Overhead	Citywide Overhead	
Total Benefits		\$4,559.86	87.08%	\$65.31	\$34.08	\$14.13	\$113.52
				Annual Salary + Benefits			
				<u>\$117,553.58</u>			
Step B		\$5,498.08 /Month		\$36.65 /Hour			
Total Benefits		\$4,635.49	84.31%	\$67.56	\$35.25	\$14.61	\$117.42
				Annual Salary + Benefits			
				<u>\$121,602.88</u>			
Step C		\$5,772.98 /Month		\$38.49 /Hour			
Total Benefits		\$4,714.91	81.67%	\$69.92	\$36.48	\$15.12	\$121.52
				Annual Salary + Benefits			
				<u>\$125,854.63</u>			
Step D		\$6,061.63 /Month		\$40.41 /Hour			
Total Benefits		\$4,798.29	79.16%	\$72.40	\$37.78	\$15.66	\$125.84
				Annual Salary + Benefits			
				<u>\$130,319.05</u>			
Step E		\$6,364.71 /Month		\$42.43 /Hour			
Total Benefits		\$4,885.84	76.76%	\$75.00	\$39.14	\$16.22	\$130.36
				Annual Salary + Benefits			
				<u>\$135,006.65</u>			



**Administrative Secretary
Department: Parks and Recreation**

Step A							
		\$5,236.27 /Month		\$34.91 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>		
	PERS - Employer	0.191710	1,003.85		Office Employees		
	Management Incentive		0.00				
	EAP		4.00				
	Health Insurance		1,467.00				
	Dental Insurance		191.34				
	LTD & STD Insurance	0.017570	92.00				
	Life Insurance	0.000250	23.56				
	Holiday Pay		0.00				
	Uniform Allowance		0.00				
	Standby		0.00				
	Retiree Medical		1,326.63				
	Deferred Comp.		0.00				
	Workers Comp.	0.065099	340.88		90.93%	21.63%	
	Vision Benefit		34.68	Hourly Rate	Department	Citywide	Total Hourly
	Medicare	0.014500	75.93	& Benefits	Overhead	Overhead	Rate
	Total Benefits		\$4,559.86	87.08%	\$65.31	\$59.38	\$14.13
							\$138.82
			Annual Salary + Benefits		\$117,553.58		

Step B							
			\$5,498.08 /Month		\$36.65 /Hour		
	Total Benefits		\$4,635.49	84.31%	\$67.56	\$61.43	\$14.61
							\$143.60
			Annual Salary + Benefits		\$121,602.88		

Step C							
			\$5,772.98 /Month		\$38.49 /Hour		
	Total Benefits		\$4,714.91	81.67%	\$69.92	\$63.58	\$15.12
							\$148.62
			Annual Salary + Benefits		\$125,854.63		

Step D							
			\$6,061.63 /Month		\$40.41 /Hour		
	Total Benefits		\$4,798.29	79.16%	\$72.40	\$65.83	\$15.66
							\$153.89
			Annual Salary + Benefits		\$130,319.05		

Step E							
			\$6,364.71 /Month		\$42.43 /Hour		
	Total Benefits		\$4,885.84	76.76%	\$75.00	\$68.20	\$16.22
							\$159.42
			Annual Salary + Benefits		\$135,006.65		



Administrative Secretary
Department: Public Works

Step A		\$5,236.27 /Month		\$34.91 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,003.85			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	92.00					
Life Insurance	0.000250	23.56					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	340.88					
Vision Benefit		34.68					
Medicare	0.014500	75.93					
				Hourly Rate & Benefits	Department Overhead	99.35% Citywide Overhead	21.63% Total Hourly Rate
	Total Benefits	\$4,559.86	87.08%	\$65.31	\$64.88	\$14.13	\$144.32
		Annual Salary + Benefits		<u><u>\$117,553.58</u></u>			

Step B		\$5,498.08 /Month		\$36.65 /Hour			
	Total Benefits	\$4,635.49	84.31%	\$67.56	\$67.12	\$14.61	\$149.29
		Annual Salary + Benefits		<u><u>\$121,602.88</u></u>			

Step C		\$5,772.98 /Month		\$38.49 /Hour			
	Total Benefits	\$4,714.91	81.67%	\$69.92	\$69.46	\$15.12	\$154.50
		Annual Salary + Benefits		<u><u>\$125,854.63</u></u>			

Step D		\$6,061.63 /Month		\$40.41 /Hour			
	Total Benefits	\$4,798.29	79.16%	\$72.40	\$71.93	\$15.66	\$159.99
		Annual Salary + Benefits		<u><u>\$130,319.05</u></u>			

Step E		\$6,364.71 /Month		\$42.43 /Hour			
	Total Benefits	\$4,885.84	76.76%	\$75.00	\$74.52	\$16.22	\$165.74
		Annual Salary + Benefits		<u><u>\$135,006.65</u></u>			



Administrative Supervisor
Department: Community Development

Step A		\$5,760.99 /Month		\$38.41 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,104.44					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	101.22					
Life Insurance	0.000250	25.92					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	375.03			119.71%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	83.53					
Total Benefits		\$4,713.80	81.82%	\$69.83	\$83.60	\$15.10	\$168.53
		Annual Salary + Benefits		\$125,697.52			
Step B							
		\$6,049.04 /Month			\$40.33 /Hour		
Total Benefits		\$4,797.02	79.30%	\$72.31	\$86.56	\$15.64	\$174.51
		Annual Salary + Benefits		\$130,152.66			
Step C							
		\$6,351.50 /Month			\$42.34 /Hour		
Total Benefits		\$4,884.39	76.90%	\$74.91	\$89.67	\$16.20	\$180.78
		Annual Salary + Benefits		\$134,830.67			
Step D							
		\$6,669.07 /Month			\$44.46 /Hour		
Total Benefits		\$4,976.13	74.62%	\$77.63	\$92.94	\$16.79	\$187.36
		Annual Salary + Benefits		\$139,742.38			
Step E							
		\$7,002.52 /Month			\$46.68 /Hour		
Total Benefits		\$5,072.46	72.44%	\$80.50	\$96.37	\$17.41	\$194.28
		Annual Salary + Benefits		\$144,899.71			



Administrative Supervisor
Department: Finance and Information Systems

Step A		\$5,760.99 /Month		\$38.41 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,104.44					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	101.22					
Life Insurance	0.000250	25.92					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	375.03					
Vision Benefit		34.68					
Medicare	0.014500	83.53					
					50.27%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,713.80	81.82%	\$69.83	\$35.10	\$15.10	\$120.03
		Annual Salary + Benefits		<u>\$125,697.52</u>			
Step B		\$6,049.04 /Month		\$40.33 /Hour			
Total Benefits		\$4,797.02	79.30%	\$72.31	\$36.35	\$15.64	\$124.30
		Annual Salary + Benefits		<u>\$130,152.66</u>			
Step C		\$6,351.50 /Month		\$42.34 /Hour			
Total Benefits		\$4,884.39	76.90%	\$74.91	\$37.66	\$16.20	\$128.77
		Annual Salary + Benefits		<u>\$134,830.67</u>			
Step D		\$6,669.07 /Month		\$44.46 /Hour			
Total Benefits		\$4,976.13	74.62%	\$77.63	\$39.03	\$16.79	\$133.45
		Annual Salary + Benefits		<u>\$139,742.38</u>			
Step E		\$7,002.52 /Month		\$46.68 /Hour			
Total Benefits		\$5,072.46	72.44%	\$80.50	\$40.47	\$17.41	\$138.38
		Annual Salary + Benefits		<u>\$144,899.71</u>			



Administrative Supervisor
Department: Parks and Recreation

Step A		\$5,760.99 /Month		\$38.41 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	90.93% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,104.44					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	101.22					
Life Insurance	0.000250	25.92					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	375.03					
Vision Benefit		34.68					
Medicare	0.014500	83.53					
Total Benefits		\$4,713.80	81.82%	\$69.83	\$63.50	\$15.10	\$148.43
		Annual Salary + Benefits		\$125,697.52			
Step B							
		\$6,049.04 /Month			\$40.33 /Hour		
Total Benefits		\$4,797.02	79.30%	\$72.31	\$65.75	\$15.64	\$153.70
		Annual Salary + Benefits		\$130,152.66			
Step C							
		\$6,351.50 /Month			\$42.34 /Hour		
Total Benefits		\$4,884.39	76.90%	\$74.91	\$68.11	\$16.20	\$159.22
		Annual Salary + Benefits		\$134,830.67			
Step D							
		\$6,669.07 /Month			\$44.46 /Hour		
Total Benefits		\$4,976.13	74.62%	\$77.63	\$70.59	\$16.79	\$165.01
		Annual Salary + Benefits		\$139,742.38			
Step E							
		\$7,002.52 /Month			\$46.68 /Hour		
Total Benefits		\$5,072.46	72.44%	\$80.50	\$73.20	\$17.41	\$171.11
		Annual Salary + Benefits		\$144,899.71			

Administrative Supervisor
Department: Public Works

Step A		\$5,760.99 /Month		\$38.41 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,104.44					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	101.22					
Life Insurance	0.000250	25.92					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	375.03					
Vision Benefit		34.68					
Medicare	0.014500	83.53					
					99.35%	21.63%	
Total Benefits		\$4,713.80	81.82%	\$69.83	\$69.38	\$15.10	\$154.31
				Annual Salary + Benefits	\$125,697.52		
Step B							
				\$6,049.04 /Month			\$40.33 /Hour
Total Benefits		\$4,797.02	79.30%	\$72.31	\$71.84	\$15.64	\$159.79
				Annual Salary + Benefits	\$130,152.66		
Step C							
				\$6,351.50 /Month			\$42.34 /Hour
Total Benefits		\$4,884.39	76.90%	\$74.91	\$74.42	\$16.20	\$165.53
				Annual Salary + Benefits	\$134,830.67		
Step D							
				\$6,669.07 /Month			\$44.46 /Hour
Total Benefits		\$4,976.13	74.62%	\$77.63	\$77.13	\$16.79	\$171.55
				Annual Salary + Benefits	\$139,742.38		
Step E							
				\$7,002.52 /Month			\$46.68 /Hour
Total Benefits		\$5,072.46	72.44%	\$80.50	\$79.98	\$17.41	\$177.89
				Annual Salary + Benefits	\$144,899.71		



**Assistant City Attorney
Department: City Attorney**

Step A		\$12,274.30 /Month		\$81.83 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	2,353.11			Non-Sworn Asst Director / Asst City Attorney		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	215.66					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	4% + \$110	600.97					
Workers Comp.	0.065099	799.04					
Vision Benefit		34.68					
Medicare	0.014500	177.98					
				Hourly Rate & Benefits	43.80% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$7,207.91	58.72%	\$129.88	\$56.89	\$28.09	\$214.86
		Annual Salary + Benefits		\$233,786.51			

Step B		\$12,888.02 /Month		\$85.92 /Hour			
Total Benefits		\$7,385.20	57.30%	\$135.15	\$59.20	\$29.23	\$223.58
		Annual Salary + Benefits		\$243,278.64			

Step C		\$13,532.42 /Month		\$90.22 /Hour			
Total Benefits		\$7,571.35	55.95%	\$140.69	\$61.62	\$30.43	\$232.74
		Annual Salary + Benefits		\$253,245.29			

Step D		\$14,209.04 /Month		\$94.73 /Hour			
Total Benefits		\$7,766.82	54.66%	\$146.51	\$64.17	\$31.69	\$242.37
		Annual Salary + Benefits		\$263,710.26			

Step E		\$14,919.49 /Month		\$99.46 /Hour			
Total Benefits		\$7,972.05	53.43%	\$152.61	\$66.84	\$33.01	\$252.46
		Annual Salary + Benefits		\$274,698.47			



Assistant City Clerk
Department: City Manager

Step A		\$6,587.04 /Month		\$43.91 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,262.80	Non-Sworn Professionals / Supervisors				
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	115.73					
Life Insurance	0.000250	29.64					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	241.74					
Workers Comp.	0.065099	428.81					
Vision Benefit		34.68					
Medicare	0.014500	95.51	Hourly Rate & Benefits	53.48% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate	
Total Benefits		\$5,197.89	78.91%	\$78.57	\$42.02	\$16.99	\$137.58
Annual Salary + Benefits				<u>\$141,419.16</u>			

Step B		\$6,916.39 /Month		\$46.11 /Hour			
Total Benefits		\$5,293.03	76.53%	\$81.40	\$43.53	\$17.61	\$142.54
Annual Salary + Benefits				<u>\$146,513.07</u>			

Step C		\$7,262.21 /Month		\$48.41 /Hour			
Total Benefits		\$5,392.93	74.26%	\$84.37	\$45.12	\$18.25	\$147.74
Annual Salary + Benefits				<u>\$151,861.71</u>			

Step D		\$7,625.32 /Month		\$50.84 /Hour			
Total Benefits		\$5,497.83	72.10%	\$87.49	\$46.79	\$18.92	\$153.20
Annual Salary + Benefits				<u>\$157,477.77</u>			

Step E		\$8,006.59 /Month		\$53.38 /Hour			
Total Benefits		\$5,607.97	70.04%	\$90.76	\$48.54	\$19.63	\$158.93
Annual Salary + Benefits				<u>\$163,374.70</u>			



**Assistant City Manager
Department: City Manager**

Step A		\$14,051.22 /Month		\$93.67 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	2,864.70			Non-Sworn Director		
Management Incentive		891.68					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	244.05					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		110.00					
Workers Comp.	0.065099	972.77			53.48%	21.63%	
Vision Benefit		34.68		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	216.67		& Benefits	Overhead	Overhead	Rate
Total Benefits		\$8,361.02	59.50%	\$149.41	\$79.91	\$32.32	\$261.64
		Annual Salary + Benefits		<u>\$268,946.88</u>			
Step B		\$14,753.78 /Month		\$98.36 /Hour			
		\$8,566.81	58.07%	\$155.47	\$83.15	\$33.63	\$272.25
		Annual Salary + Benefits		<u>\$279,847.02</u>			
Step C		\$15,491.47 /Month		\$103.28 /Hour			
		\$8,779.91	56.68%	\$161.81	\$86.54	\$35.00	\$283.35
		Annual Salary + Benefits		<u>\$291,256.54</u>			
Step D		\$16,266.04 /Month		\$108.44 /Hour			
		\$9,003.67	55.35%	\$168.46	\$90.09	\$36.44	\$294.99
		Annual Salary + Benefits		<u>\$303,236.46</u>			
Step E		\$17,079.35 /Month		\$113.86 /Hour			
		\$9,238.61	54.09%	\$175.45	\$93.83	\$37.95	\$307.23
		Annual Salary + Benefits		<u>\$315,815.56</u>			



Assistant Community Development Director
Department: Community Development

Step A		\$12,274.30 /Month		\$81.83 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	2,353.11		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	215.66					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	4% + \$110	600.97					
Workers Comp.	0.065099	799.04					
Vision Benefit		34.68					
Medicare	0.014500	177.98		Hourly Rate & Benefits	119.71% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$7,207.91	58.72%	\$129.88	\$155.48	\$28.09	\$313.45
		Annual Salary + Benefits		<u>\$233,786.51</u>			
Step B		\$12,888.02 /Month		\$85.92 /Hour			
Total Benefits		\$7,385.20	57.30%	\$135.15	\$161.79	\$29.23	\$326.17
		Annual Salary + Benefits		<u>\$243,278.64</u>			
Step C		\$13,532.42 /Month		\$90.22 /Hour			
Total Benefits		\$7,571.35	55.95%	\$140.69	\$168.42	\$30.43	\$339.54
		Annual Salary + Benefits		<u>\$253,245.29</u>			
Step D		\$14,209.04 /Month		\$94.73 /Hour			
Total Benefits		\$7,766.82	54.66%	\$146.51	\$175.38	\$31.69	\$353.58
		Annual Salary + Benefits		<u>\$263,710.26</u>			
Step E		\$14,919.49 /Month		\$99.46 /Hour			
Total Benefits		\$7,972.05	53.43%	\$152.61	\$182.69	\$33.01	\$368.31
		Annual Salary + Benefits		<u>\$274,698.47</u>			



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

Step A		\$12,611.96 /Month		\$84.08 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	2,417.84		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	221.59					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	4% + \$110	614.48					
Workers Comp.	0.065099	821.03					
Vision Benefit		34.68					
Medicare	0.014500	182.87		Hourly Rate & Benefits	50.27% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$7,318.96	58.03%	\$132.87	\$66.80	\$28.74	\$228.41
Annual Salary + Benefits				<u>\$239,171.03</u>			
Step B		\$13,242.55 /Month		\$88.28 /Hour			
Total Benefits		\$7,501.12	56.64%	\$138.29	\$69.52	\$29.91	\$237.72
Annual Salary + Benefits				<u>\$248,924.08</u>			
Step C		\$13,904.68 /Month		\$92.70 /Hour			
Total Benefits		\$7,692.40	55.32%	\$143.98	\$72.38	\$31.14	\$247.50
Annual Salary + Benefits				<u>\$259,164.94</u>			
Step D		\$14,599.92 /Month		\$97.33 /Hour			
Total Benefits		\$7,893.24	54.06%	\$149.95	\$75.38	\$32.44	\$257.77
Annual Salary + Benefits				<u>\$269,917.90</u>			
Step E		\$15,329.91 /Month		\$102.20 /Hour			
Total Benefits		\$8,104.12	52.86%	\$156.23	\$78.54	\$33.79	\$268.56
Annual Salary + Benefits				<u>\$281,208.33</u>			



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

Step A		\$12,611.96 /Month		\$84.08 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	2,417.84		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	221.59					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	4% + \$110	614.48					
Workers Comp.	0.065099	821.03					
Vision Benefit		34.68			99.35%	21.63%	
Medicare	0.014500	182.87		Hourly Rate	Department	Citywide	Total Hourly
				& Benefits	Overhead	Overhead	Rate
Total Benefits		\$7,318.96	58.03%	\$132.87	\$132.01	\$28.74	\$293.62
		Annual Salary + Benefits		<u>\$239,171.03</u>			
Step B		\$13,242.55 /Month		\$88.28 /Hour			
Total Benefits		\$7,501.12	56.64%	\$138.29	\$137.39	\$29.91	\$305.59
		Annual Salary + Benefits		<u>\$248,924.08</u>			
Step C		\$13,904.68 /Month		\$92.70 /Hour			
Total Benefits		\$7,692.40	55.32%	\$143.98	\$143.04	\$31.14	\$318.16
		Annual Salary + Benefits		<u>\$259,164.94</u>			
Step D		\$14,599.92 /Month		\$97.33 /Hour			
Total Benefits		\$7,893.24	54.06%	\$149.95	\$148.98	\$32.44	\$331.37
		Annual Salary + Benefits		<u>\$269,917.90</u>			
Step E		\$15,329.91 /Month		\$102.20 /Hour			
Total Benefits		\$8,104.12	52.86%	\$156.23	\$155.21	\$33.79	\$345.23
		Annual Salary + Benefits		<u>\$281,208.33</u>			



Assistant Engineer
Department: Public Works

Step A		\$7,850.76 /Month		\$52.34 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,505.07		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	137.94					
Life Insurance	0.000250	35.33					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	267.02					
Workers Comp.	0.065099	511.08					
Vision Benefit		34.68					
Medicare	0.014500	113.84		Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,593.91	71.25%	\$89.63	\$89.05	\$19.39	\$198.07
		Annual Salary + Benefits		<u>\$161,336.08</u>			
Step B		\$8,243.30 /Month		\$54.96 /Hour			
Total Benefits		\$5,707.31	69.24%	\$93.00	\$92.40	\$20.12	\$205.52
		Annual Salary + Benefits		<u>\$167,407.32</u>			
Step C		\$8,655.46 /Month		\$57.70 /Hour			
Total Benefits		\$5,826.37	67.31%	\$96.55	\$95.92	\$20.88	\$213.35
		Annual Salary + Benefits		<u>\$173,782.01</u>			
Step D		\$9,088.23 /Month		\$60.59 /Hour			
Total Benefits		\$5,951.39	65.48%	\$100.26	\$99.61	\$21.69	\$221.56
		Annual Salary + Benefits		<u>\$180,475.47</u>			
Step E		\$9,542.65 /Month		\$63.62 /Hour			
Total Benefits		\$6,082.66	63.74%	\$104.17	\$103.49	\$22.53	\$230.19
		Annual Salary + Benefits		<u>\$187,503.78</u>			



Assistant Parks and Recreation Director
Department: Parks and Recreation

Step A		\$10,186.14 /Month		\$67.91 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,952.78			Non-Sworn Asst Director / Asst City Attorney		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	178.97					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	4% + \$110	517.45					
Workers Comp.	0.065099	663.11					
Vision Benefit		34.68					
Medicare	0.014500	147.70					
				Hourly Rate & Benefits	90.93% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,521.16	64.02%	\$111.38	\$101.28	\$24.09	\$236.75
		Annual Salary + Benefits		<u>\$200,487.57</u>			
Step B		\$10,695.45 /Month		\$71.30 /Hour			
	Total Benefits	\$6,668.29	62.35%	\$115.76	\$105.26	\$25.04	\$246.06
		Annual Salary + Benefits		<u>\$208,364.84</u>			
Step C		\$11,230.22 /Month		\$74.87 /Hour			
	Total Benefits	\$6,822.77	60.75%	\$120.35	\$109.44	\$26.03	\$255.82
		Annual Salary + Benefits		<u>\$216,635.88</u>			
Step D		\$11,791.74 /Month		\$78.61 /Hour			
	Total Benefits	\$6,984.98	59.24%	\$125.18	\$113.82	\$27.08	\$266.08
		Annual Salary + Benefits		<u>\$225,320.66</u>			
Step E		\$12,381.32 /Month		\$82.54 /Hour			
	Total Benefits	\$7,155.30	57.79%	\$130.24	\$118.43	\$28.17	\$276.84
		Annual Salary + Benefits		<u>\$234,439.43</u>			



Assistant Planner
Department: Community Development

Step A		\$7,249.73 /Month		\$48.33 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,389.85			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	127.38					
Life Insurance	0.000250	32.62					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	254.99					
Workers Comp.	0.065099	471.95					
Vision Benefit		34.68					
Medicare	0.014500	105.12					
				Hourly Rate & Benefits	119.71% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,405.56	74.56%	\$84.37	\$101.00	\$18.25	\$203.62
		Annual Salary + Benefits		<u>\$151,863.52</u>			

Step B		\$7,612.22 /Month		\$50.75 /Hour			
	Total Benefits	\$5,510.28	72.39%	\$87.48	\$104.73	\$18.92	\$211.13
		Annual Salary + Benefits		<u>\$157,469.99</u>			

Step C		\$7,992.83 /Month		\$53.29 /Hour			
	Total Benefits	\$5,620.23	70.32%	\$90.75	\$108.64	\$19.63	\$219.02
		Annual Salary + Benefits		<u>\$163,356.71</u>			

Step D		\$8,392.47 /Month		\$55.95 /Hour			
	Total Benefits	\$5,735.68	68.34%	\$94.19	\$112.75	\$20.37	\$227.31
		Annual Salary + Benefits		<u>\$169,537.76</u>			

Step E		\$8,812.10 /Month		\$58.75 /Hour			
	Total Benefits	\$5,856.90	66.46%	\$97.79	\$117.07	\$21.15	\$236.01
		Annual Salary + Benefits		<u>\$176,027.99</u>			



**Associate Engineer
Department: Public Works**

Step A		\$8,655.46 /Month		\$57.70 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,659.34		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	152.08					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	283.11					
Workers Comp.	0.065099	563.46					
Vision Benefit		34.68					
Medicare	0.014500	125.50		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,844.64	67.53%	\$96.67	\$96.04	\$20.91	\$213.62
	Annual Salary + Benefits			<u>\$174,001.20</u>			
Step B		\$9,088.23 /Month		\$60.59 /Hour			
	Total Benefits	\$5,969.66	65.69%	\$100.39	\$99.73	\$21.71	\$221.83
	Annual Salary + Benefits			<u>\$180,694.66</u>			
Step C		\$9,542.65 /Month		\$63.62 /Hour			
	Total Benefits	\$6,100.93	63.93%	\$104.29	\$103.61	\$22.56	\$230.46
	Annual Salary + Benefits			<u>\$187,722.96</u>			
Step D		\$10,019.78 /Month		\$66.80 /Hour			
	Total Benefits	\$6,238.76	62.26%	\$108.39	\$107.69	\$23.44	\$239.52
	Annual Salary + Benefits			<u>\$195,102.52</u>			
Step E		\$10,520.77 /Month		\$70.14 /Hour			
	Total Benefits	\$6,383.49	60.68%	\$112.70	\$111.96	\$24.38	\$249.04
	Annual Salary + Benefits			<u>\$202,851.10</u>			



Associate Planner
Department: Community Development

Step A		\$7,992.83 /Month		\$53.29 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.191710	1,532.31			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	140.43					
Life Insurance	0.000250	35.97					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	269.86					
Workers Comp.	0.065099	520.33					
Vision Benefit		34.68					
Medicare	0.014500	115.90					
				Hourly Rate & Benefits	119.71% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,638.44	70.54%	\$90.88	\$108.79	\$19.66	\$219.33
		Annual Salary + Benefits		\$163,575.18			

Step B		\$8,392.47 /Month		\$55.95 /Hour			
	Total Benefits	\$5,753.88	68.56%	\$94.31	\$112.90	\$20.40	\$227.61
		Annual Salary + Benefits		\$169,756.23			

Step C		\$8,812.10 /Month		\$58.75 /Hour			
	Total Benefits	\$5,875.10	66.67%	\$97.91	\$117.21	\$21.18	\$236.30
		Annual Salary + Benefits		\$176,246.46			

Step D		\$9,252.70 /Month		\$61.68 /Hour			
	Total Benefits	\$6,002.39	64.87%	\$101.70	\$121.75	\$22.00	\$245.45
		Annual Salary + Benefits		\$183,061.02			

Step E		\$9,715.34 /Month		\$64.77 /Hour			
	Total Benefits	\$6,136.03	63.16%	\$105.68	\$126.50	\$22.86	\$255.04
		Annual Salary + Benefits		\$190,216.46			



Building Inspector I
Department: Community Development

Step A		\$6,676.94 /Month		\$44.51 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,280.04					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	117.31					
Life Insurance	0.000250	30.05					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	434.66			119.71%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	96.82					
Total Benefits		\$4,982.52	74.62%	\$77.73	\$93.05	\$16.81	\$187.59
		Annual Salary + Benefits		<u>\$139,913.57</u>			
Step B		\$7,010.79 /Month		\$46.74 /Hour			
Total Benefits		\$5,078.97	72.44%	\$80.60	\$96.48	\$17.43	\$194.51
		Annual Salary + Benefits		<u>\$145,077.07</u>			
Step C		\$7,361.33 /Month		\$49.08 /Hour			
Total Benefits		\$5,180.23	70.37%	\$83.61	\$100.09	\$18.08	\$201.78
		Annual Salary + Benefits		<u>\$150,498.72</u>			
Step D		\$7,729.40 /Month		\$51.53 /Hour			
Total Benefits		\$5,286.56	68.40%	\$86.77	\$103.88	\$18.77	\$209.42
		Annual Salary + Benefits		<u>\$156,191.49</u>			
Step E		\$8,115.87 /Month		\$54.11 /Hour			
Total Benefits		\$5,398.20	66.51%	\$90.09	\$107.85	\$19.49	\$217.43
		Annual Salary + Benefits		<u>\$162,168.85</u>			



Building Inspector II
Department: Community Development

Step A		\$7,361.33 /Month		\$49.08 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,411.24					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	129.34					
Life Insurance	0.000250	33.13					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	479.22			119.71%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	106.74					
Total Benefits		\$5,183.31	70.41%	\$83.63	\$100.11	\$18.09	\$201.83
		Annual Salary + Benefits		<u>\$150,535.68</u>			
Step B		\$7,729.40 /Month		\$51.53 /Hour			
Total Benefits		\$5,289.64	68.44%	\$86.79	\$103.90	\$18.77	\$209.46
		Annual Salary + Benefits		<u>\$156,228.45</u>			
Step C		\$8,115.87 /Month		\$54.11 /Hour			
Total Benefits		\$5,401.28	66.55%	\$90.11	\$107.88	\$19.49	\$217.48
		Annual Salary + Benefits		<u>\$162,205.80</u>			
Step D		\$8,521.66 /Month		\$56.81 /Hour			
Total Benefits		\$5,518.50	64.76%	\$93.60	\$112.05	\$20.25	\$225.90
		Annual Salary + Benefits		<u>\$168,481.98</u>			
Step E		\$8,947.74 /Month		\$59.65 /Hour			
Total Benefits		\$5,641.59	63.05%	\$97.26	\$116.43	\$21.04	\$234.73
		Annual Salary + Benefits		<u>\$175,071.96</u>			



Chief Financial Operations Officer
Department: Finance and Information Systems

Step A		\$10,012.60 /Month		\$66.75 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,919.52			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	175.92					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	410.38					
Workers Comp.	0.065099	651.81					
Vision Benefit		34.68					
Medicare	0.014500	145.18					
				Hourly Rate & Benefits	50.27% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$6,363.96	63.56%	\$109.18	\$54.88	\$23.61	\$187.67
		Annual Salary + Benefits		<u>\$196,518.69</u>			
Step B		\$10,513.23 /Month		\$70.09 /Hour			
Total Benefits		\$6,508.58	61.91%	\$113.48	\$57.05	\$24.55	\$195.08
		Annual Salary + Benefits		<u>\$204,261.71</u>			
Step C		\$11,038.89 /Month		\$73.59 /Hour			
Total Benefits		\$6,660.43	60.34%	\$118.00	\$59.32	\$25.52	\$202.84
		Annual Salary + Benefits		<u>\$212,391.86</u>			
Step D		\$11,590.84 /Month		\$77.27 /Hour			
Total Benefits		\$6,819.88	58.84%	\$122.74	\$61.70	\$26.55	\$210.99
		Annual Salary + Benefits		<u>\$220,928.62</u>			
Step E		\$12,170.38 /Month		\$81.14 /Hour			
Total Benefits		\$6,987.30	57.41%	\$127.72	\$64.20	\$27.63	\$219.55
		Annual Salary + Benefits		<u>\$229,892.10</u>			



Chief Information Systems Officer
Department: Finance and Information Systems

Step A		\$11,185.90 /Month		\$74.57 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	2,144.45					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	196.54					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	445.58					
Workers Comp.	0.065099	728.19					
Vision Benefit		34.68					
Medicare	0.014500	162.20					
					50.27%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$6,738.10	60.24%	\$119.49	\$60.07	\$25.85	\$205.41
				Annual Salary + Benefits	<u>\$215,087.98</u>		
Step B		\$11,745.19 /Month		\$78.30 /Hour			
Total Benefits		\$6,899.67	58.74%	\$124.30	\$62.49	\$26.89	\$213.68
				Annual Salary + Benefits	<u>\$223,738.27</u>		
Step C		\$12,332.45 /Month		\$82.22 /Hour			
Total Benefits		\$7,069.31	57.32%	\$129.35	\$65.02	\$27.98	\$222.35
				Annual Salary + Benefits	<u>\$232,821.15</u>		
Step D		\$12,949.07 /Month		\$86.33 /Hour			
Total Benefits		\$7,247.44	55.97%	\$134.64	\$67.69	\$29.12	\$231.45
				Annual Salary + Benefits	<u>\$242,358.14</u>		
Step E		\$13,596.53 /Month		\$90.64 /Hour			
Total Benefits		\$7,434.48	54.68%	\$140.21	\$70.48	\$30.33	\$241.02
				Annual Salary + Benefits	<u>\$252,372.11</u>		



City Clerk
Department: City Manager

Step A		\$9,765.49 /Month		\$65.10 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,872.14			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	171.58					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	402.96					
Workers Comp.	0.065099	635.72					
Vision Benefit		34.68					
Medicare	0.014500	141.60					
				Hourly Rate & Benefits	53.48% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,285.16	64.36%	\$107.00	\$57.23	\$23.15	\$187.38
		Annual Salary + Benefits		<u>\$192,607.80</u>			
Step B		\$10,253.77 /Month		\$68.36 /Hour			
	Total Benefits	\$6,426.21	62.67%	\$111.20	\$59.47	\$24.05	\$194.72
		Annual Salary + Benefits		<u>\$200,159.80</u>			
Step C		\$10,766.46 /Month		\$71.78 /Hour			
	Total Benefits	\$6,574.32	61.06%	\$115.61	\$61.83	\$25.01	\$202.45
		Annual Salary + Benefits		<u>\$208,089.35</u>			
Step D		\$11,304.78 /Month		\$75.37 /Hour			
	Total Benefits	\$6,729.83	59.53%	\$120.23	\$64.30	\$26.01	\$210.54
		Annual Salary + Benefits		<u>\$216,415.30</u>			
Step E		\$11,870.02 /Month		\$79.13 /Hour			
	Total Benefits	\$6,893.11	58.07%	\$125.09	\$66.90	\$27.06	\$219.05
		Annual Salary + Benefits		<u>\$225,157.61</u>			



Code Enforcement Officer I
Department: Community Development

Step A		\$6,259.11 /Month		\$41.73 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,199.93					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	109.97					
Life Insurance	0.000250	28.17					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	407.46			119.71%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	90.76					
Total Benefits		\$4,859.94	77.65%	\$74.13	\$88.74	\$16.03	\$178.90
		Annual Salary + Benefits		<u>\$133,428.62</u>			
Step B		\$6,572.07 /Month		\$43.81 /Hour			
Total Benefits		\$4,950.35	75.32%	\$76.82	\$91.96	\$16.62	\$185.40
		Annual Salary + Benefits		<u>\$138,269.03</u>			
Step C		\$6,900.67 /Month		\$46.00 /Hour			
Total Benefits		\$5,045.27	73.11%	\$79.64	\$95.34	\$17.23	\$192.21
		Annual Salary + Benefits		<u>\$143,351.34</u>			
Step D		\$7,245.70 /Month		\$48.30 /Hour			
Total Benefits		\$5,144.95	71.01%	\$82.60	\$98.89	\$17.87	\$199.36
		Annual Salary + Benefits		<u>\$148,687.76</u>			
Step E		\$7,607.99 /Month		\$50.72 /Hour			
Total Benefits		\$5,249.60	69.00%	\$85.72	\$102.61	\$18.54	\$206.87
		Annual Salary + Benefits		<u>\$154,291.13</u>			



Community Development Specialist
Department: Community Development

Step A		\$7,288.37 /Month		\$48.59 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,397.25					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	128.06					
Life Insurance	0.000250	32.80					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	474.47					
Vision Benefit		34.68					
Medicare	0.014500	105.68					
					119.71%	21.63%	
Total Benefits		\$5,161.90	70.82%	\$83.00	\$99.36	\$17.95	\$200.31
				Annual Salary + Benefits			
				<u>\$149,403.30</u>			
Step B							
				\$7,652.79 /Month		\$51.02 /Hour	
Total Benefits		\$5,267.18	68.83%	\$86.13	\$103.11	\$18.63	\$207.87
				Annual Salary + Benefits			
				<u>\$155,039.62</u>			
Step C							
				\$8,035.43 /Month		\$53.57 /Hour	
Total Benefits		\$5,377.71	66.93%	\$89.42	\$107.05	\$19.34	\$215.81
				Annual Salary + Benefits			
				<u>\$160,957.74</u>			
Step D							
				\$8,437.20 /Month		\$56.25 /Hour	
Total Benefits		\$5,493.78	65.11%	\$92.87	\$111.18	\$20.09	\$224.14
				Annual Salary + Benefits			
				<u>\$167,171.73</u>			
Step E							
				\$8,859.06 /Month		\$59.06 /Hour	
Total Benefits		\$5,615.64	63.39%	\$96.50	\$115.52	\$20.87	\$232.89
				Annual Salary + Benefits			
				<u>\$173,696.45</u>			



Community Development Technician
Department: Community Development

Step A		\$6,023.81 /Month		\$40.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,154.82					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	105.84					
Life Insurance	0.000250	27.11					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	392.14			119.71%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	87.35					
	Total Benefits	\$4,790.91	79.53%	\$72.10	\$86.31	\$15.59	\$174.00
		Annual Salary + Benefits		<u>\$129,776.63</u>			
Step B		\$6,325.00 /Month		\$42.17 /Hour			
	Total Benefits	\$4,877.92	77.12%	\$74.69	\$89.41	\$16.15	\$180.25
		Annual Salary + Benefits		<u>\$134,435.00</u>			
Step C		\$6,641.25 /Month		\$44.28 /Hour			
	Total Benefits	\$4,969.27	74.82%	\$77.40	\$92.66	\$16.74	\$186.80
		Annual Salary + Benefits		<u>\$139,326.30</u>			
Step D		\$6,973.31 /Month		\$46.49 /Hour			
	Total Benefits	\$5,065.20	72.64%	\$80.26	\$96.08	\$17.36	\$193.70
		Annual Salary + Benefits		<u>\$144,462.12</u>			
Step E		\$7,321.98 /Month		\$48.81 /Hour			
	Total Benefits	\$5,165.92	70.55%	\$83.25	\$99.66	\$18.01	\$200.92
		Annual Salary + Benefits		<u>\$149,854.84</u>			



Construction Inspector I
Department: Parks and Recreation

Step A		\$6,676.94 /Month		\$44.51 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,280.04					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	117.31					
Life Insurance	0.000250	30.05					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	434.66					
Vision Benefit		34.68					
Medicare	0.014500	96.82					
					90.93%	21.63%	
					Department	Citywide	
					Overhead	Overhead	
Total Benefits		\$4,982.52	74.62%	\$77.73	\$70.68	\$16.81	\$165.22
				Annual Salary + Benefits			
							<u><u>\$139,913.57</u></u>
Step B		\$7,010.79 /Month		\$46.74 /Hour			
Total Benefits		\$5,078.97	72.44%	\$80.60	\$73.29	\$17.43	\$171.32
				Annual Salary + Benefits			
							<u><u>\$145,077.07</u></u>
Step C		\$7,361.33 /Month		\$49.08 /Hour			
Total Benefits		\$5,180.23	70.37%	\$83.61	\$76.03	\$18.08	\$177.72
				Annual Salary + Benefits			
							<u><u>\$150,498.72</u></u>
Step D		\$7,729.40 /Month		\$51.53 /Hour			
Total Benefits		\$5,286.56	68.40%	\$86.77	\$78.90	\$18.77	\$184.44
				Annual Salary + Benefits			
							<u><u>\$156,191.49</u></u>
Step E		\$8,115.87 /Month		\$54.11 /Hour			
Total Benefits		\$5,398.20	66.51%	\$90.09	\$81.92	\$19.49	\$191.50
				Annual Salary + Benefits			
							<u><u>\$162,168.85</u></u>



Construction Inspector I
Department: Public Works

Step A		\$6,676.94 /Month		\$44.51 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,280.04					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	117.31					
Life Insurance	0.000250	30.05					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	434.66			99.35%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	96.82					
Total Benefits		\$4,982.52	74.62%	\$77.73	\$77.22	\$16.81	\$171.76
		Annual Salary + Benefits		<u>\$139,913.57</u>			
Step B		\$7,010.79 /Month		\$46.74 /Hour			
Total Benefits		\$5,078.97	72.44%	\$80.60	\$80.07	\$17.43	\$178.10
		Annual Salary + Benefits		<u>\$145,077.07</u>			
Step C		\$7,361.33 /Month		\$49.08 /Hour			
Total Benefits		\$5,180.23	70.37%	\$83.61	\$83.07	\$18.08	\$184.76
		Annual Salary + Benefits		<u>\$150,498.72</u>			
Step D		\$7,729.40 /Month		\$51.53 /Hour			
Total Benefits		\$5,286.56	68.40%	\$86.77	\$86.21	\$18.77	\$191.75
		Annual Salary + Benefits		<u>\$156,191.49</u>			
Step E		\$8,115.87 /Month		\$54.11 /Hour			
Total Benefits		\$5,398.20	66.51%	\$90.09	\$89.51	\$19.49	\$199.09
		Annual Salary + Benefits		<u>\$162,168.85</u>			



Construction Inspector II
Department: Parks and Recreation

Step A		\$7,361.33 /Month		\$49.08 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,411.24			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	129.34					
Life Insurance	0.000250	33.13					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	479.22					
Vision Benefit		34.68					
Medicare	0.014500	106.74					
				Hourly Rate & Benefits	90.93% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,183.31	70.41%	\$83.63	\$76.05	\$18.09	\$177.77
		Annual Salary + Benefits		<u>\$150,535.68</u>			

Step B		\$7,729.40 /Month		\$51.53 /Hour			
Total Benefits		\$5,289.64	68.44%	\$86.79	\$78.92	\$18.77	\$184.48
		Annual Salary + Benefits		<u>\$156,228.45</u>			

Step C		\$8,115.87 /Month		\$54.11 /Hour			
Total Benefits		\$5,401.28	66.55%	\$90.11	\$81.94	\$19.49	\$191.54
		Annual Salary + Benefits		<u>\$162,205.80</u>			

Step D		\$8,521.66 /Month		\$56.81 /Hour			
Total Benefits		\$5,518.50	64.76%	\$93.60	\$85.11	\$20.25	\$198.96
		Annual Salary + Benefits		<u>\$168,481.98</u>			

Step E		\$8,947.74 /Month		\$59.65 /Hour			
Total Benefits		\$5,641.59	63.05%	\$97.26	\$88.44	\$21.04	\$206.74
		Annual Salary + Benefits		<u>\$175,071.96</u>			



Construction Inspector II

Department: Public Works

Step A		\$7,361.33 /Month		\$49.08 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,411.24		Office Employees			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	129.34					
Life Insurance	0.000250	33.13					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	479.22		99.35%	21.63%		
Vision Benefit		34.68		<u>Hourly Rate</u>	<u>Department</u>	<u>Citywide</u>	<u>Total Hourly</u>
Medicare	0.014500	106.74		<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
Total Benefits		\$5,183.31	70.41%	\$83.63	\$83.09	\$18.09	\$184.81
		Annual Salary + Benefits		<u>\$150,535.68</u>			
Step B		\$7,729.40 /Month		\$51.53 /Hour			
Total Benefits		\$5,289.64	68.44%	\$86.79	\$86.23	\$18.77	\$191.79
		Annual Salary + Benefits		<u>\$156,228.45</u>			
Step C		\$8,115.87 /Month		\$54.11 /Hour			
Total Benefits		\$5,401.28	66.55%	\$90.11	\$89.53	\$19.49	\$199.13
		Annual Salary + Benefits		<u>\$162,205.80</u>			
Step D		\$8,521.66 /Month		\$56.81 /Hour			
Total Benefits		\$5,518.50	64.76%	\$93.60	\$92.99	\$20.25	\$206.84
		Annual Salary + Benefits		<u>\$168,481.98</u>			
Step E		\$8,947.74 /Month		\$59.65 /Hour			
Total Benefits		\$5,641.59	63.05%	\$97.26	\$96.63	\$21.04	\$214.93
		Annual Salary + Benefits		<u>\$175,071.96</u>			

Cross-Connection Control Specialist
Department: Public Works

Step A		\$6,128.66 /Month		\$40.86 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,174.93					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	107.68					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	398.97					
Vision Benefit		34.68					
Medicare	0.014500	88.87					
					99.35%	21.63%	
Total Benefits		\$4,799.37	78.31%	\$72.85	\$72.38	\$15.76	\$160.99
				Annual Salary + Benefits			
				<u>\$131,136.37</u>			
Step B							
				\$6,435.10 /Month			
				\$42.90 /Hour			
Total Benefits		\$4,887.90	75.96%	\$75.49	\$75.00	\$16.33	\$166.82
				Annual Salary + Benefits			
				<u>\$135,875.94</u>			
Step C							
				\$6,756.85 /Month			
				\$45.05 /Hour			
Total Benefits		\$4,980.84	73.72%	\$78.25	\$77.74	\$16.93	\$172.92
				Annual Salary + Benefits			
				<u>\$140,852.30</u>			
Step D							
				\$7,094.69 /Month			
				\$47.30 /Hour			
Total Benefits		\$5,078.44	71.58%	\$81.15	\$80.63	\$17.55	\$179.33
				Annual Salary + Benefits			
				<u>\$146,077.52</u>			
Step E							
				\$7,449.43 /Month			
				\$49.66 /Hour			
Total Benefits		\$5,180.91	69.55%	\$84.20	\$83.65	\$18.21	\$186.06
				Annual Salary + Benefits			
				<u>\$151,564.13</u>			



**Deputy City Attorney
Department: City Attorney**

Step A		\$9,375.03 /Month		\$62.50 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,797.29		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	164.72					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	4% + \$110	485.00					
Workers Comp.	0.065099	610.31					
Vision Benefit		34.68					
Medicare	0.014500	135.94		Hourly Rate & Benefits	43.80% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$6,254.40	66.71%	\$104.20	\$45.64	\$22.54	\$172.38
Annual Salary + Benefits				<u>\$187,553.17</u>			
Step B		\$9,843.78 /Month		\$65.63 /Hour			
Total Benefits		\$6,389.81	64.91%	\$108.22	\$47.40	\$23.41	\$179.03
Annual Salary + Benefits				<u>\$194,803.11</u>			
Step C		\$10,335.97 /Month		\$68.91 /Hour			
Total Benefits		\$6,532.00	63.20%	\$112.45	\$49.25	\$24.32	\$186.02
Annual Salary + Benefits				<u>\$202,415.59</u>			
Step D		\$10,852.76 /Month		\$72.35 /Hour			
Total Benefits		\$6,681.29	61.56%	\$116.89	\$51.20	\$25.28	\$193.37
Annual Salary + Benefits				<u>\$210,408.55</u>			
Step E		\$11,395.40 /Month		\$75.97 /Hour			
Total Benefits		\$6,838.04	60.01%	\$121.56	\$53.24	\$26.29	\$201.09
Annual Salary + Benefits				<u>\$218,801.32</u>			



Deputy Director of Public Works/Operations

Department: Public Works

Step A		\$11,474.50 /Month		\$76.50 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	2,199.78		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	201.61					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	4% + \$110	568.98					
Workers Comp.	0.065099	746.98					
Vision Benefit		34.68					
Medicare	0.014500	166.38		Hourly Rate	Department	Citywide	Total Hourly
				& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,944.87	60.52%	\$122.80	\$122.00	\$26.56	\$271.36
		Annual Salary + Benefits		<u>\$221,032.47</u>			
Step B		\$12,048.23 /Month		\$80.32 /Hour			
	Total Benefits	\$7,110.61	59.02%	\$127.73	\$126.90	\$27.63	\$282.26
		Annual Salary + Benefits		<u>\$229,906.09</u>			
Step C		\$12,650.64 /Month		\$84.34 /Hour			
	Total Benefits	\$7,284.63	57.58%	\$132.90	\$132.04	\$28.75	\$293.69
		Annual Salary + Benefits		<u>\$239,223.29</u>			
Step D		\$13,283.17 /Month		\$88.55 /Hour			
	Total Benefits	\$7,467.36	56.22%	\$138.34	\$137.44	\$29.92	\$305.70
		Annual Salary + Benefits		<u>\$249,006.35</u>			
Step E		\$13,947.33 /Month		\$92.98 /Hour			
	Total Benefits	\$7,659.22	54.92%	\$144.04	\$143.11	\$31.16	\$318.31
		Annual Salary + Benefits		<u>\$259,278.61</u>			



Director of Community Development
Department: Community Development

Step A		\$13,658.86 /Month		\$91.06 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	2,784.71					
Management Incentive		866.78					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	239.99					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		110.00					
Workers Comp.	0.065099	945.60			119.71%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	210.62					
	Total Benefits	\$8,218.85	60.17%	\$145.85	\$174.60	\$31.55	\$352.00
		Annual Salary + Benefits		<u>\$262,532.54</u>			
Step B		\$14,341.81 /Month		\$95.61 /Hour			
	Total Benefits	\$8,416.14	58.68%	\$151.72	\$181.62	\$32.82	\$366.16
		Annual Salary + Benefits		<u>\$273,095.42</u>			
Step C		\$15,058.90 /Month		\$100.39 /Hour			
	Total Benefits	\$8,623.29	57.26%	\$157.88	\$189.00	\$34.15	\$381.03
		Annual Salary + Benefits		<u>\$284,186.33</u>			
Step D		\$15,811.84 /Month		\$105.41 /Hour			
	Total Benefits	\$8,840.80	55.91%	\$164.35	\$196.74	\$35.55	\$396.64
		Annual Salary + Benefits		<u>\$295,831.71</u>			
Step E		\$16,602.44 /Month		\$110.68 /Hour			
	Total Benefits	\$9,069.19	54.63%	\$171.14	\$204.88	\$37.02	\$413.04
		Annual Salary + Benefits		<u>\$308,059.56</u>			



Director of Human Resources/Risk Manager
Department: Human Resources

Step A		\$13,658.86 /Month		\$91.06 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	2,784.71					
Management Incentive		866.78					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	239.99					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		110.00					
Workers Comp.	0.065099	945.60			52.18%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	210.62					
	Total Benefits	\$8,218.85	60.17%	\$145.85	\$76.11	\$31.55	\$253.51
		Annual Salary + Benefits		<u>\$262,532.54</u>			
Step B		\$14,341.80 /Month		\$95.61 /Hour			
	Total Benefits	\$8,416.14	58.68%	\$151.72	\$79.17	\$32.82	\$263.71
		Annual Salary + Benefits		<u>\$273,095.26</u>			
Step C		\$15,058.89 /Month		\$100.39 /Hour			
	Total Benefits	\$8,623.29	57.26%	\$157.88	\$82.38	\$34.15	\$274.41
		Annual Salary + Benefits		<u>\$284,186.17</u>			
Step D		\$15,811.84 /Month		\$105.41 /Hour			
	Total Benefits	\$8,840.80	55.91%	\$164.35	\$85.76	\$35.55	\$285.66
		Annual Salary + Benefits		<u>\$295,831.71</u>			
Step E		\$16,602.43 /Month		\$110.68 /Hour			
	Total Benefits	\$9,069.19	54.63%	\$171.14	\$89.30	\$37.02	\$297.46
		Annual Salary + Benefits		<u>\$308,059.41</u>			



Director of Parks and Recreation
Department: Parks and Recreation

Step A		\$13,658.86 /Month		\$91.06 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	2,784.71			Non-Sworn Director		
Management Incentive		866.78					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	239.99					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		110.00					
Workers Comp.	0.065099	945.60					
Vision Benefit		34.68					
Medicare	0.014500	210.62					
				Hourly Rate & Benefits	90.93% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$8,218.85	60.17%	\$145.85	\$132.62	\$31.55	\$310.02
		Annual Salary + Benefits		<u>\$262,532.54</u>			
Step B		\$14,341.81 /Month		\$95.61 /Hour			
Total Benefits		\$8,416.14	58.68%	\$151.72	\$137.96	\$32.82	\$322.50
		Annual Salary + Benefits		<u>\$273,095.42</u>			
Step C		\$15,058.90 /Month		\$100.39 /Hour			
Total Benefits		\$8,623.29	57.26%	\$157.88	\$143.56	\$34.15	\$335.59
		Annual Salary + Benefits		<u>\$284,186.33</u>			
Step D		\$15,811.84 /Month		\$105.41 /Hour			
Total Benefits		\$8,840.80	55.91%	\$164.35	\$149.44	\$35.55	\$349.34
		Annual Salary + Benefits		<u>\$295,831.71</u>			
Step E		\$16,602.44 /Month		\$110.68 /Hour			
Total Benefits		\$9,069.19	54.63%	\$171.14	\$155.62	\$37.02	\$363.78
		Annual Salary + Benefits		<u>\$308,059.56</u>			



Director of Public Works/City Engineer
Department: Public Works

Step A		\$14,505.82 /Month		\$96.71 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	2,957.38			Non-Sworn Director		
Management Incentive		920.53					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	244.05					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		110.00					
Workers Comp.	0.065099	1,004.24					
Vision Benefit		34.68					
Medicare	0.014500	223.68					
				Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$8,521.03	58.74%	\$153.51	\$152.51	\$33.20	\$339.22
		Annual Salary + Benefits		\$276,322.23			

Step B		\$15,231.12 /Month		\$101.54 /Hour			
Total Benefits		\$8,741.37	57.39%	\$159.82	\$158.78	\$34.57	\$353.17
		Annual Salary + Benefits		\$287,669.93			

Step C		\$15,992.67 /Month		\$106.62 /Hour			
Total Benefits		\$8,961.37	56.03%	\$166.36	\$165.28	\$35.98	\$367.62
		Annual Salary + Benefits		\$299,448.48			

Step D		\$16,792.30 /Month		\$111.95 /Hour			
Total Benefits		\$9,192.37	54.74%	\$173.23	\$172.11	\$37.47	\$382.81
		Annual Salary + Benefits		\$311,815.99			

Step E		\$17,631.92 /Month		\$117.55 /Hour			
Total Benefits		\$9,434.91	53.51%	\$180.45	\$179.27	\$39.03	\$398.75
		Annual Salary + Benefits		\$324,802.02			



Economic Development Manager
Department: Community Development

Step A		\$11,204.76 /Month		\$74.70 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	2,148.06		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	196.87					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	446.14					
Workers Comp.	0.065099	729.42					
Vision Benefit		34.68					
Medicare	0.014500	162.47					
				Hourly Rate & Benefits	119.71% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,744.11	60.19%	\$119.66	\$143.24	\$25.88	\$288.78
		Annual Salary + Benefits		<u>\$215,386.47</u>			
Step B		\$11,765.00 /Month		\$78.43 /Hour			
	Total Benefits	\$6,905.95	58.70%	\$124.47	\$149.01	\$26.92	\$300.40
		Annual Salary + Benefits		<u>\$224,051.45</u>			
Step C		\$12,353.25 /Month		\$82.36 /Hour			
	Total Benefits	\$7,075.89	57.28%	\$129.53	\$155.06	\$28.02	\$312.61
		Annual Salary + Benefits		<u>\$233,149.65</u>			
Step D		\$12,970.91 /Month		\$86.47 /Hour			
	Total Benefits	\$7,254.32	55.93%	\$134.83	\$161.41	\$29.16	\$325.40
		Annual Salary + Benefits		<u>\$242,702.72</u>			
Step E		\$13,619.45 /Month		\$90.80 /Hour			
	Total Benefits	\$7,441.67	54.64%	\$140.41	\$168.08	\$30.37	\$338.86
		Annual Salary + Benefits		<u>\$252,733.39</u>			



Economic Development/Planning Manager

Department: Community Development

Step A		\$11,204.76 /Month		\$74.70 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	2,148.06		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	196.87					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	446.14					
Workers Comp.	0.065099	729.42					
Vision Benefit		34.68					
Medicare	0.014500	162.47		<u>Hourly Rate</u>	<u>Department</u>	<u>Citywide</u>	<u>Total Hourly</u>
				<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$6,744.11	60.19%	\$119.66	\$143.24	\$25.88	\$288.78
		Annual Salary + Benefits		<u><u>\$215,386.47</u></u>			
Step B		\$11,765.00 /Month		\$78.43 /Hour			
	Total Benefits	\$6,905.95	58.70%	\$124.47	\$149.01	\$26.92	\$300.40
		Annual Salary + Benefits		<u><u>\$224,051.45</u></u>			
Step C		\$12,353.25 /Month		\$82.36 /Hour			
	Total Benefits	\$7,075.89	57.28%	\$129.53	\$155.06	\$28.02	\$312.61
		Annual Salary + Benefits		<u><u>\$233,149.65</u></u>			
Step D		\$12,970.91 /Month		\$86.47 /Hour			
	Total Benefits	\$7,254.32	55.93%	\$134.83	\$161.41	\$29.16	\$325.40
		Annual Salary + Benefits		<u><u>\$242,702.72</u></u>			
Step E		\$13,619.45 /Month		\$90.80 /Hour			
	Total Benefits	\$7,441.67	54.64%	\$140.41	\$168.08	\$30.37	\$338.86
		Annual Salary + Benefits		<u><u>\$252,733.39</u></u>			



Electrician
Department: Public Works

Step A		\$6,368.23 /Month		\$42.45 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,220.85			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	111.89					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	414.57					
Vision Benefit		34.68					
Medicare	0.014500	92.34					
				Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,868.58	76.45%	\$74.91	\$74.43	\$16.20	\$165.54
		Annual Salary + Benefits		<u>\$134,841.69</u>			
Step B		\$6,686.64 /Month		\$44.58 /Hour			
Total Benefits		\$4,960.56	74.19%	\$77.65	\$77.14	\$16.80	\$171.59
		Annual Salary + Benefits		<u>\$139,766.40</u>			
Step C		\$7,020.97 /Month		\$46.81 /Hour			
Total Benefits		\$5,057.14	72.03%	\$80.52	\$80.00	\$17.42	\$177.94
		Annual Salary + Benefits		<u>\$144,937.33</u>			
Step D		\$7,372.02 /Month		\$49.15 /Hour			
Total Benefits		\$5,158.55	69.97%	\$83.54	\$82.99	\$18.07	\$184.60
		Annual Salary + Benefits		<u>\$150,366.86</u>			
Step E		\$7,740.62 /Month		\$51.60 /Hour			
Total Benefits		\$5,265.03	68.02%	\$86.70	\$86.14	\$18.75	\$191.59
		Annual Salary + Benefits		<u>\$156,067.83</u>			



Engineering Manager
Department: Public Works

Step A		\$10,987.83 /Month		\$73.25 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	2,106.48					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	193.06					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	439.63					
Workers Comp.	0.065099	715.30					
Vision Benefit		34.68					
Medicare	0.014500	159.32					
					99.35%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$6,674.94	60.75%	\$117.75	\$116.99	\$25.47	\$260.21
				Annual Salary + Benefits	\$211,953.22		

Step B		\$11,537.22 /Month		\$76.91 /Hour			
Total Benefits		\$6,833.65	59.23%	\$122.47	\$121.68	\$26.49	\$270.64
				Annual Salary + Benefits	\$220,450.39		

Step C		\$12,114.08 /Month		\$80.76 /Hour			
Total Benefits		\$7,000.29	57.79%	\$127.43	\$126.60	\$27.56	\$281.59
				Annual Salary + Benefits	\$229,372.42		

Step D		\$12,719.79 /Month		\$84.80 /Hour			
Total Benefits		\$7,175.27	56.41%	\$132.63	\$131.77	\$28.69	\$293.09
				Annual Salary + Benefits	\$238,740.66		

Step E		\$13,355.78 /Month		\$89.04 /Hour			
Total Benefits		\$7,358.99	55.10%	\$138.10	\$137.20	\$29.87	\$305.17
				Annual Salary + Benefits	\$248,577.23		



Engineering Services Specialist
Department: Public Works

Step A		\$7,734.02 /Month		\$51.56 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,482.69					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	135.89					
Life Insurance	0.000250	34.80					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	503.48					
Vision Benefit		34.68					
Medicare	0.014500	112.14					
					99.35%	21.63%	
Total Benefits		\$5,292.65	68.43%	\$86.84	\$86.28	\$18.78	\$191.90
				Annual Salary + Benefits			
				<u>\$156,320.03</u>			
Step B		\$8,120.72 /Month		\$54.14 /Hour			
Total Benefits		\$5,404.36	66.55%	\$90.17	\$89.58	\$19.50	\$199.25
				Annual Salary + Benefits			
				<u>\$162,300.94</u>			
Step C		\$8,526.75 /Month		\$56.85 /Hour			
Total Benefits		\$5,521.65	64.76%	\$93.66	\$93.05	\$20.26	\$206.97
				Annual Salary + Benefits			
				<u>\$168,580.83</u>			
Step D		\$8,953.09 /Month		\$59.69 /Hour			
Total Benefits		\$5,644.81	63.05%	\$97.32	\$96.69	\$21.05	\$215.06
				Annual Salary + Benefits			
				<u>\$175,174.83</u>			
Step E		\$9,400.74 /Month		\$62.67 /Hour			
Total Benefits		\$5,774.13	61.42%	\$101.17	\$100.51	\$21.88	\$223.56
				Annual Salary + Benefits			
				<u>\$182,098.43</u>			



Engineering Technician
Department: Public Works

Step A		\$6,724.65 /Month		\$44.83 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,289.18					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	118.15					
Life Insurance	0.000250	30.26					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	437.77			99.35%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	97.51					
Total Benefits		\$4,996.52	74.30%	\$78.14	\$77.63	\$16.90	\$172.67
		Annual Salary + Benefits		\$140,654.05			
Step B							
		\$7,060.88 /Month			\$47.07 /Hour		
Total Benefits		\$5,093.65	72.14%	\$81.03	\$80.50	\$17.53	\$179.06
		Annual Salary + Benefits		\$145,854.37			
Step C							
		\$7,413.93 /Month			\$49.43 /Hour		
Total Benefits		\$5,195.64	70.08%	\$84.06	\$83.52	\$18.18	\$185.76
		Annual Salary + Benefits		\$151,314.84			
Step D							
		\$7,784.62 /Month			\$51.90 /Hour		
Total Benefits		\$5,302.72	68.12%	\$87.25	\$86.68	\$18.87	\$192.80
		Annual Salary + Benefits		\$157,048.13			
Step E							
		\$8,173.86 /Month			\$54.49 /Hour		
Total Benefits		\$5,415.17	66.25%	\$90.59	\$90.00	\$19.60	\$200.19
		Annual Salary + Benefits		\$163,068.33			



Equipment Mechanic
Department: Public Works

Step A		\$5,992.85 /Month		\$39.95 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,148.89					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	105.29					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	416.05					
Vision Benefit		34.68					
Medicare	0.014500	92.67					
					99.35%	21.63%	
Total Benefits		\$5,190.07	86.60%	\$74.55	\$74.07	\$16.13	\$164.75
				Annual Salary + Benefits			
				<u>\$134,195.01</u>			
Step B							
				\$6,292.49 /Month			
				\$41.95 /Hour			
Total Benefits		\$5,276.63	83.86%	\$77.13	\$76.63	\$16.68	\$170.44
				Annual Salary + Benefits			
				<u>\$138,829.40</u>			
Step C							
				\$6,607.12 /Month			
				\$44.05 /Hour			
Total Benefits		\$5,367.52	81.24%	\$79.83	\$79.31	\$17.27	\$176.41
				Annual Salary + Benefits			
				<u>\$143,695.64</u>			
Step D							
				\$6,937.47 /Month			
				\$46.25 /Hour			
Total Benefits		\$5,462.95	78.75%	\$82.67	\$82.13	\$17.88	\$182.68
				Annual Salary + Benefits			
				<u>\$148,805.02</u>			
Step E							
				\$7,284.34 /Month			
				\$48.56 /Hour			
Total Benefits		\$5,563.15	76.37%	\$85.65	\$85.09	\$18.53	\$189.27
				Annual Salary + Benefits			
				<u>\$154,169.90</u>			



Executive Assistant
Department: City Attorney

Step A		\$6,334.24 /Month		\$42.23 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,214.34					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	111.29					
Life Insurance	0.000250	28.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	412.35			43.80%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	91.85					
Total Benefits		\$4,881.98	77.07%	\$74.77	\$32.75	\$16.17	\$123.69
		Annual Salary + Benefits		\$134,594.68			
Step B							
		\$6,650.95 /Month			\$44.34 /Hour		
Total Benefits		\$4,973.47	74.78%	\$77.50	\$33.94	\$16.76	\$128.20
		Annual Salary + Benefits		\$139,493.09			
Step C							
		\$6,983.50 /Month			\$46.56 /Hour		
Total Benefits		\$5,069.54	72.59%	\$80.35	\$35.19	\$17.38	\$132.92
		Annual Salary + Benefits		\$144,636.49			
Step D							
		\$7,332.67 /Month			\$48.88 /Hour		
Total Benefits		\$5,170.41	70.51%	\$83.35	\$36.51	\$18.03	\$137.89
		Annual Salary + Benefits		\$150,036.94			
Step E							
		\$7,699.30 /Month			\$51.33 /Hour		
Total Benefits		\$5,276.32	68.53%	\$86.50	\$37.89	\$18.71	\$143.10
		Annual Salary + Benefits		\$155,707.44			



Executive Assistant
Department: City Manager

Step A		\$6,334.24 /Month		\$42.23 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,214.34			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	111.29					
Life Insurance	0.000250	28.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	412.35					
Vision Benefit		34.68					
Medicare	0.014500	91.85					
				Hourly Rate & Benefits	53.48% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,881.98	77.07%	\$74.77	\$39.99	\$16.17	\$130.93
		Annual Salary + Benefits		\$134,594.68			
Step B							
		\$6,650.95 /Month		\$44.34 /Hour			
Total Benefits		\$4,973.47	74.78%	\$77.50	\$41.44	\$16.76	\$135.70
		Annual Salary + Benefits		\$139,493.09			
Step C							
		\$6,983.50 /Month		\$46.56 /Hour			
Total Benefits		\$5,069.54	72.59%	\$80.35	\$42.97	\$17.38	\$140.70
		Annual Salary + Benefits		\$144,636.49			
Step D							
		\$7,332.67 /Month		\$48.88 /Hour			
Total Benefits		\$5,170.41	70.51%	\$83.35	\$44.58	\$18.03	\$145.96
		Annual Salary + Benefits		\$150,036.94			
Step E							
		\$7,699.30 /Month		\$51.33 /Hour			
Total Benefits		\$5,276.32	68.53%	\$86.50	\$46.26	\$18.71	\$151.47
		Annual Salary + Benefits		\$155,707.44			

Executive Assistant
Department: Police

Step A		\$6,334.24 /Month		\$42.23 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,214.34					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	111.29					
Life Insurance	0.000250	28.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	412.35			47.94%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	91.85					
Total Benefits		\$4,881.98	77.07%	\$74.77	\$35.85	\$16.17	\$126.79
		Annual Salary + Benefits		\$134,594.68			
Step B							
		\$6,650.95 /Month		\$44.34 /Hour			
Total Benefits		\$4,973.47	74.78%	\$77.50	\$37.15	\$16.76	\$131.41
		Annual Salary + Benefits		\$139,493.09			
Step C							
		\$6,983.50 /Month		\$46.56 /Hour			
Total Benefits		\$5,069.54	72.59%	\$80.35	\$38.52	\$17.38	\$136.25
		Annual Salary + Benefits		\$144,636.49			
Step D							
		\$7,332.67 /Month		\$48.88 /Hour			
Total Benefits		\$5,170.41	70.51%	\$83.35	\$39.96	\$18.03	\$141.34
		Annual Salary + Benefits		\$150,036.94			
Step E							
		\$7,699.30 /Month		\$51.33 /Hour			
Total Benefits		\$5,276.32	68.53%	\$86.50	\$41.47	\$18.71	\$146.68
		Annual Salary + Benefits		\$155,707.44			



Facilities Maintenance Supervisor

Department: Public Works

Step A		\$6,834.15 /Month		\$45.56 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,310.17		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	120.08					
Life Insurance	0.000250	30.75					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	246.68					
Workers Comp.	0.065099	444.90					
Vision Benefit		34.68					
Medicare	0.014500	99.10		Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,275.33	77.19%	\$80.73	\$80.21	\$17.46	\$178.40
Annual Salary + Benefits				<u>\$145,313.75</u>			
Step B		\$7,175.86 /Month		\$47.84 /Hour			
Total Benefits		\$5,374.04	74.89%	\$83.67	\$83.12	\$18.10	\$184.89
Annual Salary + Benefits				<u>\$150,598.82</u>			
Step C		\$7,534.65 /Month		\$50.23 /Hour			
Total Benefits		\$5,477.69	72.70%	\$86.75	\$86.19	\$18.76	\$191.70
Annual Salary + Benefits				<u>\$156,148.07</u>			
Step D		\$7,911.38 /Month		\$52.74 /Hour			
Total Benefits		\$5,586.52	70.61%	\$89.99	\$89.40	\$19.46	\$198.85
Annual Salary + Benefits				<u>\$161,974.78</u>			
Step E		\$8,306.95 /Month		\$55.38 /Hour			
Total Benefits		\$5,700.79	68.63%	\$93.38	\$92.78	\$20.20	\$206.36
Annual Salary + Benefits				<u>\$168,092.88</u>			



Facilities Maintenance Worker I
Department: Public Works

Step A		\$4,700.06 /Month		\$31.33 /Hour				
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate	
PERS - Employer	0.191710	901.05						
Management Incentive		0.00						
EAP		4.00						
Health Insurance		1,467.00						
Dental Insurance		191.34						
LTD & STD Insurance	0.017570	82.58						
Life Insurance		5.28						
Holiday Pay		0.00						
Uniform Allowance		0.00						
Standby		0.00						
Retiree Medical		1,326.63						
Deferred Comp.		0.00						
Workers Comp.	0.065099	305.97			99.35%	21.63%		
Vision Benefit		34.68						
Medicare	0.014500	68.15						
		Total Benefits	\$4,386.68	93.33%	\$60.58	\$60.18	\$13.10	\$133.86
			Annual Salary + Benefits		\$109,040.86			
Step B		\$4,935.06 /Month		\$32.90 /Hour				
		Total Benefits	\$4,454.57	90.26%	\$62.60	\$62.19	\$13.54	\$138.33
			Annual Salary + Benefits		\$112,675.50			
Step C		\$5,181.81 /Month		\$34.55 /Hour				
		Total Benefits	\$4,525.85	87.34%	\$64.72	\$64.30	\$14.00	\$143.02
			Annual Salary + Benefits		\$116,491.87			
Step D		\$5,440.90 /Month		\$36.27 /Hour				
		Total Benefits	\$4,600.69	84.56%	\$66.94	\$66.51	\$14.48	\$147.93
			Annual Salary + Benefits		\$120,499.10			
Step E		\$5,712.95 /Month		\$38.09 /Hour				
		Total Benefits	\$4,679.28	81.91%	\$69.28	\$68.83	\$14.99	\$153.10
			Annual Salary + Benefits		\$124,706.78			



Facilities Maintenance Worker II
Department: Public Works

Step A		\$5,181.81 /Month		\$34.55 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	993.40					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	91.04					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	363.26					
Vision Benefit		34.68					
Medicare	0.014500	80.91					
					99.35%	21.63%	
Total Benefits		\$4,955.77	95.64%	\$67.58	\$67.14	\$14.62	\$149.34
		Annual Salary + Benefits		<u>\$121,651.02</u>			

Step B		\$5,440.90 /Month		\$36.27 /Hour			
Total Benefits		\$5,030.62	92.46%	\$69.81	\$69.36	\$15.10	\$154.27
		Annual Salary + Benefits		<u>\$125,658.25</u>			

Step C		\$5,712.95 /Month		\$38.09 /Hour			
Total Benefits		\$5,109.21	89.43%	\$72.15	\$71.68	\$15.61	\$159.44
		Annual Salary + Benefits		<u>\$129,865.92</u>			

Step D		\$5,998.60 /Month		\$39.99 /Hour			
Total Benefits		\$5,191.73	86.55%	\$74.60	\$74.12	\$16.14	\$164.86
		Annual Salary + Benefits		<u>\$134,283.94</u>			

Step E		\$6,298.53 /Month		\$41.99 /Hour			
Total Benefits		\$5,278.37	83.80%	\$77.18	\$76.68	\$16.69	\$170.55
		Annual Salary + Benefits		<u>\$138,922.82</u>			



Finance/Special Projects Coordinator
Department: Finance and Information Systems

Step A		\$6,717.03 /Month		\$44.78 /Hour				
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>				
PERS - Employer	0.191710	1,287.72						
Management Incentive		0.00						
EAP		4.00						
Health Insurance		1,467.00						
Dental Insurance		191.34						
LTD & STD Insurance	0.017570	118.02						
Life Insurance	0.000250	30.23						
Holiday Pay		0.00						
Uniform Allowance		0.00						
Standby		0.00						
Retiree Medical		1,326.63						
Deferred Comp.		0.00						
Workers Comp.	0.065099	437.27						
Vision Benefit		34.68						
Medicare	0.014500	97.40	Hourly Rate & Benefits	50.27% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate		
Total Benefits		\$4,994.29	74.35%	\$78.08	\$39.25	\$16.89	\$134.22	
		Annual Salary + Benefits		\$140,535.79				
Step B		\$7,052.88 /Month		\$47.02 /Hour				
		Total Benefits	\$5,091.31	72.19%	\$80.96	\$40.70	\$17.51	\$139.17
		Annual Salary + Benefits		\$145,730.23				
Step C		\$7,405.53 /Month		\$49.37 /Hour				
		Total Benefits	\$5,193.18	70.13%	\$83.99	\$42.22	\$18.17	\$144.38
		Annual Salary + Benefits		\$151,184.50				
Step D		\$7,775.81 /Month		\$51.84 /Hour				
		Total Benefits	\$5,300.14	68.16%	\$87.17	\$43.82	\$18.86	\$149.85
		Annual Salary + Benefits		\$156,911.46				
Step E		\$8,164.60 /Month		\$54.43 /Hour				
		Total Benefits	\$5,412.46	66.29%	\$90.51	\$45.50	\$19.58	\$155.59
		Annual Salary + Benefits		\$162,924.70				



Fleet/Facilities Maintenance Manager
Department: Public Works

Step A		\$8,918.54 /Month		\$59.46 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,709.77			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	156.70					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	377.56					
Workers Comp.	0.065099	580.59					
Vision Benefit		34.68					
Medicare	0.014500	129.32					
				Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
					99.35%	21.63%	
Total Benefits		\$6,015.09	67.44%	\$99.56	\$98.91	\$21.53	\$220.00
				Annual Salary + Benefits			<u>\$179,203.50</u>

Step B		\$9,364.46 /Month		\$62.43 /Hour			
Total Benefits		\$6,143.90	65.61%	\$103.39	\$102.72	\$22.36	\$228.47
				Annual Salary + Benefits			<u>\$186,100.34</u>

Step C		\$9,832.69 /Month		\$65.55 /Hour			
Total Benefits		\$6,279.16	63.86%	\$107.41	\$106.71	\$23.23	\$237.35
				Annual Salary + Benefits			<u>\$193,342.25</u>

Step D		\$10,324.32 /Month		\$68.83 /Hour			
Total Benefits		\$6,421.19	62.19%	\$111.64	\$110.91	\$24.15	\$246.70
				Annual Salary + Benefits			<u>\$200,946.07</u>

Step E		\$10,840.54 /Month		\$72.27 /Hour			
Total Benefits		\$6,570.31	60.61%	\$116.07	\$115.32	\$25.11	\$256.50
				Annual Salary + Benefits			<u>\$208,930.21</u>



Geographic Information Systems Coordinator

Department: Public Works

Step A		\$9,078.87 /Month		\$60.53 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,740.51		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	159.52					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	291.58					
Workers Comp.	0.065099	591.03					
Vision Benefit		34.68					
Medicare	0.014500	131.64		Hourly Rate	Department	Citywide	Total Hourly
				& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,975.42	65.82%	\$100.36	\$99.71	\$21.71	\$221.78
		Annual Salary + Benefits		<u>\$180,651.51</u>			
Step B		\$9,532.82 /Month		\$63.55 /Hour			
	Total Benefits	\$6,106.56	64.06%	\$104.26	\$103.58	\$22.55	\$230.39
		Annual Salary + Benefits		<u>\$187,672.55</u>			
Step C		\$10,009.46 /Month		\$66.73 /Hour			
	Total Benefits	\$6,244.25	62.38%	\$108.36	\$107.65	\$23.44	\$239.45
		Annual Salary + Benefits		<u>\$195,044.52</u>			
Step D		\$10,509.93 /Month		\$70.07 /Hour			
	Total Benefits	\$6,388.83	60.79%	\$112.66	\$111.93	\$24.37	\$248.96
		Annual Salary + Benefits		<u>\$202,785.07</u>			
Step E		\$11,035.43 /Month		\$73.57 /Hour			
	Total Benefits	\$6,540.63	59.27%	\$117.17	\$116.41	\$25.34	\$258.92
		Annual Salary + Benefits		<u>\$210,912.74</u>			



Grants Program Manager
Department: Finance and Information Systems

Step A		\$7,916.90 /Month		\$52.78 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,517.75		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	139.10					
Life Insurance	0.000250	35.63					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	268.34					
Workers Comp.	0.065099	515.38					
Vision Benefit		34.68					
Medicare	0.014500	114.80		Hourly Rate	50.27%	21.63%	Total Hourly
				& Benefits	Department	Citywide	Rate
					Overhead	Overhead	
Total Benefits		\$5,614.64	70.92%	\$90.21	\$45.35	\$19.51	\$155.07
		Annual Salary + Benefits		<u>\$162,378.48</u>			
Step B		\$8,312.74 /Month		\$55.42 /Hour			
Total Benefits		\$5,728.99	68.92%	\$93.61	\$47.06	\$20.25	\$160.92
		Annual Salary + Benefits		<u>\$168,500.76</u>			
Step C		\$8,728.38 /Month		\$58.19 /Hour			
Total Benefits		\$5,849.06	67.01%	\$97.18	\$48.85	\$21.02	\$167.05
		Annual Salary + Benefits		<u>\$174,929.28</u>			
Step D		\$9,164.80 /Month		\$61.10 /Hour			
Total Benefits		\$5,975.13	65.20%	\$100.93	\$50.74	\$21.83	\$173.50
		Annual Salary + Benefits		<u>\$181,679.19</u>			
Step E		\$9,623.04 /Month		\$64.15 /Hour			
Total Benefits		\$6,107.51	63.47%	\$104.87	\$52.72	\$22.68	\$180.27
		Annual Salary + Benefits		<u>\$188,766.58</u>			



Housing Analyst

Department: Community Development

Step A		\$7,992.35 /Month		\$53.28 /Hour				
Benefit	Multiplier			Category				
PERS - Employer	0.191710	1,532.21	Non-Sworn Professionals / Supervisors					
Management Incentive		0.00						
EAP		4.00						
Health Insurance		1,467.00						
Dental Insurance		191.34						
LTD & STD Insurance	0.017570	140.43						
Life Insurance	0.000250	35.97						
Holiday Pay		0.00						
Uniform Allowance		0.00						
Standby		0.00						
Retiree Medical		1,326.63						
Deferred Comp.	2% + \$110	269.85						
Workers Comp.	0.065099	520.29						
Vision Benefit		34.68						
Medicare	0.014500	115.89						
		<u> </u>						
Total Benefits		\$5,638.28						70.55%
		Annual Salary + Benefits		<u><u>\$163,567.62</u></u>				
Step B		\$8,391.97 /Month		\$55.95 /Hour				
		Total Benefits	\$5,753.73	68.56%	\$94.30	\$112.89	\$20.40	\$227.59
		Annual Salary + Benefits		<u><u>\$169,748.36</u></u>				
Step C		\$8,811.57 /Month		\$58.74 /Hour				
		Total Benefits	\$5,874.94	66.67%	\$97.91	\$117.21	\$21.18	\$236.30
		Annual Salary + Benefits		<u><u>\$176,238.12</u></u>				
Step D		\$9,252.14 /Month		\$61.68 /Hour				
		Total Benefits	\$6,002.21	64.87%	\$101.70	\$121.74	\$22.00	\$245.44
		Annual Salary + Benefits		<u><u>\$183,052.22</u></u>				
Step E		\$9,714.75 /Month		\$64.77 /Hour				
		Total Benefits	\$6,135.85	63.16%	\$105.67	\$126.50	\$22.86	\$255.03
		Annual Salary + Benefits		<u><u>\$190,207.20</u></u>				



Human Resource Assistant I
Department: Human Resources

Step A		\$4,722.15 /Month		\$31.48 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	905.28			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	82.97					
Life Insurance	0.000250	21.25					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	307.41					
Vision Benefit		34.68					
Medicare	0.014500	68.47					
				Hourly Rate & Benefits	52.18% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,409.03	93.37%	\$60.87	\$31.76	\$13.17	\$105.80
		Annual Salary + Benefits		<u>\$109,574.16</u>			
Step B		\$4,958.26 /Month		\$33.06 /Hour			
Total Benefits		\$4,477.24	90.30%	\$62.90	\$32.82	\$13.61	\$109.33
		Annual Salary + Benefits		<u>\$113,225.96</u>			
Step C		\$5,206.17 /Month		\$34.71 /Hour			
Total Benefits		\$4,548.85	87.37%	\$65.03	\$33.93	\$14.07	\$113.03
		Annual Salary + Benefits		<u>\$117,060.27</u>			
Step D		\$5,466.48 /Month		\$36.44 /Hour			
Total Benefits		\$4,624.05	84.59%	\$67.27	\$35.10	\$14.55	\$116.92
		Annual Salary + Benefits		<u>\$121,086.37</u>			
Step E		\$5,739.81 /Month		\$38.27 /Hour			
Total Benefits		\$4,703.01	81.94%	\$69.62	\$36.33	\$15.06	\$121.01
		Annual Salary + Benefits		<u>\$125,313.84</u>			



Human Resource Assistant II
Department: Human Resources

Step A		\$5,206.17 /Month		\$34.71 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	998.07			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	91.47					
Life Insurance	0.000250	23.43					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	338.92					
Vision Benefit		34.68					
Medicare	0.014500	75.49					
				Hourly Rate & Benefits	52.18% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,551.03	87.42%	\$65.05	\$33.94	\$14.07	\$113.06
		Annual Salary + Benefits		<u>\$117,086.41</u>			

Step B		\$5,466.48 /Month		\$36.44 /Hour			
Total Benefits		\$4,626.23	84.63%	\$67.28	\$35.11	\$14.55	\$116.94
		Annual Salary + Benefits		<u>\$121,112.51</u>			

Step C		\$5,739.81 /Month		\$38.27 /Hour			
Total Benefits		\$4,705.19	81.97%	\$69.63	\$36.33	\$15.06	\$121.02
		Annual Salary + Benefits		<u>\$125,339.98</u>			

Step D		\$6,026.80 /Month		\$40.18 /Hour			
Total Benefits		\$4,788.09	79.45%	\$72.10	\$37.62	\$15.60	\$125.32
		Annual Salary + Benefits		<u>\$129,778.72</u>			

Step E		\$6,328.14 /Month		\$42.19 /Hour			
Total Benefits		\$4,875.14	77.04%	\$74.69	\$38.97	\$16.16	\$129.82
		Annual Salary + Benefits		<u>\$134,439.41</u>			



Human Resources Manager
Department: Human Resources

Step A		\$9,765.49 /Month		\$65.10 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,872.14					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	171.58					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	402.96					
Workers Comp.	0.065099	635.72					
Vision Benefit		34.68					
Medicare	0.014500	141.60					
					52.18%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,285.16	64.36%	\$107.00	\$55.83	\$23.15	\$185.98
	Annual Salary + Benefits			<u>\$192,607.80</u>			

Step B		\$10,253.77 /Month		\$68.36 /Hour			
	Total Benefits	\$6,426.21	62.67%	\$111.20	\$58.02	\$24.05	\$193.27
	Annual Salary + Benefits			<u>\$200,159.80</u>			

Step C		\$10,766.46 /Month		\$71.78 /Hour			
	Total Benefits	\$6,574.32	61.06%	\$115.61	\$60.32	\$25.01	\$200.94
	Annual Salary + Benefits			<u>\$208,089.35</u>			

Step D		\$11,304.78 /Month		\$75.37 /Hour			
	Total Benefits	\$6,729.83	59.53%	\$120.23	\$62.74	\$26.01	\$208.98
	Annual Salary + Benefits			<u>\$216,415.30</u>			

Step E		\$11,870.02 /Month		\$79.13 /Hour			
	Total Benefits	\$6,893.11	58.07%	\$125.09	\$65.27	\$27.06	\$217.42
	Annual Salary + Benefits			<u>\$225,157.61</u>			



Human Resource Specialist
Department: Human Resources

Step A		\$6,717.03 /Month		\$44.78 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,287.72					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	118.02					
Life Insurance	0.000250	30.23					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	437.27					
Vision Benefit		34.68					
Medicare	0.014500	97.40					
					52.18%	21.63%	
Total Benefits		\$4,994.29	74.35%	\$78.08	\$40.74	\$16.89	\$135.71
		Annual Salary + Benefits		\$140,535.79			

Step B		\$7,052.88 /Month		\$47.02 /Hour			
Total Benefits		\$5,091.31	72.19%	\$80.96	\$42.25	\$17.51	\$140.72
		Annual Salary + Benefits		\$145,730.23			

Step C		\$7,405.53 /Month		\$49.37 /Hour			
Total Benefits		\$5,193.18	70.13%	\$83.99	\$43.83	\$18.17	\$145.99
		Annual Salary + Benefits		\$151,184.50			

Step D		\$7,775.81 /Month		\$51.84 /Hour			
Total Benefits		\$5,300.14	68.16%	\$87.17	\$45.49	\$18.86	\$151.52
		Annual Salary + Benefits		\$156,911.46			

Step E		\$8,164.60 /Month		\$54.43 /Hour			
Total Benefits		\$5,412.46	66.29%	\$90.51	\$47.23	\$19.58	\$157.32
		Annual Salary + Benefits		\$162,924.70			



Information Systems Specialist
Department: Finance and Information Systems

Step A		\$8,147.03 /Month		\$54.31 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.191710	1,561.87			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	143.14					
Life Insurance	0.000250	36.66					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		418.14					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	272.94					
Workers Comp.	0.065099	557.58					
Vision Benefit		34.68					
Medicare	0.014500	124.19					
				Hourly Rate & Benefits	50.27% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,138.18	75.34%	\$95.23	\$47.87	\$20.60	\$163.70
		Annual Salary + Benefits		\$171,422.56			
Step B							
		\$8,554.38 /Month		\$57.03 /Hour			
	Total Benefits	\$6,255.86	73.13%	\$98.73	\$49.63	\$21.36	\$169.72
		Annual Salary + Benefits		\$177,722.86			
Step C							
		\$8,982.10 /Month		\$59.88 /Hour			
	Total Benefits	\$6,379.42	71.02%	\$102.41	\$51.48	\$22.15	\$176.04
		Annual Salary + Benefits		\$184,338.21			
Step D							
		\$9,431.20 /Month		\$62.87 /Hour			
	Total Benefits	\$6,509.15	69.02%	\$106.27	\$53.42	\$22.99	\$182.68
		Annual Salary + Benefits		\$191,284.24			
Step E							
		\$9,902.76 /Month		\$66.02 /Hour			
	Total Benefits	\$6,645.38	67.11%	\$110.32	\$55.46	\$23.86	\$189.64
		Annual Salary + Benefits		\$198,577.64			



Information Systems Technician
Department: Finance and Information Systems

Step A		\$6,583.72 /Month		\$43.89 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,262.16					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	115.68					
Life Insurance	0.000250	29.63					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	454.52			50.27%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	101.24					
Total Benefits		\$5,385.10	81.79%	\$79.79	\$40.11	\$17.26	\$137.16
		Annual Salary + Benefits		<u>\$143,625.89</u>			
Step B		\$6,912.91 /Month		\$46.09 /Hour			
Total Benefits		\$5,480.20	79.27%	\$82.62	\$41.53	\$17.87	\$142.02
		Annual Salary + Benefits		<u>\$148,717.32</u>			
Step C		\$7,258.55 /Month		\$48.39 /Hour			
Total Benefits		\$5,580.05	76.88%	\$85.59	\$43.03	\$18.51	\$147.13
		Annual Salary + Benefits		<u>\$154,063.18</u>			
Step D		\$7,621.48 /Month		\$50.81 /Hour			
Total Benefits		\$5,684.89	74.59%	\$88.71	\$44.59	\$19.19	\$152.49
		Annual Salary + Benefits		<u>\$159,676.45</u>			
Step E		\$8,002.55 /Month		\$53.35 /Hour			
Total Benefits		\$5,794.97	72.41%	\$91.98	\$46.24	\$19.90	\$158.12
		Annual Salary + Benefits		<u>\$165,570.29</u>			



Management Analyst
Department: Finance and Information Systems

Step A		\$7,979.15 /Month		\$53.19 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,529.68		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	140.19					
Life Insurance	0.000250	35.91					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	269.58					
Workers Comp.	0.065099	519.43					
Vision Benefit		34.68					
Medicare	0.014500	115.70		Hourly Rate & Benefits	50.27% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,634.15	70.61%	\$90.76	\$45.62	\$19.63	\$156.01
Annual Salary + Benefits				<u>\$163,359.58</u>			
Step B		\$8,378.10 /Month		\$55.85 /Hour			
Total Benefits		\$5,749.40	68.62%	\$94.18	\$47.35	\$20.37	\$161.90
Annual Salary + Benefits				<u>\$169,529.96</u>			
Step C		\$8,797.01 /Month		\$58.65 /Hour			
Total Benefits		\$5,870.41	66.73%	\$97.78	\$49.16	\$21.15	\$168.09
Annual Salary + Benefits				<u>\$176,009.05</u>			
Step D		\$9,236.86 /Month		\$61.58 /Hour			
Total Benefits		\$5,997.47	64.93%	\$101.56	\$51.06	\$21.97	\$174.59
Annual Salary + Benefits				<u>\$182,812.01</u>			
Step E		\$9,698.70 /Month		\$64.66 /Hour			
Total Benefits		\$6,130.89	63.21%	\$105.53	\$53.05	\$22.83	\$181.41
Annual Salary + Benefits				<u>\$189,955.08</u>			



**Management Analyst
Department: City Manager**

Step A		\$7,979.15 /Month		\$53.19 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,529.68		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	140.19					
Life Insurance	0.000250	35.91					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	269.58					
Workers Comp.	0.065099	519.43					
Vision Benefit		34.68					
Medicare	0.014500	115.70		Hourly Rate & Benefits	53.48% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,634.15	70.61%	\$90.76	\$48.54	\$19.63	\$158.93
		Annual Salary + Benefits		<u>\$163,359.58</u>			
Step B		\$8,378.10 /Month		\$55.85 /Hour			
Total Benefits		\$5,749.40	68.62%	\$94.18	\$50.37	\$20.37	\$164.92
		Annual Salary + Benefits		<u>\$169,529.96</u>			
Step C		\$8,797.01 /Month		\$58.65 /Hour			
Total Benefits		\$5,870.41	66.73%	\$97.78	\$52.29	\$21.15	\$171.22
		Annual Salary + Benefits		<u>\$176,009.05</u>			
Step D		\$9,236.86 /Month		\$61.58 /Hour			
Total Benefits		\$5,997.47	64.93%	\$101.56	\$54.32	\$21.97	\$177.85
		Annual Salary + Benefits		<u>\$182,812.01</u>			
Step E		\$9,698.70 /Month		\$64.66 /Hour			
Total Benefits		\$6,130.89	63.21%	\$105.53	\$56.44	\$22.83	\$184.80
		Annual Salary + Benefits		<u>\$189,955.08</u>			



Management Analyst
Department: Parks and Recreation

Step A		\$7,979.15 /Month		\$53.19 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,529.68					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	140.19					
Life Insurance	0.000250	35.91					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	269.58					
Workers Comp.	0.065099	519.43					
Vision Benefit		34.68					
Medicare	0.014500	115.70					
					90.93%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,634.15	70.61%	\$90.76	\$82.52	\$19.63	\$192.91
		Annual Salary + Benefits		<u>\$163,359.58</u>			

Step B		\$8,378.10 /Month		\$55.85 /Hour			
	Total Benefits	\$5,749.40	68.62%	\$94.18	\$85.64	\$20.37	\$200.19
		Annual Salary + Benefits		<u>\$169,529.96</u>			

Step C		\$8,797.01 /Month		\$58.65 /Hour			
	Total Benefits	\$5,870.41	66.73%	\$97.78	\$88.91	\$21.15	\$207.84
		Annual Salary + Benefits		<u>\$176,009.05</u>			

Step D		\$9,236.86 /Month		\$61.58 /Hour			
	Total Benefits	\$5,997.47	64.93%	\$101.56	\$92.35	\$21.97	\$215.88
		Annual Salary + Benefits		<u>\$182,812.01</u>			

Step E		\$9,698.70 /Month		\$64.66 /Hour			
	Total Benefits	\$6,130.89	63.21%	\$105.53	\$95.96	\$22.83	\$224.32
		Annual Salary + Benefits		<u>\$189,955.08</u>			



**Management Analyst
Department: Public Works**

Step A		\$7,979.15 /Month		\$53.19 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,529.68		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	140.19					
Life Insurance	0.000250	35.91					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	269.58					
Workers Comp.	0.065099	519.43					
Vision Benefit		34.68					
Medicare	0.014500	115.70		Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,634.15	70.61%	\$90.76	\$90.17	\$19.63	\$200.56
		Annual Salary + Benefits		<u>\$163,359.58</u>			
Step B		\$8,378.10 /Month		\$55.85 /Hour			
Total Benefits		\$5,749.40	68.62%	\$94.18	\$93.57	\$20.37	\$208.12
		Annual Salary + Benefits		<u>\$169,529.96</u>			
Step C		\$8,797.01 /Month		\$58.65 /Hour			
Total Benefits		\$5,870.41	66.73%	\$97.78	\$97.15	\$21.15	\$216.08
		Annual Salary + Benefits		<u>\$176,009.05</u>			
Step D		\$9,236.86 /Month		\$61.58 /Hour			
Total Benefits		\$5,997.47	64.93%	\$101.56	\$100.90	\$21.97	\$224.43
		Annual Salary + Benefits		<u>\$182,812.01</u>			
Step E		\$9,698.70 /Month		\$64.66 /Hour			
Total Benefits		\$6,130.89	63.21%	\$105.53	\$104.84	\$22.83	\$233.20
		Annual Salary + Benefits		<u>\$189,955.08</u>			



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

Step A		\$9,325.98 /Month		\$62.17 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,787.88					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	163.86					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	389.78					
Workers Comp.	0.065099	607.11					
Vision Benefit		34.68					
Medicare	0.014500	135.23					
					90.93%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$6,145.01	65.89%	\$103.14	\$93.79	\$22.31	\$219.24
				Annual Salary + Benefits	\$185,651.87		

Step B		\$9,792.28 /Month		\$65.28 /Hour			
Total Benefits		\$6,279.71	64.13%	\$107.15	\$97.43	\$23.18	\$227.76
				Annual Salary + Benefits	\$192,863.92		

Step C		\$10,281.89 /Month		\$68.55 /Hour			
Total Benefits		\$6,421.15	62.45%	\$111.35	\$101.25	\$24.09	\$236.69
				Annual Salary + Benefits	\$200,436.50		

Step D		\$10,795.99 /Month		\$71.97 /Hour			
Total Benefits		\$6,569.66	60.85%	\$115.77	\$105.27	\$25.04	\$246.08
				Annual Salary + Benefits	\$208,387.85		

Step E		\$11,335.79 /Month		\$75.57 /Hour			
Total Benefits		\$6,725.60	59.33%	\$120.41	\$109.49	\$26.04	\$255.94
				Annual Salary + Benefits	\$216,736.69		



Park/Maintenance Supervisor
Department: Parks and Recreation

Step A		\$6,834.15 /Month		\$45.56 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,310.17		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	120.08					
Life Insurance	0.000250	30.75					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	246.68					
Workers Comp.	0.065099	444.90					
Vision Benefit		34.68					
Medicare	0.014500	99.10		Hourly Rate & Benefits	90.93% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,275.33	77.19%	\$80.73	\$73.41	\$17.46	\$171.60
		Annual Salary + Benefits		<u>\$145,313.75</u>			
Step B		\$7,175.86 /Month		\$47.84 /Hour			
Total Benefits		\$5,374.04	74.89%	\$83.67	\$76.08	\$18.10	\$177.85
		Annual Salary + Benefits		<u>\$150,598.82</u>			
Step C		\$7,534.65 /Month		\$50.23 /Hour			
Total Benefits		\$5,477.69	72.70%	\$86.75	\$78.88	\$18.76	\$184.39
		Annual Salary + Benefits		<u>\$156,148.07</u>			
Step D		\$7,911.38 /Month		\$52.74 /Hour			
Total Benefits		\$5,586.52	70.61%	\$89.99	\$81.82	\$19.46	\$191.27
		Annual Salary + Benefits		<u>\$161,974.78</u>			
Step E		\$8,306.95 /Month		\$55.38 /Hour			
Total Benefits		\$5,700.79	68.63%	\$93.38	\$84.91	\$20.20	\$198.49
		Annual Salary + Benefits		<u>\$168,092.88</u>			



Park/Maintenance Worker I
Department: Parks and Recreation

Step A		\$4,700.06 /Month		\$31.33 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	901.05					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	82.58					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	331.89					
Vision Benefit		34.68					
Medicare	0.014500	73.93					
					90.93%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,816.61	102.48%	\$63.44	\$57.69	\$13.72	\$134.85
		Annual Salary + Benefits		<u>\$114,200.01</u>			
Step B		\$4,935.06 /Month		\$32.90 /Hour			
Total Benefits		\$4,884.49	98.98%	\$65.46	\$59.53	\$14.16	\$139.15
		Annual Salary + Benefits		<u>\$117,834.65</u>			
Step C		\$5,181.81 /Month		\$34.55 /Hour			
Total Benefits		\$4,955.77	95.64%	\$67.58	\$61.45	\$14.62	\$143.65
		Annual Salary + Benefits		<u>\$121,651.02</u>			
Step D		\$5,440.90 /Month		\$36.27 /Hour			
Total Benefits		\$5,030.62	92.46%	\$69.81	\$63.48	\$15.10	\$148.39
		Annual Salary + Benefits		<u>\$125,658.25</u>			
Step E		\$5,712.95 /Month		\$38.09 /Hour			
Total Benefits		\$5,109.21	89.43%	\$72.15	\$65.60	\$15.61	\$153.36
		Annual Salary + Benefits		<u>\$129,865.92</u>			



Park/Maintenance Worker II

Department: Parks and Recreation

Step A		\$5,181.81 /Month		\$34.55 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	993.40			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	91.04					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	337.33					
Vision Benefit		34.68					
Medicare	0.014500	75.14					
				Hourly Rate & Benefits	90.93% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,525.85	87.34%	\$64.72	\$58.85	\$14.00	\$137.57
		Annual Salary + Benefits		<u>\$116,491.87</u>			
Step B		\$5,440.90 /Month		\$36.27 /Hour			
Total Benefits		\$4,600.69	84.56%	\$66.94	\$60.87	\$14.48	\$142.29
		Annual Salary + Benefits		<u>\$120,499.10</u>			
Step C		\$5,712.95 /Month		\$38.09 /Hour			
Total Benefits		\$4,679.28	81.91%	\$69.28	\$63.00	\$14.99	\$147.27
		Annual Salary + Benefits		<u>\$124,706.78</u>			
Step D		\$5,998.60 /Month		\$39.99 /Hour			
Total Benefits		\$4,761.80	79.38%	\$71.74	\$65.23	\$15.52	\$152.49
		Annual Salary + Benefits		<u>\$129,124.79</u>			
Step E		\$6,298.53 /Month		\$41.99 /Hour			
Total Benefits		\$4,848.44	76.98%	\$74.31	\$67.57	\$16.07	\$157.95
		Annual Salary + Benefits		<u>\$133,763.68</u>			



Parks Planner
Department: Parks and Recreation

Step A		\$7,992.35 /Month		\$53.28 /Hour				
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>				
PERS - Employer	0.191710	1,532.21						
Management Incentive		0.00						
EAP		4.00						
Health Insurance		1,467.00						
Dental Insurance		191.34						
LTD & STD Insurance	0.017570	140.43						
Life Insurance	0.000250	35.97						
Holiday Pay		0.00						
Uniform Allowance		0.00						
Standby		0.00						
Retiree Medical		1,326.63						
Deferred Comp.	2% + \$110	269.85						
Workers Comp.	0.065099	520.29						
Vision Benefit		34.68						
Medicare	0.014500	115.89	Hourly Rate & Benefits	90.93% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate		
Total Benefits		\$5,638.28	70.55%	\$90.87	\$82.63	\$19.66	\$193.16	
		Annual Salary + Benefits		<u>\$163,567.62</u>				
Step B		\$8,391.97 /Month		\$55.95 /Hour				
		Total Benefits	\$5,753.73	68.56%	\$94.30	\$85.75	\$20.40	\$200.45
		Annual Salary + Benefits		<u>\$169,748.36</u>				
Step C		\$8,811.57 /Month		\$58.74 /Hour				
		Total Benefits	\$5,874.94	66.67%	\$97.91	\$89.03	\$21.18	\$208.12
		Annual Salary + Benefits		<u>\$176,238.12</u>				
Step D		\$9,252.14 /Month		\$61.68 /Hour				
		Total Benefits	\$6,002.21	64.87%	\$101.70	\$92.47	\$22.00	\$216.17
		Annual Salary + Benefits		<u>\$183,052.22</u>				
Step E		\$9,714.75 /Month		\$64.77 /Hour				
		Total Benefits	\$6,135.85	63.16%	\$105.67	\$96.09	\$22.86	\$224.62
		Annual Salary + Benefits		<u>\$190,207.20</u>				



Parks Planning Technician Department: Parks and Recreation

Step A		\$6,023.81 /Month		\$40.16 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	90.93% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,154.82					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	105.84					
Life Insurance	0.000250	27.11					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	392.14					
Vision Benefit		34.68					
Medicare	0.014500	87.35					
Total Benefits		\$4,790.91	79.53%	\$72.10	\$65.56	\$15.59	\$153.25
		Annual Salary + Benefits		<u>\$129,776.63</u>			
Step B							
		\$6,325.00 /Month		\$42.17 /Hour			
Total Benefits		\$4,877.92	77.12%	\$74.69	\$67.91	\$16.15	\$158.75
		Annual Salary + Benefits		<u>\$134,435.00</u>			
Step C							
		\$6,641.25 /Month		\$44.28 /Hour			
Total Benefits		\$4,969.27	74.82%	\$77.40	\$70.38	\$16.74	\$164.52
		Annual Salary + Benefits		<u>\$139,326.30</u>			
Step D							
		\$6,973.31 /Month		\$46.49 /Hour			
Total Benefits		\$5,065.20	72.64%	\$80.26	\$72.98	\$17.36	\$170.60
		Annual Salary + Benefits		<u>\$144,462.12</u>			
Step E							
		\$7,321.98 /Month		\$48.81 /Hour			
Total Benefits		\$5,165.92	70.55%	\$83.25	\$75.70	\$18.01	\$176.96
		Annual Salary + Benefits		<u>\$149,854.84</u>			



Permit Services Specialist
Department: Community Development

Step A		\$7,360.74 /Month		\$49.07 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,411.13					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	129.33					
Life Insurance	0.000250	33.12					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	479.18					
Vision Benefit		34.68					
Medicare	0.014500	106.73					
					119.71%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,183.14	70.42%	\$83.63	\$100.11	\$18.09	\$201.83
		Annual Salary + Benefits		<u>\$150,526.52</u>			
Step B		\$7,728.78 /Month		\$51.53 /Hour			
Total Benefits		\$5,289.46	68.44%	\$86.79	\$103.89	\$18.77	\$209.45
		Annual Salary + Benefits		<u>\$156,218.83</u>			
Step C		\$8,115.22 /Month		\$54.10 /Hour			
Total Benefits		\$5,401.09	66.56%	\$90.11	\$107.87	\$19.49	\$217.47
		Annual Salary + Benefits		<u>\$162,195.72</u>			
Step D		\$8,520.98 /Month		\$56.81 /Hour			
Total Benefits		\$5,518.31	64.76%	\$93.60	\$112.04	\$20.24	\$225.88
		Annual Salary + Benefits		<u>\$168,471.43</u>			
Step E		\$8,947.03 /Month		\$59.65 /Hour			
Total Benefits		\$5,641.38	63.05%	\$97.26	\$116.43	\$21.04	\$234.73
		Annual Salary + Benefits		<u>\$175,060.95</u>			



Plan Check Engineer
Department: Community Development

Step A		\$8,095.86 /Month		\$53.97 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.191710	1,552.06			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	142.24					
Life Insurance	0.000250	36.43					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	527.03					
Vision Benefit		34.68					
Medicare	0.014500	117.39					
				Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,398.81	66.69%	\$89.96	\$107.70	\$19.46	\$217.12
		Annual Salary + Benefits		<u>\$161,935.98</u>			
Step B		\$8,500.66 /Month		\$56.67 /Hour			
	Total Benefits	\$5,515.74	64.89%	\$93.44	\$111.86	\$20.21	\$225.51
		Annual Salary + Benefits		<u>\$168,196.84</u>			
Step C		\$8,925.69 /Month		\$59.50 /Hour			
	Total Benefits	\$5,638.53	63.17%	\$97.09	\$116.23	\$21.00	\$234.32
		Annual Salary + Benefits		<u>\$174,770.59</u>			
Step D		\$9,371.97 /Month		\$62.48 /Hour			
	Total Benefits	\$5,767.45	61.54%	\$100.93	\$120.82	\$21.83	\$243.58
		Annual Salary + Benefits		<u>\$181,673.00</u>			
Step E		\$9,840.57 /Month		\$65.60 /Hour			
	Total Benefits	\$5,902.82	59.98%	\$104.96	\$125.64	\$22.70	\$253.30
		Annual Salary + Benefits		<u>\$188,920.62</u>			

Planning Manager
Department: Community Development

Step A		\$11,204.76 /Month		\$74.70 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.191710	2,148.06		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	196.87					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	446.14					
Workers Comp.	0.065099	729.42					
Vision Benefit		34.68					
Medicare	0.014500	162.47					
				Hourly Rate & Benefits	119.71% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,744.11	60.19%	\$119.66	\$143.24	\$25.88	\$288.78
		Annual Salary + Benefits		\$215,386.47			
Step B							
		\$11,765.00 /Month		\$78.43 /Hour			
	Total Benefits	\$6,905.95	58.70%	\$124.47	\$149.01	\$26.92	\$300.40
		Annual Salary + Benefits		\$224,051.45			
Step C							
		\$12,353.25 /Month		\$82.36 /Hour			
	Total Benefits	\$7,075.89	57.28%	\$129.53	\$155.06	\$28.02	\$312.61
		Annual Salary + Benefits		\$233,149.65			
Step D							
		\$12,970.91 /Month		\$86.47 /Hour			
	Total Benefits	\$7,254.32	55.93%	\$134.83	\$161.41	\$29.16	\$325.40
		Annual Salary + Benefits		\$242,702.72			
Step E							
		\$13,619.45 /Month		\$90.80 /Hour			
	Total Benefits	\$7,441.67	54.64%	\$140.41	\$168.08	\$30.37	\$338.86
		Annual Salary + Benefits		\$252,733.39			

Police Captain
Department: Police

Step A		\$12,060.78 /Month		\$80.41 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.335960	4,079.94					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	211.91					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,500.00					
Deferred Comp.	3% + \$110	471.82					
Workers Comp.	0.065099	790.57					
Vision Benefit		34.68					
Medicare	0.014500	176.09					
Total Benefits		\$9,523.62	78.96%	\$143.90	\$68.98	\$31.12	\$244.00
Annual Salary + Benefits				<u>\$259,012.74</u>			
Step B		\$12,663.82 /Month		\$84.43 /Hour			
Total Benefits		\$9,784.81	77.27%	\$149.66	\$71.75	\$32.37	\$253.78
Annual Salary + Benefits				<u>\$269,383.53</u>			
Step C		\$13,297.01 /Month		\$88.65 /Hour			
Total Benefits		\$10,059.07	75.65%	\$155.71	\$74.65	\$33.68	\$264.04
Annual Salary + Benefits				<u>\$280,272.86</u>			
Step D		\$13,961.86 /Month		\$93.08 /Hour			
Total Benefits		\$10,347.03	74.11%	\$162.06	\$77.69	\$35.05	\$274.80
Annual Salary + Benefits				<u>\$291,706.65</u>			
Step E		\$14,659.95 /Month		\$97.73 /Hour			
Total Benefits		\$10,649.40	72.64%	\$168.73	\$80.89	\$36.50	\$286.12
Annual Salary + Benefits				<u>\$303,712.14</u>			



Police Chief Department: Police

Step A		\$14,195.14 /Month			\$94.63 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate	
PERS - Employer	0.335960	5,099.63						
Management Incentive		900.81						
EAP		4.00						
Health Insurance		1,942.44						
Dental Insurance		191.34						
LTD & STD Insurance	0.017570	244.05						
Life Insurance	0.000250	37.50						
Holiday Pay		0.00						
Uniform Allowance		83.33						
Standby		0.00						
Retiree Medical		1,500.00						
Deferred Comp.		110.00						
Workers Comp.	0.065099	988.16						
Vision Benefit		34.68						
Medicare	0.014500	220.10						
		Total Benefits	\$11,356.04	80.00%	\$170.34	\$81.66	\$36.84	\$288.84
								Annual Salary + Benefits
								\$306,614.23
Step B		\$14,904.90 /Month			\$99.37 /Hour			
		Total Benefits	\$11,668.82	78.29%	\$177.16	\$84.93	\$38.32	\$300.41
								Annual Salary + Benefits
								\$318,884.61
Step C		\$15,650.14 /Month			\$104.33 /Hour			
		Total Benefits	\$11,991.61	76.62%	\$184.28	\$88.34	\$39.86	\$312.48
								Annual Salary + Benefits
								\$331,701.00
Step D		\$16,432.65 /Month			\$109.55 /Hour			
		Total Benefits	\$12,330.53	75.04%	\$191.75	\$91.93	\$41.48	\$325.16
								Annual Salary + Benefits
								\$345,158.21
Step E		\$17,254.28 /Month			\$115.03 /Hour			
		Total Benefits	\$12,686.41	73.53%	\$199.60	\$95.69	\$43.17	\$338.46
								Annual Salary + Benefits
								\$359,288.27



Police Dispatcher
Department: Police

Step A		\$5,826.04 /Month		\$38.84 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.191710	1,128.89					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	102.36					
Life Insurance	0.000250	26.22					
Holiday Pay		0.00					
Uniform Allowance		62.50					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	383.34					
Vision Benefit		34.68					
Medicare	0.014500	85.38		Hourly Rate & Benefits	47.94% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,812.34	82.60%	\$70.92	\$34.00	\$15.34	\$120.26
		Annual Salary + Benefits		\$127,660.62			
Step B		\$6,117.34 /Month		\$40.78 /Hour			
Total Benefits		\$4,896.50	80.04%	\$73.43	\$35.20	\$15.88	\$124.51
		Annual Salary + Benefits		\$132,166.02			
Step C		\$6,423.21 /Month		\$42.82 /Hour			
Total Benefits		\$4,984.85	77.61%	\$76.05	\$36.46	\$16.45	\$128.96
		Annual Salary + Benefits		\$136,896.77			
Step D		\$6,744.37 /Month		\$44.96 /Hour			
Total Benefits		\$5,077.63	75.29%	\$78.81	\$37.78	\$17.05	\$133.64
		Annual Salary + Benefits		\$141,864.01			
Step E		\$7,081.59 /Month		\$47.21 /Hour			
Total Benefits		\$5,175.05	73.08%	\$81.71	\$39.17	\$17.67	\$138.55
		Annual Salary + Benefits		\$147,079.64			



Police Dispatch Supervisor

Department: Police

Step A		\$7,045.97 /Month		\$46.97 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,362.76					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	123.80					
Life Insurance	0.000250	31.71					
Holiday Pay		0.00					
Uniform Allowance		62.50					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	462.75			47.94%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	103.07					
Total Benefits		\$5,170.25	73.38%	\$81.44	\$39.04	\$17.62	\$138.10
Annual Salary + Benefits				<u>\$146,594.60</u>			
Step B		\$7,398.27 /Month		\$49.32 /Hour			
Total Benefits		\$5,272.02	71.26%	\$84.47	\$40.49	\$18.27	\$143.23
Annual Salary + Benefits				<u>\$152,043.46</u>			
Step C		\$7,768.18 /Month		\$51.79 /Hour			
Total Benefits		\$5,378.88	69.24%	\$87.65	\$42.02	\$18.96	\$148.63
Annual Salary + Benefits				<u>\$157,764.69</u>			
Step D		\$8,156.59 /Month		\$54.38 /Hour			
Total Benefits		\$5,491.08	67.32%	\$90.98	\$43.62	\$19.68	\$154.28
Annual Salary + Benefits				<u>\$163,772.05</u>			
Step E		\$8,564.42 /Month		\$57.10 /Hour			
Total Benefits		\$5,608.89	65.49%	\$94.49	\$45.30	\$20.44	\$160.23
Annual Salary + Benefits				<u>\$170,079.78</u>			



Police Lieutenant
Department: Police

Step A		\$10,509.68 /Month		\$70.06 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.335960	3,558.83					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	184.66					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,500.00					
Deferred Comp.	3% + \$110	425.29					
Workers Comp.	0.065099	689.59			47.94%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	153.60					
Total Benefits		\$8,805.26	83.78%	\$128.77	\$61.73	\$27.85	\$218.35
Annual Salary + Benefits				<u><u>\$231,779.23</u></u>			
Step B		\$11,035.16 /Month		\$73.57 /Hour			
Total Benefits		\$9,032.86	81.86%	\$133.79	\$64.14	\$28.94	\$226.87
Annual Salary + Benefits				<u><u>\$240,816.27</u></u>			
Step C		\$11,586.92 /Month		\$77.25 /Hour			
Total Benefits		\$9,271.84	80.02%	\$139.06	\$66.66	\$30.08	\$235.80
Annual Salary + Benefits				<u><u>\$250,305.15</u></u>			
Step D		\$12,166.26 /Month		\$81.11 /Hour			
Total Benefits		\$9,522.78	78.27%	\$144.59	\$69.32	\$31.28	\$245.19
Annual Salary + Benefits				<u><u>\$260,268.48</u></u>			
Step E		\$12,774.58 /Month		\$85.16 /Hour			
Total Benefits		\$9,786.25	76.61%	\$150.41	\$72.10	\$32.53	\$255.04
Annual Salary + Benefits				<u><u>\$270,729.98</u></u>			

Police Officer
Department: Police

Step A		\$6,935.88 /Month		\$46.24 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.335960	2,474.72					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	121.86					
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.	0.065099	479.53					
Vision Benefit		34.68					
Medicare	0.014500	106.81					
					47.94%	21.63%	
					Department Overhead	Citywide Overhead	
Total Benefits		\$7,293.33	105.15%	\$94.86	\$45.48	\$20.52	\$160.86
		Annual Salary + Benefits		<u>\$170,750.59</u>			
Step B		\$7,282.68 /Month		\$48.55 /Hour			
Total Benefits		\$7,468.09	102.55%	\$98.34	\$47.14	\$21.27	\$166.75
		Annual Salary + Benefits		<u>\$177,009.15</u>			
Step C		\$7,646.81 /Month		\$50.98 /Hour			
Total Benefits		\$7,651.58	100.06%	\$101.99	\$48.89	\$22.06	\$172.94
		Annual Salary + Benefits		<u>\$183,580.64</u>			
Step D		\$8,029.15 /Month		\$53.53 /Hour			
Total Benefits		\$7,844.30	97.70%	\$105.82	\$50.73	\$22.89	\$179.44
		Annual Salary + Benefits		<u>\$190,481.43</u>			
Step E		\$8,430.61 /Month		\$56.20 /Hour			
Total Benefits		\$8,046.66	95.45%	\$109.85	\$52.66	\$23.76	\$186.27
		Annual Salary + Benefits		<u>\$197,727.20</u>			



Police Officer/Special Assignment

Department: Police

Step A		\$7,282.68 /Month		\$48.55 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.335960	2,597.05					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	127.96					
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.	0.065099	503.23			47.94%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	112.09					
Total Benefits		\$7,468.09	102.55%	\$98.34	\$47.14	\$21.27	\$166.75
Annual Salary + Benefits				<u>\$177,009.15</u>			
Step B		\$7,646.81 /Month		\$50.98 /Hour			
Total Benefits		\$7,651.58	100.06%	\$101.99	\$48.89	\$22.06	\$172.94
Annual Salary + Benefits				<u>\$183,580.64</u>			
Step C		\$8,029.15 /Month		\$53.53 /Hour			
Total Benefits		\$7,844.30	97.70%	\$105.82	\$50.73	\$22.89	\$179.44
Annual Salary + Benefits				<u>\$190,481.43</u>			
Step D		\$8,430.61 /Month		\$56.20 /Hour			
Total Benefits		\$8,046.66	95.45%	\$109.85	\$52.66	\$23.76	\$186.27
Annual Salary + Benefits				<u>\$197,727.20</u>			
Step E		\$8,852.14 /Month		\$59.01 /Hour			
Total Benefits		\$8,259.06	93.30%	\$114.07	\$54.69	\$24.67	\$193.43
Annual Salary + Benefits				<u>\$205,334.36</u>			



Police Records Clerk I

Department: Police

Step A		\$4,520.59 /Month		\$30.14 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.191710	874.63			Office Employee Records		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	79.43					
Life Insurance	0.000250	20.34					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	297.00					
Vision Benefit		34.68					
Medicare	0.014500	66.15					
				Hourly Rate & Benefits	47.94% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,402.87	97.40%	\$59.49	\$28.52	\$12.87	\$100.88
		Annual Salary + Benefits		<u>\$107,081.49</u>			
Step B		\$4,746.61 /Month		\$31.64 /Hour			
	Total Benefits	\$4,468.16	94.13%	\$61.43	\$29.45	\$13.29	\$104.17
		Annual Salary + Benefits		<u>\$110,577.24</u>			
Step C		\$4,983.95 /Month		\$33.23 /Hour			
	Total Benefits	\$4,536.72	91.03%	\$63.47	\$30.43	\$13.73	\$107.63
		Annual Salary + Benefits		<u>\$114,248.07</u>			
Step D		\$5,233.14 /Month		\$34.89 /Hour			
	Total Benefits	\$4,608.71	88.07%	\$65.61	\$31.45	\$14.19	\$111.25
		Annual Salary + Benefits		<u>\$118,102.18</u>			
Step E		\$5,494.80 /Month		\$36.63 /Hour			
	Total Benefits	\$4,684.30	85.25%	\$67.86	\$32.53	\$14.68	\$115.07
		Annual Salary + Benefits		<u>\$122,149.15</u>			



Police Records Clerk II

Department: Police

Step A		\$4,983.95 /Month		\$33.23 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	963.46					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	87.57					
Life Insurance	0.000250	22.43					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	327.16			47.94%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	72.87					
Total Benefits		\$4,538.81	91.07%	\$63.49	\$30.43	\$13.73	\$107.65
Annual Salary + Benefits				<u>\$114,273.09</u>			
Step B		\$5,233.14 /Month		\$34.89 /Hour			
Total Benefits		\$4,610.79	88.11%	\$65.63	\$31.46	\$14.19	\$111.28
Annual Salary + Benefits				<u>\$118,127.20</u>			
Step C		\$5,494.80 /Month		\$36.63 /Hour			
Total Benefits		\$4,686.38	85.29%	\$67.87	\$32.54	\$14.68	\$115.09
Annual Salary + Benefits				<u>\$122,174.18</u>			
Step D		\$5,769.54 /Month		\$38.46 /Hour			
Total Benefits		\$4,765.75	82.60%	\$70.24	\$33.67	\$15.19	\$119.10
Annual Salary + Benefits				<u>\$126,423.46</u>			
Step E		\$6,058.02 /Month		\$40.39 /Hour			
Total Benefits		\$4,849.08	80.04%	\$72.71	\$34.86	\$15.73	\$123.30
Annual Salary + Benefits				<u>\$130,885.24</u>			



**Police Sergeant
Department: Police**

Step A		\$8,231.41 /Month		\$54.88 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.335960	2,931.75					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	144.63					
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.	0.065099	568.09					
Vision Benefit		34.68					
Medicare	0.014500	126.53					
				Hourly Rate & Benefits	47.94% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$7,946.26	96.54%	\$107.85	\$51.70	\$23.33	\$182.88
		Annual Salary + Benefits		<u>\$194,132.08</u>			
Step B		\$8,642.98 /Month		\$57.62 /Hour			
Total Benefits		\$8,153.61	94.34%	\$111.98	\$53.68	\$24.22	\$189.88
		Annual Salary + Benefits		<u>\$201,559.13</u>			
Step C		\$9,075.13 /Month		\$60.50 /Hour			
Total Benefits		\$8,371.35	92.24%	\$116.31	\$55.76	\$25.16	\$197.23
		Annual Salary + Benefits		<u>\$209,357.74</u>			
Step D		\$9,528.88 /Month		\$63.53 /Hour			
Total Benefits		\$8,600.04	90.25%	\$120.86	\$57.94	\$26.14	\$204.94
		Annual Salary + Benefits		<u>\$217,547.10</u>			
Step E		\$10,005.33 /Month		\$66.70 /Hour			
Total Benefits		\$8,840.15	88.35%	\$125.64	\$60.23	\$27.18	\$213.05
		Annual Salary + Benefits		<u>\$226,145.78</u>			



Police Sergeant/Special Assignment

Department: Police

Step A		\$8,642.98 /Month		\$57.62 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.335960	3,076.92					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,942.44					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	151.86					
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.	0.065099	596.22			47.94%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	132.80					
Total Benefits		\$8,153.61	94.34%	\$111.98	\$53.68	\$24.22	\$189.88
Annual Salary + Benefits				<u>\$201,559.13</u>			
Step B		\$9,075.13 /Month		\$60.50 /Hour			
Total Benefits		\$8,371.35	92.24%	\$116.31	\$55.76	\$25.16	\$197.23
Annual Salary + Benefits				<u>\$209,357.74</u>			
Step C		\$9,528.88 /Month		\$63.53 /Hour			
Total Benefits		\$8,600.04	90.25%	\$120.86	\$57.94	\$26.14	\$204.94
Annual Salary + Benefits				<u>\$217,547.10</u>			
Step D		\$10,005.33 /Month		\$66.70 /Hour			
Total Benefits		\$8,840.15	88.35%	\$125.64	\$60.23	\$27.18	\$213.05
Annual Salary + Benefits				<u>\$226,145.78</u>			
Step E		\$10,505.60 /Month		\$70.04 /Hour			
Total Benefits		\$9,092.30	86.55%	\$130.65	\$62.63	\$28.26	\$221.54
Annual Salary + Benefits				<u>\$235,174.76</u>			

Principal Planner
Department: Community Development

Step A		\$10,132.16 /Month		\$67.55 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,942.44			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	178.02					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	312.64					
Workers Comp.	0.065099	659.59			119.71%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	146.92			Hourly Rate & Benefits	Department Overhead	Citywide Overhead
							Total Hourly Rate
	Total Benefits	\$6,300.76	62.19%	\$109.55	\$131.15	\$23.70	\$264.40
	Annual Salary + Benefits			\$197,195.06			
Step B		\$10,638.77 /Month		\$70.93 /Hour			
	Total Benefits	\$6,447.11	60.60%	\$113.91	\$136.36	\$24.64	\$274.91
	Annual Salary + Benefits			\$205,030.57			
Step C		\$11,170.70 /Month		\$74.47 /Hour			
	Total Benefits	\$6,600.77	59.09%	\$118.48	\$141.83	\$25.63	\$285.94
	Annual Salary + Benefits			\$213,257.69			
Step D		\$11,729.24 /Month		\$78.19 /Hour			
	Total Benefits	\$6,762.12	57.65%	\$123.28	\$147.57	\$26.66	\$297.51
	Annual Salary + Benefits			\$221,896.37			
Step E		\$12,315.70 /Month		\$82.10 /Hour			
	Total Benefits	\$6,931.54	56.28%	\$128.31	\$153.61	\$27.75	\$309.67
	Annual Salary + Benefits			\$230,966.88			



Project Manager/Economic Development
Department: Community Development

Step A		\$9,188.28 /Month		\$61.26 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,761.49					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	161.44					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	293.77					
Workers Comp.	0.065099	598.15			119.71%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	133.23					
Total Benefits		\$6,009.22	65.40%	\$101.32	\$121.29	\$21.91	\$244.52
Annual Salary + Benefits				<u>\$182,369.96</u>			
Step B		\$9,647.69 /Month		\$64.32 /Hour			
Total Benefits		\$6,141.93	63.66%	\$105.26	\$126.01	\$22.77	\$254.04
Annual Salary + Benefits				<u>\$189,475.45</u>			
Step C		\$10,130.08 /Month		\$67.53 /Hour			
Total Benefits		\$6,281.28	62.01%	\$109.41	\$130.97	\$23.67	\$264.05
Annual Salary + Benefits				<u>\$196,936.36</u>			
Step D		\$10,636.58 /Month		\$70.91 /Hour			
Total Benefits		\$6,427.60	60.43%	\$113.76	\$136.18	\$24.61	\$274.55
Annual Salary + Benefits				<u>\$204,770.16</u>			
Step E		\$11,168.41 /Month		\$74.46 /Hour			
Total Benefits		\$6,581.23	58.93%	\$118.33	\$141.65	\$25.59	\$285.57
Annual Salary + Benefits				<u>\$212,995.74</u>			

Project Services Specialist
Department: Finance and Information Systems

Step A		\$7,029.36 /Month		\$46.86 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,347.60					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	123.51					
Life Insurance	0.000250	31.63					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	457.60					
Vision Benefit		34.68					
Medicare	0.014500	101.93					
					50.27%	21.63%	
					Department Overhead	Citywide Overhead	
Total Benefits		\$5,085.92	72.35%	\$80.77	\$40.60	\$17.47	\$138.84
Annual Salary + Benefits				\$145,383.32			
Step B		\$7,380.83 /Month		\$49.21 /Hour			
Total Benefits		\$5,187.45	70.28%	\$83.79	\$42.12	\$18.12	\$144.03
Annual Salary + Benefits				\$150,819.35			
Step C		\$7,749.87 /Month		\$51.67 /Hour			
Total Benefits		\$5,294.06	68.31%	\$86.96	\$43.71	\$18.81	\$149.48
Annual Salary + Benefits				\$156,527.12			
Step D		\$8,137.37 /Month		\$54.25 /Hour			
Total Benefits		\$5,406.00	66.43%	\$90.29	\$45.39	\$19.53	\$155.21
Annual Salary + Benefits				\$162,520.41			
Step E		\$8,544.24 /Month		\$56.96 /Hour			
Total Benefits		\$5,523.53	64.65%	\$93.79	\$47.15	\$20.29	\$161.23
Annual Salary + Benefits				\$168,813.28			



Project Services Specialist Department: Public Works

Step A		\$7,029.36 /Month		\$46.86 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.191710	1,347.60			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	123.51					
Life Insurance	0.000250	31.63					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	457.60					
Vision Benefit		34.68					
Medicare	0.014500	101.93					
				Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,085.92	72.35%	\$80.77	\$80.24	\$17.47	\$178.48
Annual Salary + Benefits				\$145,383.32			
<hr/>							
Step B		\$7,380.83 /Month		\$49.21 /Hour			
Total Benefits		\$5,187.45	70.28%	\$83.79	\$83.24	\$18.12	\$185.15
Annual Salary + Benefits				\$150,819.35			
<hr/>							
Step C		\$7,749.87 /Month		\$51.67 /Hour			
Total Benefits		\$5,294.06	68.31%	\$86.96	\$86.39	\$18.81	\$192.16
Annual Salary + Benefits				\$156,527.12			
<hr/>							
Step D		\$8,137.37 /Month		\$54.25 /Hour			
Total Benefits		\$5,406.00	66.43%	\$90.29	\$89.70	\$19.53	\$199.52
Annual Salary + Benefits				\$162,520.41			
<hr/>							
Step E		\$8,544.24 /Month		\$56.96 /Hour			
Total Benefits		\$5,523.53	64.65%	\$93.79	\$93.18	\$20.29	\$207.26
Annual Salary + Benefits				\$168,813.28			

**Purchasing Assistant
Department: Public Works**

Step A		\$5,985.30 /Month		\$39.90 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,147.44			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	105.16					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	389.64					
Vision Benefit		34.68					
Medicare	0.014500	86.79					
				Hourly Rate & Benefits	Department Overhead	99.35% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,757.96	79.49%	\$71.62	\$71.16	\$15.49	\$158.27
		Annual Salary + Benefits		<u>\$128,919.09</u>			
Step B		\$6,284.57 /Month		\$41.90 /Hour			
Total Benefits		\$4,844.41	77.08%	\$74.19	\$73.71	\$16.05	\$163.95
		Annual Salary + Benefits		<u>\$133,547.76</u>			
Step C		\$6,598.80 /Month		\$43.99 /Hour			
Total Benefits		\$4,935.18	74.79%	\$76.89	\$76.39	\$16.63	\$169.91
		Annual Salary + Benefits		<u>\$138,407.82</u>			
Step D		\$6,928.74 /Month		\$46.19 /Hour			
Total Benefits		\$5,030.50	72.60%	\$79.73	\$79.21	\$17.25	\$176.19
		Annual Salary + Benefits		<u>\$143,510.85</u>			
Step E		\$7,275.17 /Month		\$48.50 /Hour			
Total Benefits		\$5,130.57	70.52%	\$82.70	\$82.17	\$17.89	\$182.76
		Annual Salary + Benefits		<u>\$148,868.93</u>			



Purchasing Manager
Department: Finance and Information Systems

Step A		\$7,196.32 /Month		\$47.98 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,379.61		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	126.44					
Life Insurance	0.000250	32.38					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	325.89					
Workers Comp.	0.065099	468.47					
Vision Benefit		34.68					
Medicare	0.014500	104.35					
				Hourly Rate & Benefits	50.27% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,460.79	75.88%	\$84.38	\$42.42	\$18.25	\$145.05
		Annual Salary + Benefits		<u>\$151,885.31</u>			
Step B		\$7,556.14 /Month		\$50.37 /Hour			
	Total Benefits	\$5,564.73	73.65%	\$87.47	\$43.97	\$18.92	\$150.36
		Annual Salary + Benefits		<u>\$157,450.48</u>			
Step C		\$7,933.95 /Month		\$52.89 /Hour			
	Total Benefits	\$5,673.87	71.51%	\$90.72	\$45.60	\$19.62	\$155.94
		Annual Salary + Benefits		<u>\$163,293.89</u>			
Step D		\$8,330.64 /Month		\$55.54 /Hour			
	Total Benefits	\$5,788.47	69.48%	\$94.13	\$47.32	\$20.36	\$161.81
		Annual Salary + Benefits		<u>\$169,429.32</u>			
Step E		\$8,747.17 /Month		\$58.31 /Hour			
	Total Benefits	\$5,908.80	67.55%	\$97.71	\$49.12	\$21.13	\$167.96
		Annual Salary + Benefits		<u>\$175,871.60</u>			

**Records Manager
Department: City Manager**

Step A		\$6,587.04 /Month		\$43.91 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,262.80			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	115.73					
Life Insurance	0.000250	29.64					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	307.61					
Workers Comp.	0.065099	428.81					
Vision Benefit		34.68					
Medicare	0.014500	95.51					
				Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
					53.48%	21.63%	
Total Benefits		\$5,263.76	79.91%	\$79.01	\$42.25	\$17.09	\$138.35
				Annual Salary + Benefits			\$142,209.60
Step B							
				\$6,916.39 /Month			\$46.11 /Hour
Total Benefits		\$5,358.90	77.48%	\$81.84	\$43.77	\$17.70	\$143.31
				Annual Salary + Benefits			\$147,303.51
Step C							
				\$7,262.21 /Month			\$48.41 /Hour
Total Benefits		\$5,458.80	75.17%	\$84.81	\$45.35	\$18.34	\$148.50
				Annual Salary + Benefits			\$152,652.15
Step D							
				\$7,625.32 /Month			\$50.84 /Hour
Total Benefits		\$5,563.70	72.96%	\$87.93	\$47.02	\$19.02	\$153.97
				Annual Salary + Benefits			\$158,268.21
Step E							
				\$8,006.59 /Month			\$53.38 /Hour
Total Benefits		\$5,673.84	70.86%	\$91.20	\$48.78	\$19.73	\$159.71
				Annual Salary + Benefits			\$164,165.14



Records Supervisor

Department: Police

Step A		\$6,303.77 /Month		\$42.03 /Hour			
Benefit	Multiplier						
PERS - Employer	0.191710	1,208.50					Office Employee Records
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	110.76					
Life Insurance	0.000250	28.37					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	410.37					
Vision Benefit		34.68					
Medicare	0.014500	91.40					
				Hourly Rate & Benefits	47.94% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,873.04	77.30%	\$74.51	\$35.72	\$16.12	\$126.35
		Annual Salary + Benefits		<u>\$134,121.76</u>			
Step B		\$6,618.95 /Month		\$44.13 /Hour			
	Total Benefits	\$4,964.09	75.00%	\$77.22	\$37.02	\$16.70	\$130.94
		Annual Salary + Benefits		<u>\$138,996.51</u>			
Step C		\$6,949.90 /Month		\$46.33 /Hour			
	Total Benefits	\$5,059.70	72.80%	\$80.06	\$38.38	\$17.32	\$135.76
		Annual Salary + Benefits		<u>\$144,115.17</u>			
Step D		\$7,297.40 /Month		\$48.65 /Hour			
	Total Benefits	\$5,160.08	70.71%	\$83.05	\$39.81	\$17.96	\$140.82
		Annual Salary + Benefits		<u>\$149,489.79</u>			
Step E		\$7,662.27 /Month		\$51.08 /Hour			
	Total Benefits	\$5,265.49	68.72%	\$86.19	\$41.32	\$18.64	\$146.15
		Annual Salary + Benefits		<u>\$155,133.07</u>			



Recreation Coordinator
Department: Parks and Recreation

Step A		\$5,985.72 /Month		\$39.90 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,147.52		Office Employees			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	105.17					
Life Insurance	0.000250	26.94					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	389.66					
Vision Benefit		34.68					
Medicare	0.014500	86.79					
				Hourly Rate & Benefits	90.93% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,779.73	79.85%	\$71.77	\$65.26	\$15.52	\$152.55
		Annual Salary + Benefits		<u>\$129,185.45</u>			
Step B		\$6,285.01 /Month		\$41.90 /Hour			
Total Benefits		\$4,866.19	77.43%	\$74.34	\$67.60	\$16.08	\$158.02
		Annual Salary + Benefits		<u>\$133,814.44</u>			
Step C		\$6,599.26 /Month		\$44.00 /Hour			
Total Benefits		\$4,956.97	75.11%	\$77.04	\$70.05	\$16.66	\$163.75
		Annual Salary + Benefits		<u>\$138,674.80</u>			
Step D		\$6,929.22 /Month		\$46.19 /Hour			
Total Benefits		\$5,052.29	72.91%	\$79.88	\$72.63	\$17.28	\$169.79
		Annual Salary + Benefits		<u>\$143,778.14</u>			
Step E		\$7,275.68 /Month		\$48.50 /Hour			
Total Benefits		\$5,152.38	70.82%	\$82.85	\$75.34	\$17.92	\$176.11
		Annual Salary + Benefits		<u>\$149,136.68</u>			



Recreation Manager
Department: Parks and Recreation

Step A		\$8,177.21 /Month		\$54.51 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,567.65	Non-Sworn Managers / Confidential				
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	143.67					
Life Insurance	0.000250	36.80					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	355.32					
Workers Comp.	0.065099	532.33					
Vision Benefit		34.68					
Medicare	0.014500	118.57					
Total Benefits		\$5,777.99	70.66%	\$93.03	\$84.60	\$20.12	\$197.75
Annual Salary + Benefits				<u>\$167,462.38</u>			
Step B		\$8,586.07 /Month		\$57.24 /Hour			
Total Benefits		\$5,896.10	68.67%	\$96.55	\$87.79	\$20.88	\$205.22
Annual Salary + Benefits				<u>\$173,786.03</u>			
Step C		\$9,015.37 /Month		\$60.10 /Hour			
Total Benefits		\$6,020.11	66.78%	\$100.24	\$91.15	\$21.68	\$213.07
Annual Salary + Benefits				<u>\$180,425.82</u>			
Step D		\$9,466.14 /Month		\$63.11 /Hour			
Total Benefits		\$6,150.33	64.97%	\$104.11	\$94.67	\$22.52	\$221.30
Annual Salary + Benefits				<u>\$187,397.67</u>			
Step E		\$9,939.45 /Month		\$66.26 /Hour			
Total Benefits		\$6,287.06	63.25%	\$108.18	\$98.37	\$23.40	\$229.95
Annual Salary + Benefits				<u>\$194,718.15</u>			

Recreation Supervisor
Department: Parks and Recreation

Step A		\$6,815.29 /Month		\$45.44 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,306.56		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	119.74					
Life Insurance	0.000250	30.67					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	246.31					
Workers Comp.	0.065099	443.67					
Vision Benefit		34.68					
Medicare	0.014500	98.82		Hourly Rate	90.93%	21.63%	Total Hourly
				& Benefits	Department	Citywide	Rate
					Overhead	Overhead	
Total Benefits		\$5,269.42	77.32%	\$80.56	\$73.26	\$17.43	\$171.25
		Annual Salary + Benefits		<u>\$145,016.51</u>			
Step B		\$7,156.05 /Month		\$47.71 /Hour			
Total Benefits		\$5,367.86	75.01%	\$83.49	\$75.92	\$18.06	\$177.47
		Annual Salary + Benefits		<u>\$150,286.89</u>			
Step C		\$7,513.85 /Month		\$50.09 /Hour			
Total Benefits		\$5,471.22	72.82%	\$86.57	\$78.72	\$18.72	\$184.01
		Annual Salary + Benefits		<u>\$155,820.82</u>			
Step D		\$7,889.54 /Month		\$52.60 /Hour			
Total Benefits		\$5,579.75	70.72%	\$89.80	\$81.65	\$19.42	\$190.87
		Annual Salary + Benefits		<u>\$161,631.44</u>			
Step E		\$8,284.02 /Month		\$55.23 /Hour			
Total Benefits		\$5,693.70	68.73%	\$93.18	\$84.73	\$20.16	\$198.07
		Annual Salary + Benefits		<u>\$167,732.69</u>			



Regulatory Compliance Supervisor

Department: Public Works

Step A		\$7,992.35 /Month		\$53.28 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,532.21		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	140.43					
Life Insurance	0.000250	35.97					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	269.85					
Workers Comp.	0.065099	520.29					
Vision Benefit		34.68					
Medicare	0.014500	115.89		Hourly Rate	Department	Citywide	Total Hourly
				& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,638.28	70.55%	\$90.87	\$90.28	\$19.66	\$200.81
		Annual Salary + Benefits		<u>\$163,567.62</u>			
Step B		\$8,391.97 /Month		\$55.95 /Hour			
	Total Benefits	\$5,753.73	68.56%	\$94.30	\$93.69	\$20.40	\$208.39
		Annual Salary + Benefits		<u>\$169,748.36</u>			
Step C		\$8,811.57 /Month		\$58.74 /Hour			
	Total Benefits	\$5,874.94	66.67%	\$97.91	\$97.27	\$21.18	\$216.36
		Annual Salary + Benefits		<u>\$176,238.12</u>			
Step D		\$9,252.14 /Month		\$61.68 /Hour			
	Total Benefits	\$6,002.21	64.87%	\$101.70	\$101.03	\$22.00	\$224.73
		Annual Salary + Benefits		<u>\$183,052.22</u>			
Step E		\$9,714.75 /Month		\$64.77 /Hour			
	Total Benefits	\$6,135.85	63.16%	\$105.67	\$104.98	\$22.86	\$233.51
		Annual Salary + Benefits		<u>\$190,207.20</u>			



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

Step A		\$7,288.37 /Month		\$48.59 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,397.25					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	128.06					
Life Insurance	0.000250	32.80					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	474.47					
Vision Benefit		34.68					
Medicare	0.014500	105.68					
					99.35%	21.63%	
Total Benefits		\$5,161.90	70.82%	\$83.00	\$82.46	\$17.95	\$183.41
		Annual Salary + Benefits		<u>\$149,403.30</u>			

Step B		\$7,652.79 /Month		\$51.02 /Hour			
Total Benefits		\$5,267.18	68.83%	\$86.13	\$85.57	\$18.63	\$190.33
		Annual Salary + Benefits		<u>\$155,039.62</u>			

Step C		\$8,035.43 /Month		\$53.57 /Hour			
Total Benefits		\$5,377.71	66.93%	\$89.42	\$88.84	\$19.34	\$197.60
		Annual Salary + Benefits		<u>\$160,957.74</u>			

Step D		\$8,437.20 /Month		\$56.25 /Hour			
Total Benefits		\$5,493.78	65.11%	\$92.87	\$92.27	\$20.09	\$205.23
		Annual Salary + Benefits		<u>\$167,171.73</u>			

Step E		\$8,859.06 /Month		\$59.06 /Hour			
Total Benefits		\$5,615.64	63.39%	\$96.50	\$95.87	\$20.87	\$213.24
		Annual Salary + Benefits		<u>\$173,696.45</u>			



Safety/Special Projects Coordinator
Department: Public Works

Step A		\$6,717.03 /Month		\$44.78 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,287.72					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	118.02					
Life Insurance	0.000250	30.23					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	437.27					
Vision Benefit		34.68					
Medicare	0.014500	97.40					
					99.35%	21.63%	
Total Benefits		\$4,994.29	74.35%	\$78.08	\$77.57	\$16.89	\$172.54
		Annual Salary + Benefits		<u>\$140,535.79</u>			
Step B							
		\$7,052.88 /Month		\$47.02 /Hour			
Total Benefits		\$5,091.31	72.19%	\$80.96	\$80.43	\$17.51	\$178.90
		Annual Salary + Benefits		<u>\$145,730.23</u>			
Step C							
		\$7,405.53 /Month		\$49.37 /Hour			
Total Benefits		\$5,193.18	70.13%	\$83.99	\$83.45	\$18.17	\$185.61
		Annual Salary + Benefits		<u>\$151,184.50</u>			
Step D							
		\$7,775.81 /Month		\$51.84 /Hour			
Total Benefits		\$5,300.14	68.16%	\$87.17	\$86.61	\$18.86	\$192.64
		Annual Salary + Benefits		<u>\$156,911.46</u>			
Step E							
		\$8,164.60 /Month		\$54.43 /Hour			
Total Benefits		\$5,412.46	66.29%	\$90.51	\$89.93	\$19.58	\$200.02
		Annual Salary + Benefits		<u>\$162,924.70</u>			



Senior Accountant
Department: Finance and Information Systems

Step A		\$7,968.05 /Month		\$53.12 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,527.55					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	140.00					
Life Insurance	0.000250	35.86					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	269.36					
Workers Comp.	0.065099	518.71					
Vision Benefit		34.68					
Medicare	0.014500	115.54					
Total Benefits		\$5,630.67	70.67%	\$90.66	\$45.57	\$19.61	\$155.84
Annual Salary + Benefits				<u>\$163,184.63</u>			
Step B		\$8,366.45 /Month		\$55.78 /Hour			
Total Benefits		\$5,745.76	68.68%	\$94.08	\$47.29	\$20.35	\$161.72
Annual Salary + Benefits				<u>\$169,346.51</u>			
Step C		\$8,784.77 /Month		\$58.57 /Hour			
Total Benefits		\$5,866.60	66.78%	\$97.68	\$49.10	\$21.13	\$167.91
Annual Salary + Benefits				<u>\$175,816.47</u>			
Step D		\$9,224.01 /Month		\$61.49 /Hour			
Total Benefits		\$5,993.49	64.98%	\$101.45	\$51.00	\$21.94	\$174.39
Annual Salary + Benefits				<u>\$182,610.00</u>			
Step E		\$9,685.21 /Month		\$64.57 /Hour			
Total Benefits		\$6,126.72	63.26%	\$105.41	\$52.99	\$22.80	\$181.20
Annual Salary + Benefits				<u>\$189,743.17</u>			



Senior Analyst
Department: City Manager

Step A		\$9,190.17 /Month		\$61.27 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,761.85			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	161.47					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	293.80					
Workers Comp.	0.065099	598.27					
Vision Benefit		34.68					
Medicare	0.014500	133.26					
				Hourly Rate & Benefits	53.48% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,009.80	65.39%	\$101.33	\$54.19	\$21.92	\$177.44
		Annual Salary + Benefits		<u>\$182,399.65</u>			
Step B		\$9,649.67 /Month		\$64.33 /Hour			
	Total Benefits	\$6,142.54	63.66%	\$105.28	\$56.30	\$22.77	\$184.35
		Annual Salary + Benefits		<u>\$189,506.53</u>			
Step C		\$10,132.16 /Month		\$67.55 /Hour			
	Total Benefits	\$6,281.92	62.00%	\$109.43	\$58.52	\$23.67	\$191.62
		Annual Salary + Benefits		<u>\$196,968.98</u>			
Step D		\$10,638.77 /Month		\$70.93 /Hour			
	Total Benefits	\$6,428.27	60.42%	\$113.78	\$60.85	\$24.61	\$199.24
		Annual Salary + Benefits		<u>\$204,804.49</u>			
Step E		\$11,170.70 /Month		\$74.47 /Hour			
	Total Benefits	\$6,581.93	58.92%	\$118.35	\$63.29	\$25.60	\$207.24
		Annual Salary + Benefits		<u>\$213,031.61</u>			



Senior Analyst
Department: Public Works

Step A		\$9,190.17 /Month		\$61.27 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,761.85		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	161.47					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	293.80					
Workers Comp.	0.065099	598.27					
Vision Benefit		34.68					
Medicare	0.014500	133.26		Hourly Rate	Department	Citywide	Total Hourly
				& Benefits	Overhead	Overhead	Rate
					99.35%	21.63%	
Total Benefits		\$6,009.80	65.39%	\$101.33	\$100.67	\$21.92	\$223.92
				Annual Salary + Benefits			<u>\$182,399.65</u>
Step B		\$9,649.67 /Month		\$64.33 /Hour			
Total Benefits		\$6,142.54	63.66%	\$105.28	\$104.60	\$22.77	\$232.65
				Annual Salary + Benefits			<u>\$189,506.53</u>
Step C		\$10,132.16 /Month		\$67.55 /Hour			
Total Benefits		\$6,281.92	62.00%	\$109.43	\$108.72	\$23.67	\$241.82
				Annual Salary + Benefits			<u>\$196,968.98</u>
Step D		\$10,638.77 /Month		\$70.93 /Hour			
Total Benefits		\$6,428.27	60.42%	\$113.78	\$113.04	\$24.61	\$251.43
				Annual Salary + Benefits			<u>\$204,804.49</u>
Step E		\$11,170.70 /Month		\$74.47 /Hour			
Total Benefits		\$6,581.93	58.92%	\$118.35	\$117.58	\$25.60	\$261.53
				Annual Salary + Benefits			<u>\$213,031.61</u>



Senior Associate Engineer
Department: Public Works

Step A		\$9,088.23 /Month		\$60.59 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,742.30		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	159.68					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	291.76					
Workers Comp.	0.065099	591.63					
Vision Benefit		34.68					
Medicare	0.014500	131.78		Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,978.31	65.78%	\$100.44	\$99.79	\$21.73	\$221.96
		Annual Salary + Benefits		<u>\$180,798.52</u>			
Step B		\$9,542.65 /Month		\$63.62 /Hour			
Total Benefits		\$6,109.59	64.02%	\$104.35	\$103.67	\$22.57	\$230.59
		Annual Salary + Benefits		<u>\$187,826.83</u>			
Step C		\$10,019.78 /Month		\$66.80 /Hour			
Total Benefits		\$6,247.42	62.35%	\$108.45	\$107.74	\$23.46	\$239.65
		Annual Salary + Benefits		<u>\$195,206.38</u>			
Step D		\$10,520.77 /Month		\$70.14 /Hour			
Total Benefits		\$6,392.14	60.76%	\$112.75	\$112.02	\$24.39	\$249.16
		Annual Salary + Benefits		<u>\$202,954.97</u>			
Step E		\$11,046.81 /Month		\$73.65 /Hour			
Total Benefits		\$6,544.11	59.24%	\$117.27	\$116.51	\$25.37	\$259.15
		Annual Salary + Benefits		<u>\$211,090.99</u>			



Senior Building Inspector
Department: Community Development

Step A		\$8,095.86 /Month		\$53.97 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,552.06					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	142.24					
Life Insurance	0.000250	36.43					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	527.03					
Vision Benefit		34.68					
Medicare	0.014500	117.39					
					119.71%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,398.81	66.69%	\$89.96	\$107.70	\$19.46	\$217.12
				Annual Salary + Benefits	\$161,935.98		
Step B							
				\$8,500.66 /Month	\$56.67 /Hour		
Total Benefits		\$5,515.74	64.89%	\$93.44	\$111.86	\$20.21	\$225.51
				Annual Salary + Benefits	\$168,196.84		
Step C							
				\$8,925.69 /Month	\$59.50 /Hour		
Total Benefits		\$5,638.53	63.17%	\$97.09	\$116.23	\$21.00	\$234.32
				Annual Salary + Benefits	\$174,770.59		
Step D							
				\$9,371.97 /Month	\$62.48 /Hour		
Total Benefits		\$5,767.45	61.54%	\$100.93	\$120.82	\$21.83	\$243.58
				Annual Salary + Benefits	\$181,673.00		
Step E							
				\$9,840.57 /Month	\$65.60 /Hour		
Total Benefits		\$5,902.82	59.98%	\$104.96	\$125.64	\$22.70	\$253.30
				Annual Salary + Benefits	\$188,920.62		

Senior Code Enforcement Officer
Department: Community Development

Step A		\$7,587.37 /Month		\$50.58 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.191710	1,454.57			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	133.31					
Life Insurance	0.000250	34.14					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	493.93					
Vision Benefit		34.68					
Medicare	0.014500	110.02					
				Hourly Rate & Benefits	119.71% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,249.63	69.19%	\$85.58	\$102.45	\$18.51	\$206.54
		Annual Salary + Benefits		<u>\$154,043.94</u>			

Step B		\$7,966.74 /Month		\$53.11 /Hour			
	Total Benefits	\$5,359.22	67.27%	\$88.84	\$106.35	\$19.22	\$214.41
		Annual Salary + Benefits		<u>\$159,911.48</u>			

Step C		\$8,365.08 /Month		\$55.77 /Hour			
	Total Benefits	\$5,474.29	65.44%	\$92.26	\$110.45	\$19.96	\$222.67
		Annual Salary + Benefits		<u>\$166,072.43</u>			

Step D		\$8,783.33 /Month		\$58.56 /Hour			
	Total Benefits	\$5,595.11	63.70%	\$95.86	\$114.75	\$20.73	\$231.34
		Annual Salary + Benefits		<u>\$172,541.31</u>			

Step E		\$9,222.50 /Month		\$61.48 /Hour			
	Total Benefits	\$5,721.98	62.04%	\$99.63	\$119.27	\$21.55	\$240.45
		Annual Salary + Benefits		<u>\$179,333.76</u>			



Senior Collection System Worker
Department: Public Works

Step A		\$6,433.39 /Month		\$42.89 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,233.35					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	113.03					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	418.81					
Vision Benefit		34.68					
Medicare	0.014500	93.28					
					99.35%	21.63%	
Total Benefits		\$4,887.40	75.97%	\$75.47	\$74.98	\$16.32	\$166.77
				Annual Salary + Benefits			
				<u>\$135,849.50</u>			
Step B		\$6,755.06 /Month		\$45.03 /Hour			
Total Benefits		\$4,980.32	73.73%	\$78.24	\$77.73	\$16.92	\$172.89
				Annual Salary + Benefits			
				<u>\$140,824.62</u>			
Step C		\$7,092.81 /Month		\$47.29 /Hour			
Total Benefits		\$5,077.89	71.59%	\$81.14	\$80.61	\$17.55	\$179.30
				Annual Salary + Benefits			
				<u>\$146,048.45</u>			
Step D		\$7,447.45 /Month		\$49.65 /Hour			
Total Benefits		\$5,180.34	69.56%	\$84.19	\$83.64	\$18.21	\$186.04
				Annual Salary + Benefits			
				<u>\$151,533.50</u>			
Step E		\$7,819.82 /Month		\$52.13 /Hour			
Total Benefits		\$5,287.91	67.62%	\$87.38	\$86.82	\$18.90	\$193.10
				Annual Salary + Benefits			
				<u>\$157,292.78</u>			



**Senior Community Service Officer
Department: Police**

Step A		\$6,016.19 /Month		\$40.11 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,169.34			Office Employee - CSO		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	105.70					
Life Insurance	0.000250	27.07					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	397.07					
Vision Benefit		34.68					
Medicare	0.014500	88.44					
				Hourly Rate & Benefits	47.94% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,894.62	81.36%	\$72.74	\$34.87	\$15.73	\$123.34
		Annual Salary + Benefits		<u>\$130,929.67</u>			
Step B		\$6,317.00 /Month		\$42.11 /Hour			
	Total Benefits	\$4,981.51	78.86%	\$75.32	\$36.11	\$16.29	\$127.72
		Annual Salary + Benefits		<u>\$135,582.17</u>			
Step C		\$6,632.85 /Month		\$44.22 /Hour			
	Total Benefits	\$5,072.76	76.48%	\$78.04	\$37.41	\$16.88	\$132.33
		Annual Salary + Benefits		<u>\$140,467.28</u>			
Step D		\$6,964.49 /Month		\$46.43 /Hour			
	Total Benefits	\$5,168.56	74.21%	\$80.89	\$38.78	\$17.50	\$137.17
		Annual Salary + Benefits		<u>\$145,596.60</u>			
Step E		\$7,312.72 /Month		\$48.75 /Hour			
	Total Benefits	\$5,269.16	72.05%	\$83.88	\$40.21	\$18.14	\$142.23
		Annual Salary + Benefits		<u>\$150,982.52</u>			



Senior Construction Inspector
Department: Public Works

Step A		\$8,095.86 /Month		\$53.97 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,552.06					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	142.24					
Life Insurance	0.000250	36.43					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	527.03			99.35%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	117.39					
Total Benefits		\$5,398.81	66.69%	\$89.96	\$89.38	\$19.46	\$198.80
Annual Salary + Benefits				<u>\$161,935.98</u>			
Step B		\$8,500.66 /Month		\$56.67 /Hour			
Total Benefits		\$5,515.74	64.89%	\$93.44	\$92.84	\$20.21	\$206.49
Annual Salary + Benefits				<u>\$168,196.84</u>			
Step C		\$8,925.69 /Month		\$59.50 /Hour			
Total Benefits		\$5,638.53	63.17%	\$97.09	\$96.46	\$21.00	\$214.55
Annual Salary + Benefits				<u>\$174,770.59</u>			
Step D		\$9,371.97 /Month		\$62.48 /Hour			
Total Benefits		\$5,767.45	61.54%	\$100.93	\$100.27	\$21.83	\$223.03
Annual Salary + Benefits				<u>\$181,673.00</u>			
Step E		\$9,840.57 /Month		\$65.60 /Hour			
Total Benefits		\$5,902.82	59.98%	\$104.96	\$104.27	\$22.70	\$231.93
Annual Salary + Benefits				<u>\$188,920.62</u>			



Senior Engineer
Department: Public Works

Step A		\$9,988.08 /Month		\$66.59 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,914.81		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	175.49					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	309.76					
Workers Comp.	0.065099	650.21					
Vision Benefit		34.68					
Medicare	0.014500	144.83		Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$6,256.26	62.64%	\$108.30	\$107.59	\$23.42	\$239.31
Annual Salary + Benefits				<u>\$194,932.06</u>			
Step B		\$10,487.48 /Month		\$69.92 /Hour			
Total Benefits		\$6,400.52	61.03%	\$112.59	\$111.85	\$24.35	\$248.79
Annual Salary + Benefits				<u>\$202,656.05</u>			
Step C		\$11,011.86 /Month		\$73.41 /Hour			
Total Benefits		\$6,552.01	59.50%	\$117.09	\$116.33	\$25.33	\$258.75
Annual Salary + Benefits				<u>\$210,766.40</u>			
Step D		\$11,562.45 /Month		\$77.08 /Hour			
Total Benefits		\$6,711.06	58.04%	\$121.82	\$121.03	\$26.35	\$269.20
Annual Salary + Benefits				<u>\$219,282.13</u>			
Step E		\$12,140.57 /Month		\$80.94 /Hour			
Total Benefits		\$6,878.07	56.65%	\$126.79	\$125.97	\$27.42	\$280.18
Annual Salary + Benefits				<u>\$228,223.65</u>			



Senior Equipment Mechanic
Department: Public Works

Step A		\$6,607.12 /Month		\$44.05 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,266.65			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	116.09					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	430.12					
Vision Benefit		34.68					
Medicare	0.014500	95.80					
				Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,937.59	74.73%	\$76.96	\$76.46	\$16.65	\$170.07
		Annual Salary + Benefits		<u>\$138,536.50</u>			
Step B		\$6,937.47 /Month		\$46.25 /Hour			
Total Benefits		\$5,033.02	72.55%	\$79.80	\$79.28	\$17.26	\$176.34
		Annual Salary + Benefits		<u>\$143,645.87</u>			
Step C		\$7,284.34 /Month		\$48.56 /Hour			
Total Benefits		\$5,133.22	70.47%	\$82.78	\$82.25	\$17.91	\$182.94
		Annual Salary + Benefits		<u>\$149,010.75</u>			
Step D		\$7,648.56 /Month		\$50.99 /Hour			
Total Benefits		\$5,238.44	68.49%	\$85.91	\$85.35	\$18.58	\$189.84
		Annual Salary + Benefits		<u>\$154,643.98</u>			
Step E		\$8,030.99 /Month		\$53.54 /Hour			
Total Benefits		\$5,348.91	66.60%	\$89.20	\$88.62	\$19.29	\$197.11
		Annual Salary + Benefits		<u>\$160,558.85</u>			



Senior Park/Maintenance Worker
Department: Parks and Recreation

Step A		\$5,712.95 /Month		\$38.09 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	90.93% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,095.23					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	100.38					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	397.83					
Vision Benefit		34.68					
Medicare	0.014500	88.61					
Total Benefits		\$5,109.21	89.43%	\$72.15	\$65.60	\$15.61	\$153.36
		Annual Salary + Benefits		<u>\$129,865.92</u>			

Step B		\$5,998.60 /Month		\$39.99 /Hour			
Total Benefits		\$5,191.73	86.55%	\$74.60	\$67.84	\$16.14	\$158.58
		Annual Salary + Benefits		<u>\$134,283.94</u>			

Step C		\$6,298.53 /Month		\$41.99 /Hour			
Total Benefits		\$5,278.37	83.80%	\$77.18	\$70.18	\$16.69	\$164.05
		Annual Salary + Benefits		<u>\$138,922.82</u>			

Step D		\$6,613.45 /Month		\$44.09 /Hour			
Total Benefits		\$5,369.35	81.19%	\$79.89	\$72.64	\$17.28	\$169.81
		Annual Salary + Benefits		<u>\$143,793.55</u>			

Step E		\$6,944.12 /Month		\$46.29 /Hour			
Total Benefits		\$5,464.87	78.70%	\$82.73	\$75.22	\$17.89	\$175.84
		Annual Salary + Benefits		<u>\$148,907.87</u>			



Senior Planner
Department: Community Development

Step A		\$9,190.17 /Month		\$61.27 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,761.85		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	161.47					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	293.80					
Workers Comp.	0.065099	598.27					
Vision Benefit		34.68					
Medicare	0.014500	133.26		Hourly Rate & Benefits	119.71% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$6,009.80	65.39%	\$101.33	\$121.31	\$21.92	\$244.56
Annual Salary + Benefits				<u>\$182,399.65</u>			
Step B		\$9,649.67 /Month		\$64.33 /Hour			
Total Benefits		\$6,142.54	63.66%	\$105.28	\$126.03	\$22.77	\$254.08
Annual Salary + Benefits				<u>\$189,506.53</u>			
Step C		\$10,132.16 /Month		\$67.55 /Hour			
Total Benefits		\$6,281.92	62.00%	\$109.43	\$131.00	\$23.67	\$264.10
Annual Salary + Benefits				<u>\$196,968.98</u>			
Step D		\$10,638.77 /Month		\$70.93 /Hour			
Total Benefits		\$6,428.27	60.42%	\$113.78	\$136.21	\$24.61	\$274.60
Annual Salary + Benefits				<u>\$204,804.49</u>			
Step E		\$11,170.70 /Month		\$74.47 /Hour			
Total Benefits		\$6,581.93	58.92%	\$118.35	\$141.68	\$25.60	\$285.63
Annual Salary + Benefits				<u>\$213,031.61</u>			



Senior Police Records Clerk
Department: Police

Step A		\$5,770.51 /Month		\$38.47 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,114.25			Office Employee Records		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	101.39					
Life Insurance	0.000250	25.97					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	378.37					
Vision Benefit		34.68					
Medicare	0.014500	84.28					
				Hourly Rate & Benefits	47.94% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,769.57	82.65%	\$70.27	\$33.69	\$15.20	\$119.16
		Annual Salary + Benefits		<u>\$126,480.93</u>			
Step B		\$6,059.05 /Month		\$40.39 /Hour			
	Total Benefits	\$4,852.92	80.09%	\$72.75	\$34.87	\$15.74	\$123.36
		Annual Salary + Benefits		<u>\$130,943.65</u>			
Step C		\$6,361.99 /Month		\$42.41 /Hour			
	Total Benefits	\$4,940.43	77.66%	\$75.35	\$36.12	\$16.30	\$127.77
		Annual Salary + Benefits		<u>\$135,629.09</u>			
Step D		\$6,680.09 /Month		\$44.53 /Hour			
	Total Benefits	\$5,032.33	75.33%	\$78.08	\$37.43	\$16.89	\$132.40
		Annual Salary + Benefits		<u>\$140,548.99</u>			
Step E		\$7,014.10 /Month		\$46.76 /Hour			
	Total Benefits	\$5,128.81	73.12%	\$80.95	\$38.81	\$17.51	\$137.27
		Annual Salary + Benefits		<u>\$145,714.98</u>			



Senior Solid Waste Equipment Operator

Department: Public Works

Step A		\$6,294.35 /Month		\$41.96 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.191710	1,206.69		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	110.59					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	409.76					
Vision Benefit		34.68					
Medicare	0.014500	91.27		Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,847.24	77.01%	\$74.28	\$73.79	\$16.07	\$164.14
Annual Salary + Benefits				<u>\$133,699.03</u>			
Step B		\$6,609.07 /Month		\$44.06 /Hour			
Total Benefits		\$4,938.15	74.72%	\$76.98	\$76.48	\$16.65	\$170.11
Annual Salary + Benefits				<u>\$138,566.66</u>			
Step C		\$6,939.53 /Month		\$46.26 /Hour			
Total Benefits		\$5,033.61	72.54%	\$79.82	\$79.30	\$17.27	\$176.39
Annual Salary + Benefits				<u>\$143,677.73</u>			
Step D		\$7,286.50 /Month		\$48.58 /Hour			
Total Benefits		\$5,133.85	70.46%	\$82.80	\$82.26	\$17.91	\$182.97
Annual Salary + Benefits				<u>\$149,044.16</u>			
Step E		\$7,650.83 /Month		\$51.01 /Hour			
Total Benefits		\$5,239.09	68.48%	\$85.93	\$85.37	\$18.59	\$189.89
Annual Salary + Benefits				<u>\$154,679.09</u>			



Senior Street Maintenance Worker
Department: Public Works

Step A		\$5,955.12 /Month		\$39.70 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,141.66					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	104.63					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	413.60			99.35%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	92.12					
Total Benefits		\$5,179.17	86.97%	\$74.23	\$73.75	\$16.06	\$164.04
		Annual Salary + Benefits		<u>\$133,611.45</u>			

Step B		\$6,252.88 /Month		\$41.69 /Hour			
Total Benefits		\$5,265.18	84.20%	\$76.79	\$76.29	\$16.61	\$169.69
		Annual Salary + Benefits		<u>\$138,216.77</u>			

Step C		\$6,565.52 /Month		\$43.77 /Hour			
Total Benefits		\$5,355.50	81.57%	\$79.47	\$78.96	\$17.19	\$175.62
		Annual Salary + Benefits		<u>\$143,052.23</u>			

Step D		\$6,893.80 /Month		\$45.96 /Hour			
Total Benefits		\$5,450.33	79.06%	\$82.29	\$81.76	\$17.80	\$181.85
		Annual Salary + Benefits		<u>\$148,129.59</u>			

Step E		\$7,238.49 /Month		\$48.26 /Hour			
Total Benefits		\$5,549.91	76.67%	\$85.26	\$84.70	\$18.44	\$188.40
		Annual Salary + Benefits		<u>\$153,460.76</u>			



Senior Technician
Department: City Manager

Step A		\$6,623.71 /Month		\$44.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,269.83					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	116.38					
Life Insurance	0.000250	29.81					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	431.20			53.48%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	96.04					
	Total Benefits	\$4,966.91	74.99%	\$77.27	\$41.32	\$16.71	\$135.30
		Annual Salary + Benefits		<u>\$139,087.41</u>			
Step B		\$6,954.90 /Month		\$46.37 /Hour			
	Total Benefits	\$5,062.58	72.79%	\$80.12	\$42.85	\$17.33	\$140.30
		Annual Salary + Benefits		<u>\$144,209.78</u>			
Step C		\$7,302.65 /Month		\$48.68 /Hour			
	Total Benefits	\$5,163.04	70.70%	\$83.10	\$44.44	\$17.98	\$145.52
		Annual Salary + Benefits		<u>\$149,588.27</u>			
Step D		\$7,667.78 /Month		\$51.12 /Hour			
	Total Benefits	\$5,268.52	68.71%	\$86.24	\$46.12	\$18.65	\$151.01
		Annual Salary + Benefits		<u>\$155,235.57</u>			
Step E		\$8,051.17 /Month		\$53.67 /Hour			
	Total Benefits	\$5,379.27	66.81%	\$89.54	\$47.88	\$19.37	\$156.79
		Annual Salary + Benefits		<u>\$161,165.29</u>			

Senior Technician
Department: Community Development

Step A		\$6,623.71 /Month		\$44.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,269.83					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	116.38					
Life Insurance	0.000250	29.81					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	431.20			119.71%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	96.04					
Total Benefits		\$4,966.91	74.99%	\$77.27	\$92.50	\$16.71	\$186.48
Annual Salary + Benefits				<u>\$139,087.41</u>			
Step B		\$6,954.90 /Month		\$46.37 /Hour			
Total Benefits		\$5,062.58	72.79%	\$80.12	\$95.91	\$17.33	\$193.36
Annual Salary + Benefits				<u>\$144,209.78</u>			
Step C		\$7,302.65 /Month		\$48.68 /Hour			
Total Benefits		\$5,163.04	70.70%	\$83.10	\$99.48	\$17.98	\$200.56
Annual Salary + Benefits				<u>\$149,588.27</u>			
Step D		\$7,667.78 /Month		\$51.12 /Hour			
Total Benefits		\$5,268.52	68.71%	\$86.24	\$103.24	\$18.65	\$208.13
Annual Salary + Benefits				<u>\$155,235.57</u>			
Step E		\$8,051.17 /Month		\$53.67 /Hour			
Total Benefits		\$5,379.27	66.81%	\$89.54	\$107.18	\$19.37	\$216.09
Annual Salary + Benefits				<u>\$161,165.29</u>			



Senior Water Distribution Worker
Department: Public Works

Step A		\$6,762.01 /Month		\$45.08 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,296.34			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	118.81					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	466.12					
Vision Benefit		34.68					
Medicare	0.014500	103.82					
				Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,412.26	80.04%	\$81.16	\$80.63	\$17.56	\$179.35
	Annual Salary + Benefits			<u>\$146,091.26</u>			

Step B		\$7,100.11 /Month		\$47.33 /Hour			
	Total Benefits	\$5,509.93	77.60%	\$84.07	\$83.52	\$18.18	\$185.77
	Annual Salary + Benefits			<u>\$151,320.50</u>			

Step C		\$7,455.11 /Month		\$49.70 /Hour			
	Total Benefits	\$5,612.48	75.28%	\$87.12	\$86.55	\$18.84	\$192.51
	Annual Salary + Benefits			<u>\$156,811.12</u>			

Step D		\$7,827.87 /Month		\$52.19 /Hour			
	Total Benefits	\$5,720.17	73.07%	\$90.32	\$89.73	\$19.54	\$199.59
	Annual Salary + Benefits			<u>\$162,576.43</u>			

Step E		\$8,219.26 /Month		\$54.80 /Hour			
	Total Benefits	\$5,833.23	70.97%	\$93.68	\$93.07	\$20.26	\$207.01
	Annual Salary + Benefits			<u>\$168,629.88</u>			



Senior Water Service Worker
Department: Public Works

Step A		\$6,127.52 /Month		\$40.85 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,174.71					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	107.66					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	424.82			99.35%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	94.62					
	Total Benefits	\$5,228.97	85.34%	\$75.71	\$75.22	\$16.38	\$167.31
		Annual Salary + Benefits		<u>\$136,277.89</u>			

Step B		\$6,433.89 /Month		\$42.89 /Hour			
	Total Benefits	\$5,317.47	82.65%	\$78.34	\$77.83	\$16.95	\$173.12
		Annual Salary + Benefits		<u>\$141,016.37</u>			

Step C		\$6,755.59 /Month		\$45.04 /Hour			
	Total Benefits	\$5,410.41	80.09%	\$81.11	\$80.58	\$17.54	\$179.23
		Annual Salary + Benefits		<u>\$145,991.96</u>			

Step D		\$7,093.37 /Month		\$47.29 /Hour			
	Total Benefits	\$5,507.98	77.65%	\$84.01	\$83.46	\$18.17	\$185.64
		Annual Salary + Benefits		<u>\$151,216.25</u>			

Step E		\$7,448.03 /Month		\$49.65 /Hour			
	Total Benefits	\$5,610.44	75.33%	\$87.06	\$86.49	\$18.83	\$192.38
		Annual Salary + Benefits		<u>\$156,701.62</u>			



Solid Waste Equipment Operator I

Department: Public Works

Step A		\$5,178.38 /Month		\$34.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	992.75		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	90.98					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	337.11					
Vision Benefit		34.68					
Medicare	0.014500	75.09					
				Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,524.86	87.38%	\$64.69	\$64.27	\$13.99	\$142.95
		Annual Salary + Benefits		<u>\$116,438.82</u>			

Step B		\$5,437.30 /Month		\$36.25 /Hour			
	Total Benefits	\$4,599.65	84.59%	\$66.91	\$66.48	\$14.47	\$147.86
		Annual Salary + Benefits		<u>\$120,443.42</u>			

Step C		\$5,709.17 /Month		\$38.06 /Hour			
	Total Benefits	\$4,678.19	81.94%	\$69.25	\$68.80	\$14.98	\$153.03
		Annual Salary + Benefits		<u>\$124,648.31</u>			

Step D		\$5,994.62 /Month		\$39.96 /Hour			
	Total Benefits	\$4,760.65	79.42%	\$71.70	\$71.24	\$15.51	\$158.45
		Annual Salary + Benefits		<u>\$129,063.24</u>			

Step E		\$6,294.35 /Month		\$41.96 /Hour			
	Total Benefits	\$4,847.24	77.01%	\$74.28	\$73.79	\$16.07	\$164.14
		Annual Salary + Benefits		<u>\$133,699.03</u>			



Solid Waste Equipment Operator II
Department: Public Works

Step A		\$5,709.17 /Month		\$38.06 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,094.50					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	100.31					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	371.66					
Vision Benefit		34.68					
Medicare	0.014500	82.78					
					99.35%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,678.19	81.94%	\$69.25	\$68.80	\$14.98	\$153.03
		Annual Salary + Benefits		<u>\$124,648.31</u>			

Step B		\$5,994.62 /Month		\$39.96 /Hour			
Total Benefits		\$4,760.65	79.42%	\$71.70	\$71.24	\$15.51	\$158.45
		Annual Salary + Benefits		<u>\$129,063.24</u>			

Step C		\$6,294.35 /Month		\$41.96 /Hour			
Total Benefits		\$4,847.24	77.01%	\$74.28	\$73.79	\$16.07	\$164.14
		Annual Salary + Benefits		<u>\$133,699.03</u>			

Step D		\$6,609.07 /Month		\$44.06 /Hour			
Total Benefits		\$4,938.15	74.72%	\$76.98	\$76.48	\$16.65	\$170.11
		Annual Salary + Benefits		<u>\$138,566.66</u>			

Step E		\$6,939.53 /Month		\$46.26 /Hour			
Total Benefits		\$5,033.61	72.54%	\$79.82	\$79.30	\$17.27	\$176.39
		Annual Salary + Benefits		<u>\$143,677.73</u>			



Solid Waste Manager
Department: Public Works

Step A		\$9,041.15 /Month		\$60.27 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,733.28			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	158.85					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	381.23					
Workers Comp.	0.065099	588.57					
Vision Benefit		34.68					
Medicare	0.014500	131.10					
				Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,054.18	66.96%	\$100.64	\$99.98	\$21.77	\$222.39
	Annual Salary + Benefits			\$181,143.99			

Step B		\$9,493.20 /Month		\$63.29 /Hour			
	Total Benefits	\$6,184.77	65.15%	\$104.52	\$103.84	\$22.61	\$230.97
	Annual Salary + Benefits			\$188,135.65			

Step C		\$9,967.86 /Month		\$66.45 /Hour			
	Total Benefits	\$6,321.89	63.42%	\$108.60	\$107.89	\$23.49	\$239.98
	Annual Salary + Benefits			\$195,477.00			

Step D		\$10,466.26 /Month		\$69.78 /Hour			
	Total Benefits	\$6,465.87	61.78%	\$112.88	\$112.15	\$24.42	\$249.45
	Annual Salary + Benefits			\$203,185.53			

Step E		\$10,989.57 /Month		\$73.26 /Hour			
	Total Benefits	\$6,617.04	60.21%	\$117.38	\$116.61	\$25.39	\$259.38
	Annual Salary + Benefits			\$211,279.33			



Solid Waste Supervisor
Department: Public Works

Step A		\$7,535.86 /Month		\$50.24 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,444.70			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	132.41					
Life Insurance	0.000250	33.91					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	260.72					
Workers Comp.	0.065099	490.58					
Vision Benefit		34.68					
Medicare	0.014500	109.27					
				Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,495.23	72.92%	\$86.87	\$86.31	\$18.79	\$191.97
	Annual Salary + Benefits			<u>\$156,373.08</u>			
Step B		\$7,912.65 /Month		\$52.75 /Hour			
	Total Benefits	\$5,604.08	70.82%	\$90.11	\$89.53	\$19.49	\$199.13
	Annual Salary + Benefits			<u>\$162,200.72</u>			
Step C		\$8,308.29 /Month		\$55.39 /Hour			
	Total Benefits	\$5,718.37	68.83%	\$93.51	\$92.90	\$20.23	\$206.64
	Annual Salary + Benefits			<u>\$168,319.91</u>			
Step D		\$8,723.70 /Month		\$58.16 /Hour			
	Total Benefits	\$5,838.37	66.93%	\$97.08	\$96.45	\$21.00	\$214.53
	Annual Salary + Benefits			<u>\$174,744.87</u>			
Step E		\$9,159.89 /Month		\$61.07 /Hour			
	Total Benefits	\$5,964.38	65.11%	\$100.83	\$100.17	\$21.81	\$222.81
	Annual Salary + Benefits			<u>\$181,491.22</u>			

Street Maintenance Worker I
Department: Public Works

Step A		\$4,700.06 /Month		\$31.33 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	901.05					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	82.58					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	331.89			99.35%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	73.93					
Total Benefits		\$4,816.61	102.48%	\$63.44	\$63.03	\$13.72	\$140.19
Annual Salary + Benefits				<u>\$114,200.01</u>			
Step B		\$4,935.06 /Month		\$32.90 /Hour			
Total Benefits		\$4,884.49	98.98%	\$65.46	\$65.04	\$14.16	\$144.66
Annual Salary + Benefits				<u>\$117,834.65</u>			
Step C		\$5,181.81 /Month		\$34.55 /Hour			
Total Benefits		\$4,955.77	95.64%	\$67.58	\$67.14	\$14.62	\$149.34
Annual Salary + Benefits				<u>\$121,651.02</u>			
Step D		\$5,440.90 /Month		\$36.27 /Hour			
Total Benefits		\$5,030.62	92.46%	\$69.81	\$69.36	\$15.10	\$154.27
Annual Salary + Benefits				<u>\$125,658.25</u>			
Step E		\$5,712.95 /Month		\$38.09 /Hour			
Total Benefits		\$5,109.21	89.43%	\$72.15	\$71.68	\$15.61	\$159.44
Annual Salary + Benefits				<u>\$129,865.92</u>			



Street Maintenance Worker II
Department: Public Works

Step A		\$5,181.81 /Month		\$34.55 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	993.40					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	91.04					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	337.33					
Vision Benefit		34.68					
Medicare	0.014500	75.14					
				99.35%	21.63%		
Total Benefits		\$4,525.85	87.34%	\$64.72	\$64.30	\$14.00	\$143.02
		Annual Salary + Benefits		<u>\$116,491.87</u>			
Step B		\$5,440.90 /Month		\$36.27 /Hour			
Total Benefits		\$4,600.69	84.56%	\$66.94	\$66.51	\$14.48	\$147.93
		Annual Salary + Benefits		<u>\$120,499.10</u>			
Step C		\$5,712.95 /Month		\$38.09 /Hour			
Total Benefits		\$4,679.28	81.91%	\$69.28	\$68.83	\$14.99	\$153.10
		Annual Salary + Benefits		<u>\$124,706.78</u>			
Step D		\$5,998.60 /Month		\$39.99 /Hour			
Total Benefits		\$4,761.80	79.38%	\$71.74	\$71.27	\$15.52	\$158.53
		Annual Salary + Benefits		<u>\$129,124.79</u>			
Step E		\$6,298.53 /Month		\$41.99 /Hour			
Total Benefits		\$4,848.44	76.98%	\$74.31	\$73.83	\$16.07	\$164.21
		Annual Salary + Benefits		<u>\$133,763.68</u>			

Street Sweeper Operator
Department: Public Works

Step A		\$5,438.27 /Month		\$36.26 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,042.57					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	95.55					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	379.95					
Vision Benefit		34.68					
Medicare	0.014500	84.63					
					99.35%	21.63%	
Total Benefits		\$5,029.86	92.49%	\$69.79	\$69.33	\$15.10	\$154.22
		Annual Salary + Benefits		<u>\$125,617.57</u>			
Step B		\$5,710.18 /Month		\$38.07 /Hour			
Total Benefits		\$5,108.41	89.46%	\$72.12	\$71.66	\$15.60	\$159.38
		Annual Salary + Benefits		<u>\$129,823.08</u>			
Step C		\$5,995.69 /Month		\$39.97 /Hour			
Total Benefits		\$5,190.89	86.58%	\$74.58	\$74.09	\$16.13	\$164.80
		Annual Salary + Benefits		<u>\$134,238.93</u>			
Step D		\$6,295.48 /Month		\$41.97 /Hour			
Total Benefits		\$5,277.49	83.83%	\$77.15	\$76.65	\$16.69	\$170.49
		Annual Salary + Benefits		<u>\$138,875.65</u>			
Step E		\$6,610.25 /Month		\$44.07 /Hour			
Total Benefits		\$5,368.42	81.21%	\$79.86	\$79.34	\$17.27	\$176.47
		Annual Salary + Benefits		<u>\$143,744.05</u>			



Streets Manager
Department: Public Works

Step A		\$8,918.54 /Month		\$59.46 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,709.77			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	156.70					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	377.56					
Workers Comp.	0.065099	580.59					
Vision Benefit		34.68					
Medicare	0.014500	129.32					
				Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
					99.35%	21.63%	
Total Benefits		\$6,015.09	67.44%	\$99.56	\$98.91	\$21.53	\$220.00
				Annual Salary + Benefits			
				\$179,203.50			
Step B		\$9,364.46 /Month		\$62.43 /Hour			
Total Benefits		\$6,143.90	65.61%	\$103.39	\$102.72	\$22.36	\$228.47
				Annual Salary + Benefits			
				\$186,100.34			
Step C		\$9,832.69 /Month		\$65.55 /Hour			
Total Benefits		\$6,279.16	63.86%	\$107.41	\$106.71	\$23.23	\$237.35
				Annual Salary + Benefits			
				\$193,342.25			
Step D		\$10,324.32 /Month		\$68.83 /Hour			
Total Benefits		\$6,421.19	62.19%	\$111.64	\$110.91	\$24.15	\$246.70
				Annual Salary + Benefits			
				\$200,946.07			
Step E		\$10,840.54 /Month		\$72.27 /Hour			
Total Benefits		\$6,570.31	60.61%	\$116.07	\$115.32	\$25.11	\$256.50
				Annual Salary + Benefits			
				\$208,930.21			



Streets Supervisor
Department: Public Works

Step A		\$7,758.45 /Month		\$51.72 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,487.37		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	136.32					
Life Insurance	0.000250	34.91					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	265.17					
Workers Comp.	0.065099	505.07					
Vision Benefit		34.68					
Medicare	0.014500	112.50		Hourly Rate	99.35%	21.63%	Total Hourly
				& Benefits	Department	Citywide	Rate
					Overhead	Overhead	
Total Benefits		\$5,564.99	71.73%	\$88.82	\$88.25	\$19.21	\$196.28
		Annual Salary + Benefits		<u>\$159,881.22</u>			
Step B		\$8,146.37 /Month		\$54.31 /Hour			
Total Benefits		\$5,677.05	69.69%	\$92.16	\$91.56	\$19.93	\$203.65
		Annual Salary + Benefits		<u>\$165,881.01</u>			
Step C		\$8,553.69 /Month		\$57.02 /Hour			
Total Benefits		\$5,794.71	67.75%	\$95.66	\$95.03	\$20.69	\$211.38
		Annual Salary + Benefits		<u>\$172,180.84</u>			
Step D		\$8,981.37 /Month		\$59.88 /Hour			
Total Benefits		\$5,918.26	65.89%	\$99.33	\$98.69	\$21.49	\$219.51
		Annual Salary + Benefits		<u>\$178,795.57</u>			
Step E		\$9,430.44 /Month		\$62.87 /Hour			
Total Benefits		\$6,047.99	64.13%	\$103.19	\$102.52	\$22.32	\$228.03
		Annual Salary + Benefits		<u>\$185,741.14</u>			

Technical Assistant I
Department: Finance and Information Systems

Step A		\$4,957.32 /Month		\$33.05 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	950.37					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	87.10					
Life Insurance	0.000250	22.31					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	322.72			50.27%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	71.88					
Total Benefits		\$4,478.02	90.33%	\$62.90	\$31.62	\$13.61	\$108.13
Annual Salary + Benefits				<u>\$113,224.12</u>			
Step B		\$5,205.18 /Month		\$34.70 /Hour			
Total Benefits		\$4,549.63	87.41%	\$65.03	\$32.69	\$14.07	\$111.79
Annual Salary + Benefits				<u>\$117,057.66</u>			
Step C		\$5,465.44 /Month		\$36.44 /Hour			
Total Benefits		\$4,624.81	84.62%	\$67.27	\$33.82	\$14.55	\$115.64
Annual Salary + Benefits				<u>\$121,082.99</u>			
Step D		\$5,738.71 /Month		\$38.26 /Hour			
Total Benefits		\$4,703.75	81.97%	\$69.62	\$35.00	\$15.06	\$119.68
Annual Salary + Benefits				<u>\$125,309.53</u>			
Step E		\$6,025.65 /Month		\$40.17 /Hour			
Total Benefits		\$4,786.64	79.44%	\$72.08	\$36.24	\$15.59	\$123.91
Annual Salary + Benefits				<u>\$129,747.50</u>			



Technical Assistant II
Department: Finance and Information Systems

Step A							
		\$5,465.44 /Month		\$36.44 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.191710	1,047.78		Office Employees			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	96.03					
Life Insurance	0.000250	24.59					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	355.79					
Vision Benefit		34.68		Hourly Rate	50.27%	21.63%	Total Hourly
Medicare	0.014500	79.25		& Benefits	Department	Citywide	Rate
					Overhead	Overhead	
Total Benefits		\$4,627.10	84.66%	\$67.28	\$33.82	\$14.55	\$115.65
		Annual Salary + Benefits		<u>\$121,110.42</u>			

Step B							
		\$5,738.71 /Month		\$38.26 /Hour			
Total Benefits		\$4,706.04	82.01%	\$69.63	\$35.00	\$15.06	\$119.69
		Annual Salary + Benefits		<u>\$125,336.97</u>			

Step C							
		\$6,025.65 /Month		\$40.17 /Hour			
Total Benefits		\$4,788.93	79.48%	\$72.10	\$36.24	\$15.59	\$123.93
		Annual Salary + Benefits		<u>\$129,774.94</u>			

Step D							
		\$6,326.93 /Month		\$42.18 /Hour			
Total Benefits		\$4,875.96	77.07%	\$74.69	\$37.54	\$16.15	\$128.38
		Annual Salary + Benefits		<u>\$134,434.70</u>			

Step E							
		\$6,643.28 /Month		\$44.29 /Hour			
Total Benefits		\$4,967.35	74.77%	\$77.40	\$38.91	\$16.74	\$133.05
		Annual Salary + Benefits		<u>\$139,327.54</u>			



Technical Assistant II
Department: Public Works

Step A		\$5,465.44 /Month		\$36.44 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,047.78			Office Employees		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	96.03					
Life Insurance	0.000250	24.59					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	355.79					
Vision Benefit		34.68					
Medicare	0.014500	79.25					
				Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,627.10	84.66%	\$67.28	\$66.85	\$14.55	\$148.68
		Annual Salary + Benefits		<u>\$121,110.42</u>			
Step B		\$5,738.71 /Month		\$38.26 /Hour			
Total Benefits		\$4,706.04	82.01%	\$69.63	\$69.18	\$15.06	\$153.87
		Annual Salary + Benefits		<u>\$125,336.97</u>			
Step C		\$6,025.65 /Month		\$40.17 /Hour			
Total Benefits		\$4,788.93	79.48%	\$72.10	\$71.63	\$15.59	\$159.32
		Annual Salary + Benefits		<u>\$129,774.94</u>			
Step D		\$6,326.93 /Month		\$42.18 /Hour			
Total Benefits		\$4,875.96	77.07%	\$74.69	\$74.20	\$16.15	\$165.04
		Annual Salary + Benefits		<u>\$134,434.70</u>			
Step E		\$6,643.28 /Month		\$44.29 /Hour			
Total Benefits		\$4,967.35	74.77%	\$77.40	\$76.90	\$16.74	\$171.04
		Annual Salary + Benefits		<u>\$139,327.54</u>			



Utilities Maintenance Mechanic
Department: Public Works

Step A		\$6,794.54 /Month		\$45.30 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,302.58					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	119.38					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	442.32					
Vision Benefit		34.68					
Medicare	0.014500	98.52					
					99.35%	21.63%	
Total Benefits		\$4,991.73	73.47%	\$78.58	\$78.06	\$17.00	\$173.64
		Annual Salary + Benefits		<u>\$141,435.24</u>			

Step B		\$7,134.26 /Month		\$47.56 /Hour			
Total Benefits		\$5,089.87	71.34%	\$81.49	\$80.96	\$17.63	\$180.08
		Annual Salary + Benefits		<u>\$146,689.53</u>			

Step C		\$7,490.98 /Month		\$49.94 /Hour			
Total Benefits		\$5,192.92	69.32%	\$84.56	\$84.01	\$18.29	\$186.86
		Annual Salary + Benefits		<u>\$152,206.76</u>			

Step D		\$7,865.52 /Month		\$52.44 /Hour			
Total Benefits		\$5,301.11	67.40%	\$87.78	\$87.21	\$18.99	\$193.98
		Annual Salary + Benefits		<u>\$157,999.60</u>			

Step E		\$8,258.80 /Month		\$55.06 /Hour			
Total Benefits		\$5,414.72	65.56%	\$91.16	\$90.56	\$19.72	\$201.44
		Annual Salary + Benefits		<u>\$164,082.29</u>			



Wastewater Laboratory Technician I

Department: Public Works

Step A		\$5,773.17 /Month		\$38.49 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,106.77		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	101.43					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	375.83					
Vision Benefit		34.68					
Medicare	0.014500	83.71		Hourly Rate	Department	Citywide	Total Hourly
				& Benefits	Overhead	Overhead	Rate
Total Benefits		\$4,696.68	81.35%	\$69.80	\$69.35	\$15.10	\$154.25
		Annual Salary + Benefits		<u>\$125,638.17</u>			
Step B		\$6,061.83 /Month		\$40.41 /Hour			
Total Benefits		\$4,780.07	78.86%	\$72.28	\$71.81	\$15.63	\$159.72
		Annual Salary + Benefits		<u>\$130,102.74</u>			
Step C		\$6,364.92 /Month		\$42.43 /Hour			
Total Benefits		\$4,867.62	76.48%	\$74.88	\$74.40	\$16.20	\$165.48
		Annual Salary + Benefits		<u>\$134,790.50</u>			
Step D		\$6,683.16 /Month		\$44.55 /Hour			
Total Benefits		\$4,959.55	74.21%	\$77.62	\$77.11	\$16.79	\$171.52
		Annual Salary + Benefits		<u>\$139,712.57</u>			
Step E		\$7,017.32 /Month		\$46.78 /Hour			
Total Benefits		\$5,056.09	72.05%	\$80.49	\$79.97	\$17.41	\$177.87
		Annual Salary + Benefits		<u>\$144,880.88</u>			



Wastewater Laboratory Technician II
Department: Public Works

Step A		\$6,364.92 /Month		\$42.43 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,220.22			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	111.83					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	414.35					
Vision Benefit		34.68					
Medicare	0.014500	92.29					
				Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,867.62	76.48%	\$74.88	\$74.40	\$16.20	\$165.48
		Annual Salary + Benefits		<u>\$134,790.50</u>			
Step B		\$6,683.16 /Month		\$44.55 /Hour			
Total Benefits		\$4,959.55	74.21%	\$77.62	\$77.11	\$16.79	\$171.52
		Annual Salary + Benefits		<u>\$139,712.57</u>			
Step C		\$7,017.32 /Month		\$46.78 /Hour			
Total Benefits		\$5,056.09	72.05%	\$80.49	\$79.97	\$17.41	\$177.87
		Annual Salary + Benefits		<u>\$144,880.88</u>			
Step D		\$7,368.19 /Month		\$49.12 /Hour			
Total Benefits		\$5,157.45	70.00%	\$83.50	\$82.96	\$18.06	\$184.52
		Annual Salary + Benefits		<u>\$150,307.62</u>			
Step E		\$7,736.60 /Month		\$51.58 /Hour			
Total Benefits		\$5,263.87	68.04%	\$86.67	\$86.11	\$18.75	\$191.53
		Annual Salary + Benefits		<u>\$156,005.66</u>			



Wastewater Operations Manager
Department: Public Works

Step A		\$9,122.26 /Month		\$60.82 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,748.83					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	160.28					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	383.67					
Workers Comp.	0.065099	593.85					
Vision Benefit		34.68					
Medicare	0.014500	132.27	<u>Hourly Rate & Benefits</u>	<u>99.35% Department Overhead</u>	<u>21.63% Citywide Overhead</u>	<u>Total Hourly Rate</u>	
Total Benefits		\$6,080.05	66.65%	\$101.35	\$100.69	\$21.92	\$223.96
		Annual Salary + Benefits		<u>\$182,427.69</u>			
Step B		\$9,578.37 /Month		\$63.86 /Hour			
Total Benefits		\$6,211.81	64.85%	\$105.27	\$104.58	\$22.77	\$232.62
		Annual Salary + Benefits		<u>\$189,482.13</u>			
Step C		\$10,057.29 /Month		\$67.05 /Hour			
Total Benefits		\$6,350.16	63.14%	\$109.38	\$108.67	\$23.66	\$241.71
		Annual Salary + Benefits		<u>\$196,889.37</u>			
Step D		\$10,560.15 /Month		\$70.40 /Hour			
Total Benefits		\$6,495.42	61.51%	\$113.70	\$112.96	\$24.59	\$251.25
		Annual Salary + Benefits		<u>\$204,666.88</u>			
Step E		\$11,088.16 /Month		\$73.92 /Hour			
Total Benefits		\$6,647.95	59.96%	\$118.24	\$117.47	\$25.58	\$261.29
		Annual Salary + Benefits		<u>\$212,833.37</u>			

Wastewater Treatment Plant Operator Assistant
Department: Public Works

Step A		\$4,523.40 /Month		\$30.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	867.18					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	79.48					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	294.47					
Vision Benefit		34.68					
Medicare	0.014500	65.59					
					99.35%	21.63%	
Total Benefits		\$4,335.65	95.85%	\$59.06	\$58.68	\$12.77	\$130.51
Annual Salary + Benefits				<u>\$106,308.54</u>			
Step B							
		\$4,749.57 /Month		\$31.66 /Hour			
Total Benefits		\$4,400.98	92.66%	\$61.00	\$60.61	\$13.20	\$134.81
Annual Salary + Benefits				<u>\$109,806.61</u>			
Step C							
		\$4,987.05 /Month		\$33.25 /Hour			
Total Benefits		\$4,469.58	89.62%	\$63.04	\$62.63	\$13.64	\$139.31
Annual Salary + Benefits				<u>\$113,479.61</u>			
Step D							
		\$5,236.40 /Month		\$34.91 /Hour			
Total Benefits		\$4,541.62	86.73%	\$65.19	\$64.76	\$14.10	\$144.05
Annual Salary + Benefits				<u>\$117,336.19</u>			
Step E							
		\$5,498.22 /Month		\$36.65 /Hour			
Total Benefits		\$4,617.25	83.98%	\$67.44	\$67.00	\$14.59	\$149.03
Annual Salary + Benefits				<u>\$121,385.64</u>			



Wastewater Treatment Plant Operator I
Department: Public Works

Step A		\$5,498.22 /Month		\$36.65 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,054.06					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	96.60					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	357.93					
Vision Benefit		34.68					
Medicare	0.014500	79.72					
					99.35%	21.63%	
Total Benefits		\$4,617.25	83.98%	\$67.44	\$67.00	\$14.59	\$149.03
		Annual Salary + Benefits		\$121,385.64			

Step B		\$5,773.14 /Month		\$38.49 /Hour			
Total Benefits		\$4,696.67	81.35%	\$69.80	\$69.35	\$15.10	\$154.25
		Annual Salary + Benefits		\$125,637.71			

Step C		\$6,061.79 /Month		\$40.41 /Hour			
Total Benefits		\$4,780.05	78.86%	\$72.28	\$71.81	\$15.63	\$159.72
		Annual Salary + Benefits		\$130,102.13			

Step D		\$6,364.88 /Month		\$42.43 /Hour			
Total Benefits		\$4,867.61	76.48%	\$74.88	\$74.40	\$16.20	\$165.48
		Annual Salary + Benefits		\$134,789.88			

Step E		\$6,683.13 /Month		\$44.55 /Hour			
Total Benefits		\$4,959.55	74.21%	\$77.62	\$77.11	\$16.79	\$171.52
		Annual Salary + Benefits		\$139,712.11			



Wastewater Treatment Plant Operator II

Department: Public Works

Step A		\$6,061.79 /Month		\$40.41 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,162.11					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	106.51					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	394.62					
Vision Benefit		34.68					
Medicare	0.014500	87.90					
Total Benefits		\$4,780.05	78.86%	\$72.28	\$71.81	\$15.63	\$159.72
		Annual Salary + Benefits		<u>\$130,102.13</u>			
<hr/>							
Step B		\$6,364.88 /Month		\$42.43 /Hour			
Total Benefits		\$4,867.61	76.48%	\$74.88	\$74.40	\$16.20	\$165.48
		Annual Salary + Benefits		<u>\$134,789.88</u>			
<hr/>							
Step C		\$6,683.13 /Month		\$44.55 /Hour			
Total Benefits		\$4,959.55	74.21%	\$77.62	\$77.11	\$16.79	\$171.52
		Annual Salary + Benefits		<u>\$139,712.11</u>			
<hr/>							
Step D		\$7,017.28 /Month		\$46.78 /Hour			
Total Benefits		\$5,056.07	72.05%	\$80.49	\$79.97	\$17.41	\$177.87
		Annual Salary + Benefits		<u>\$144,880.26</u>			
<hr/>							
Step E		\$7,368.15 /Month		\$49.12 /Hour			
Total Benefits		\$5,157.43	70.00%	\$83.50	\$82.96	\$18.06	\$184.52
		Annual Salary + Benefits		<u>\$150,307.01</u>			



Wastewater Treatment Plant Operator III
Department: Public Works

Step A		\$6,683.13 /Month		\$44.55 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,340.36					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	117.42					
Life Insurance		5.28					
Holiday Pay	8.0	308.48					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	481.07					
Vision Benefit		34.68					
Medicare	0.014500	107.15					
					99.35%	21.63%	
Total Benefits		\$5,781.65	86.51%	\$83.10	\$82.56	\$17.97	\$183.63
		Annual Salary + Benefits		<u>\$149,577.34</u>			

Step B		\$7,017.28 /Month		\$46.78 /Hour			
Total Benefits		\$5,897.70	84.05%	\$86.10	\$85.54	\$18.62	\$190.26
		Annual Salary + Benefits		<u>\$154,979.81</u>			

Step C		\$7,368.15 /Month		\$49.12 /Hour			
Total Benefits		\$6,019.71	81.70%	\$89.25	\$88.67	\$19.31	\$197.23
		Annual Salary + Benefits		<u>\$160,654.31</u>			

Step D		\$7,736.55 /Month		\$51.58 /Hour			
Total Benefits		\$6,147.69	79.46%	\$92.56	\$91.96	\$20.02	\$204.54
		Annual Salary + Benefits		<u>\$166,610.92</u>			

Step E		\$8,123.38 /Month		\$54.16 /Hour			
Total Benefits		\$6,282.12	77.33%	\$96.04	\$95.41	\$20.77	\$212.22
		Annual Salary + Benefits		<u>\$172,866.01</u>			



Wastewater Treatment Plant Supervisor
Department: Public Works

Step A		\$7,992.35 /Month		\$53.28 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,532.21					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	140.43					
Life Insurance	0.000250	35.97					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	269.85					
Workers Comp.	0.065099	520.29					
Vision Benefit		34.68					
Medicare	0.014500	115.89					
					99.35%	21.63%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,638.28	70.55%	\$90.87	\$90.28	\$19.66	\$200.81
	Annual Salary + Benefits			\$163,567.62			

Step B		\$8,391.97 /Month		\$55.95 /Hour			
	Total Benefits	\$5,753.73	68.56%	\$94.30	\$93.69	\$20.40	\$208.39
	Annual Salary + Benefits			\$169,748.36			

Step C		\$8,811.57 /Month		\$58.74 /Hour			
	Total Benefits	\$5,874.94	66.67%	\$97.91	\$97.27	\$21.18	\$216.36
	Annual Salary + Benefits			\$176,238.12			

Step D		\$9,252.14 /Month		\$61.68 /Hour			
	Total Benefits	\$6,002.21	64.87%	\$101.70	\$101.03	\$22.00	\$224.73
	Annual Salary + Benefits			\$183,052.22			

Step E		\$9,714.75 /Month		\$64.77 /Hour			
	Total Benefits	\$6,135.85	63.16%	\$105.67	\$104.98	\$22.86	\$233.51
	Annual Salary + Benefits			\$190,207.20			



Water Conservation Specialist Department: Public Works

Step A		\$5,557.11 /Month		\$37.05 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.191710	1,065.35		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	97.64					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	361.76					
Vision Benefit		34.68					
Medicare	0.014500	80.58					
				Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,634.26	83.39%	\$67.94	\$67.50	\$14.70	\$150.14
		Annual Salary + Benefits		<u><u>\$122,296.47</u></u>			
Step B		\$5,834.96 /Month		\$38.90 /Hour			
Total Benefits		\$4,714.53	80.80%	\$70.33	\$69.87	\$15.21	\$155.41
		Annual Salary + Benefits		<u><u>\$126,593.85</u></u>			
Step C		\$6,126.71 /Month		\$40.84 /Hour			
Total Benefits		\$4,798.81	78.33%	\$72.84	\$72.36	\$15.75	\$160.95
		Annual Salary + Benefits		<u><u>\$131,106.21</u></u>			
Step D		\$6,433.05 /Month		\$42.89 /Hour			
Total Benefits		\$4,887.30	75.97%	\$75.47	\$74.98	\$16.32	\$166.77
		Annual Salary + Benefits		<u><u>\$135,844.24</u></u>			
Step E		\$6,754.70 /Month		\$45.03 /Hour			
Total Benefits		\$4,980.22	73.73%	\$78.23	\$77.72	\$16.92	\$172.87
		Annual Salary + Benefits		<u><u>\$140,819.05</u></u>			



Water Distribution Supervisor
Department: Public Works

Step A		\$7,992.35 /Month		\$53.28 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,532.21		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	140.43					
Life Insurance	0.000250	35.97					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	269.85					
Workers Comp.	0.065099	520.29					
Vision Benefit		34.68					
Medicare	0.014500	115.89		Hourly Rate	Department	Citywide	Total Hourly
				& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,638.28	70.55%	\$90.87	\$90.28	\$19.66	\$200.81
		Annual Salary + Benefits		<u>\$163,567.62</u>			
Step B		\$8,391.97 /Month		\$55.95 /Hour			
	Total Benefits	\$5,753.73	68.56%	\$94.30	\$93.69	\$20.40	\$208.39
		Annual Salary + Benefits		<u>\$169,748.36</u>			
Step C		\$8,811.57 /Month		\$58.74 /Hour			
	Total Benefits	\$5,874.94	66.67%	\$97.91	\$97.27	\$21.18	\$216.36
		Annual Salary + Benefits		<u>\$176,238.12</u>			
Step D		\$9,252.14 /Month		\$61.68 /Hour			
	Total Benefits	\$6,002.21	64.87%	\$101.70	\$101.03	\$22.00	\$224.73
		Annual Salary + Benefits		<u>\$183,052.22</u>			
Step E		\$9,714.75 /Month		\$64.77 /Hour			
	Total Benefits	\$6,135.85	63.16%	\$105.67	\$104.98	\$22.86	\$233.51
		Annual Salary + Benefits		<u>\$190,207.20</u>			



Water Distribution Worker I Department: Public Works

Step A		\$5,563.12 /Month		\$37.09 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,066.51			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	97.74					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	362.15					
Vision Benefit		34.68					
Medicare	0.014500	80.67					
Total Benefits		\$4,636.00	83.33%	\$67.99	\$67.55	\$14.71	\$150.25
Annual Salary + Benefits				<u>\$122,389.42</u>			
Step B		\$5,841.28 /Month		\$38.94 /Hour			
Total Benefits		\$4,716.35	80.74%	\$70.38	\$69.93	\$15.22	\$155.53
Annual Salary + Benefits				<u>\$126,691.60</u>			
Step C		\$6,133.34 /Month		\$40.89 /Hour			
Total Benefits		\$4,800.72	78.27%	\$72.89	\$72.42	\$15.77	\$161.08
Annual Salary + Benefits				<u>\$131,208.76</u>			
Step D		\$6,440.01 /Month		\$42.93 /Hour			
Total Benefits		\$4,889.31	75.92%	\$75.53	\$75.04	\$16.34	\$166.91
Annual Salary + Benefits				<u>\$135,951.88</u>			
Step E		\$6,762.01 /Month		\$45.08 /Hour			
Total Benefits		\$4,982.33	73.68%	\$78.30	\$77.79	\$16.94	\$173.03
Annual Salary + Benefits				<u>\$140,932.11</u>			



Water Distribution Worker II
Department: Public Works

Step A		\$6,133.34 /Month		\$40.89 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,175.82			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	107.76					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		398.23					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	425.20					
Vision Benefit		34.68					
Medicare	0.014500	94.71					
				Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,230.65	85.28%	\$75.76	\$75.27	\$16.39	\$167.42
		Annual Salary + Benefits		<u>\$136,367.90</u>			

Step B		\$6,440.01 /Month		\$42.93 /Hour			
Total Benefits		\$5,319.24	82.60%	\$78.40	\$77.89	\$16.96	\$173.25
		Annual Salary + Benefits		<u>\$141,111.03</u>			

Step C		\$6,762.01 /Month		\$45.08 /Hour			
Total Benefits		\$5,412.26	80.04%	\$81.16	\$80.63	\$17.56	\$179.35
		Annual Salary + Benefits		<u>\$146,091.26</u>			

Step D		\$7,100.11 /Month		\$47.33 /Hour			
Total Benefits		\$5,509.93	77.60%	\$84.07	\$83.52	\$18.18	\$185.77
		Annual Salary + Benefits		<u>\$151,320.50</u>			

Step E		\$7,455.11 /Month		\$49.70 /Hour			
Total Benefits		\$5,612.48	75.28%	\$87.12	\$86.55	\$18.84	\$192.51
		Annual Salary + Benefits		<u>\$156,811.12</u>			



Water Operations Manager
Department: Public Works

Step A		\$9,122.26 /Month		\$60.82 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,748.83		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	160.28					
Life Insurance	0.000250	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	383.67					
Workers Comp.	0.065099	593.85					
Vision Benefit		34.68					
Medicare	0.014500	132.27		Hourly Rate	Department	Citywide	Total Hourly
				& Benefits	Overhead	Overhead	Rate
				99.35%	21.63%		
Total Benefits		\$6,080.05	66.65%	\$101.35	\$100.69	\$21.92	\$223.96
		Annual Salary + Benefits		<u>\$182,427.69</u>			

Step B		\$9,578.37 /Month		\$63.86 /Hour			
Total Benefits		\$6,211.81	64.85%	\$105.27	\$104.58	\$22.77	\$232.62
		Annual Salary + Benefits		<u>\$189,482.13</u>			

Step C		\$10,057.29 /Month		\$67.05 /Hour			
Total Benefits		\$6,350.16	63.14%	\$109.38	\$108.67	\$23.66	\$241.71
		Annual Salary + Benefits		<u>\$196,889.37</u>			

Step D		\$10,560.15 /Month		\$70.40 /Hour			
Total Benefits		\$6,495.42	61.51%	\$113.70	\$112.96	\$24.59	\$251.25
		Annual Salary + Benefits		<u>\$204,666.88</u>			

Step E		\$11,088.16 /Month		\$73.92 /Hour			
Total Benefits		\$6,647.95	59.96%	\$118.24	\$117.47	\$25.58	\$261.29
		Annual Salary + Benefits		<u>\$212,833.37</u>			



Water Production Supervisor
Department: Public Works

Step A		\$7,992.35 /Month		\$53.28 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,532.21		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	140.43					
Life Insurance	0.000250	35.97					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	269.85					
Workers Comp.	0.065099	520.29					
Vision Benefit		34.68					
Medicare	0.014500	115.89		Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,638.28	70.55%	\$90.87	\$90.28	\$19.66	\$200.81
		Annual Salary + Benefits		<u>\$163,567.62</u>			
Step B		\$8,391.97 /Month		\$55.95 /Hour			
Total Benefits		\$5,753.73	68.56%	\$94.30	\$93.69	\$20.40	\$208.39
		Annual Salary + Benefits		<u>\$169,748.36</u>			
Step C		\$8,811.57 /Month		\$58.74 /Hour			
Total Benefits		\$5,874.94	66.67%	\$97.91	\$97.27	\$21.18	\$216.36
		Annual Salary + Benefits		<u>\$176,238.12</u>			
Step D		\$9,252.14 /Month		\$61.68 /Hour			
Total Benefits		\$6,002.21	64.87%	\$101.70	\$101.03	\$22.00	\$224.73
		Annual Salary + Benefits		<u>\$183,052.22</u>			
Step E		\$9,714.75 /Month		\$64.77 /Hour			
Total Benefits		\$6,135.85	63.16%	\$105.67	\$104.98	\$22.86	\$233.51
		Annual Salary + Benefits		<u>\$190,207.20</u>			



Water Production Worker I
Department: Public Works

Step A		\$5,296.92 /Month		\$35.31 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.191710	1,015.47			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	93.07					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	344.82					
Vision Benefit		34.68					
Medicare	0.014500	76.81					
				Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,559.10	86.07%	\$65.71	\$65.28	\$14.21	\$145.20
	Annual Salary + Benefits			\$118,272.23			
Step B							
		\$5,561.77 /Month		\$37.08 /Hour			
	Total Benefits	\$4,635.61	83.35%	\$67.98	\$67.54	\$14.70	\$150.22
	Annual Salary + Benefits			\$122,368.54			
Step C							
		\$5,839.86 /Month		\$38.93 /Hour			
	Total Benefits	\$4,715.94	80.75%	\$70.37	\$69.91	\$15.22	\$155.50
	Annual Salary + Benefits			\$126,669.64			
Step D							
		\$6,131.85 /Month		\$40.88 /Hour			
	Total Benefits	\$4,800.29	78.28%	\$72.88	\$72.41	\$15.76	\$161.05
	Annual Salary + Benefits			\$131,185.71			
Step E							
		\$6,438.44 /Month		\$42.92 /Hour			
	Total Benefits	\$4,888.86	75.93%	\$75.52	\$75.02	\$16.33	\$166.87
	Annual Salary + Benefits			\$135,927.60			



Water Production Worker II
Department: Public Works

Step A		\$5,839.86 /Month		\$38.93 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.191710	1,119.56					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	102.61					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	380.17			99.35%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	84.68					
Total Benefits		\$4,715.94	80.75%	\$70.37	\$69.91	\$15.22	\$155.50
Annual Salary + Benefits				<u>\$126,669.64</u>			
Step B		\$6,131.85 /Month		\$40.88 /Hour			
Total Benefits		\$4,800.29	78.28%	\$72.88	\$72.41	\$15.76	\$161.05
Annual Salary + Benefits				<u>\$131,185.71</u>			
Step C		\$6,438.44 /Month		\$42.92 /Hour			
Total Benefits		\$4,888.86	75.93%	\$75.52	\$75.02	\$16.33	\$166.87
Annual Salary + Benefits				<u>\$135,927.60</u>			
Step D		\$6,760.36 /Month		\$45.07 /Hour			
Total Benefits		\$4,981.86	73.69%	\$78.28	\$77.77	\$16.93	\$172.98
Annual Salary + Benefits				<u>\$140,906.59</u>			
Step E		\$7,098.38 /Month		\$47.32 /Hour			
Total Benefits		\$5,079.50	71.56%	\$81.19	\$80.66	\$17.56	\$179.41
Annual Salary + Benefits				<u>\$146,134.59</u>			



Water Service Worker I Department: Public Works

Step A											
		\$5,041.12 /Month		\$33.61 /Hour							
Benefit	Multiplier			Category							
PERS - Employer	0.191710	966.43		Public Works - Maintenance							
Management Incentive		0.00									
EAP		4.00									
Health Insurance		1,467.00									
Dental Insurance		191.34									
LTD & STD Insurance	0.017570	88.57									
Life Insurance		5.28									
Holiday Pay		0.00									
Uniform Allowance		0.00									
Standby		0.00									
Retiree Medical		1,326.63									
Deferred Comp.		0.00									
Workers Comp.	0.065099	328.17									
Vision Benefit		34.68									
Medicare	0.014500	73.10									
								Hourly Rate & Benefits	99.35% Department Overhead	21.63% Citywide Overhead	Total Hourly Rate
Total Benefits		\$4,485.20	88.97%					\$63.51	\$63.10	\$13.74	\$140.35
Annual Salary + Benefits				<u>\$114,315.88</u>							
Step B											
		\$5,293.18 /Month		\$35.29 /Hour							
Total Benefits		\$4,558.02	86.11%	\$65.67	\$65.25	\$14.21	\$145.13				
Annual Salary + Benefits				<u>\$118,214.38</u>							
Step C											
		\$5,557.84 /Month		\$37.05 /Hour							
Total Benefits		\$4,634.47	83.39%	\$67.95	\$67.51	\$14.70	\$150.16				
Annual Salary + Benefits				<u>\$122,307.76</u>							
Step D											
		\$5,835.73 /Month		\$38.90 /Hour							
Total Benefits		\$4,714.75	80.79%	\$70.34	\$69.88	\$15.21	\$155.43				
Annual Salary + Benefits				<u>\$126,605.76</u>							
Step E											
		\$6,127.52 /Month		\$40.85 /Hour							
Total Benefits		\$4,799.04	78.32%	\$72.84	\$72.37	\$15.76	\$160.97				
Annual Salary + Benefits				<u>\$131,118.74</u>							

Water Service Worker II
Department: Public Works

Step A		\$5,557.84 /Month		\$37.05 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.191710	1,065.49					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	97.65					
Life Insurance		5.28					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.065099	361.81			99.35%	21.63%	
Vision Benefit		34.68					
Medicare	0.014500	80.59					
Total Benefits		\$4,634.47	83.39%	\$67.95	\$67.51	\$14.70	\$150.16
Annual Salary + Benefits				<u>\$122,307.76</u>			
Step B							
		\$5,835.73 /Month		\$38.90 /Hour			
Total Benefits		\$4,714.75	80.79%	\$70.34	\$69.88	\$15.21	\$155.43
Annual Salary + Benefits				<u>\$126,605.76</u>			
Step C							
		\$6,127.52 /Month		\$40.85 /Hour			
Total Benefits		\$4,799.04	78.32%	\$72.84	\$72.37	\$15.76	\$160.97
Annual Salary + Benefits				<u>\$131,118.74</u>			
Step D							
		\$6,433.89 /Month		\$42.89 /Hour			
Total Benefits		\$4,887.55	75.97%	\$75.48	\$74.99	\$16.33	\$166.80
Annual Salary + Benefits				<u>\$135,857.23</u>			
Step E							
		\$6,755.59 /Month		\$45.04 /Hour			
Total Benefits		\$4,980.48	73.72%	\$78.24	\$77.73	\$16.92	\$172.89
Annual Salary + Benefits				<u>\$140,832.82</u>			



Webmaster

Department: Finance and Information Systems

Step A		\$6,845.47 /Month		\$45.64 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.191710	1,312.35		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,467.00					
Dental Insurance		191.34					
LTD & STD Insurance	0.017570	120.27					
Life Insurance	0.000250	30.80					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	246.91					
Workers Comp.	0.065099	445.63					
Vision Benefit		34.68					
Medicare	0.014500	99.26		Hourly Rate	Department	Citywide	Total Hourly
				& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,278.88	77.11%	\$80.83	\$40.63	\$17.48	\$138.94
		Annual Salary + Benefits		<u>\$145,492.16</u>			
Step B		\$7,187.74 /Month		\$47.92 /Hour			
	Total Benefits	\$5,377.75	74.82%	\$83.77	\$42.11	\$18.12	\$144.00
		Annual Salary + Benefits		<u>\$150,785.89</u>			
Step C		\$7,547.13 /Month		\$50.31 /Hour			
	Total Benefits	\$5,481.57	72.63%	\$86.86	\$43.66	\$18.79	\$149.31
		Annual Salary + Benefits		<u>\$156,344.42</u>			
Step D		\$7,924.48 /Month		\$52.83 /Hour			
	Total Benefits	\$5,590.58	70.55%	\$90.10	\$45.29	\$19.49	\$154.88
		Annual Salary + Benefits		<u>\$162,180.72</u>			
Step E		\$8,320.71 /Month		\$55.47 /Hour			
	Total Benefits	\$5,705.04	68.56%	\$93.51	\$47.00	\$20.23	\$160.74
		Annual Salary + Benefits		<u>\$168,309.03</u>			

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

Fee Description	Fee
Agenda Packet Subscription	Actual Cost
Annual Paper copy (deposit)	\$400.00
Annual Email copy	No Charge
Audio Tape (Meetings/Legislative bodies)	\$11.61
Candidate's Statement of Qualifications ¹	Actual Cost
Compact Disc - If mailed, postage fees will apply	\$12.77
Document Certification (per document)	\$25.54
Notary Fee ² (per signature)	\$15.00
Notice of Intent to Circulate Petition ³	\$200.00
Passport Execution Fee ⁴	\$25.00
Passport Photos (each)	\$19.74
Political Reform Act Copies of Documents ⁵ (per page)	\$0.10
Political Reform Act Retrieval Fee ⁵ - More Than Five Years Old	\$5.00
Subpoenaed Staff as Witness ⁶	Actual Cost
\$275.00 Deposit (per day)	
Photocopies:	
Pages 1-20 (per page)	\$0.29
Pages 21 and above (per page)	\$0.11
Photocopies - larger than legal size (per page)	\$3.49
Copies - Plotted Maps (per map)	\$19.74
Printout of Electronic Documents (per page)	\$0.11
Documents and Books (printed by contractor)	Actual Cost
Postage and Shipping (packaging)	Actual Cost

¹ Election Code (E.C.) 13307

² Government Code (G.C.) 8211

³ E.C. 9202

⁴ Fee prescribed by Secretary of State regulation in U.S. Department of State Government Code 22 U.S.C. 214, 22 C.F.R. 22.1, 22 C.F.R 51.50-56

⁵ § 81008 Political Reform Act

⁶ G.C. §68096.1



Finance and Information Systems Business License Tax and Fees

Fee Description	Fee
Gross Receipts:	
\$0 - \$333,333	100.00
\$333,334 - \$500,000	\$0.30 per \$1,000
\$500,001 - \$1,000,000	\$150 + \$0.25 per \$1,000 in excess of \$500,000
\$1,000,001 and up	\$275 + \$0.15 per \$1,000 in excess of \$1,000,000
Initial Application Fee	\$43.52
Certificate Duplication Fee	\$29.02
Business License Listing - per page	\$0.29
State Mandated Fee SB1186 ¹	\$1.00
Late Penalty	10% - \$30.00 Minimum
Special Events - Umbrella Business License Tax beginning February 1, 2017:	
Promoter:	
Non-Profit	\$0.00
Profit	\$100.00 per event
Events held on property owned by other Governmental or Religious Organizations	\$0.00
Vendor Booth cost to ALL Promoters:	
Events held on property owned by other Governmental or Religious Organizations	\$0.00
Open 4 hours or less	\$0.00
Open over 4 hours with 5 or fewer total booths	\$10.00 per event/per booth
Open over 4 hours with over 5 total booths	\$25.00 per event/per booth

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



**Finance and Information Systems
Collection Fees**

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



**Finance and Information Systems
Utility Billing Fees**

Fee Description	Fee
Hydrant Meter - Late Fee ¹	\$250.00
Balance Due - Late Fee ¹	5% delinquency penalty
Application Fee	\$39.03
Return Payment Fee	\$15.59

¹ *Approved by Ordinance 918, February 2013*



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

Fee Description	Fee
Personnel	Actual Cost City Staff, Total Hourly Rate Step E
Equipment	Caltrans Published Rates ¹

¹ 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**

Fee Description	Fee
City Staff Time Normal Working Hours	Step E Salary Hourly Rate ²
City Staff Time Outside Working Hours	Step E Salary Hourly Rate at Time and One Half ²

² Excludes Citywide Overhead and Benefits.



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

Fee Description Type of Building	Fee Valuation Per Square Foot
A-1 THEATERS:	
Type IA, IB, IIA & IIB	\$93.80
Type IIIA	\$68.10
Type IIIB	\$64.80
Type IV & VA	\$61.40
Type VB	\$58.60
A-2 RESTAURANTS:	
Type IA, IB, IIA, IIB & IIIA	\$80.00
Type IIIB	\$76.20
Type IV & VA	\$70.90
Type VB	\$67.50
A-3 AUDITORIUMS:	
Type IA & IB	\$89.70
Type IIA	\$63.70
Type IIB	\$60.50
Type IIIA	\$68.10
Type IIIB	\$64.90
Type IV & VA	\$62.50
Type VB	\$59.40
A-3 CHURCHES:	
Type IA & IB	\$84.70
Type IIA	\$63.30
Type IIB	\$60.10
Type IIIA	\$67.90
Type IIIB	\$64.70
Type IV & VA	\$61.80
Type VB	\$58.90
A-3 LIBRARIES:	
Type IA & IB	\$100.80
Type IIA	\$70.50
Type IIB	\$66.90
Type IIIA	\$76.70
Type IIIB	\$73.00
Type IV & VA	\$68.70
Type VB	\$65.50

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



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

Fee Description Type of Building	Fee Valuation Per Square Foot
A-3 PUBLIC BUILDINGS:	
Type IA & IB	\$107.40
Type IIA	\$80.10
Type IIB	\$76.60
Type IIIA	\$89.70
Type IIIB	\$85.70
Type IV & VA	\$79.30
Type VB	\$76.10
A-3 BOWLING ALLEYS:	
Type IA, IB & IIA	\$42.90
Type IIB	\$89.10
Type IIIA	\$47.10
Type IIIB	\$44.80
Type IV, VA & VB	\$40.10
B BANKS:	
Type IA & IB	\$128.40
Type IIA	\$92.20
Type IIB	\$87.80
Type IIIA	\$104.50
Type IIIB	\$99.80
Type IV & VA	\$92.20
Type VB	\$87.70
B OFFICES:	
Type IA & IB	\$92.20
Type IIA	\$59.70
Type IIB	\$56.90
Type IIIA	\$65.70
Type IIIB	\$62.70
Type IV & VA	\$60.80
Type VB	\$58.00
E SCHOOLS:	
Type IA & IB	\$96.30
Type IIA & IIB	\$68.70
Type IIIA	\$69.20
Type IIIB	\$65.60
Type IV & VA	\$63.30
Type VB	\$69.90

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



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

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

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

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



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

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

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

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



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

Fee Description	Fee
<u>BUILDING PERMIT FEES:</u> Fees based on Valuation and Rate Schedule	
PLAN REVIEW:	
Standard Plan Check - 65% of permit fee	
Master Plan Check Program	
Single Family - 50% of permit fee no Initial Plan Check	
Multi Family - 25% of permit fee + Initial Plan Check	
Energy Plan Check - per building	\$101.14
OFFICE AUTOMATION - PER PERMIT:	\$3.12
or 1% of the Building Permit Fee, whichever is greater	
DEMOLITION PERMIT:	1 hour ¹
INVESTIGATION WITH REPORT:	
Up to 5,000 sq. ft.	1 hour ¹
5,001 to 10,000 sq. ft.	1 1/2 hours ¹
10,001 to 100,000 sq. ft.	2 hour ¹
100,001 sq. ft. and above	4 1/2 hours ¹
REROOF:	
Commercial - Fee based on Valuation and Rate Schedule	
Residential	1 hour ¹
WINDOW REPLACEMENT:	
Remove and replace four (4) or fewer windows of the same size on the same story on one side of the dwelling	1 hour ¹
Remove and replace windows of the same size and in the same location	2 hour ¹
Each additional story over a single story	1 hour ¹
MOBILE HOME SET-UP:	
(Does not include plumbing, electrical and mechanical)	1 hour ¹
CHANGE OF OCCUPANCY INVESTIGATION WITH REPORT:	
Up to 5,000 sq. ft.	1 hour ¹
5,001 to 10,000 sq. ft.	1 1/2 hours ¹
10,001 to 100,000 sq. ft.	2 1/2 hours ¹
100,001 sq. ft. and above	3 1/2 hours ¹

¹ 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
<u>APPLICATION AND INSPECTION FEES:</u>	
FOR RELOCATED BUILDINGS:	
Up to 5,000 sq. ft.	1 1/2 hours ¹
5,001 sq. ft. and above	1 1/2 hours ¹
POOLS/SPAS/OUTDOOR KITCHENS:	
Swimming pool, incl. Electrical and Plumbing - (per gunite or fiberglass pool)	\$1,041.30
Swimming pool deposit	\$500.00
Liner Type, incl. Electrical and Plumbing - (per in ground pool)	\$437.27
Above Ground, incl. Electrical and Plumbing (no plan check fee) - (per pool)	\$361.22
Gazebo with Self Contained Spa, incl Electrical (no plan check fee) - (per spa)	\$246.00
Outdoor BBQ with Kitchen (no plan check fee) - (per unit)	\$253.97
Self Contained Spa or Above Ground Doughboy Style Pool - Only Requires Electrical Permit	
OTHER INSPECTIONS AND FEES: ²	
Inspections outside of normal business hours (Minimum charge - two hours)	Hourly Rate ¹
Above rate to be charged at 1 1/2 times for overtime and weekends, and 2 times for Holidays	
Re-inspection	Hourly Rate ¹
Inspections for which no fee is specifically indicated (Minimum charge - 1/2 hour)	Hourly Rate ¹
Certified Access Specialist Program (CASP) Inspection, Reinspection and Reports - Per Request	\$114.89
CASP Consultant	Actual Cost ³
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - 1/2 hour)	Hourly Rate ¹
REISSUANCE FEE:	
Reissuance of expired permits (Reissued at the sole discretion of the Building Official.)	1/2 of the fee in effect at the time of reissuance
COMPLETION FEE:	
Completion of a project that is more that 50% complete. Work to be performed by third party not associated with the original permit. (Issued at the sole discretion of the Building Official.)	1/2 of the fee in effect at the time of issuance

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

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

³ To be charged at Actual Consultant Costs.



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

Fee Description	Fee
PERMIT ISSUANCE:	
For issuing each permit	\$89.84
For issuing each supplemental permit	\$16.04
Plan Review	65% of the total permit fee
Office Automation - Per Permit or 1% of the Electrical Permit Fee, whichever is greater	\$3.12
SYSTEM FEE SCHEDULE:	
NEW BUILDINGS:	
The following fees shall include all wiring and electrical equipment in or on each building, or other electrical equipment on the same premises constructed at the same time except swimming pools.	
New residential, non-residential buildings - (per sq. ft.)	\$0.0552
ALTERATIONS & ADDITIONS:	
Alterations, additions and modifications to existing buildings	
<500 sq. ft. ¹	\$0.1523
>500 and < 1,000 sq. ft. ¹	\$0.1246
SPA:	
Self Contained Spa - (per spa) ²	1/2 Hour
Other types of swimming pools, therapeutic whirlpools, spas and alterations to existing swimming pools	Use Unit Fee Schedule
CARNIVALS AND CIRCUSES:	
Carnivals, circuses and other traveling shows or exhibitions utilizing transportable type rides, booths, displays and attractions	
Electric generators and electrically driven rides	\$23.91
Mechanically driven rides and walk-through attractions or displays having electrical lighting	\$7.16
Permanently installed rides, booths, displays and attractions	Use Unit Fee Schedule
TEMPORARY POWER SERVICE:	
Temporary service power pole or pedestal, including all pole or pedestal-mounted receptacle outlets & appurtenances	\$23.91
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

¹ Option to Use Unit Fee Schedule.

² To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan.



**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)	\$1.16
Additional fixtures - (each)	\$0.67

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)	\$1.16
Additional fixtures - (each)	\$0.69

Pole or platform-mounted lighting fixtures - (each) \$1.11

Theatrical-type lighting fixtures or assemblies - (each) \$4.76

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.

\$4.76

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.

\$4.76

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
-----------------	-----

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	\$4.76
Over 1 and not over 10	\$11.94
Over 10 and not over 50	\$23.90
Over 50 and not over 100	\$47.83
Over 100	\$71.73

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.)	\$7.16
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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	\$23.91
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Additional branch circuits within the sign, outline lighting system or marquee	\$4.76
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SERVICES: (each)

Services of 600 volts or less and not over 200 amperes in rating	\$29.48
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$59.79
Services over 600 volts or over 1000 amperes in rating	\$119.58

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	\$17.53
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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	\$275.82
Additional Inverters	\$48.67
Commerical Systems 1-15 KW	
Single Inverter	\$275.82
Additional Inverters (each)	\$48.67
Commerical Systems 16-50 KW	\$414.68
Commerical Systems 51-250 KW	\$414.68 + \$7/25KW + \$112.30
Commerical Systems >250 KW	\$414.68 + \$5/50KW + \$224.59

OTHER INSPECTIONS AND FEES: ¹

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

¹ Total hourly cost to the City of Brentwood. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

² To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan.



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

Fee Description	Fee
PERMIT ISSUANCE:	
For issuing each permit	\$89.84
For issuing each supplemental permit	\$16.04
Plan Review	65% of the total permit fee
Office Automation - Per Permit or 1% of the Plumbing Permit Fee, whichever is greater	\$3.12
<u>SYSTEM FEE SCHEDULE:</u>	
NEW BUILDINGS:	
New residential, non-residential buildings - (per sq. ft.)	\$0.0552
SWIMMING POOLS:	
Swimming Pool or Spa - (each)	\$71.73
<i>The following fees will be charged in addition to the permit issuance fee:</i>	
<u>UNIT FEE SCHEDULE:</u>	
For each plumbing fixture on one trap or a set of fixtures on one trap (including water, drainage piping and backflow protection therefore)	\$11.15
For each building sewer and each trailer park sewer	\$23.91
Rainwater systems - (each drain inside building)	\$11.17
For each cesspool (where permitted)	\$39.85
For each private sewage disposal system	\$63.78
For each water heater and/or vent	\$11.17
For each gas-piping system:	
- 1 to 5 systems (per system)	\$7.98
- over 5 systems (per system)	\$1.60
For each industrial waste pre-treatment interceptor including its trap and vent, except kitchen-type grease interceptors functioning as fixture traps	\$11.17
For each installation, alteration or repair of water piping and/or water treating equipment - (each)	\$11.17
For each repair or alteration of drainage or vent piping - (each fixture)	\$11.17
For each lawn sprinkler system on any one meter including backflow protection devices therefore	\$11.17



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

Fee Description	Fee
<i>The following fees will be charged in addition to the permit issuance fee:</i>	
<u>UNIT FEE SCHEDULE (continued):</u>	
For atmospheric-type vacuum breakers:	
- 1 to 5 breakers (each)	\$7.98
- 6 or more breakers (each)	\$1.60
For each backflow protective device other than atmospheric type vacuum breakers:	
- 2 inch diameter and smaller (each)	\$11.17
- over 2 inch diameter (each)	\$23.91
Water Softener and/or Reverse Osmosis system installation (each)	\$11.17
OTHER INSPECTIONS AND FEES: ¹	
Inspections outside of normal business hours (Minimum charge - 2 hours)	Hourly Rate ²
Above rate to be charged at 1 1/2 times for after hours, overtime and weekends, and 2 times for Holidays	
Re-inspection	Hourly Rate ²
Inspections for which no fee is specifically indicated (Minimum charge - 1/2 hour)	Hourly Rate ²
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - 1/2 hour)	Hourly Rate ²
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

¹ Total hourly cost to the City of Brentwood. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees

² To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan



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

Fee Description	Fee
PERMIT ISSUANCE:	
For issuing each permit	\$89.84
For issuing each supplemental permit	\$16.04
Plan Review	65% of the total permit fee
Office Automation - Per Permit or 1% of the Mechanical Permit Fee, whichever is greater	\$3.12
NEW BUILDINGS:	
New residential, non-residential buildings - (per sq. ft.)	\$0.0552

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	\$14.34
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	\$17.53
For the installation or relocation of each floor furnace, including vent	\$14.34
For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$14.34
For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit	\$7.18
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	\$14.34
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	\$14.34
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	\$26.29
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	\$35.90
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	\$53.42



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

Fee Description	Fee
<i>The following fees will be charged in addition to the permit issuance fee:</i>	
<u>UNIT FEE SCHEDULE (continued):</u>	
For the installation or relocation of each boiler or refrigeration compressor over 50 horsepower, or each absorption system over 1,750,000 Btu/h	\$89.29
For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto	\$10.50
<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	\$17.53
For each evaporative cooler other than portable type	\$10.39
For each ventilation fan connected to a single duct	\$7.18
For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$10.39
For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$10.39
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	\$10.39
Permit fees for fuel-gas piping shall be:	
For each fuel-gas-piping system of one to four outlets	\$7.98
For each fuel-gas-piping system of five or more outlets, per outlet	\$1.60
Permit fees for process piping shall be:	
For each process piping system of one to four outlets	\$7.98
For each process piping system of five or more outlets, per outlet	\$1.60



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

Fee Description	Fee
<i>The following fees will be charged in addition to the permit issuance fee:</i>	
OTHER INSPECTIONS AND FEES: ¹	
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 ²
Re-inspection	Hourly Rate ²
Inspections for which no fee is specifically indicated (Minimum charge - 1/2 hour)	Hourly Rate ²
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - 1/2 hour)	Hourly Rate ²
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

¹ Total hourly cost to the City of Brentwood. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees.

² To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan.



**Community Development
Building Fees**

**Building Permit Fee
Rate Schedule**

Valuation		Fee	
Range		Increment	
Low	High	Base Fee	
\$0.00	\$500.00	\$87.38	N/A
Low	High	Base Fee	per \$100
\$500.00	\$2,000.00	\$87.38	\$4.77
Low	High	Base Fee	per \$1,000
\$2,000.00	\$25,000.00	\$159.00	\$21.52
\$25,000.00	\$50,000.00	\$654.01	\$15.56
\$50,000.00	\$100,000.00	\$1,042.92	\$10.79
\$100,000.00	\$500,000.00	\$1,582.57	\$8.39
\$500,000.00	\$1,000,000.00	\$4,938.49	\$7.02
\$1,000,000.00	\$99,999,999.00	\$8,447.52	\$4.69



Community Development
Building Permit Surcharge Fees
Building Standards Commission Revolving Fund

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

Note: Fees are established by SB 1473

California Strong Motion Instrumentation Program (SMI)

Description	Fee
SMI for Residential Permits	.00013 x permit valuation
SMI for Nonresidential Permits	.00028 x permit valuation
Building Permit	\$0.50 minimum charge
Administrative Cost for Seismic Education	5% of fee

Note: Fees are established by SB 593



Community Development
Residential Growth Management Program (RGMP) Fee

Fee Description	Fee
RGMP Allocation Fee, Per Application ¹	\$3,250.00

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

Note: 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

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

Abatement

Description	Fee
Abandoned Vehicles ¹	Actual Cost + \$50.00 City Admin
Weed/Nuisance Abatement ²	Actual Cost

¹ Municipal Code 10.20

² Municipal Code 8.00.100



Community Development Habitat Conservation Plan (HCP) Fees

Fee Description		Fee	
Development Fee ¹ - based on each acre of land permanently disturbed and is set as follows:			
Location of Affected Development Project		Development Fee	
Zone I		\$14,711.45/acre	
Zone II		\$29,422.91/acre	
Zone III		\$7,356.34/acre	
Wetland Mitigation Fee ¹ - The Fee is based upon land cover type, unit of impact, compensation ratio and fee boundary method (see below).			
		Required Compensation Ratio for Restoration / Creation ¹	
Land Cover Type	Fee per unit of Impact ²		Method for Determining Fee Boundary
Riparian woodland/scrub	\$76,433.07/acre	1:1	Limit of tree or shrub canopy (drip line)
Perennial wetlands	\$104,592.62/acre	1:1	Jurisdictional wetland boundary of state or federal government ³ , whichever is greater
Seasonal wetlands	\$226,617.33/acre	2:1	Same as above
Alkali wetland	\$214,548.95/acre	2:1	Same as above
Ponds	\$113,979.13/acre	1:1	Jurisdictional waters boundary of state or federal government ³ , whichever is greater
Aquatic (open water)	\$57,660.03/acre	1:1	Wetted area during normal rainfall year or jurisdictional waters boundary, whichever is greater
Slough/channel	\$130,070.30/acre	1:1	Area of impact within banks
Streams 25 feet wide or less	\$623.14/linear foot	1:1	Stream length measured along stream centerline. Stream width measured between top of bank
Streams greater than 25 feet wide ⁴	\$938.65/linear foot	1:1	Stream length measured along stream centerline. Stream width measured between top of bank

¹ 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.

² See Appendix G (Final East Contra Costa County Habitat Conservation Plan/Natural Community Conservation Plan) (HCP/NCCP) for calculation of fee by wetland type. Wetland fee takes required compensation ratio into account.

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

⁴ 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

Administration Fee ¹	Fee
HCP/NCCP incidental take authorization applications	\$1,487.27
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

¹ Fees may be adjusted annually on July 1 by CPI.

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



Community Development Planning Fees

Fee Description	Fee
1. Annexations	Actual Cost
Deposit	\$5,800.00
2. General/Specific Plan Amendment	Actual Cost
Deposit	\$5,800.00
3. Rezoning/Zoning Ordinance Amendment	Actual Cost
Deposit	\$4,900.00
4. Design Review	
Residential (Less than 5 Units)	Actual Cost
Deposit	\$500/per unit up to \$2,000
Residential and Non-Residential (5 or More Units)	Actual Cost
Deposit	\$6,600.00
5. Conditional Use Permit	
Residential	Actual Cost
Deposit	\$500/per unit up to \$2,000
Non-Residential	Actual Cost
Deposit	\$2,200.00
Daycare (single family residence)	\$230.00
6. Tentative Maps	Actual Cost
Deposit	\$6,000.00
Tentative Parcel Map Waiver	\$2,754.00
7. Variance	Actual Cost
Deposit	\$1,700.00
Admin Variance	\$890.00
8. Sign Permit/Review	
Administrative	\$288.00
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

Note: 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

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



Community Development Planning Fees

Fee Description	Fee
9. Environmental Review	
Environmental Impact Report	Consultant Cost
Negative Declaration (prepared by staff)	+ 25% for City Admin
Deposit	Actual Cost
Mitigated Negative Declaration (prepared by staff)	\$3,500.00
Deposit	Actual Cost
Mitigated Negative Declaration (prepared by consultant)	\$4,900.00
Deposit	Actual Cost + 25%
	Actual Cost + 25%
10. Admin Oil Permit	
Deposit	Actual Cost
	\$2,500.00
11. Development Agreement	
Deposit	Actual Cost
	\$4,200.00
12. Affordable Housing (Legal review or consulting)	
Deposit	Actual Cost + 25%
	Actual Cost + 25%
13. Appeals	
	\$345.00
14. Categorical Exemption	
	\$190.00
15. Temporary Use Permit (TUP)	
Universal TUP	\$793.00
Minor TUP	\$62.00
16. Amendments	
Deposit	Actual Cost
	\$2,200.00
17. Time Extensions	
	\$1,296.00
18. General Plan Maintenance Fee	
Per dwelling unit or non residential per 2,500 sq. ft.	\$320.00

Actual Cost: Contractor costs and/or labor cost for employee time provided for a service

Note: 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

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



Community Development Planning Fees

Fee Description	Fee
19. Agricultural Mitigation Fee (per acre)¹	\$7,125.00
20. County Environmental Filing Fees²	Actual Cost
21. Residential Street Addressing	
Subdivisions	\$190.00
Secondary Units	\$48.76
22. Peer Review (Legal, Consultant)	Actual Cost + 25%
23. Special Studies (Traffic, Environmental, etc.)	Actual Cost + 25%
24. Adult Oriented Zoning Review	\$4,525.00
25. Residential Condominium Conversion	Actual Cost
Deposit	\$2,200.00
26. Preliminary Application Review	No Charge
27. Outdoor Dining/Merchandise Display Review	No Charge
28. Home Occupation Zoning Review	\$50.00
29. Archival Fee	\$174.00
(No charge if provided in acceptable electronic format)	
30. Landscape and Lighting District Formation/Annexation	
Processing/Review, plus	\$221.00
Consultant Fee Per Contract - Deposit	Actual Cost
31. Consultant Planning Services	Actual Cost + 25%

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

² Contra Costa County Clerk Filing Fees

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

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



Community Development Downtown Parking In-Lieu Fees

Land Use	Fee
Residential	One space shall be located on site and any additional space off site shall be \$3,804.00 per required parking space
Retail/Commercial/Office (per space)	\$3,804.00

Note: When parking cannot be provided per Brentwood Municipal Code Chapter 17.620, these fees will apply in Downtown Brentwood.



Community Development Park Planning Fees

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

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

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



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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Note: 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
\$149,205 per low income unit not built
\$219,235 per very low income unit not built

Note: 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, 2017 - June 30, 2018 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 ¹	2	3	4	5	6	7	8
Area Median Income (AMI) ²	\$68,200	\$77,900	\$87,650	\$97,400	\$105,200	\$113,000	\$120,800
Very Low Income Households: Maximum Affordable Cost = 30% of 50% of AMI							
Annual Income @ 50% of AMI	\$34,100	\$38,950	\$43,800	\$48,700	\$52,600	\$56,500	\$60,400
Affordable Monthly Housing Cost	\$853	\$974	\$1,095	\$1,218	\$1,315	\$1,413	\$1,510
Less: Utility Allowance ³	\$148	\$159	\$183	\$216	\$239	\$257	\$290
Maximum Affordable Monthly Rent	\$705	\$815	\$912	\$1,002	\$1,076	\$1,156	\$1,220
Low Income Households: Maximum Affordable Cost = 30% of 60% of AMI							
Annual Income @ 60% of AMI	\$40,900	\$46,700	\$52,550	\$58,400	\$63,100	\$67,800	\$72,450
Affordable Monthly Housing Cost	\$1,023	\$1,168	\$1,314	\$1,460	\$1,578	\$1,695	\$1,811
Less: Utility Allowance ³	\$148	\$159	\$183	\$216	\$239	\$257	\$290
Maximum Affordable Monthly Rent	\$875	\$1,009	\$1,131	\$1,244	\$1,339	\$1,438	\$1,521
Moderate Income Households: Maximum Affordable Cost = 30% of 110% of AMI							
Annual Income @ 110% of AMI	\$75,000	\$85,700	\$96,400	\$107,150	\$115,700	\$124,300	\$132,900
Affordable Monthly Housing Cost	\$1,875	\$2,143	\$2,410	\$2,679	\$2,893	\$3,108	\$3,323
Less: Utility Allowance ³	\$148	\$159	\$183	\$216	\$239	\$257	\$290
Maximum Affordable Monthly Rent	\$1,727	\$1,984	\$2,227	\$2,463	\$2,654	\$2,851	\$3,033

¹ Correlation of family size to bedroom size is based on Health and Safety Code Section 50053 for Renter-Occupied and Section 50052.5 for Owner-Occupied, (Department of Housing and Community Development (HCD)/California Law Review (CRL) standards, rather than Tax Credit Allocation Committee (TCAC) standards).

² Based on annual income limits for Contra Costa County published by HCD and Department of Housing and Urban Development (HUD), adjusted to CRL affordable housing cost income levels

³ Includes gas heating, gas cooking, other electric, microwave, gas water heating, water, trash collection, and sewer. Utility rates are based on an independent survey of Brentwood units and calculated by the bedroom size ratio from Contra Costa Utility allowance.



Parks and Recreation Public Arts Fees

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

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



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

Fee Description	Fee
Rent (per sq. ft.)	\$2.50
Security Deposit	Amount equal to one months rent
Tenant computer and phone set up	\$200.00
Phone deposit (per phone)	\$500.00
Non-refundable key charge (per office)	\$35.00
Tenant photocopy (per copy)	\$0.29
Telephone/Computer Service	Actual Cost Reimbursement
Rent late payment	
after the fifth and prior to the fifteenth of the month	5% of Monthly Rent
after the fifteenth of the month	25% of Monthly Rent



Parks and Recreation Fees

Fee Description	Fee ¹ Current	Fee ¹ Effective October 1, 2017
Bingo Permit	\$64.00	
City Run Youth Sports Non-Resident Fee	\$5.00/10% Reg Fee	
10% of Registration fee, minimum \$5		
Non-Resident Fee for Adult Sport Leagues (per person)	\$12.75	
<i>Non-Resident 100% cost recovery (excluding aquatic and youth sports)</i>		
Late Fee for Youth Sport Leagues (per person)	\$25.50	
Urban Forest Guideline	\$31.25	
Adult Sports		
Team Name Change USSSA Fee	Actual Cost	
Adult Softball Leagues ²	\$750.00	
Youth Sports		
Pre-School Basketball Summer Program	\$86.00	
Pre-School Basketball Summer Program (Non-Resident)	\$106.00	
Pre-School Basketball Summer Program (6 week)	\$68.00	
Pre-School Basketball Summer Program (6 week) (Non-Resident)	\$86.00	
Pre-School Basketball Spring Program	\$86.00	
Pre-School Basketball Spring Program (Non-Resident)	\$108.00	
Pre-School Soccer Indoor	\$86.00	
Pre-School Soccer Indoor (Non-Resident)	\$114.00	
Pre-School Soccer Outdoor	\$86.00	
Pre-School Soccer Outdoor (Non-Resident)	\$107.00	
Pre-School Flag Tag	\$86.00	
Pre-School Flag Tag (Non-Resident)	\$112.00	
Pre-School Sandlot T-Ball	\$67.00	
Pre-School Sandlot T-Ball (Non-Resident)	\$73.00	
Youth Baseball Pee Wee	\$88.00	
Youth Baseball Pee Wee (Non-Resident)	\$96.00	
Youth Fast Pitch Softball Girls U8 - U15	\$186.00	
Youth Fast Pitch Softball Girls U8 - U15 (Non-Resident)	\$204.00	
Youth Flag Football	\$129.00	
Youth Flag Football (Non-Resident)	\$141.00	
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)	\$108.00	
Kidz Love Soccer 6 Week Indoor Program	\$78.00	
Kidz Love Soccer 6 Week Indoor Program (Non-Resident)	\$103.00	
Kidz Love Soccer 8 Week Program	\$96.00	
Kidz Love Soccer 8 Week Program (Non-Resident)	\$127.00	
Kidz Love Soccer Half Day Camp	\$120.00	
Kidz Love Soccer Half Day Camp (Non-Resident)	\$143.00	
Animal Activities		
Horseback Riding Half Day Camp	\$270.00	
Horseback Riding Half Day Camp (Non-Resident)	\$333.00	
Horseback Riding Full Day Camp	\$375.00	
Horseback Riding Full Day Camp (Non-Resident)	\$479.00	

¹ Current fees are in effect unless noted as changed on October 1, 2017

² Non-Resident Fee does not apply to these programs



Parks and Recreation Fees

Fee Description	Fee ¹ Current	Fee ¹ Effective October 1, 2017
Creative Activities Play Classes		
British Multi-Sport Half Day Camp	\$150.00	
British Multi-Sport Half Day Camp (Non-Resident)	\$181.00	
Lego Camp (Ages 5-13) (5 Days)	\$160.00	
Lego Camp (Ages 5-13) (5 Days) (Non-Resident)	\$191.00	
Sky Hawks Sports Classes (Ages 2-3) (6 Weeks)	\$71.00	
Sky Hawks Sports Classes (Ages 2-3) (6 Weeks) (Non-Resident)	\$74.00	
Sky Hawks Sports Classes (Ages 2-3) (8 Weeks)	\$94.00	
Sky Hawks Sports Classes (Ages 2-3) (8 Weeks) (Non-Resident)	\$98.00	
Sky Hawks Sports Classes (Ages 3-11) (6 Weeks)	\$82.00	
Sky Hawks Sports Classes (Ages 3-11) (6 Weeks) (Non-Resident)	\$86.00	
Sky Hawks Sports Classes (Ages 3-11) (8 Weeks)	\$104.00	
Sky Hawks Sports Classes (Ages 3-11) (8 Weeks) (Non-Resident)	\$108.00	
Sky Hawks Summer Camps (Ages 4-11) (2 Days)	\$99.00	
Sky Hawks Summer Camps (Ages 4-11) (2 Days) (Non-Resident)	\$107.00	
Sky Hawks Summer Camps (Ages 4-11) (3 Days)	\$119.00	
Sky Hawks Summer Camps (Ages 4-11) (3 Days) (Non-Resident)	\$129.00	
Sky Hawks Summer Camp (Ages 4-11)	\$154.00	
Sky Hawks Summer Camp (Ages 4-11) (Non-Resident)	\$168.00	
Mad Science (Ages 4-12) (8 Weeks)	\$156.00	
Mad Science (Ages 4-12) (8 Weeks) (Non-Resident)	\$200.00	
Mad Science Half Day Camp (Ages 4-12) (3 Days)	\$126.00	
Mad Science Half Day Camp (Ages 4-12) (3 Days) (Non-Resident)	\$160.00	
Mad Science Half Day Camp (Ages 4-12) (4 Days)	\$154.00	
Mad Science Half Day Camp (Ages 4-12) (4 Days) (Non-Resident)	\$191.00	
Mad Science Half Day Camp (Ages 4-12) (5 Days)	\$193.00	
Mad Science Half Day Camp (Ages 4-12) (5 Days) (Non-Resident)	\$237.00	
Creative Activities Arts and Crafts Classes		
STEM Cadets Camp (Age 3.5-6) (3 weeks)	\$235.00	
STEM Cadets Camp (Age 3.5-6) (3 weeks) (Non-Resident)	\$258.00	
STEM Cadets Mommy/Daddy/Me (Age 6 Months-2.5)	\$88.00	
STEM Cadets Mommy/Daddy/Me (Age 6 Months-2.5) (Non-Resident)	\$106.00	
STEM Cadets Preschool Class (Age 2.5-5) (2 Days)	\$146.00	
STEM Cadets Preschool Class (Age 2.5-5) (2 Days) (Non-Resident)	\$182.00	
STEM Cadets Preschool Class (Age 2.5-5) (3 Days)	\$189.00	
STEM Cadets Preschool Class (Age 2.5-5) (3 Days) (Non-Resident)	\$243.00	
STEM Cadets Musical Arts Enrichment (Age 4-5)	\$85.00	
STEM Cadets Musical Arts Enrichment (Age 4-5) (Non-Resident)	\$111.00	
STEM Cadets Musical Arts Enrichment (Age 4-7) (2 Days)	\$65.00	
STEM Cadets Musical Arts Enrichment (Age 4-7) (2 Days) (Non-Resident)	\$81.00	
STEM Cadets Preschool (Age 3.5-5) (5 Days)	\$315.00	
STEM Cadets Preschool (Age 3.5-5) (5 Days) (Non-Resident)	\$399.00	
Fashion Art and Acrylic Painting (Ages 6-13)	\$49.00	
Fashion Art and Acrylic Painting (Ages 6-13) (Non-Resident)	\$53.00	
Fantasy Art (Ages 8-13)	\$55.00	
Fantasy Art (Ages 8-13) (Non-Resident)	\$60.00	

¹ Current fees are in effect unless noted as changed on October 1, 2017



Parks and Recreation Fees

Fee Description	Fee ¹ Current	Fee ¹ Effective October 1, 2017
Creative Activities Arts and Crafts Classes (Continued)		
The Art of Nature and Realistic Drawing (Ages 6-18)	\$55.00	
The Art of Nature and Realistic Drawing (Ages 6-18) (Non-Resident)	\$67.00	
Art Around the World (Ages 6-12)	\$44.00	
Art Around the World (Ages 6-12) (Non-Resident)	\$50.00	
Animal Art Safari (Ages 6-12)	\$33.00	
Animal Art Safari (Ages 6-12) (Non-Resident)	\$39.25	
Art Time Machine (Ages 6-12)	\$69.00	
Art Time Machine (Ages 6-12) (Non-Resident)	\$74.00	
Youth Dance Classes		
Youth Dance Classes (Ages 2-16)	\$68.00	
Youth Dance Classes (Ages 2-16) (Non-Resident)	\$84.00	
Dance Camp (Ages 4-12)	\$120.00	
Dance Camp (Ages 4-12) (Non-Resident)	\$145.00	
Tennis Program		
Tennis Camp (Ages 4-6)	\$48.00	
Tennis Camp (Ages 4-6) (Non-Resident)	\$58.00	
Tennis Camp (Ages 7-10)	\$72.00	
Tennis Camp (Ages 7-10) (Non-Resident)	\$83.00	
Tennis Camp (Ages 11-17)	\$96.00	
Tennis Camp (Ages 11-17) (Non-Resident)	\$107.00	
Tiny Tot & Red Ball Club (Ages 3-6)	\$48.00	
Tiny Tot & Red Ball Club (Ages 3-6) (Non-Resident)	\$58.00	
Youth Tennis Classes (Ages 7-17)	\$84.00	
Youth Tennis Classes (Ages 7-17) (Non-Resident)	\$95.00	
Gymnastics		
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) (Non-Resident)	\$91.00	
School Age Gymnastics (Ages 5-12) (6 Weeks)	\$77.00	
School Age Gymnastics (Ages 5-12) (6 Weeks) (Non-Resident)	\$99.00	
Gymnastic Camp Ages (5-12) (5 days)	\$108.00	
Gymnastic Camp Ages (5-12) (5 days) (Non-Resident)	\$130.00	
Health and Safety Classes		
Part-time CPR/First Aid/AED Certification	\$28.00	
Part-time CPR/First Aid/AED Certification (Non-Resident)	\$33.00	
Martial Arts		
Martial Arts Class (Ages 4+) (8 Weeks)	\$60.00	
Martial Arts Class (Ages 4+) (8 Weeks) (Non-Resident)	\$78.00	
Martial Arts Camps (Ages 4-13)	\$185.00	
Martial Arts Camp (Ages 4-13) (Non-Resident)	\$243.00	
Miscellaneous		
Youth Drop In Basketball (Ages 12-17) (6 Weeks)	\$23.00	
Youth Drop In Basketball (Ages 12-17) (6 Weeks) (Non-Resident)	\$28.00	
Adult Drop In Basketball (6 Weeks)	\$44.00	
Adult Drop In Basketball (6 Weeks) (Non-Resident)	\$49.00	

¹ Current fees are in effect unless noted as changed on October 1, 2017



Parks and Recreation Fees

Fee Description	Fee ¹ Current	Fee ¹ Effective October 1, 2017
Performing Arts Classes		
Freshi Media Camp (Ages 5-12)	\$200.00	
Freshi Media Camp (Ages 5-12) (Non-Resident)	\$264.00	
IncrediFlix Camp - Half Day Camp (Age 7-13)	\$170.00	
IncrediFlix Camp - Half Day Camp (Age 7-13) (Non Resident)	\$203.00	
IncrediFlix Camp - Full Day Camp (Age 7-13)	\$306.00	
IncrediFlix Camp - Full Day Camp (Age 7-13) (Non Resident)	\$373.00	
Teen Programs		
Safety Drivers Ed On-line Course ²	\$55.00	
Special Events		
A Letter from Santa ²	\$6.00	
Scarecrows in the Park ²	\$16.00	
Vendor Space for Starry Nights Concert (Per Vendor, Per Concert)	\$49.50	
Great Gala Dinner Dance Event	\$50.00	
Internet Classes		
Ed2go ²	\$95.00	
Active Adults		
Bocce League ²	\$90.00	
Aquatics		
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	\$3.00	
Inflatable Obstacle Course	\$2.00	
Recreational Swim Single Entry (Saturday and Sunday)	\$9.00	
Recreational Swim Single Entry (Monday - Friday)	\$8.00	
10 Swim Pass	\$67.00	
10 Swim Pass (Non-Resident)	\$73.00	
25 Swim Pass	\$161.00	
25 Swim Pass (Non-Resident)	\$177.00	
Family Lap Swim	\$5.00	
Lap Swim Single Entry	\$5.00	
Lap Swim 16 Swims	\$69.00	
Lap Swim 16 Swims (Non-Resident)	\$75.00	
Lap Swim 32 Swims	\$128.00	
Lap Swim 32 Swims (Non-Resident)	\$140.00	
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	
Water Aerobics (Senior's 50+) (Non-Resident)	\$54.00	
Part-Time Staff (per hour)	Hourly Rate Plus Benefits	
Diving Course (Ages 13+)	\$120.00	
Diving Course (Ages 13+)(Non-Resident)	\$132.00	

¹ Current fees are in effect unless noted as changed on October 1, 2017

² Non-Resident Fee does not apply to these programs



Parks and Recreation Fees

Fee Description	Fee ¹ Current	Fee ¹ Effective October 1, 2017
Facility Rentals ³		
Special Event Permit Application Fee	\$51.00	
Facility Rental Application Fee	\$51.00	
Billing Processing Fee	\$51.00	
Application Rush Fee (less than 30 days)	\$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	\$31.50	
Unpaid Balance Late Fee less than 30 days prior to event	\$87.00	
Contract Modification Fee (5 days after receipt of contract) (5 business day grace period for changes without charges once application has been)	\$62.00	
Contract Modification Fee (less than 14 days prior to event)	\$125.00	
Rental Liability Insurance	\$98 - \$700.00	
Part-Time Staff (per hour)	Hourly Rate plus Benefits	
Field Rentals ³		
Ball Field Prep Services (per field)	\$31.75	
Ball Field Prep without lining (per field)	\$18.75	
Extra Mow (per field)	Actual Cost	
Scorekeeper Fee (per hour)	Hourly Rate plus Benefits	
Soccer Field Prep Service (per field)	\$18.75	
Soccer Field Lining Services (per field)	\$95.00	
Soccer Field Lining Repaint (per field)	\$31.75	
Solid Waste Garbage Service	Actual Cost	
Brentwood Family Aquatic Complex ³		
Competitive Pool (per hour) (3 hours minimum)	\$373.00	
Recreation/Slide Pools (per hour) (3 hours minimum)	\$288.00	
Aquatic Park (per hour) (3 hours minimum)	\$661.00	
Refundable Deposit	\$750.00	
Picnic Tables 2 hours:		
Resident	\$31.25	
Non-Resident	\$34.25	
Brentwood Community Center ³		
Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days)		
Entire First Floor (Including Kitchen)		
Resident	\$1,682.00	
Non-Resident	\$1,850.00	
Commercial	\$2,186.00	
Non-Profit	\$1,177.00	
Commercial Kitchen (Only) (2 hours Minimum Required) ³		
Flat Rate per hour	\$26.50	
Community Room Full - Up to 5 Hours (Friday-Saturday)		
Resident (per hour)	\$252.00	
Non-Resident (per hour)	\$277.00	
Commercial (per hour)	\$327.00	
Non-Profit (per hour)	\$176.00	
Community Room Full - More than 5 Hours (Friday-Saturday)		
Resident (per hour)	\$210.00	
Non-Resident (per hour)	\$231.00	
Commercial (per hour)	\$273.00	
Non-Profit (per hour)	\$147.00	

¹ Current fees are in effect unless noted as changed on October 1, 2017

³ See Facility Rentals/Tournament Cancellation Policy - Page 249



Parks and Recreation Fees

Fee Description	Fee ¹ Current	Fee ¹ Effective October 1, 2017
Brentwood Community Center (continued) ³		
Community Room Full (Sunday-Thursday)		
Resident (per hour)	\$188.00	
Non-Resident (per hour)	\$206.00	
Commercial (per hour)	\$244.00	
Non-Profit (per hour)	\$131.00	
Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday)		
Resident (per hour)	\$126.00	
Non-Resident (per hour)	\$138.00	
Commercial (per hour)	\$163.00	
Non-Profit (per hour)	\$88.00	
Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday)		
Resident (per hour)	\$104.00	
Non-Resident (per hour)	\$114.00	
Commercial (per hour)	\$135.00	
Non-Profit (per hour)	\$72.00	
Community Room Hall A and/or B (Sunday-Thursday)		
Resident (per hour)	\$94.00	
Non-Resident (per hour)	\$103.00	
Commercial (per hour)	\$122.00	
Non-Profit (per hour)	\$65.00	
Multi Purpose Room Full		
Resident (per hour)	\$74.00	
Non-Resident (per hour)	\$81.00	
Commercial (per hour)	\$96.00	
Non-Profit (per hour)	\$51.00	
Multi Purpose Room A and/or B		
Resident (per hour)	\$37.50	
Non-Resident (per hour)	\$41.25	
Commercial (per hour)	\$48.75	
Non-Profit (per hour)	\$26.25	
Art Room		
Resident (per hour)	\$37.50	
Non-Resident (per hour)	\$41.25	
Commercial (per hour)	\$48.75	
Non-Profit (per hour)	\$26.25	
Conference Room Full		
Resident (per hour)	\$45.25	
Non-Resident (per hour)	\$49.75	
Commercial (per hour)	\$58.75	
Non-Profit (per hour)	\$31.50	
Conference Room A and/or B		
Resident (per hour)	\$22.50	
Non-Resident (per hour)	\$24.75	
Commercial (per hour)	\$29.25	
Non-Profit (per hour)	\$15.75	
Equipment Rental (Flat Rates)		
Portable Bar	\$44.50	
Up lighting	\$44.50	
Women's Club (2 hours Minimum Required) ³		
Entire Facility Rental		
Resident (per hour)	\$40.50	
Non-Resident (per hour)	\$44.50	
Commercial (per hour)	\$52.00	
Non-Profit (per hour)	\$28.25	

¹ Current fees are in effect unless noted as changed on October 1, 2017

³ See Facility Rentals/Tournament Cancellation Policy - Page 249



Parks and Recreation Fees

Fee Description	Fee ¹ Current	Fee ¹ Effective October 1, 2017
Brentwood Senior Activity Center (2 hours Minimum Required) ³		
Main Hall - Up to 5 Hours (Friday-Saturday)		
Resident (per hour)	\$113.00	\$117.00
Non-Resident (per hour)	\$124.00	\$128.00
Commercial (per hour)	\$146.00	\$152.00
Non-Profit (per hour)	\$79.00	\$81.00
Main Hall - More than 5 Hours (Friday-Saturday)		
Resident (per hour)	\$102.00	\$105.00
Non-Resident (per hour)	\$112.00	\$115.00
Commercial (per hour)	\$132.00	\$136.00
Non-Profit (per hour)	\$71.00	\$73.00
Main Hall (Sunday-Thursday)		
Resident (per hour)	\$81.00	\$83.00
Non-Resident (per hour)	\$89.00	\$91.00
Commercial (per hour)	\$105.00	\$107.00
Non-Profit (per hour)	\$56.00	\$58.00
Meeting Room		
Resident (per hour)	\$52.00	\$53.00
Non-Resident (per hour)	\$57.00	\$58.00
Commercial (per hour)	\$67.00	\$68.00
Non-Profit (per hour)	\$36.25	\$37.00
Class Room		
Resident (per hour)	\$40.75	\$42.25
Non-Resident (per hour)	\$44.75	\$46.25
Commercial (per hour)	\$52.00	\$55.00
Non-Profit (per hour)	\$28.50	\$29.75
Meeting Room/Class Room Combination		
Resident (per hour)	\$64.00	\$66.00
Non-Resident (per hour)	\$70.00	\$72.00
Commercial (per hour)	\$83.00	\$85.00
Non-Profit (per hour)	\$44.75	\$46.25
Kitchen		
Flat Rate per hour	\$22.00	
Senior Center Equipment Rental with Rental of Senior Center (Flat Rate)		
Portable Stage 16 ft x 8 ft Removal	\$65.00	
Portable Stage Rental Resizing	\$110.00	
Portable Bar (each)	\$45.50	
Entire Facility Daily Rate (10 hours maximum for 2 or more consecutive days)		
Resident	\$1,025.00	\$1,062.00
Non-Resident	\$1,127.00	\$1,168.00
Commercial	\$1,301.00	\$1,380.00
Non-Profit	\$700.00	\$743.00
Commercial Kitchen Daily Rate (10 hours maximum for 2 or more consecutive days)		
Resident	\$357.00	
Non-Resident	\$392.00	
Commercial	\$464.00	
Non-Profit	\$249.00	

¹ Current fees are in effect unless noted as changed on October 1, 2017

³ See Facility Rentals/Tournament Cancellation Policy - Page 249



Parks and Recreation Fees

Fee Description	Fee ¹ Current	Fee ¹ Effective October 1, 2017
Apple Hill, Balfour Guthrie and Veterans Parks ³		
Group Picnic Shelter Rentals (26-50 Capacity)		
Resident (per hour)	\$19.00	
Non-Resident (per hour)	\$24.50	
Commercial (per hour)	\$24.50	
Non-Profit (per hour)	\$13.25	
Resident (per day)	\$114.00	
Non-Resident (per day)	\$148.00	
Commercial (per day)	\$148.00	
Non-Profit (per day)	\$79.00	
Apple Hill and Veterans Parks		
Bocce Courts		
Resident (per hour)	\$12.50	
Non-Resident (per hour)	\$13.75	
Commercial (per hour)	\$16.25	
Non-Profit (per hour)	\$8.75	
Two Hour Minimum Equipment Deposit	\$100.00	
Apple Hill, Garin and Summerwood Parks		
Ball Field Rental		
Resident (per day)	\$12.50	
Non-Resident (per day)	\$13.75	
Commercial (per day)	\$16.25	
Non-Profit (per day)	\$8.75	
Balfour Guthrie Park and Sunset Park Athletic Complex ³		
Group Picnic Shelter Rentals (51-100 Capacity)		
Resident (per hour)	\$38.25	
Non-Resident (per hour)	\$49.00	
Commercial (per hour)	\$49.00	
Non-Profit (per hour)	\$26.75	
Resident (per day)	\$230.00	
Non-Resident (per day)	\$299.00	
Commercial (per day)	\$299.00	
Non-Profit (per day)	\$161.00	
Balfour Guthrie Park		
Ball Field/Soccer Field Rental		
Resident (per day)	\$12.50	
Non-Resident (per day)	\$13.75	
Commercial (per day)	\$16.25	
Non-Profit (per day)	\$8.75	
Field/Soccer Overlay Lights (per hour)	\$10.25	
Blue Goose, City and Oak Meadow Parks ³		
Group Picnic Shelter Rentals (1-25 Capacity)		
Resident (per hour)	\$9.25	
Non-Resident (per hour)	\$12.00	
Commercial (per hour)	\$12.00	
Non-Profit (per hour)	\$6.25	
Resident (per day)	\$57.00	
Non-Resident (per day)	\$74.00	
Commercial (per day)	\$74.00	
Non-Profit (per day)	\$39.75	

¹ Current fees are in effect unless noted as changed on October 1, 2017

³ See Facility Rentals/Tournament Cancellation Policy - Page 249



Parks and Recreation Fees

Fee Description	Fee ¹ Current	Fee ¹ Effective October 1, 2017
City Park ³		
Entire City Park		
Resident (per hour)	\$82.00	
Non-Resident (per hour)	\$90.00	
Commercial (per hour)	\$106.00	
Non-Profit (per hour)	\$57.00	
Resident (per day)	\$412.00	
Non-Resident (per day)	\$453.00	
Commercial (per day)	\$535.00	
Non-Profit (per day)	\$288.00	
Part-Time Staff Fee (per hour)	Hourly Rate plus Benefits	
Group Picnic Area w/BBQ Island (1-25 Capacity)		
Resident (per hour)	\$13.75	
Non-Resident (per hour)	\$17.75	
Commercial (per hour)	\$17.75	
Non-Profit (per hour)	\$9.50	
Resident (per day)	\$83.00	
Non-Resident (per day)	\$107.00	
Commercial (per day)	\$107.00	
Non-Profit (per day)	\$58.00	
Oak Meadow Park ³		
Ball Field/Soccer Field Rental (For the First Field)		
Resident (per field, per day)	\$12.50	
Non-Resident (per field, per day)	\$13.75	
Commercial (per field, per day)	\$16.25	
Non-Profit (per field, per day)	\$8.75	
Ball Field Lights (per hour)	\$10.25	
Soccer Overlay Lights (per hour)	\$27.50	
Sunset Park Athletic Complex ³		
Ball Field Rental (for the First Field) Rates		
Resident (per hour)	\$24.50	
Non-Resident (per hour)	\$26.75	
Commercial (per hour)	\$31.75	
Non-Profit (per hour)	\$17.00	
Additional Field Rental (per field, per hour)	\$7.75	
Ball Field Lights (per hour)	\$25.50	
Overlay of Fields 5 and 6 (per hour)	\$25.50	
Soccer Field Rental (for the First Field)		
Resident (per hour)	\$24.50	
Non-Resident (per hour)	\$26.75	
Commercial (per hour)	\$31.75	
Non-Profit (per hour)	\$17.00	
Additional Field Rental (per field, per hour)	\$7.75	
Soccer Field Lights (per hour)	\$31.75	

¹ Current fees are in effect unless noted as changed on October 1, 2017

³ See Facility Rentals/Tournament Cancellation Policy - Page 249



Parks and Recreation Fees

Fee Description	Fee ¹ Current	Fee ¹ Effective October 1, 2017
Sunset Park Athletic Complex (Continued) ³		
Entire Facility Rental		
Resident (per hour) (4 hour minimum)	\$307.00	
Non-Resident (per hour) (4 hour minimum)	\$337.00	
Commercial (per hour) (4 hour minimum)	\$399.00	
Non-Profit (per hour) (4 hour minimum)	\$214.00	
Includes staff fee but does not include lights, equipment, or preparation fees.		
Veterans Park ³		
Horseshoes Court		
Resident (per hour)	\$12.50	
Non-Resident (per hour)	\$13.75	
Commercial (per hour)	\$16.25	
Non-Profit (per hour)	\$8.75	
Two Hour Minimum Equipment Deposit	\$102.00	
Mobile Stage or Portable Bleachers Rental		
Available for Rent within the Brentwood City Limits		
Weekday Delivery/Set-up/Take Down/Retrieval (M-F 8am to 5 pm)		
Stage or Bleacher Set-up/Take Down - Resident	\$357.00	
Stage or Bleacher Set-up/Take Down - Non-Resident	\$392.00	
Stage or Bleacher Set-up/Take Down - Commercial	\$464.00	
Stage or Bleacher Set-up/Take Down - Non-Profit	\$249.00	
Weekend and Holidays Delivery/Set-up/Take Down/Retrieval		
Stage or Bleacher Weekend Set-up/Take Down - Resident	\$503.00	
Stage or Bleacher Weekend Set-up/Take Down - Non-Resident	\$553.00	
Stage or Bleacher Weekend Set-up/Take Down - Commercial	\$653.00	
Stage or Bleacher Weekend Set-up/Take Down - Non-Profit	\$352.00	
Stage Rental - Resident (per day)	\$124.00	
Stage Rental - Non-Resident (per day)	\$136.00	
Stage Rental - Commercial (per day)	\$161.00	
Stage Rental - Non-Profit (per day)	\$86.00	
Extension Rental for four (4) Set-up/Take Down	\$198.00	
Extension Rental for six (6) Set-up/Take Down	\$233.00	
Extension Rental for eight (8) Set-up/Take Down	\$262.00	
Portable Bleacher - Resident(per unit, per day)	\$149.00	
Portable Bleacher - Non-Resident(per unit, per day)	\$164.00	
Portable Bleacher - Commercial(per unit, per day)	\$193.00	
Portable Bleacher - Non-Profit(per unit, per day)	\$104.00	
Generator Rental per day (Flat Rate)	\$94.00	
Overtime beyond the 2 hours (per 30 minute increment)	\$166.00	
Generator Gas Fee (per gallon)	Actual Cost	
Refundable Deposit	\$500.00	
Dedication Trees and Amenities		
Tree and Donor Recognition Leaf	\$262.00	
Recognition Memorial Bricks (Only available to honor Veterans) per line	\$104.00	
Bench w/ plaque	\$1,822.00	
Drinking Fountain w/ plaque	\$3,037.00	
Picnic Table	\$3,645.00	

¹ Current fees are in effect unless noted as changed on October 1, 2017

³ See Facility Rentals/Tournament Cancellation Policy - Page 249



Parks and Recreation Fees

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

Note: Any fees not shown above can be approved by the Director of Parks and Recreation

Note: Facilities booked in hourly increments only.

¹ Current fees are in effect unless noted as changed on October 1, 2017

Cancellations

Facility Rentals Cancellation Policy (Brentwood Senior Activity Center, Brentwood Community Center, Brentwood Family Aquatic Complex, Brentwood Skate Park, Sport Fields, and Heritage High School Pool)

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

Cancellations less than 6 months, but more than 4 months prior to your rental date, 15% of your total deposit will be retained

Cancellation less than 4 months, but more than 1 month prior to your rental date, 25% of your total deposit will be retained in

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

Tournament Cancellation Policy:

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	\$0.29
Pages 21 and on	\$0.11
ABC Permit	\$60.50
Record Review	\$41.25
Visa Clearance	\$35.00
Loss Verification Letter	\$28.50
Restitution - Determined by Court	Actual Cost
Police and Accident Reports (Victim)	No Charge
Police and Accident Reports (Non-Victim)	\$10.75
VIN Verification	\$94.50
Citation Sign off - Residents	No Charge
Citation Sign off - Non-Residents	\$39.75
Repossession Filing Fee ¹	\$15.00
Stored Vehicle - Vehicle Code Sections 22651 and 14602.6 <i>(Excluding Vehicle Code Sections 22651 (c) and (g))</i>	\$161.50
Inoperative Vehicle (22669d VC)	\$161.50
Block Party Permit	\$87.50
Background Investigation ²	\$662.00
Photos/Printed	\$57.50
Audio/Video/Photo CD or DVD	\$22.50
2nd and Subsequent Response - Disturbance	Actual Cost
False Alarm Response - per response	\$75.50
Civil Subpoena ³ (\$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)	\$45.75
State and Federal (DOJ/FBI) Criminal History Record Check Fees	Actual Cost
Booking Fee ⁴	Actual Cost

¹ *Repossession fee - Government Code Sec. 41612*

² *Includes the cost of finger printing*

³ *Per Government Code 68097.2*

⁴ *Amount calculated based on the 3-year average of Contra Costa County's booking fee charged to the City of Brentwood. Authorized pursuant to Government Code Section 29551*



Police Department

Fee/Fine Description	Fee/Fine
Massage Establishment Permit - Initial Application	\$236.00
Massage Establishment Permit - Renewal	\$117.50
Background Check ⁵	\$67.00
Peddler Permit Initial Application ⁶	\$199.25
Peddler Permit Renewal ⁶	\$199.25
Appeal Process	\$346.50
Range Qualification	\$305.75
Taxi Permits⁷	
Owner Original Application Including Inspection of One (1) Taxi	\$296.00
Owner Taxi Vehicle Inspection - Per Vehicle	\$98.25
Driver Only Taxi Permit - Submitted After Initial Application	\$98.25
Owner Renewal of Taxi Permit Including Inspection of One (1) Taxi	\$197.25
Owner Renewal Taxi Vehicle Inspection - Per Vehicle	\$98.25
Driver Only Taxi Permit Renewal - Submitted After Renewal Application	\$48.50
Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)	\$98.25
Appeal Process	\$346.50
Computer Aided Dispatch Reports	\$0.10 per page
Computer Gaming and Internet Access Establishments:	
Initial Application	\$392.50
Renewal	\$392.50
Appeal	\$346.50
Parking Fines⁸	
<u>Vehicle Code</u>	
Vehicle on Public Grounds	\$38.00
Parking Levees, etc.	\$38.00
Parked in Bike Lane	\$38.00
Parked in Red Zone	\$38.00
Parked in Posted Fire Lane	\$38.00
Blocking Intersection	\$38.00
Blocking Crosswalk	\$38.00
Parking Adjacent to Safety Zone	\$38.00

⁵ Established by BMC 5.60.050, 110, 120, 140; 5.52.050

⁶ Established by BMC 5.48.050

⁷ Established by BMC 5.60.050

⁸ City Of Brentwood Resolution 2011-29



Police Department

Fee/Fine Description	Fee/Fine
Parking Fines⁸ Vehicle Code (continued)	
Park within 15' of Fire Department Driveway	\$38.00
Blocking Driveway	\$38.00
Blocking Sidewalk	\$38.00
Blocking Excavation	\$38.00
Double Parked	\$38.00
Bus Loading Zone (red)	\$253.00
Stopping in Tube or Tunnel	\$38.00
Stopping on Bridge	\$38.00
Blocking Wheelchair Access	\$253.00
Curb Parking	\$38.00
Curb Parking One Way Road	\$38.00
Parked in Posted No Parking Area	\$38.00
Blocking Handicap Parking	\$278.00
Handicap Parking	\$278.00
Parking on Lines - Handicap Stall	\$278.00
Fire Hydrants	\$38.00
Unattended Vehicle	\$38.00
Locked Vehicle with Person Inside	\$38.00
Vehicle Door Open to Traffic Lane	\$38.00
Stopping of Freeway	\$38.00
Illegal to Park on Railroad Track	\$38.00
Park Near Sidewalk Ramps	\$278.00
Abandon Vehicle on Highway	\$103.00
Gridlock Intersection	\$53.00
Street/Alley Parking	\$38.00
Municipal Code	
Stop/Park on Vehicle Crossing	\$38.00
Parking on Private Property without Owner's Consent	\$38.00
Parking on Public Property Where Prohibited	\$38.00
Parking or Stopping on Parkways	\$38.00
Parking on any Street or Alley for Longer than 72 Hours	\$49.00
Parking Between 2:00 a.m. and 4:00 a.m. Where Prohibited	\$38.00
Parking Vehicles for Sale on Public Roadway	\$38.00
Parking Vehicles Under Repair on Public Roadway	\$38.00
Parking of Disabled Vehicles	\$38.00
Parking Within Stall Lines or Crossbars on Paved Streets	\$38.00
Parking Adjacent to Median Island	\$38.00

⁸ City Of Brentwood Resolution 2011-29



Police Department

Fee/Fine Description	Fee/Fine
Parking Fines⁸ Municipal Code (continued)	
Parking or Stopping in Angled Parking Stalls	\$38.00
Parking Within Five Feet of the Centerline of Paved Street	\$38.00
Parking on Grades - Blocking Wheels	\$38.00
Parking for Handicapped	\$278.00
Parking Within or Adjacent to a Divisional Island	\$38.00
Parking In front of a Public Walk, Steps or Extension of a Thoroughfare Where Signed or Marked	\$38.00
Parking Where Hazardous Signed or Marked	\$38.00
Parking Where Prohibited by Council Action Where Signed or Marked	\$38.00
Parking Upon, Along, or Across Railway Tracks	\$38.00
Parking or Stopping Where It Would Constitute a Hazard	\$38.00
Temporary No Parking for Construction, Movement of Equipment, etc.	\$38.00
Parking Blocking Utility Access Where Signed or Marked	\$38.00
Parking of Commercial, Industrial, or Agricultural Vehicles	\$38.00
Emergency No Parking	\$38.00
Parking Where Curb is Green or Posted for 20 Minute Parking	\$38.00
One-Hour Parking	\$38.00
Two-Hour Parking	\$38.00
Nighttime Parking Where Signed or Marked	\$38.00
Municipal Lots - Parking in Stalls, Front First, Completely within	\$38.00
Municipal Lots - Longer than 72 Hours	\$38.00
Parking Commercial Vehicles in Residential Districts	\$38.00
Parking Where Posted for Permit Parking	\$38.00
Parking, Stopping or Standing in a Yellow Loading Zone	\$38.00
Parking, Stopping or Standing in a Passenger Loading Zone	\$38.00
Parking, Stopping or Standing in Alleys	\$38.00
Parking, Stopping or Standing in Bus Zones	\$253.00
Parking a Vehicle with Hazardous Materials Off of the Truck Route	\$278.00
Parking a Vehicle with Hazardous Materials Longer Than 90 Minutes	\$278.00
Parking an Unconnected Trailer with Hazardous Materials	\$278.00

⁸ City Of Brentwood Resolution 2011-29



**Public Works
Engineering Fees**

Fee Description	Fee
I. ENGINEERING/INFRASTRUCTURE REVIEW FEE	
A. Tentative Subdivision Map Review - Fee plus \$10.00 per lot	\$3,183.00
B. Tentative Parcel Map Review - Fee plus \$10.00 per lot	\$1,847.00
C. Tentative Parcel Map Waiver	\$814.00
D. Industrial/Commercial Plan Review (1 acre and above) - Fee plus \$1,000 per acre Conditional Use Permit and Design Review	\$2,336.00
E. Industrial/Commercial Plan Review (under 1 acre) Conditional Use Permit and Design Review	\$1,109.00
II. PROJECT PROCESSING AND REVIEW - Deposit for actual cost, including but not limited to project coordination, plan check agreements, contractual services and legal review ¹ as necessary or required for project processing, approvals and acceptance.	
A. Final Map Checking - Deposit for Actual Cost	
1. Deposit at the time of first submittal for actual cost of labor and materials Fee plus \$30.00 per lot	\$3,183.00
2. Parcel Map Waiver Review	\$1,608.00
B. Plan Checking - Deposit for Actual Cost	
1. Grading Plans	
a. 3% of the estimated cost of the grading and associated improvements	
b. Plan revisions after approval - per sheet	\$150.00
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	\$150.00
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	\$150.00
C. Document Review	
1. Legal description and plat for abandonment	\$150.00
2. Certificate of Correction	\$150.00
3. Dedication documents	\$150.00
4. Legal description	\$150.00
5. Miscellaneous document review	\$150.00
D. Overhead Multiplier	
As shown in Cost Allocation Plan per Department and Position performing work (Step E including overhead)	

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



**Public Works
Engineering Fees**

Fee Description	Fee
III. PERMIT FEES	
A. Encroachment Permit Processing Fee	
1. Subdivision/Development	\$151.00
2. General (All Other)	\$74.00
3. EP – Utilities Cost of Work > \$10,000	\$404.00
4. EP – Utilities Cost of Work < \$10,000	\$149.00
B. Grading Permit Processing Fees	
1. 10,000 cubic yards or less	\$151.00
2. Over 10,000 cubic yards	\$789.00
C. Transportation Permit Processing Fee	
	\$16.00
IV. INSPECTION FEES	
A. Publicly Maintained Improvements (Streets, Water, Sewer, Storm Drains)	
	% of Value for Improvement
1. 5% first \$100,000, plus	
2. 4.5% second \$100,000, plus	
3. 4% next \$300,000, plus	
4. 3.5% over \$500,000	
B. Privately Maintained Improvements	
	% of Value for Improvement
1. 2% first \$100,000, plus	
2. 1.5% second \$100,000, plus	
3. 1% next \$300,000, plus	
4. 0.5% over \$500,000	
C. Grading Inspection Fees	
3.5% of estimated cost of grading and associated improvements	
D. Miscellaneous Inspections (Per Hour)	
	Hourly Rate ¹
To be charged at the Public Works Construction Inspector II step E total hourly rate per current Cost Allocation Plan	
E. Inspection Fees - Miscellaneous ²	
1. Trenching for Utilities	Hourly Rate ¹
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 ²
11. Water Service Repair or Abandonment	Hourly Rate ²

¹ Minimum 1/2 hour

² Prorated percent of time to perform service based on hourly inspection fee



**Public Works
Engineering Fees**

Fee Description	Fee
IV. INSPECTION FEES (continued) ¹	
12. Street Light - hrs/each	0.2800
13. Wells	
a. Drilling Permit - hrs/each	0.4100
b. Abandonment Inspections - hrs/each	0.2100
F. Overtime Inspection - 1.5 Times Construction Inspector Total Hourly Rate Step E, including overhead, per current Cost Allocation Plan.	
V. MISCELLANEOUS FEES	
A. Apportionment Processing Fee	
1. Processing/Review, plus	\$304.00
2. Consultant Fee Per Contract - Deposit	Actual Cost
B. Contra Costa County Flood Control Area Drainage Fees As set forth in Contra Costa County Ordinance at the time of Final Map Approval	
C. Development Program Fees - As Calculated by City Engineer	
D. Lot Line Adjustment (Per Parcel)	\$768.00
E. Traffic Signal Maintenance - Deposit for actual cost Traffic signal maintenance once energized by PG&E until project acceptance	\$6,099.00
F. Community Facilities District Formation/Annexation	
1. Processing/Review, plus	\$221.00
2. Consultant Fee Per Contract - Deposit	Actual Cost
G. Assessment District Formation Initial Deposit for Actual Cost	Actual Cost
H. Base Map Revision Fee - as set by Contra Costa County + 2% for City Administration Prior to Final Map or Lot Line Adjustment Recordation	\$51.00
I. Drains to Creek Marker	\$7.25
J. Aerial Photo on CD only	
1. Geo Photo	\$63.00
2. Ortho Photo	\$127.00
K. Public Outreach/Educational Items	No Charge

¹ Prorated percent of time to perform service based on hourly inspection fee



**Public Works
Engineering Fees**

DEVELOPMENT IMPACT FEE PROGRAM						
General Plan Build Out						
Fee Category	RESIDENTIAL per Unit			NON-RESIDENTIAL per Building SF		
	Single Family	Multi-Family	Active Adult	Commercial	Office	Industrial/ Institutional
Administration	\$647.02	\$429.12	\$324.57	\$0.3811	\$0.4902	\$0.2920
Community Facilities	\$2,826.97	\$1,874.93	\$1,418.13	\$0.5161	\$0.6638	\$0.3954
Fire ^{1,2}	\$859.95	\$859.95	\$859.95	\$0.1695	\$0.1695	\$0.1695
Parks and Trails	\$8,319.04	\$5,517.45	\$4,173.19	-	-	-
Roadways	\$11,777.12	\$7,301.82	\$5,181.93	\$4.3885	\$5.2644	\$3.2505
Wastewater	\$5,828.44	\$4,186.96	\$4,757.91	\$1.9497	\$1.9497	\$1.3540
Water	\$8,913.76	\$3,826.51	\$8,014.52	\$1.0812	\$1.3515	\$1.1731
Total Fees	\$39,172.30	\$23,996.74	\$24,730.20	\$8.49	\$9.89	\$6.63

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

¹ 1998 EDFPD & 2004 City of Brentwood Fire Fee Studies,

² Pursuant to City Council Resolution No. 92-24 - \$20 per building permit is for administration.

Note: 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, 2017)		New Fee (Effective Jan. 1, 2017)	ECCRFFA Fee Rebate ¹	New Fee Less Rebate		New Fee Less Rebate
Single family residential	Per dwelling unit	\$21,184.00	\$211.84	\$21,395.84	15%	\$18,006.00	\$180.06	\$18,186.06
Multiple family residential	Per dwelling unit	\$13,004.00	\$130.04	\$13,134.04	15%	\$11,054.00	\$110.54	\$11,164.54
Active senior residential	Per dwelling unit	\$9,227.71	\$92.28	\$9,319.99	15%	\$7,843.41	\$78.43	\$7,921.85
Commercial	Per square foot of gross floor area	\$1.76	\$0.016	\$1.67		\$1.76	\$0.016	\$1.78
Office	Per square foot of gross floor area	\$1.53	\$0.014	\$1.54		\$1.53	\$0.014	\$1.54
Industrial	Per square foot of gross floor area	\$1.53	\$0.014	\$1.54		\$1.53	\$0.014	\$1.54
Other	Per peak hour trips as determined	As Calculated	As Calculated	As Calculated		As Calculated	As Calculated	As Calculated

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

¹ Actual Fees have been reduced by 15% through December 31, 2017 per the ECCRFFA Temporary Fee Incentive Program



Public Works

**Solid Waste Fees
NON-SCHEDULED SERVICES**

Bin Service ¹	
DEPOSIT (Required on all bin rentals)	\$711.73 per bin
BIN REMOVAL CHARGE	
1 to 8 Cubic Yards (frontload)	\$123.66 per haul ¹
10 to 40 Cubic Yards (roll-off)	\$247.28 per haul ¹
40 yards compacted cardboard (additional charge)	\$15.00 per ton
PROCESSING CHARGE (applicable to 10-40 cubic yard bins)	
Garbage or Construction/Demolition	\$71.17 per ton
Clean Wood, Yard Waste, Metals Only	\$39.10 per ton
Mixed Recyclables Only	\$49.35 per ton
Clean Cardboard Only (Non-Compacted)	\$0.00 per ton
OTHER CHARGES	
40 Yard Compactor Rental	\$67.13 per month
Haul Materials Outside City Limits	\$282.67 per haul
Compactor Special Handling Charge	\$32.03 per haul

Extra Cart Service Charges ¹				
	32 Gal.	64 Gal.	96 Gal.	
Residential	\$6.52	\$9.69	\$11.63	Each additional bag or 32-gallon equivalent of material collected \$6.52
Commercial	\$6.58	\$9.79	\$11.97	

Extra Bin Service Charges ^{1,2}							
Front-load Bin	1 yd.	2 yd.	3 yd.	4 yd.	5 yd.	6 yd.	8 yd.
Garbage, Organics	\$30.07	\$60.14	\$83.63	\$108.54	\$129.89	\$155.51	\$206.40
Mixed Recycling	\$24.06	\$48.11	\$66.90	\$86.83	\$103.91	\$124.41	\$165.12
Cardboard	N/A	\$10.67	\$15.43	\$19.57	\$23.32	\$28.47	\$35.59

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

Bulky Item Charges ¹			
Level 1 Bulky Materials (per item) ³	\$42.28	Level 2 Bulky Materials (per item) ⁴	\$71.68
- Less than 4 feet in length, height, or width		- Greater than 4 feet in length, height or width	
- Less than 75 lbs.		- Between 75 lbs. and 200 lbs.	
- Tires (up to 4 tires, 16" or less, no rims)		- Tires (up to 4 tires, 20" or less, with our without rims)	
- Loose bagged trash/recyclables (up to 6 bags)		- Items with special handling required (e.g. Refrigerator w/CFCs)	
Christmas Tree Pick-Up		\$20.00	

Special Charges ¹					
	Time	Carts	Time	FL Bins	Roll-off Bins
Container Removal/Wash/Exchange/Disconnect ⁵		\$ 41.04		Cost/Varies by Size	Cost/Varies by Size
Container Replacement/with Delivery ⁶		\$ 87.97		Cost/Varies by Size	Cost/Varies by Size
Call Back Fee ⁷		\$ 22.05		\$ 58.80	\$ 132.29
Stand-by Time ⁸	Per Hour	\$ 176.39	Per Hour	\$ 176.39	Per Hour \$ 176.39
Stand-by Over Time ⁸ - 1.5 x Hourly Rate	Per Hour	\$ 199.52	Per Hour	\$ 199.52	Per Hour \$ 199.52
Vacation Hold ⁹		\$ 24.88		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)					

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

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

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

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

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

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

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

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

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



Public Works

Solid Waste Fees											
SCHEDULED SERVICES											
Residential Cart Service ⁵											
Service Per Week		Senior 32 Gal. ¹	32 Gal.	64 Gal.	96 Gal.	The rate is based on the garbage cart size and may include up to two each of the recycling/yard waste carts serviced every other week at no additional charge. Rate for the 3rd cart is \$13.10/month per cart. ²					
	1	\$17.49	\$26.08	\$38.75	\$46.51						
Commercial Cart Service ⁵											
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 \$13.10/month per cart. ²		
	1		\$26.32	\$39.15	\$47.88						
	2		\$56.58	\$65.05	\$107.31						
3		\$83.56	\$96.26	\$159.66							
Commercial Front-Load Bin Service											
Garbage, Organics ⁷											
Non-compacted Rates ^{3,4,5,6}											
Container Size											
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard			
	1	\$120.28	\$240.58	\$334.50	\$434.17	\$519.58	\$622.05	\$825.61			
	2	\$220.64	\$441.27	\$626.31	\$839.83	\$1,013.50	\$1,215.63	\$1,622.74			
	3	\$320.29	\$640.56	\$956.55	\$1,252.65	\$1,520.26	\$1,823.44	\$2,431.27			
	4	\$441.27	\$882.53	\$1,252.65	\$1,679.68	\$2,026.97	\$2,431.27	\$3,245.46			
	5	\$540.91	\$1,081.83	\$1,582.88	\$2,092.47	\$2,533.76	\$3,039.08	\$4,054.00			
Mixed Recyclables											
Non-compacted Rates ^{3,4,5,6}											
Container Size											
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard			
	1	\$96.23	\$192.44	\$267.61	\$347.33	\$415.65	\$497.62	\$660.48			
	2 ⁶	\$176.52	\$353.02	\$501.07	\$671.88	\$849.23	\$972.51	\$1,298.21			
	3 ⁶	N/A	N/A	N/A	\$1,016.42	N/A	N/A	\$1,879.54			
	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
	5	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Cardboard Only											
Non-compacted Rates ^{3,4,5,6}											
Container Size											
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard			
	1	N/A	\$42.68	\$61.72	\$78.29	\$93.28	\$113.88	\$142.34			
	2	N/A	\$78.29	\$94.39	\$142.34	\$165.84	\$199.28	\$256.22			
	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
	5	N/A	N/A	N/A	N/A	N/A	N/A	N/A			

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

² The only exception is if a property manager chooses to use an unused tenant's second blue or green cart which would become the responsibility of the property manager and allowed at no additional cost.

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

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

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

⁶ Upon route availability.

⁷ Organic Recycling Mandates per California Assembly Bill 1826



Public Works

Solid Waste Fees SCHEDULED SERVICES								
Government Rate - Front Load Bin Service ^{1,2,3,4}								
<i>Garbage, Organics</i> ⁴								
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	\$332.72	\$347.96	\$363.21	\$378.45	\$393.70	\$408.94	\$439.43
	2	\$665.43	\$695.92	\$726.41	\$756.90	\$787.39	\$817.88	\$878.86
	3	\$998.16	\$1,043.89	\$1,089.63	\$1,135.36	\$1,181.10	\$1,226.83	\$1,318.30
	4	\$1,330.87	\$1,391.85	\$1,452.83	\$1,513.81	\$1,574.79	\$1,635.77	\$1,757.73
	5	\$1,663.59	\$1,739.81	\$1,816.04	\$1,892.26	\$1,968.49	\$2,044.71	\$2,197.16
Compacted Rates								
Container Size (Cubic Yards)								
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	1	\$347.96	\$378.45	\$408.94	\$439.43	\$469.92	\$500.41	\$561.39
	2	\$695.92	\$756.90	\$817.88	\$878.86	\$939.84	\$1,000.82	\$1,122.79
	3	\$1,043.89	\$1,135.36	\$1,226.83	\$1,318.30	\$1,409.77	\$1,501.24	\$1,684.18
	4	\$1,391.85	\$1,513.81	\$1,635.77	\$1,757.73	\$1,879.69	\$2,001.65	\$2,245.57
	5	\$1,739.81	\$1,892.26	\$2,044.71	\$2,197.16	\$2,349.61	\$2,502.06	\$2,806.96
<i>Mixed Recyclables</i>								
Non-compacted Rates								
Container Size (Cubic Yards) ³								
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	1	\$320.71	\$323.96	\$327.20	\$330.44	\$333.69	\$336.93	\$343.42
	2	\$641.43	\$647.91	\$654.40	\$660.89	\$667.37	\$673.85	\$686.83
	3	N/A	N/A	N/A	\$991.33	N/A	N/A	\$1,030.23
	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) ³								
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	1	\$323.96	\$330.44	\$336.93	\$343.42	\$349.90	\$356.38	\$369.36
	2	\$647.91	\$660.89	\$673.85	\$686.83	\$699.80	\$712.76	\$738.71
	3	N/A	N/A	N/A	\$1,030.23	N/A	N/A	\$1,108.06
	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	5	N/A	N/A	N/A	N/A	N/A	N/A	N/A

¹ Front load bin hard-to-service surcharge - 10% of rates in the above tables.

² City staff will determine the charges for non-mandated services as requested by customer not listed above based on labor, vehicle and processing costs.

³ Upon route availability.

⁴ Organic Recycling Mandates per California Assembly Bill 1826.



Public Works

Wastewater Fees

Customer Category	2013/14	2014/15	2015/16	2016/17	2017/18
Residential					
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					
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 Wastewater 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	\$ 389.95
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
<u>Monthly Base Rate</u>					
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
<u>Potable Consumption Charge ²</u>					
Residential					
Tier 1: Units 1-10	\$3.27	Tier 1: Units 1-5	\$2.49	\$2.49	\$2.72
Tier 2: Units 11-20	\$3.89	Tier 2: Units 6-14	\$4.96	\$4.96	\$5.41
Tier 3: Units 21-30	\$4.66	Tier 3: Units 15-20	\$5.93	\$5.93	\$6.47
Tier 4: Units 31+	\$5.43	Tier 4: Units 21+	\$6.52	\$6.52	\$7.11
Non Residential					
Tier 1: Units 1-10	\$3.27	Tier 1: Units 1-5	\$2.31	\$2.31	\$2.52
Tier 2: Units 11+	\$3.89	Tier 2: Units 6+	\$4.60	\$4.60	\$5.02
<u>Non Potable Consumption Charge ²</u>					
Non Potable	\$1.20		\$1.31	\$1.31	\$1.43
Recycled	\$1.20		\$1.31	\$1.31	\$1.43
<u>Hydrant ²</u>					
Potable	\$3.86		\$6.04	\$6.04	\$6.59
Non Potable	\$1.20		\$1.31	\$1.31	\$1.43
<u>Drought Surcharge ^{1,2}</u>					
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 ³				\$189.23	
Water Disconnection Charge				\$30.00	
Water Meter Lock				Actual Cost	
Angle Meter Stop				Actual Cost	
After Hours Same Day Service Fee ⁴				\$86.45	
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	
Irrigation Sign (Non-potable)			Actual Cost Per (12" x 18") Sign		

¹ Fees became effective June 1, 2016

² Per 1,000 gallons = 1 unit

³ 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.

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



**Public Works
Laboratory
Water Analysis Fees**

Fee Description	Fee
Microbiology:	
Colilert (P/A and Quanti-Tray) ¹	\$21.50
Membrane Filtration ¹	\$23.60
MPN ¹	\$47.40
Heterotrophic Plate Count	\$36.20
Fecal Coliform or Confirmation ²	\$19.20
General Mineral and Physical:	
Alkalinity	\$20.30
Conductivity	\$20.40
Field Testing (Chlorine, pH, Temperature)	\$18.10
Hardness	\$27.80
Turbidity	\$18.10
Color	\$18.10
Inorganics:	
Ammonia	\$36.50
BOD5	\$34.90
Bromide	\$36.50
Calcium	\$36.50
Chloride	\$36.50
Fluoride	\$36.50
Magnesium	\$36.50
Phosphate	\$36.50
Potassium	\$36.50
Nitrate	\$36.50
Nitrite	\$36.50
Sodium	\$36.50
Solids (TDS)	\$36.20
Sulfate	\$36.50
Outside Lab Testing	Actual Cost + 10%

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

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



**Public Works
Laboratory**

Wastewater Analysis Fees

Fee Description	Fee
Microbiology:	
Colilert (P/A and Quanti-Tray) ¹	\$21.50
Membrane Filtration ¹	\$23.60
MPN ¹	\$47.40
Heterotrophic Plate Count	\$36.20
Fecal Coliform or Confirmation ²	\$19.20
General Mineral and Physical:	
Alkalinity	\$20.30
Conductivity	\$20.40
Field Testing (Chlorine, pH, Temperature)	\$18.10
Hardness	\$27.80
Turbidity	\$18.10
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Sulfate	\$36.50
Outside Lab Testing	Actual Cost + 10%

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

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



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Certificate of Cost Allocation Plan

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

- (1) All costs included in this proposal of July 1, 2017 to establish billings or final indirect costs rates for Fiscal Year 2017/18 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 Finance and Information Systems

Date of Execution: 7/1/2017

This Certificate of Cost Allocation Plan should be used for certification of the Agency's Plan. This form must be signed by the Executive Director or Finance and Information Systems Director of the agency.

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



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RESOLUTION NO. 2017-131

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE 2017/18 COST ALLOCATION PLAN, 2017/18 PAY SCHEDULE (PREVIOUSLY KNOWN AS THE COMPENSATION PLAN OR SALARY SCHEDULE) INCLUDING REVISIONS TO SPECIFIED CLASSIFICATIONS; AUTHORIZING THE CITY MANAGER OR DESIGNEE TO PREPARE AND EXECUTE AMENDMENTS REGARDING STANDBY PAY TO MEMORANDUM OF UNDERSTANDING WITH CERTAIN EMPLOYEE ASSOCIATIONS; ADOPTING THE SCHEDULE OF CITY FEES; AND AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE, IN CONSULTATION WITH THE CITY ATTORNEY, TO MAKE MINISTERIAL REVISIONS TO THE 2017/18 PAY SCHEDULE; AND REPEALING RESOLUTION NO. 2016-119 WHICH ADOPTED THE 2016/17 COST ALLOCATION PLAN AND SCHEDULE OF CITY FEES AND THE MOST RECENT REVISIONS TO THE 2016/17 PAY SCHEDULE

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

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

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

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

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

WHEREAS, on November 12, 2013, City Council held a public hearing and waived the first reading of Ordinance Nos. 922 and 923, accepting and approving water and wastewater rate studies and adopting rate structures for water and wastewater utilities for FY 2013/14 through 2017/18 and adopted Resolution No. 2013-162, accepting and approving a solid waste rate study and adopting revised monthly user charges for solid waste service for FY 2013/14 to 2017/18 and subsequent years, effective January 2014; and

WHEREAS, on December 10, 2013, City Council waived the second reading of Ordinances 922 and 923, accepting and approving water and wastewater rate studies and adopted the rate structures for water and wastewater utilities for Fiscal Years 2013/14 through 2017/18 effective January 2014; 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 May 12, 2015, City Council adopted Resolution 2015-70 amending the City of Brentwood 2014/15 Cost Allocation Plan and Schedule of City Fees related to the implementation and timing of Consumer Price Index adjustments and existing Parks and Recreation program/facility fees; revising the method in which certain fees are rounded; adding a Planned Event/Response/Clean-Up Fee Schedule; and modifying Citywide Special Event/Response/Clean-Up Fees and Police Department Other Services Special Event Response Fees; 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 May 9, 2017, by Resolution 2017-62, City Council amended the 2016/17 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 27, 2017, by Resolution 2017-98, City Council approved and authorized the execution of a Memorandum of Understanding between the City of Brentwood and the Brentwood Employees' Association Miscellaneous Office Division, for the period of July 1, 2017 through June 30, 2020; 2) effective July 1, 2017, approved amendments to the Compensation Plan to reflect the salary adjustments for agreements reached with Brentwood Employees' Associations – Miscellaneous Office and Public Works divisions; Brentwood Supervisors and Professionals Employees' Association; and Brentwood Managers and Confidential Employees' Association in accordance with State Law, authorized the Director of Human Resources to make ministerial revisions to the Compensation Plan to reflect the amendments, and ordered the revised Compensation Plan to be retained for public inspection for a period of not less than five years; and 3) Adopt Appropriations Amendments to the 2017/18 Operating Budget; and

WHEREAS on June 27, 2017, by Resolution 2017-94, City Council amended the 2016/17 and 2017/18 Operating Budget and approved recommended mid-term budget adjustments; and

WHEREAS, the City Finance and Information Systems Department researched and developed the Cost Allocation Plan and City Fees, Fiscal Year 2017/18 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, in the summer of 2017 the City entered into Memoranda of Understanding (MOU's) with its employee associations; and

WHEREAS, following the execution of the MOUs, it was determined that the standby pay numbers provided for the Brentwood Employees' Association Public Works Division

(BEAPWD), Brentwood Employees' Association Miscellaneous Office Division (BEMAOD), and Brentwood Supervisors and Professionals Employees' Association (BSPEA) needed to be updated; and

WHEREAS, the City Council's representatives have met with the subject employee associations and recommend, as further specified in Section 8 of this Resolution that the City Council authorize the City Manager or designee to enter into amendments to the MOUs that will revise the standby pay amounts effective July 1, 2017; 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; has reviewed and considered the information provided in the staff report and staff presentation; and has read and considered the report and supporting data; and

WHEREAS, the City Council desires to adopt the 2017/18 Pay Schedule (also known as the 2017/18 Compensation Plan or Salary Schedule), a copy of which is included within the 2017/18 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 2017/18 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 2017/18 CAP

- A. The City Council approves and adopts the 2017/18 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 are pursuant to Resolution 2017-16, will be adjusted October 1, of each year), all fees not tied to an alternate index and/or requirement will be automatically adjusted by an amount equal to the percentage of increase or decrease in the April Consumer Price Index Urban Wage Earners and Clerical Workers for San Francisco-Oakland-San Jose California. Should the CPI be negative, the fees would remain unchanged pending review of the cost to provide the services by staff. A recommendation would be brought before City Council prior to adjustments being made.

- C. The fees may also be adjusted if the City updates or modifies the Cost Allocation Plan or the Report and conducts a public hearing to implement a new or revised fee or fees based upon such update or modification.
- D. The applicable fee shall be determined on the basis of the fee schedule in effect at the time the application is submitted to the City for the requested service. The fee shall be payable in full at the time the application is submitted.
- E. The adoption of this Resolution does not affect the ability of the City to request an agreement between the applicant and the City to pay extraordinary processing costs and to establish deposit accounts.
- F. Additional changes within the 2017/18 CAP include updates to the rental and tournament cancellation fees from \$30.75 to \$31.50, the Aquatic Complex refundable deposit from \$769 to \$750, and the Police booking fee which is listed as Actual Cost.

Section 4. Fee Adjustment or Waiver or Reimbursement:

A person subject to a development fee imposed pursuant to this Resolution may apply to the City Council for adjustment to that fee, or a waiver of that fee, or reimbursement of part or all of the fee, solely by following the written protest procedure in the time and manner provided by Government Code Section 66020 and detailing the reasons for the adjustment, waiver or reimbursement.

- A. A person subject to the fees imposed pursuant to this Resolution that desires an adjustment or waiver of such fees shall follow the protest procedure contained in Government Code Section 66020 (as may be amended), and within the time frame set forth in subsection (d) thereof (as may be amended) or risk the loss of the legal ability to request such adjustment or waiver. In no event shall the City waive its right to rely on other applicable limitations periods, including without limitation those set forth in Government Code Section 66022 (as may be amended).
- B. A person may apply to the City Council for an adjustment to a fee by filing an application with the City Clerk. The application shall be made in writing and must identify the reasons why the fee should be adjusted. At a minimum, the reasons should explain why a reasonable relationship is lacking between the service provided by the City, the costs incurred by the City for such service and the fees imposed by the City for such service.
- C. The application shall be filed with the City Clerk no later than the deadline for filing protests as mentioned in subpart A. above. The City Clerk will present the application to the City's Finance and Information Services Director or designee.
- D. The City's Finance and Information Systems Director, or designee, shall make a written determination on the application. The City's Finance and Information Systems Director, or designee, may authorize an adjustment so long as the adjustment does not exceed Ten Percent of the total amount of the fees sought to be imposed by the City. Recommendations by the City's Finance and Information Systems Director, or designee, for adjustments in excess of Ten Percent will be forwarded to the City

Council for final determination. The method and timing of implementing the adjustment is subject to the discretion of the City's Finance and Information Systems Director (or designee) or City Council where applicable.

- E. Any adjustment granted is limited to the project as proposed. If there is any change in the project, the fee adjustment is suspended so that the City's Finance and Information Systems Director or City Council where applicable, may re-evaluate where the adjustment is still appropriate.
- F. Decisions of the City's Finance and Information Systems 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 2017/18 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, 2017. Newly established Park and Recreation Program and Facility fees in the 2017/18 Cost Allocation Plan will go into effect on October 1, 2017, along with the remaining fees which shall be effective as identified in the CAP.

Section 8. 2017/18 Pay Schedule (also known as the Compensation Plan or Salary Schedule); Bargaining Group Memorandum of Understanding (MOU) Amendments:

- A. The 2017/18 Pay Schedule 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 City Manager or his/her designee is directed to post the 2017/18 Pay schedule on the City's webpage and to make it immediately accessible and available for public review during normal City business hours.
- C. The 2017/18 Pay Schedule's Standby Pay provisions are effective as of July 1, 2017, and the City Manager or his/her designee is authorized to prepare and execute amendments to the current MOUs for BEAPWD, BEAMOD, and BSPEA as follows:
 - 1. BEAPWD MOU: Section 7.3 Standby Pay to be amended from Fiscal year 2017/18 amount of \$389.63 to \$398.23 and update Attachment A of the MOU to reflect the amendment.
 - 2. BEAMOD MOU: Section 7.3.3 Standby Pay to be amended from Fiscal Year 2017/18 amount of \$389.63 to \$398.23 and update Attachment A of the MOU to reflect the amendment
 - 3. BSPEA MOU: Update Attachment A of the MOU to reflect the amount as prescribed in Section 7.2 Standby Pay in the MOU.
- D. If the City Council, at their meeting of September 26, 2017, approved the Memoranda of Understanding for the Brentwood Police Officers Association and Brentwood Police Lieutenants Group as well as salary and benefit adjustments for unrepresented sworn employees (Police Chief and Police Captains), then the City Manager is authorized to make the ministerial revisions to the Pay Schedule to incorporate the City Council approved changes and to update the portion of the Pay Schedule which describes its effective date, so that the changes can be posted immediately on the City's website for immediate access for public review.
- E. The 2017/18 Pay Schedule may be amended from time to time and as authorized by the City Council.
- F. Authorize the City Manager or his designee in consultation with the City Attorney, to make ministerial revisions to the 2017/18 Pay Schedule.

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. 2016-119 is hereby repealed.

Section 11. Development Impact Fees:

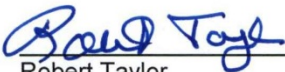
- A. It is the intent that Development Fees governed by Government Code §66000-66025 shall only be effected by this Section of this Resolution and other Sections of this Resolution shall not apply.
- B. Nothing in this resolution is intended to supersede Resolution 2015-67.

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, 7, 8 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 26th day of September, 2017 by the following vote:

AYES: Bryant, Rarey, Staton, Taylor
NOES: None
ABSENT: None
RECUSE: None
VACANT: One



Robert Taylor
Mayor

ATTEST:


Margaret Wimberly, MMC
City Clerk