COST ALLOCATION PLAN AND SCHEDULE OF CITY FEES

2020/21







City Council

Robert Taylor	Mayor
Joel Bryant	Vice Mayor
Karen Rarey	Council Member
Johnny Rodriguez	Council Member
Claudette Staton	Council Member

Executive Team

Tim Y. Ogden	City Manager
	City Attorney
Sukari Beshears	Director of Human Resources/Risk Manager
Kerry Breen	City Treasurer/Director of Finance and Information Systems
Tom Hansen	Chief of Police
Terrence Grindall	Interim Director of Community Development
Bruce Mulder	Director of Parks and Recreation
Miki Tsubota	Director of Public Works/City Engineer



Table of Contents

Cost Allocation Plan	1
Compliance with 2 CFR Part 200	6
Budget Assumptions	7
Hourly Rates by Classification	9
Fees	202
Certificate of Cost Allocation Plan	267
Resolution No. 2020-116	269



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.

<u>Indirect Cost Allocation – Methodology and Assumptions</u>

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:

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

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

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



Exhibit A

Assumptions Supporting Overhead Calculations						
Management Positions/Support	Non-Personnel Costs					
Community	Development					
Director of Community Development (90%)	Building					
Chief Building Official (90%)	Community Enrichment					
Senior Planner (60%)	Planning					
Associate Planner (40%) – 2 Positions	Housing					
Planning Manager (100%)						
Development Services Manager (100%)						
Administrative Supervisor (75%)						
Administrative Secretary (100%)						
Administrative Assistant (95%) – 2 Positions						
Public	Works					
Director of Public Works (PW)/City Engineer (98%)	Development Engineering					
Assistant Director of PW/Engineering (98%)	Traffic and Transportation					
Assistant Director of PW/Operations (90%)	Capital Improvement Program Administration					
Project Services Specialist – Engineering * (100%)	Street Maintenance					
Administrative Supervisor – PW (80%)	Solid Waste Enterprise					
	Water Enterprise					
	Wastewater Enterprise					
Parks and	Recreation					
Director of Parks and Recreation (95%)	Recreation Administration					
Park/Maintenance Manager (33%)	City Pool					
Administrative Supervisor (100%)	Community Center					
Parks Planner (85%)	Senior Programs					
	Brentwood Senior Activity Center					
	Landscape Operations					
	Parks Planning					
Pol	ice					
Police Chief (100%)	Police					
Police Captain (100%) – 2 Positions	Dispatch					
Executive Assistant (100%)						
Accounting Technician (100%)						
Administrative Assistant (100%)						
	Citywide					
City Manager ** City Att	·					
Economic Development Busines	s Services Non-Departmental					
City Clerk Financia	al Services					
Human Resources						

^{*}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	137.75%				
Public Works	147.44%				
Parks and Recreation	98.29%				
Police	39.69%				
Other Citywide	18.28%				

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 reflect the rates charged to the City by CalPERS.

To provide the City with the greatest flexibility in computing costs associated with providing a designated service, full costs for every currently approved 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

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:

• <u>Elasticity of Demand</u> – 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.

- <u>Economic Incentives/Disincentives</u> In some cases it may be desirable to use fees as a means of encouraging or discouraging certain activities.
- <u>Competitive Restraints</u> Subsidies are usually provided for one of two purposes: 1) to permit an identified group to participate in services they might not otherwise be able to afford or 2) the benefit of the activity extends to the community as well as individuals purchasing the service.

Methodology

Based upon time estimates, a model of departmental activities is developed and then reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the City's 2020/21 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. 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.

Pursuant to the 2018 Solid Waste Rate Study, fees are updated 3% at the beginning of each FY 2018/19 through FY22/23. For customer service purposes and ease of billing, Solid Waste non-scheduled services, such as optional extra pick-ups, will be updated 3% each fiscal year, then rounded down to the nearest whole dollar. For FY 2020-21, this adjustment will take effect the 1st of the month following CAP implementation, to coincide with billing cycles.

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

• <u>2 CFR Part 200</u> – 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.



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 Assump	otions for Cor	nputing Over	head Costs	
Department/Division	Personnel	ersonnel Supplies and Services		Total
Citywide				
City Manager ^(a)	757,064	181,403	-	938,467
City Attorney ^(a)	1,095,239	387,958	-	1,483,197
Economic Development ^(a)	504,883	553,576		1,058,459
City Clerk ^(a)	340,064	189,377	-	529,441
Human Resources ^(a)	840,477	438,234	-	1,278,711
Business Services ^(a)	930,841	394,628	-	1,325,469
Financial Services ^(a)	836,892	308,167	-	1,145,059
Community Services ^(a)	-	770,285	-	770,285
Non-Departmental ^(a)	-	752,853	-	752,853
Community Development				
Building	1,628,359	924,442	3,122	2,555,923
Planning	1,149,180	330,766	-	1,479,946
Community Enrichment	589,317	227,326	2,000	818,643
Housing	439,248	255,220	1,000	695,468
Police				
Police	17,576,626	6,295,765	60,150	23,932,541
Dispatch	2,478,058	1,146,922	11,897	3,636,877
Parks and Recreation				
Recreation Administration	1,856,342	615,251	-	2,471,593
City Pool	533,961	519,616	-	1,053,577
Park Planning	134,919	35,764	-	170,683
Community Center	69,567	678,140	-	747,707
Senior Programs	250,068	120,501	-	370,569
Brentwood Senior Activity Center	93,454	258,099	43,000	394,553
Landscape Operations	538,830	584,761	-	1,123,591
Public Works				
Solid Waste Enterprise	4,286,408	9,948,868	239,933	14,475,209
Water Enterprise	4,506,721	22,630,110	1,433,596	28,570,427
Wastewater Enterprise	3,645,587	8,345,728	988,519	12,979,834
Street Maintenance	2,093,188	1,984,933	5,955	4,084,076
Development Engineering	1,344,434	611,539	1,000	1,956,973
Traffic and Transportation	314,650	218,223	-	532,873
Capital Improvement Program Administration	870,045	323,494	1,500	1,195,039

^(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.

Long Term Disability (LTD) /Short Term Disability (STD) – 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. The positions that may receive standby pay are designated in the MOU (Memoranda of Understanding) but can vary based upon need and availability. Therefore, not included on the Hourly Rate Sheets.

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							
		\$6,687.84 /	Month	\$44.59	9 /Hour		
Benefit	Multiplier				Catego	rv	
PERS - Employer	0.185100	1,237.92		Non-	-Sworn Profession		ors
Management Incentive		0.00				, ,	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	81.39					
Life Insurance	0.000232	27.93					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	243.76					
Workers Comp.	0.049170	328.84			32.03%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	96.97	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,672.75	69.87%	\$75.74	\$24.26	\$13.84	\$113.84
		Annual Salary	+ Benefits	\$136,327.12			
		•		<u> </u>	_		
Step B							
		\$7,022.23 /1	Month	\$46.8	1 /Hour		
	Total Benefits	\$4,760.01	67.78%	\$78.55	\$25.16	\$14.36	\$118.07
		Annual Salary	+ Benefits =	\$141,386.90	_		
Step C							
		\$7,373.35 /1	Month	\$49.1	6 /Hour		
	Total Benefits	\$4,851.63	65.80%	\$81.50	\$26.10	\$14.90	\$122.50
		Annual Calami	. Domofito	¢146 600 67			
		Annual Salary -	= Deficits	\$146,699.67	=		
Step D							
		\$ 7,742.01 /1	Month	\$51.6	1 /Hour		
	Total Benefits	\$4,947.83	63.91%	\$84.60	\$27.10	\$15.46	\$127.16
		Annual Salary	+ Benefits _	\$152,278.08	_		
Step E							
Step L		\$8,129.11 /	Month	\$54.1	9 /Hour		
	Total Benefits	\$5,048.84	62.11%	\$87.85	\$28.14	\$16.06	\$132.05
		Annual Salary	+ Benefits	\$158,135.41	=		
			-				



Accountant I
Department: Parks and Recreation

Step A							
•		\$6,687.84 /	Month	\$44.59	Hour		
<u>Benefit</u>	Multiplier				Catego	<u>'Y</u>	
PERS - Employer	0.185100	1,237.92		Non-	Sworn Profession	als / Superviso	irs
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	81.39					
Life Insurance	0.000232	27.93					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	243.76					
Workers Comp.	0.049170	328.84			98.29%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	96.97	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,672.75	69.87%	\$75.74	\$74.44	\$13.84	\$164.02
		Annual Salary	Benefits	\$136,327.12	=		
Chan D	_						
Step B		\$7,022.23 /	Month	\$46.83	1 /Hour		
	Total Benefits	\$4,760.01	67.78%	\$78.55	\$77.21	\$14.36	\$170.12
		Annual Salary -	Benefits =	\$141,386.90	=		
Step C							
		\$ 7,373.35 /N	Month	\$49.10	6 /Hour		
	Total Benefits	\$4,851.63	65.80%	\$81.50	\$80.11	\$14.90	\$176.51
		Annual Salary -	Benefits	\$146,699.67	=		
Step D							
		\$ 7,742.01 /N	Month	\$51.63	1 /Hour		
	Total Benefits	\$4,947.83	63.91%	\$84.60	\$83.15	\$15.46	\$183.21
		Annual Salary	Benefits =	\$152,278.08	=		
Step E							
		\$8,129.11 /	Month	\$54.19	9 /Hour		
	Total Benefits	\$5,048.84	62.11%	\$87.85	\$86.35	\$16.06	\$190.26



Accountant II
Department: Finance and Information Systems

Step A						
		\$7,373.35 /Month	\$49.	16 /Hour		
Dona fit	n a colate it a co			6-4		
Benefit PERS Francisco	Multiplier 0.185100	1 204 91	Ne	Catego		
PERS - Employer Management Incentive	0.185100	1,364.81 0.00	NO	n-Sworn Professior	iais / Superviso	JIS .
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	89.73				
Life Insurance	0.000232	30.79				
Holiday Pay	0.000202	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	2% + \$110	257.47				
Workers Comp.	0.049170	362.55		32.03%	18.28%	
Vision Insurance	0.0.010270	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	106.91	& Benefits	Overhead	Overhead	Rate
	0.01.000	100.01		0.0		
	Total Benefits	\$4,868.20 66.02	% \$81.61	\$26.14	\$14.92	\$122.67
		Annual Salary + Benefit	s \$146,898.55	_		
Step B						
		\$7,742.01 /Month	\$51.	.61 /Hour		
	Total Benefits	\$4,964.40 64.12	% \$84.71	\$27.13	\$15.48	\$127.32
		Annual Salary + Benefit	\$ \$152,476.96	_		
Step C						
		\$8,129.11 /Month	\$54.	.19 /Hour		
	Total Benefits	\$5,065.41 62.31	% \$87.96	\$28.17	\$16.08	\$132.21
		Annual Callana Barre	- 6450 004 00			
		Annual Salary + Benefit	s \$158,334.29	_		
Step D						
		\$8,535.57 /Month	\$56.	90 /Hour		
	Total Benefits	\$5,171.47 60.59	% \$91.38	\$29.27	\$16.70	\$137.35
		Annual Calami i Banafia	c \$164.404.40			
		Annual Salary + Benefit	s \$164,484.48	_		
Step E						
		\$8,962.35 /Month	\$59.	.75 /Hour		
	Total Benefits	\$5,282.83 58.94	% \$94.97	\$30.42	\$17.36	\$142.75
		Annual Salary + Benefit	s \$170,942.19	_		



Accountant II
Department: Parks and Recreation

Step A							
•		\$7,373.35 /M	onth	\$49.16	6 /Hour		
Benefit	Multiplier				Catego	rv	
PERS - Employer	0.185100	1,364.81		Non-	Sworn Profession		ors
Management Incentive		0.00				•	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	89.73					
Life Insurance	0.000232	30.79					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	257.47					
Workers Comp.	0.049170	362.55			98.29%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	106.91	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,868.20	66.02%	\$81.61	\$80.21	\$14.92	\$176.74
		Annual Salary +	Benefits _	\$146,898.55	_		
			_		=		
Step B							
		\$7,742.01 /M	onth	\$51.61	l /Hour		
	Total Benefits	\$4,964.40	64.12%	\$84.71	\$83.26	\$15.48	\$183.45
		Annual Salary +	Benefits _	\$152,476.96	=		
Step C							
		\$8,129.11 /M	onth	\$54.19	Hour		
	Total Benefits	\$5,065.41	62.31%	\$87.96	\$86.46	\$16.08	\$190.50
		Annual Salary +	Benefits	\$158,334.29	_		
Step D	_						
Step D		\$8,535.57 /M	onth	\$56.90) /Hour		
	Total Benefits	\$5,171.47	60.59%	\$91.38	\$89.82	\$16.70	\$197.90
		Annual Salary +	Benefits =	\$164,484.48	=		
Chan E							
Step E			onth	\$50.75	5 /Hour		
Step E		\$8,962.35 /M	OHUH	Ç55.75	,		
Step E	Total Benefits	\$8,962.35 /M \$5,282.83	58.94%	\$94.97	\$93.34	\$17.36	\$205.67



Accounting Assistant I Department: Finance and Information Systems

Step A							
		\$4,597.64 /Month	\$30.6	\$30.65 /Hour			
<u>Benefit</u>	<u>Multiplier</u>	054.00		Catego			
PERS - Employer	0.185100	851.02		Office Emp	loyees		
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.042470	173.10					
LTD & STD Insurance	0.012170	55.95					
Life Insurance	0.000232	19.20					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.040470	0.00					
Workers Comp.	0.049170	226.07		32.03%	18.28%		
Vision Insurance	0.04.45.00	32.95	Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	66.67	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$3,874.85 84.28%	\$56.48	\$18.09	\$10.33	\$84.90	
		Annual Salary + Benefits	\$101,669.82				
		Allitual Salary + Delients	3101,003.82	=			
Step B							
Step B		\$4,827.52 /Month	¢22.1	0 /Hour			
		34,027.32 / WOUTH	\$32.1	8 /Hour			
	Total Benefits	\$3,934.83 81.51%	\$58.42	\$18.71	\$10.68	\$87.81	
		Annual Salary + Benefits	\$105,148.23	=			
Step C							
Step C		\$5,068.90 /Month	¢22.7	0 /11			
		\$5,008.90 /WOULU	\$33.7	9 /Hour			
	Total Benefits	\$3,997.82 78.87%	\$60.44	\$19.36	\$11.05	\$90.85	
	rotal belieffes	φ3,337.02 70.07 <i>7</i>	,	Ų23. 3 0	Ų11.03	\$30.03	
		Annual Salary + Benefits	\$108,800.56	=			
Step D							
		\$5,322.34 /Month	\$35.4	8 /Hour			
	Total Benefits	\$4,063.95 76.36%	\$62.58	\$20.04	\$11.44	\$94.06	
		Annual Salary + Benefits	\$112,635.50	=			
Step E							
		\$5,588.46 /Month	\$37.2	6 /Hour			
	Total Benefits	\$4,133.39 73.96%	\$64.81	\$20.76	\$11.85	\$97.42	
		Annual Salary + Benefits	\$116,662.19				
			, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	_			



Accounting Assistant II Department: Finance and Information Systems

Step A						
·		\$5,068.90 /Month	\$33.79	Hour		
Benefit PERS - Employer Management Incentive EAP	<u>Multiplier</u> 0.185100	938.25 0.00 3.89		<u>Catego</u> Office Empl		
Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Holiday Pay Uniform Allowance Standby	0.012170 0.000232	1,667.00 173.10 61.69 21.17 0.00 0.00 0.00				
Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	0.049170 0.014500	779.00 0.00 249.24 32.95 73.50	Hourly Rate & Benefits	32.03% Department Overhead	18.28% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$3,999.79 78.91% Annual Salary + Benefits	·	\$19.36 =	\$11.05	\$90.87
Step B		\$5,322.34 /Month	\$35.48	3 /Hour		
	Total Benefits	\$4,065.92 76.39% Annual Salary + Benefits	·	\$20.05 =	\$11.44	\$94.08
Step C		\$5,588.46 /Month	\$37.26	5 /Hour		
	Total Benefits	\$4,135.36 74.00% Annual Salary + Benefits	·	\$20.76 =	\$11.85	\$97.44
Step D		\$5,867.88 /Month	\$39.12	2 /Hour		
	Total Benefits	\$4,208.27 71.729 Annual Salary + Benefits		\$21.52 =	\$12.28	\$100.97
Step E		\$6,161.27 /Month	\$41.08	3 /Hour		
	Total Benefits	\$4,284.83 69.54% Annual Salary + Benefits	•	\$22.31 =	\$12.73	\$104.68



Accounting Manager Department: Finance and Information Systems

Step A							
		\$9,751.78 /M	onth	\$65.01 /Hour			
<u>Benefit</u>	<u>Multiplier</u>	4 005 06			Catego		
PERS - Employer	0.185100	1,805.06		Non	-Sworn Manager	s / Confidentia	11
Management Incentive		0.00					
EAP		3.89					
Health Insurance Dental Insurance		1,667.00 173.10					
LTD & STD Insurance	0.012170	118.68					
Life Insurance	0.00232	37.50					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	3% + \$110	402.55					
Workers Comp.	0.049170	479.50			32.03%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	141.40		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	141.40	_	G Deficites	Overneau	Overneda	nate
	Total Benefits	\$5,640.62	57.84%	\$102.62	\$32.87	\$18.76	\$154.25
		Annual Salary + E	Benefits _	\$184,708.90	=		
Step B							
		\$10,239.37 /M	onth	\$68.26	6 /Hour		
	Total Benefits	\$5,767.86	56.33%	\$106.71	\$34.18	\$19.51	\$160.40
		Annual Salary + E	Benefits _	\$192,086.75	=		
Step C							
Step e		\$10,751.34 /M	onth	\$71.68	3 /Hour		
		\$10,731.34 / W	Ontin	\$71.00	5 /110ui		
	Total Benefits	\$5,901.45	54.89%	\$111.02	\$35.56	\$20.29	\$166.87
		A	f.·	Ć400 000 40			
		Annual Salary + E	enefits =	\$199,833.49	=		
Step D							
		\$11,288.91 /M	onth	\$75.26	6 /Hour		
	Total Benefits	\$6,041.72	53.52%	\$115.54	\$37.01	\$21.12	\$173.67
	Total Delicito				757.01	Y21.16	γ±73.07
		Annual Salary + E	Benefits =	\$207,967.57	=		
Step E							
		\$11,853.35 /M	onth	\$79.02	2 /Hour		
	Total Benefits	\$6,189.01	52.21%	\$120.28	\$38.53	\$21.99	\$180.80
		Annual Salary + E	Benefits	\$216,508.35			
		war salar y 1	=	+==0,000.00	=		



Accounting Specialist Department: Finance and Information Systems

Step A							
		\$6,699.79 /N	lonth	\$44.67	7 /Hour		
<u>Benefit</u> PERS - Employer	Multiplier 0.185100	1,240.13			<u>Categor</u> Office Empl		
Management Incentive	0.103100	0.00			Office Empire	o y c c s	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	81.54					
Life Insurance	0.000232	27.98					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	329.43			32.03%	18.28%	
Vision Insurance	0.014500	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	97.15	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,432.16	66.15%	\$74.21	\$23.77	\$13.57	\$111.55
		Annual Salary +	Benefits =	\$133,583.37	=		
Step B		Ć7 024 70 /N	1 4 l-	4.5.0	- /··		
		\$ 7,034.78 /N	ionth	\$46.90	0 /Hour		
	Total Benefits	\$4,519.57	64.25%	\$77.03	\$24.67	\$14.08	\$115.78
		Annual Salary +	Benefits =	\$138,652.19	=		
Step C							
		\$ 7,386.52 /N	lonth	\$49.24	4 /Hour		
	Total Benefits	\$4,611.36	62.43%	\$79.99	\$25.62	\$14.62	\$120.23
		Annual Salary +	Benefits _	\$143,974.45	=		
Step D							
		\$7,755.84 /№	lonth	\$51.73	1 /Hour		
	Total Benefits	\$4,707.73	60.70%	\$83.09	\$26.61	\$15.19	\$124.89
		Annual Salary +	Benefits _	\$149,562.82	=		
Step E							
		\$ 8,143.63 /N	lonth	\$54.29	9 /Hour		
	Total Benefits	\$4,808.92	59.05%	\$86.35	\$27.66	\$15.78	\$129.79
		Annual Salary +	Benefits	\$155,430.61			



Accounting Technician

Department: Finance and Information Systems

Step A							
		\$5,831.00 /	Vonth	\$38.87 /Hour			
Benefit	Multiplier				Catego	rv	
PERS - Employer	0.185100	1,079.32			Office Empl		
Management Incentive		0.00				-,	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	70.96					
Life Insurance	0.000232	24.35					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	286.71			32.03%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	84.55	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,201.83	72.06%	\$66.89	\$21.42	\$12.23	\$100.54
		Annual Salary	- Benefits	\$120,393.93			
		,	=	7	=		
Step B							
		\$6,122.55 /	Month	\$40.82	2 /Hour		
	Total Benefits	\$4,277.91	69.87%	\$69.34	\$22.21	\$12.67	\$104.22
		Annual Salary	Benefits =	\$124,805.45	=		
Step C							
		\$6,428.67 /	Month	\$42.86	6 /Hour		
	Total Benefits	\$4,357.79	67.79%	\$71.91	\$23.03	\$13.15	\$108.09
		Annual Salary	Benefits _	\$129,437.55	=		
Step D							
		\$6,750.11 /	Month	\$45.00) /Hour		
	Total Benefits	\$4,441.66	65.80%	\$74.61	\$23.90	\$13.64	\$112.15
		Annual Salary	Benefits =	\$134,301.25	=		
Step E							
		\$ 7,087.61 /N	Month	\$47.25	5 /Hour		
	Total Benefits	\$4,529.73	63.91%	\$77.45	\$24.81	\$14.16	\$116.42
		Annual Salary +	Benefits =	\$139,408.14	=		



Accounting Technician Department: Police

Step A							
		\$5,831.00 /	Month	\$38.87	7 /Hour		
<u>Benefit</u> PERS - Employer	Multiplier 0.185100	1,079.32			<u>Categor</u> Office Empl		
Management Incentive		0.00			22	-,	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.042470	173.10					
LTD & STD Insurance	0.012170 0.000232	70.96 24.35					
Life Insurance Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	286.71			39.69%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	84.55	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,201.83	72.06%	\$66.89	\$26.55	\$12.23	\$105.67
		Annual Salary	+ Benefits =	\$120,393.93	=		
Step B							
		\$ 6,122.55 /I	Month	\$40.82	2 /Hour		
	Total Benefits	\$4,277.91	69.87%	\$69.34	\$27.52	\$12.67	\$109.53
		Annual Salary	+ Benefits =	\$124,805.45	=		
Step C							
		\$6,428.67 /	Month	\$42.86	6 /Hour		
	Total Benefits	\$4,357.79	67.79%	\$71.91	\$28.54	\$13.15	\$113.60
		Annual Salary	+ Benefits	\$129,437.55	=		
Step D							
		\$6,750.11 /	Month	\$45.00	0 /Hour		
	Total Benefits	\$4,441.66	65.80%	\$74.61	\$29.61	\$13.64	\$117.86
		Annual Salary	+ Benefits =	\$134,301.25	=		
Step E							
		\$ 7,087.61 /	Month	\$47.25	5 /Hour		
			62.040/	A== 4=	¢20.74	\$14.16	\$122.35
	Total Benefits	\$4,529.73	63.91%	\$77.45	\$30.74	314.10	3122.33



Administrative Assistant I

Department: City Manager

Step A							
		\$4,352.61 /M	lonth	\$29.02 /Hour			
<u>Benefit</u>	<u>Multiplier</u>	00- 0-			Catego		
PERS - Employer	0.185100	805.67			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.042470	173.10					
LTD & STD Insurance	0.012170	52.97					
Life Insurance	0.000232	18.18					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.040470	0.00					
Workers Comp.	0.049170	214.02		Harrie Baka	52.40%	18.28%	Takal Hannik
Vision Insurance Medicare	0.014500	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	63.11	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,809.89	87.53%	\$54.42	\$28.51	\$9.95	\$92.88
		Annual Salary +	Ronofits	\$97,949.94			
		Allifual Salary	=	757,545.54	=		
Step B							
		\$4,570.24 /M	lonth	\$30.47	7 /Hour		
		, , ,		·	•		
	Total Benefits	\$3,866.67	84.61%	\$56.25	\$29.47	\$10.28	\$96.00
		Annual Salary +	Benefits =	\$101,242.97	=		
Step C							
otop c		\$4,798.75 /M	lonth	\$31.90	Hour		
		ψ . , ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		402.00	7.1001		
	Total Benefits	\$3,926.30	81.82%	\$58.17	\$30.48	\$10.63	\$99.28
				*			
		Annual Salary +	Benefits =	\$104,700.65	=		
Step D							
		\$5,038.69 /M	lonth	\$33.59	Hour		
		, -, ,		,	,		
	Total Benefits	\$3,988.91	79.17%	\$60.18	\$31.54	\$11.00	\$102.72
		A	D 6":	6400 224 24			
		Annual Salary +	Benefits =	\$108,331.21	=		
Step E							
		\$5,290.62 /M	lonth	\$35.27	7 /Hour		
	Total Benefits	\$4,054.65	76.64%	\$62.30	\$32.65	\$11.39	\$106.34
		, ,				,	,
		Annual Salary +	Benefits _	\$112,143.30	_		
					_		



Administrative Assistant I Department: Community Development

Step A							
·		\$4,352.61 /	∕Ionth	\$29.02	2 /Hour		
<u>Benefit</u> PERS - Employer	Multiplier 0.185100	805.67			<u>Categor</u> Office Empl		
Management Incentive	0.165100	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	52.97					
Life Insurance	0.000232	18.18					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	214.02			137.75%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	63.11	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,809.89	87.53%	\$54.42	\$74.96	\$9.95	\$139.33
		Annual Salary +	Benefits _	\$97,949.94	=		
Step B							
Otop D		\$4,570.24 /N	Лonth	\$30.47	7 /Hour		
	Total Benefits	\$3,866.67	84.61%	\$56.25	\$77.48	\$10.28	\$144.01
		Annual Salary +	Benefits =	\$101,242.97	=		
Step C							
		\$ 4,798.75 /N	Иonth	\$31.99	9 /Hour		
	Total Benefits	\$3,926.30	81.82%	\$58.17	\$80.13	\$10.63	\$148.93
		Annual Salary +	Benefits _	\$104,700.65	=		
Step D							
		\$ 5,038.69 /N	Month	\$33.59	9 /Hour		
	Total Benefits	\$3,988.91	79.17%	\$60.18	\$82.90	\$11.00	\$154.08
		Annual Salary +	Benefits _	\$108,331.21	=		
Step E					_		
		\$ 5,290.62 /N	vionth	\$35.27	7 /Hour		
	Total Benefits	\$4,054.65	76.64%	\$62.30	\$85.82	\$11.39	\$159.51
	. ota. Dellello	, ,					



Administrative Assistant I Department: Parks and Recreation

Step A							
•		\$4,352.61 /Mon	th	\$29.02	/Hour		
<u>Benefit</u>	Multiplier				Categor		
PERS - Employer	0.185100	805.67			Office Empl	oyees	
Management Incentive		0.00 3.89					
EAP Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	52.97					
Life Insurance	0.000232	18.18					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	214.02			98.29%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	63.11		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	03.11	_	G Denents	Overneda	Overneud	nate
	Total Benefits	\$3,809.89 87	7.53%	\$54.42	\$53.49	\$9.95	\$117.86
		Annual Salary + Ben	efits _	\$97,949.94	=		
Step B							
		\$4,570.24 /Mon	th	\$30.47	/Hour		
	Total Benefits	\$3,866.67 84	4.61%	\$56.25	\$55.28	\$10.28	\$121.81
		Annual Salary + Ben	efits _	\$101,242.97	=		
Step C							
		\$4,798.75 /Mon	th	\$31.99	/Hour		
	Total Benefits	\$3,926.30 83	1.82%	\$58.17	\$57.17	\$10.63	\$125.97
		Annual Salary + Ben	efits _	\$104,700.65			
Step D							
		\$5,038.69 /Mon	th	\$33.59	/Hour		
	Total Benefits	\$3,988.91 79	9.17%	\$60.18	\$59.15	\$11.00	\$130.33
		Annual Salary + Ben	efits _	\$108,331.21	=		
Step E		ÁT 200 C2 /h4		4			
		\$5,290.62 /Mon		\$35.27			
	Total Benefits		5.64%	\$62.30	\$61.24	\$11.39	\$134.93
		Annual Salary + Ben	efits	\$112,143.30	=		



Administrative Assistant I Department: Police

Step A							
		\$4,352.61 /	Month	\$29.02 /Hour			
<u>Benefit</u>	<u>Multiplier</u>	005.65			Catego		
PERS - Employer	0.185100	805.67			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.042470	173.10					
LTD & STD Insurance	0.012170	52.97					
Life Insurance	0.000232	18.18					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.040470	0.00					
Workers Comp.	0.049170	214.02		Harrie Bata	39.69%	18.28%	Takal Hannin
Vision Insurance	0.014500	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	63.11	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,809.89	87.53%	\$54.42	\$21.60	\$9.95	\$85.97
		Annual Salary	+ Panafita	\$97,949.94			
		Allitual Salary	+ benefits =	397,949.94	=		
Step B							
Step 5		\$4,570.24 /	Month	¢20.4	7 /110		
		34,370.24 /	IVIOIILII	\$30.47	7 /Hour		
	Total Benefits	\$3,866.67	84.61%	\$56.25	\$22.32	\$10.28	\$88.85
		Annual Salary	+ Benefits	\$101,242.97	=		
Step C							
Step e		\$4,798.75 /	Month	¢24.00	0 /110		
		\$4,796.75 /I	MOHUH	\$31.95	9 /Hour		
	Total Benefits	\$3,926.30	81.82%	\$58.17	\$23.09	\$10.63	\$91.89
	Total beliefits	Ş3,920.30	01.02/0	JJ8.17	323.0 9	910.03	331.83
		Annual Salary	+ Benefits	\$104,700.65			
		•	_	-			
Step D							
	_	\$5,038.69 /	Month	\$33.50	9 /Hour		
		Ţ 5,530.03 / l		433.3 .	,,,,,,,,,		
	Total Benefits	\$3,988.91	79.17%	\$60.18	\$23.89	\$11.00	\$95.07
		, -,		,		,	,
		Annual Salary	+ Benefits	\$108,331.21			
					-		
Step E							
		\$5,290.62 /	Month	\$35.27	7 /Hour		
		. , ,		,	-		
	Total Benefits	\$4,054.65	76.64%	\$62.30	\$24.73	\$11.39	\$98.42
				•	•	-	-
		Annual Salary	+ Benefits	\$112,143.30	_		



Administrative Assistant I Department: Public Works

Step A							
		\$4,352.61 /M	onth	\$29.02	! /Hour		
<u>Benefit</u> PERS - Employer	Multiplier 0.185100	805.67			<u>Categor</u> Office Empl		
Management Incentive	0.105100	0.00			Office Empire	Oyces	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	52.97					
Life Insurance	0.000232	18.18					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	214.02			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	63.11	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,809.89	87.53%	\$54.42	\$80.23	\$9.95	\$144.60
		Annual Salary +	Benefits _	\$97,949.94	=		
Step B							
Step B		\$4,570.24 /M	onth	\$30.47	7 /Hour		
	Total Benefits	\$3,866.67	84.61%	\$56.25	\$82.93	\$10.28	\$149.46
		Annual Salary + I	Benefits _	\$101,242.97	=		
Step C							
		\$4,798.75 /M	onth	\$31.99	Hour /		
	Total Benefits	\$3,926.30	81.82%	\$58.17	\$85.76	\$10.63	\$154.56
		Annual Salary + I	Benefits _	\$104,700.65	=		
Step D							
		\$5,038.69 /M	onth	\$33.59	Hour /		
	Total Benefits	\$3,988.91	79.17%	\$60.18	\$88.74	\$11.00	\$159.92
		Annual Salary + I	Benefits _	\$108,331.21	=		
Step E							
		\$ 5,290.62 /M	onth	\$35.27	7 /Hour		
		4	76 640/	¢c2 20	\$91.86	\$11.39	\$165.55
	Total Benefits	\$4,054.65	76.64%	\$62.30	331.80	311.33	\$105.55



Administrative Assistant II Department: City Manager

Step A							
		\$4,798.75 /	Month	\$31.99	9 /Hour		
<u>Benefit</u> PERS - Employer	Multiplier 0.185100	888.25			<u>Categor</u> Office Empl		
Management Incentive	0.103100	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	58.40					
Life Insurance	0.000232	20.04					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	235.95			52.40%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	69.58	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,928.17	81.86%	\$58.18	\$30.49	\$10.64	\$99.31
		Annual Salary	+ Benefits	\$104,723.00	=		
Step B							
- COOP 2		\$5,038.69 /	Month	\$33.59	9 /Hour		
	Total Benefits	\$3,990.78	79.20%	\$60.20	\$31.54	\$11.00	\$102.74
		Annual Salary	+ Benefits =	\$108,353.56	=		
Step C							
		\$5,290.62 /	Month	\$35.2	7 /Hour		
	Total Benefits	\$4,056.51	76.67%	\$62.31	\$32.65	\$11.39	\$106.35
		Annual Salary	+ Benefits =	\$112,165.65	=		
Step D							
		\$5,555.15 /	Month	\$37.0	3 /Hour		
	Total Benefits	\$4,125.54	74.27%	\$64.54	\$33.82	\$11.80	\$110.16
		Annual Salary	+ Benefits =	\$116,168.35	=		
Step E		.					
		\$5,832.91 /	ivionth	\$38.89	9 /Hour		
	Total Benefits	\$4,198.02	71.97%	\$66.87	\$35.04	\$12.22	\$114.13



Administrative Assistant II Department: Community Development

Step A						
		\$4,798.75 /Month	\$31.99	\$31.99 /Hour		
- "						
Benefit	Multiplier 0.185100	888.25		Catego		
PERS - Employer Management Incentive	0.185100	0.00		Office Emp	ioyees	
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	58.40				
Life Insurance	0.000232	20.04				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	235.95		137.75%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	69.58	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,928.17 81.86%	\$58.18	\$80.14	\$10.64	\$148.96
		Annual Salary + Benefits	\$104,723.00			
				=		
Step B						
		\$5,038.69 /Month	\$33.5	9 /Hour		
	Total Benefits	\$3,990.78 79.20%	\$60.20	\$82.92	\$11.00	\$154.12
		Annual Salary + Benefits	\$108,353.56	=		
Step C						
		\$5,290.62 /Month	\$35.2	7 /Hour		
	Total Benefits	\$4,056.51 76.67%	\$62.31	\$85.84	\$11.39	\$159.54
		Annual Calamy Banafita	\$112,165.65			
		Annual Salary + Benefits	Ş112,103.03	=		
Step D						
		\$5,555.15 /Month	\$37.0	3 /Hour		
	Total Benefits	\$4,125.54 74.27%	\$64.54	\$88.90	\$11.80	\$165.24
		Annual Salary + Benefits	\$116,168.35	=		
Step E						
		\$5,832.91 /Month	\$38.8	9 /Hour		
	Total Benefits	\$4,198.02 71.97%	\$66.87	\$92.12	\$12.22	\$171.21
		Annual Salary + Benefits	\$120,371.18	_		



Administrative Assistant II Department: Parks and Recreation

Step A						
		\$4,798.75 /Month	\$31.99	\$31.99 /Hour		
- 6.						
<u>Benefit</u>	Multiplier 0.405400	888.25		Catego		
PERS - Employer Management Incentive	0.185100	0.00		Office Emp	ioyees	
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	58.40				
Life Insurance	0.000232	20.04				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	235.95		98.29%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	69.58	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,928.17 81.86%	\$58.18	\$57.18	\$10.64	\$126.00
		Annual Salary + Benefits	\$104,723.00			
		Aimaai Salary 1 Benefits		=		
Step B						
		\$5,038.69 /Month	\$33.5	9 /Hour		
	Total Benefits	\$3,990.78 79.20%	\$60.20	\$59.17	\$11.00	\$130.37
		Annual Salary + Benefits	\$108,353.56	=		
Step C						
		\$5,290.62 /Month	\$35.2	7 /Hour		
	Total Benefits	\$4,056.51 76.67%	\$62.31	\$61.25	\$11.39	\$134.95
			•	*******	7-2-3-5	7=0.000
		Annual Salary + Benefits	\$112,165.65	=		
Step D						
		\$5,555.15 /Month	\$37.0	3 /Hour		
	Total Benefits	\$4,125.54 74.27%	\$64.54	\$63.43	\$11.80	\$139.77
	יטנמו שכוופוונג	γ 4 ,1∠J.J4 /4.2/70	, 304.34	7U3.43	311.0U	Ş133.//
		Annual Salary + Benefits	\$116,168.35	=		
Step E						
		\$5,832.91 /Month	\$38.8	9 /Hour		
	Total Benefits	\$4,198.02 71.97%	\$66.87	\$65.73	\$12.22	\$144.82
		Annual Salary + Benefits	¢120 271 10			
		Allitual Salary + Defletits	\$120,371.18	=		



Administrative Assistant II Department: Police

Step A							
		\$4,798.75 /Month		\$31.99 /Hour			
- 0							
Benefit	Multiplier 0.185100	888.25			Catego		
PERS - Employer Management Incentive	0.185100	0.00			Office Empl	oyees	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	58.40					
Life Insurance	0.000232	20.04					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	235.95			39.69%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	69.58		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,928.17 81.8	6%	\$58.18	\$23.09	\$10.64	\$91.91
		Annual Salary + Benefits		\$104,723.00			
		,	_	, ,	=		
Step B							
		\$5,038.69 /Month		\$33.59 /Hour			
	Total Benefits	\$3,990.78 79.2	0%	\$60.20	\$23.89	\$11.00	\$95.09
		Annual Salary + Benef	its	\$108,353.56	=		
Step C							
		\$5,290.62 /Month		\$35.27	/ /Hour		
	Total Benefits	\$4,056.51 76.6	7%	\$62.31	\$24.73	\$11.39	\$98.43
		Annual Salary + Benefi	its	\$112,165.65			
			_	,,	•		
Step D							
		\$5,555.15 /Month		\$37.03 /Hour			
	Total Benefits	\$4,125.54 74.2	7%	\$64.54	\$25.62	\$11.80	\$101.96
		Annual Salary + Benef	its	\$116,168.35	=		
Step E							
		\$5,832.91 /Month		\$38.89	/Hour		
	Total Benefits	\$4,198.02 71.9	7%	\$66.87	\$26.54	\$12.22	\$105.63
		Annual Salary + Benef	its	\$120,371.18	=		



Administrative Assistant II Department: Public Works

Step A							
		\$4,798.75 /Month		\$31.99	9 /Hour		
Benefit DEBS Employer	Multiplier 0.185100	888.25			<u>Categor</u> Office Empl		
PERS - Employer Management Incentive	0.165100	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	58.40					
Life Insurance	0.000232	20.04					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	235.95			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	69.58	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,928.17	81.86%	\$58.18	\$85.78	\$10.64	\$154.60
		Annual Salary	Benefits _	\$104,723.00	=		
Step B							
Step b		\$5,038.69 /Month		\$33.59 /Hour			
	Total Benefits	\$3,990.78	79.20%	\$60.20	\$88.75	\$11.00	\$159.95
		Annual Salary	Benefits =	\$108,353.56	=		
Step C							
		\$5,290.62 /Month		\$35.2	7 /Hour		
	Total Benefits	\$4,056.51	76.67%	\$62.31	\$91.88	\$11.39	\$165.58
		Annual Salary	Benefits =	\$112,165.65	=		
Step D							
		\$5,555.15 /Month		\$37.0	3 /Hour		
	Total Benefits	\$4,125.54	74.27%	\$64.54	\$95.15	\$11.80	\$171.49
		Annual Salary +	Benefits =	\$116,168.35	=		
Step E		4 = 000 04 /b					
		\$5,832.91 /	vionth	\$38.89	9 /Hour		
		64 400 00	71.97%	\$66.87	\$98.60	\$12.22	\$177.69
	Total Benefits	\$4,198.02	71.5770	300.87	750.00	712.22	4 277100



Administrative Secretary

Department: City Attorney

Step A							
		\$5,555.15 /Month		\$37.03 /Hour			
Benefit	Multiplier				Catego	rv	
PERS - Employer	0.185100	1,028.26			Office Empl		
Management Incentive	0.200	0.00				-,	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	67.61					
Life Insurance	0.000232	23.20					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	273.15			28.96%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.55	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,128.70	74.32%	\$64.56	\$18.70	\$11.80	\$95.06
		Annual Salary + Benefits		\$116,206.25			
		•		· · ·	=		
Step B							
		\$5,832.91 /Month		\$38.89 /Hour			
	Total Benefits	\$4,201.18	72.03%	\$66.89	\$19.37	\$12.23	\$98.49
		Annual Salary	+ Benefits =	\$120,409.08	=		
Step C							
		\$6,124.56 /Month		\$40.83	3 /Hour		
	Total Benefits	\$4,277.28	69.84%	\$69.35	\$20.08	\$12.68	\$102.11
		Annual Salary	+ Benefits	\$124,822.06	_		
Ci D			_		-		
Step D		\$6,430.79 /	Month	¢42.0	7 /Hour		
		30,430.73 /1	WIOTILIT	342.6	7 /Houi		
	Total Benefits	\$4,357.19	67.76%	\$71.92	\$20.83	\$13.15	\$105.90
		Annual Salary	+ Benefits =	\$129,455.68	=		
Step E							
		\$6,752.32 /	Month	\$45.02	2 /Hour		
	Total Benefits	\$4,441.09	65.77%	\$74.62	\$21.61	\$13.64	\$109.87
		Annual Salary	+ Benefits	\$134,320.98	=		



Administrative Secretary Department: Community Development

Step A							
		\$5,555.15 /Month		\$37.03	3 /Hour		
Benefit PERS - Employer Management Incentive	<u>Multiplier</u> 0.185100	1,028.26 0.00			<u>Categor</u> Office Empl		
EAP Health Insurance Dental Insurance LTD & STD Insurance	0.012170	3.89 1,667.00 173.10 67.61					
Life Insurance Holiday Pay Uniform Allowance	0.000232	23.20 0.00 0.00					
Standby Retiree Medical Deferred Comp. Workers Comp.	0.049170	0.00 779.00 0.00 273.15			137.75%	18.28%	
Vision Insurance Medicare	0.014500	32.95 80.55	_	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,128.70	74.32%	\$64.56	\$88.93	\$11.80	\$165.29
		Annual Salary +	Benefits _	\$116,206.25	=		
Step B		\$5,832.91 /Month		\$38.89 /Hour			
	Total Benefits	\$4,201.18	72.03%	\$66.89	\$92.15	\$12.23	\$171.27
		Annual Salary +	Benefits _	\$120,409.08	=		
Step C		\$6,124.56 /Month		\$40.83	3 /Hour		
	Total Benefits	\$4,277.28	69.84%	\$69.35	\$95.52	\$12.68	\$177.55
		Annual Salary +	Benefits _	\$124,822.06	=		
Step D		\$6,430.79 /Month		\$42.87 /Hour			
	Total Benefits	\$4,357.19	67.76%	\$71.92	\$99.07	\$13.15	\$184.14
		Annual Salary +	Benefits _	\$129,455.68	=		
Step E		\$ 6,752.32 /N	1onth	\$45.02	2 /Hour		
	Total Benefits	\$4,441.09	65.77%	\$74.62	\$102.79	\$13.64	\$191.05
		Annual Salary +	Benefits _	\$134,320.98	=		



Administrative Secretary Department: Finance and Information Systems

Step A						
		\$5,555.15 /Month	\$37.03 /Hour			
- "						
Benefit	Multiplier 0.185100	1 020 20		Catego		
PERS - Employer Management Incentive	0.185100	1,028.26 0.00		Office Emp	ioyees	
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	67.61				
Life Insurance	0.000232	23.20				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	273.15		32.03%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.55	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,128.70 74.32	% \$64.56	\$20.68	\$11.80	\$97.04
		Annual Salary + Benefit	\$116,206.25	_		
Step B						
		\$5,832.91 /Month	\$38.8	\$38.89 /Hour		
	Total Benefits	\$4,201.18 72.03	% \$66.89	\$21.43	\$12.23	\$100.55
		Annual Salary + Benefit	\$120,409.08	=		
Step C						
		\$6,124.56 /Month	\$40.8	3 /Hour		
	Total Benefits	\$4,277.28 69.84	% \$69.35	\$22.21	\$12.68	\$104.24
		Annual Salary + Benefits	\$124,822.06			
			_	=		
Step D		\$6,430.79 /Month	642.0	7 /110		
		30,430.79 /WONTIN	\$42.8	7 /Hour		
	Total Benefits	\$4,357.19 67.76	% \$71.92	\$23.04	\$13.15	\$108.11
		Annual Salary + Benefit	\$129,455.68	_		
Step E						
		\$6,752.32 /Month	\$45.0	2 /Hour		
	Total Benefits	\$4,441.09 65.77	% \$74.62	\$23.90	\$13.64	\$112.16
		Annual Salary + Benefit	\$134,320.98	=		



Administrative Secretary Department: Human Resources

o	_						
Step A		\$5,555.15 /Month		\$37.03	/Hour		
		, , ,		·	•		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,028.26			Office Emp	loyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.042470	173.10					
LTD & STD Insurance	0.012170	67.61					
Life Insurance	0.000232	23.20					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	273.15			39.88%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.55	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,128.70 74.3	2%	\$64.56	\$25.75	\$11.80	\$102.11
		Annual Salary + Benef	its _	\$116,206.25	=		
Step B							
Step 5		\$5,832.91 /Month		¢20.00	/110		
		33,032.31 / IVIOIILII		\$38.85	/Hour		
	Total Benefits	\$4,201.18 72.0	3%	\$66.89	\$26.68	\$12.23	\$105.80
		Annual Salary + Benef	its _	\$120,409.08	=		
Step C							
		\$6,124.56 /Month		\$40.83	/Hour		
	Total Benefits	\$4,277.28 69.8	34%	\$69.35	\$27.66	\$12.68	\$109.69
		Annual Salary + Benef	its _	\$124,822.06	=		
Step D							
		\$6,430.79 /Month		\$42.87	/Hour		
	Total Benefits	\$4,357.19 67.7	6%	\$71.92	\$28.68	\$13.15	\$113.75
		Annual Salary + Benef	its _	\$129,455.68	=		
Step E							
,,,,,,		\$6,752.32 /Month		\$45.02	/Hour		
	Total Benefits	\$4,441.09 65.7	7%	\$74.62	\$29.76	\$13.64	\$118.02
		Annual Salary + Benef	its _	\$134,320.98	=		



Administrative Secretary Department: Parks and Recreation

Step A						
		\$5,555.15 /Month	\$37.03	3 /Hour		
- 6						
Benefit	Multiplier 0.185100	1 020 20		Catego		
PERS - Employer Management Incentive	0.185100	1,028.26 0.00		Office Emp	ioyees	
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	67.61				
Life Insurance	0.000232	23.20				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	273.15		98.29%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.55	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,128.70 74.329	6 \$64.56	\$63.46	\$11.80	\$139.82
		Annual Salary + Benefits	\$116,206.25	_		
Step B						
		\$5,832.91 /Month	\$38.8	9 /Hour		
	Total Benefits	\$4,201.18 72.039	6 \$66.89	\$65.75	\$12.23	\$144.87
		Annual Salary + Benefits	\$120,409.08	_		
Step C						
		\$6,124.56 /Month	\$40.8	3 /Hour		
	Total Benefits	\$4,277.28 69.849	6 \$69.35	\$68.16	\$12.68	\$150.19
		Annual Salary + Benefits	\$124,822.06	=		
Step D						
		\$6,430.79 /Month	\$42.8	7 /Hour		
	Total Benefits	\$4,357.19 67.769	6 \$71.92	\$70.69	\$13.15	\$155.76
		Annual Salary + Benefits	\$129,455.68	_		
Step E						
		\$6,752.32 /Month	\$45.0	2 /Hour		
	Total Benefits	\$4,441.09 65.779	6 \$74.62	\$73.35	\$13.64	\$161.61
		Annual Salary + Benefits	\$134,320.98	_		



Administrative Secretary Department: Public Works

Step A							
Step A		\$5,555.15 /	Month	\$37.03	3 /Hour		
		, , , , , , , , , , , , , , , , , , , ,		, -	,		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,028.26			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.013170	173.10 67.61					
LTD & STD Insurance Life Insurance	0.012170 0.000232	23.20					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	273.15			147.44%	18.28%	
Vision Insurance	0.013170	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	80.55		& Benefits	Overhead	Overhead	Rate
	_		_				
	Total Benefits	\$4,128.70	74.32%	\$64.56	\$95.19	\$11.80	\$171.55
		Annual Salary	+ Benefits	\$116,206.25	_		
Step B							
		\$5,832.91 /Month		\$38.89	9 /Hour		
	Total Benefits	\$4,201.18	72.03%	\$66.89	\$98.63	\$12.23	\$177.75
		Annual Salary	+ Ronofits	\$120,409.08			
		Ailliuai Salai y	=	\$120,405.00	_		
Step C							
		\$ 6,124.56 /	Month	\$40.83	3 /Hour		
	Total Benefits	\$4,277.28	69.84%	\$69.35	\$102.24	\$12.68	\$184.27
					, -	,	, -
		Annual Salary	+ Benefits =	\$124,822.06	=		
Step D		Annual Salary	+ Benefits =	\$124,822.06	=		
Step D		\$6,430.79 /I			7 /Hour		
Step D	Total Benefits				= 7 /Hour \$106.04	\$13.15	\$191.11
Step D	Total Benefits	\$ 6,430.79 /I \$4,357.19	Month 67.76%	\$42.83 \$71.92		\$13.15	\$191.11
Step D	Total Benefits	\$6,430.79 /	Month 67.76%	\$42.87		\$13.15	\$191.11
Step D Step E	Total Benefits	\$ 6,430.79 /I \$4,357.19	Month 67.76%	\$42.83 \$71.92		\$13.15	\$191.11
	Total Benefits	\$ 6,430.79 /I \$4,357.19	= Month 67.76% + Benefits =	\$42.85 \$71.92 \$129,455.68		\$13.15	\$191.11
	Total Benefits Total Benefits	\$6,430.79 /I \$4,357.19 Annual Salary	= Month 67.76% + Benefits =	\$42.85 \$71.92 \$129,455.68	\$106.04	\$13.15 \$13.64	\$191.11 \$198.28
	_	\$6,430.79 /I \$4,357.19 Annual Salary \$6,752.32 /I	Month 67.76% + Benefits Month 65.77%	\$42.83 \$71.92 \$129,455.68 \$45.02	\$106.04 = 2 /Hour		



Administrative Supervisor Department: Community Development

Step A						
·		\$6,111.84 /Month	\$40.7	5 /Hour		
- 6.						
<u>Benefit</u>	Multiplier 0.405400	4 424 20		Catego		
PERS - Employer	0.185100	1,131.30		Office Emp	ioyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00				
LTD & STD Insurance	0.012170	173.10 74.38				
Life Insurance	0.012170 0.000232	74.38 25.52				
	0.000232	0.00				
Holiday Pay						
Uniform Allowance Standby		0.00 0.00				
Retiree Medical		779.00				
		0.00				
Deferred Comp.	0.049170	300.52		427.750/	40.200/	
Workers Comp. Vision Insurance	0.049170	32.95	Housely Boto	137.75%	18.28%	Total Hourly
Medicare	0.014500	88.62	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Rate
iviedicare	0.014500	00.02	& benefits	Overneau	Overneau	Kate
	Total Benefits	\$4,276.29 69.97%	\$69.25	\$95.40	\$12.66	\$177.31
		Annual Salary + Benefits	\$124,657.49			
Step B						
		\$6,417.43 /Month	\$42.7	8 /Hour		
	Total Benefits	\$4,356.03 67.88%	\$71.82	\$98.94	\$13.13	\$183.89
		Annual Salary + Benefits	\$129,281.49	=		
Step C						
		\$6,738.30 /Month	\$44.9	2 /Hour		
	Total Benefits	\$4,439.76 65.89%	\$74.52	\$102.65	\$13.62	\$190.79
		Annual Salary + Benefits	\$134,136.69			
		-		=		
Step D						
		\$7,075.22 /Month	\$47.1	7 /Hour		
	Total Benefits	\$4,527.67 63.99%	\$77.35	\$106.55	\$14.14	\$198.04
		Annual Salary + Benefits	\$139,234.64	_		
Step E						
- 300p -		\$7,428.98 /Month	\$49.5	3 /Hour		
	Total Benefits	\$4,619.98 62.19%	\$80.33	\$110.65	\$14.68	\$205.66
		Annual Salary + Benefits	\$144,587.50	=		



Administrative Supervisor Department: Finance and Information Systems

Step A							
		\$6,111.84 /	Vonth	\$40.75	5 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u> i		
PERS - Employer	0.185100	1,131.30			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.042470	173.10					
LTD & STD Insurance	0.012170	74.38					
Life Insurance	0.000232	25.52					
Holiday Pay Uniform Allowance		0.00 0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	300.52			32.03%	18.28%	
Vision Insurance	0.049170	32.95		Hourly Rate	Department	18.28% Citywide	Total Hourly
Medicare	0.014500	88.62		& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	88.02	_	& Dellellts	Overneau	Overneau	Nate
	Total Benefits	\$4,276.29	69.97%	\$69.25	\$22.18	\$12.66	\$104.09
		Annual Salary	Benefits =	\$124,657.49	=		
Step B							
		\$6,417.43 /	Month	\$42.78	8 /Hour		
	Total Benefits	\$4,356.03	67.88%	\$71.82	\$23.00	\$13.13	\$107.95
		Annual Salary	Benefits _	\$129,281.49	=		
Step C							
		\$6,738.30 /	Month	\$44.92	2 /Hour		
	Total Benefits	\$4,439.76	65.89%	\$74.52	\$23.87	\$13.62	\$112.01
		Annual Salary	Benefits =	\$134,136.69	=		
Step D							
		\$7,075.22 /1	Month	\$47.1	7 /Hour		
	Total Benefits	\$4,527.67	63.99%	\$77.35	\$24.78	\$14.14	\$116.27
		Annual Salary	Benefits =	\$139,234.64	=		
Step E		67 420 00 <i>(</i> 1	. 4 . 1				
		\$ 7,428.98 /1	vionth	\$49.53	3 /Hour		
	Total Benefits	\$4,619.98	62.19%	\$80.33	\$25.73	\$14.68	\$120.74
		Annual Salary	- Benefits	\$144,587.50			



Administrative Supervisor Department: Parks and Recreation

Step A						
Jtcp A		\$6,111.84 /Month	\$40.7	5 /Hour		
		. ,	•	,		
<u>Benefit</u>	Multiplier			Catego		
PERS - Employer	0.185100	1,131.30		Office Emp	loyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance	0.013170	173.10				
LTD & STD Insurance Life Insurance	0.012170 0.000232	74.38 25.52				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	300.52		98.29%	18.28%	
Vision Insurance	0.015170	32.95	Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	88.62	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,276.29 69.9	% \$69 .2 5	\$68.07	\$12.66	\$149.98
		Annual Salary + Benefi	\$124,657.49	_		
Step B						
		\$6,417.43 /Month	\$42.7	8 /Hour		
	Total Benefits	\$4,356.03 67.88	\$% \$71.82	\$70.59	\$13.13	\$155.54
		Annual Salary + Benefi	\$129,281.49	=		
Step C						
•		\$6,738.30 /Month	\$44.9	2 /Hour		
	Total Benefits	\$4,439.76 65.89	9% \$74.52	\$73.25	\$13.62	\$161.39
		Annual Salary + Benefi	\$134,136.69	=		
Step D						
		C7 075 22 /Manth	¢17.1	7 /Hour		
		\$7,075.22 /Month	547.1	, , , , , , , , , , , , , , , , , , , ,		
	Total Benefits	\$4,527.67 63.99		\$76.03	\$14.14	\$167.52
	Total Benefits		9% \$77.35		\$14.14	\$167.52
Step E	Total Benefits	\$4,527.67 63.99	9% \$77.35		\$14.14	\$167.52
Step E	Total Benefits	\$4,527.67 63.99	\$77.35 ts \$139,234.64		\$14.14	\$167.52
Step E	Total Benefits Total Benefits	\$4,527.67 63.99 Annual Salary + Benefi	\$77.35 ts \$139,234.64 \$49.5	\$76.03 -	\$14.14 \$14.68	\$167.52 \$173.96



Administrative Supervisor Department: Public Works

Step A						
		\$6,111.84 /Month	\$40.7	5 /Hour		
- "						
<u>Benefit</u>	Multiplier 0.405400	4 424 20		Catego		
PERS - Employer	0.185100	1,131.30		Office Emp	ioyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00				
LTD & STD Insurance	0.012170	173.10 74.38				
Life Insurance	0.012170 0.000232	74.38 25.52				
	0.000232	0.00				
Holiday Pay						
Uniform Allowance Standby		0.00 0.00				
Retiree Medical		779.00				
		0.00				
Deferred Comp.	0.049170	300.52		4.47.440/	40.200/	
Workers Comp. Vision Insurance	0.049170	32.95	Haurly Data	147.44% Department	18.28%	Total Hourly
Medicare	0.014500	32.95 88.62	Hourly Rate & Benefits	Overhead	Citywide Overhead	Rate
iviedicare	0.014500	00.02	& beliefits	Overneau	Overneau	Kate
	Total Benefits	\$4,276.29 69.97	6 \$ 69.25	\$102.11	\$12.66	\$184.02
		Annual Salary + Benefits	\$124,657.49			
		Aimaai Salary i Benena	7124,037.43	_		
Step B						
		\$6,417.43 /Month	\$42.7	8 /Hour		
	Total Benefits	\$4,356.03 67.889	6 \$71.82	\$105.90	\$13.13	\$190.85
		Annual Salary + Benefits	\$129,281.49	=		
Step C						
		\$6,738.30 /Month	\$44.9	\$44.92 /Hour		
	Total Benefits	\$4,439.76 65.899	6 \$74.52	\$109.87	\$13.62	\$198.01
		, , == = ==============================	,	,		,
		Annual Salary + Benefits	\$134,136.69	=		
Step D						
		\$7,075.22 /Month	\$47.1	7 /Hour		
	Total Benefits	\$4,527.67 63.999	% \$77.35	\$114.05	\$14.14	\$205.54
		Annual Salary + Benefits	\$139,234.64	_		
Step E						
300 2	_	\$7,428.98 /Month	\$49.5	3 /Hour		
	Total Benefits	\$4,619.98 62.199	6 \$80.33	\$118.43	\$14.68	\$213.44
		Annual Salary + Benefits	\$144,587.50	_		



Assistant City Attorney Department: City Attorney

Step A						
		\$13,148.54 /Month	\$87.66	6 /Hour		
Benefit	B. G. alatinalia a			Catana		
PERS - Employer	Multiplier 0.185100	2,433.79	Non-Sw	<u>Catego</u> orn Asst Director		ornev
Management Incentive	0.185100	0.00	14011-3W	OTTI ASSI DITECTO	/ Asst City Att	officy
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	160.02				
Life Insurance	0.000232	37.50				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	4% + \$110	635.94				
Workers Comp.	0.049170	646.51		28.96%	18.28%	
Vision Insurance	0.043170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	190.65	& Benefits	Overhead	Overhead	Rate
Wiculture	0.014500	130.03	G Delicitis	Overneau	Overnead	Nate
	Total Benefits	\$6,760.36 51.42%	\$132.73	\$38.44	\$24.26	\$195.43
		Annual Salary + Benefits	\$238,906.84			
		Aimuai Salary i Bellents	7230,300.04	=		
Step B						
- C 4000		\$13,805.97 /Month	\$92.0	4 /Hour		
		413,003.37 / WOHLI	\$52.0	4 /11001		
	Total Benefits	\$6,931.91 50.21%	\$138.25	\$40.04	\$25.27	\$203.56
		Annual Salary + Benefits	\$248,854.55	=		
Step C						
Step e		\$14,496.27 /Month	¢ne e	4 /Hour		
		\$14,496.27 /WOULI	\$90.04	4 /Hour		
	Total Benefits	\$7,112.04 49.06%	\$144.06	\$41.72	\$26.33	\$212.11
		Annual Salary + Benefits =	\$259,299.65	_		
Step D						
310p 2		\$15,221.08 /Month	\$101.4	7 /Hour		
			•	-		
	Total Benefits	\$7,301.17 47.97%	\$150.15	\$43.48	\$27.45	\$221.08
		Annual Calante Barrate	¢270.267.00			
		Annual Salary + Benefits =	\$270,267.00	=		
Step E						
		\$15,982.13 /Month	\$106.5	5 /Hour		
	Total Benefits	\$7,499.76 46.93%	\$156.55	\$45.34	\$28.62	\$230.51
			•	-	-	-
		Annual Salary + Benefits	\$281,782.72	=		



Assistant City Clerk Department: City Manager

Step A						
333611		\$7,056.20 /Month	\$47.04	4 /Hour		
Benefit	Multiplion			Catago		
PERS - Employer	Multiplier 0.185100	1,306.10	Non	<u>Catego</u> Sworn Professior-		arc
Management Incentive	0.185100	0.00	NOTE	-SWOITI FTOTESSIO	iais / Superviso	713
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	85.87				
Life Insurance	0.000232	29.47				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	2% + \$110	251.12				
Workers Comp.	0.049170	346.95		52.40%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	102.31	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,777.78 67.71%	\$78.89	\$41.34	\$14.42	\$134.65
		Annual Salary + Benefits	\$142,007.74	=		
Step B						
Step B		\$7,409.01 /Month	\$49.3	9 /Hour		
	Total Benefits	\$4,869.84 65.73%	\$81.86	\$42.89	\$14.96	\$139.71
		Annual Salary + Benefits	\$147,346.20	=		
Step C						
		\$7,779.46 /Month	\$51.8	6 /Hour		
	Total Benefits	\$4,966.50 63.84%	\$84.97	\$44.53	\$15.53	\$145.03
		Annual Salary + Benefits	\$152,951.60	=		
Step D						
		\$8,168.44 /Month	\$54.4	6 /Hour		
	Total Benefits	\$5,068.00 62.04%	\$88.24	\$46.24	\$16.13	\$150.61
		Annual Salary + Benefits	\$158,837.26	=		
Step E						
		\$8,576.86 /Month	\$57.1	8 /Hour		
	Total Benefits	\$5,174.58 60.33%	\$91.68	\$48.04	\$16.76	\$156.48
		Annual Salary + Benefits	\$165,017.20	_		



Assistant City Manager Department: City Manager

Step A						
- C10p / 1		\$15,052.02 /Month	\$100.35	5 /Hour		
Benefit	Multiplier			<u>Catego</u>	rv	
PERS - Employer	0.185100	2,962.93		Non-Sworn [
Management Incentive		955.19				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	183.18				
Life Insurance	0.000232	37.50				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		110.00				
Workers Comp.	0.049170	787.07		52.40%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	232.10	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,923.92 52.64%	\$153.17	\$80.26	\$28.00	\$261.43
		Annual Salary + Benefits	\$275,711.30			
		=	7273,711.30	=		
Step B						
		\$15,804.62 /Month	\$105.36	6 /Hour		
	Total Benefits	\$8,120.31 51.38%	\$159.50	\$83.58	\$29.16	\$272.24
		Annual Salary + Benefits =	\$287,099.11	=		
Step C						
		\$16,594.85 /Month	\$110.63	3 /Hour		
	Total Benefits	\$8,326.51 50.18%	\$166.14	\$87.06	\$30.37	\$283.57
		Annual Salary + Benefits =	\$299,056.32	=		
Step D						
		\$17,424.59 /Month	\$116.16	6 /Hour		
	Total Benefits	\$8,543.02 49.03%	\$173.12	\$90.71	\$31.65	\$295.48
		Annual Salary + Benefits =	\$311,611.38	=		
Step E						
500 2	_	\$18,295.82 /Month	\$121.97	7 /Hour		
	Total Benefits	\$8,770.36 47.94%	\$180.44	\$94.55	\$32.98	\$307.97
		Annual Salary + Benefits =	\$324,794.20	=		



Assistant Community Development Director

Department: Community Development

Step A						
333611		\$13,148.54 /Month	\$87.66	6 /Hour		
Benefit	Multiplion			Catago	***	
PERS - Employer	Multiplier 0.185100	2,433.79	Non Sw	<u>Catego</u> orn Asst Director		ornov
Management Incentive	0.185100	0.00	NOTI-SW	OIII ASSI DIFECTO	/ Assi City Atti	orriey
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	160.02				
Life Insurance	0.000232	37.50				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	4% + \$110	635.94				
Workers Comp.	0.049170	646.51		137.75%	18.28%	
Vision Insurance	0.043170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	190.65	& Benefits	Overhead	Overhead	Rate
ivieuicare	0.014300	190.03	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$6,760.36 51.42%	\$132.73	\$182.83	\$24.26	\$339.82
		Annual Salary + Benefits	\$238,906.84			
		Allitual Salary + Bellents	3236,300.64	=		
Step B						
010p 2		\$13,805.97 /Month	\$02.0	4 /Hour		
		\$13,803.97 /WOULT	\$92.04	4 / HOUI		
	Total Benefits	\$6,931.91 50.21%	\$138.25	\$190.44	\$25.27	\$353.96
		Annual Salary + Benefits	\$248,854.55	=		
Step C						
Step e		\$14,496.27 /Month	¢06.6	4 /Hour		
		\$14,496.27 /WOULI	\$90.04	4 /Hour		
	Total Benefits	\$7,112.04 49.06%	\$144.06	\$198.44	\$26.33	\$368.83
		Annual Salary + Benefits	\$259,299.65	=		
Step D						
Step D		\$15,221.08 /Month	¢101 4	7 /Hour		
		\$13,221.00 / IVIOTILIT	\$101.4	7 /Hour		
	Total Benefits	\$7,301.17 47.97%	\$150.15	\$206.83	\$27.45	\$384.43
		Annual Salary + Benefits	\$270,267.00			
		Ailliuai Jaiai y + Deliellis	7210,201.00	=		
Step E						
		\$15,982.13 /Month	\$106.5	5 /Hour		
	Total Benefits	\$7,499.76 46.93%	\$156.55	\$215.64	\$28.62	\$400.81
		Annual Salamu + Ponofite	¢201 702 72			
		Annual Salary + Benefits =	\$281,782.72	_		



Assistant Director of Finance and Information Systems

Department: Finance and Information Systems

		\$13,510.24 /I	Month	\$90.07	7 /Hour		
Benefit	Multiplier				Catego	rv	
PERS - Employer	0.185100	2,500.75		Non-Sw	orn Asst Director		orney
Management Incentive		0.00				•	·
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	164.42					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	4% + \$110	650.41					
Workers Comp.	0.049170	664.30			32.03%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	195.90	_	& Benefits	Overhead	Overhead	Rate
Т	otal Benefits	\$6,869.21	50.84%	\$135.86	\$43.52	\$24.84	\$204.22
		Annual Salary	+ Benefits _	\$244,553.45	=		
Step B							
Step B		\$ 14,185.75 /I	\$14,185.75 /Month		7 /Hour		
Т	otal Benefits	\$7,045.48	49.67%	\$141.54	\$45.34	\$25.87	\$212.75
		Annual Salary	+ Benefits	\$254,774.82	_		
Step C							
Step C		\$14,895.04 /	Month	\$00.30	0 /Hour		
		714,055.04 /1	VIOITEII	٠٥.٤٠٤	o / Hour		
Т	otal Benefits	\$7,230.56	48.54%	\$147.50	\$47.25	\$26.96	\$221.71
		Annual Salary	+ Benefits =	\$265,507.25	=		
Step D							
		\$ 15,639.79 /I	Month	\$104.2	7 /Hour		
Т	otal Benefits	\$7,424.90	47.47%	\$153.76	\$49.25	\$28.11	\$231.12
		Annual Salary	+ Benefits	\$276,776.30	=		
Step E							
- 10 -		\$16,421.78 /	Month	\$109.48	8 /Hour		
Т	otal Benefits	\$7,628.95	46.46%	\$160.34	\$51.36	\$29.31	\$241.01



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

Step A						
		\$13,510.24 /Month	\$90.07	7 /Hour		
		, -, ,	,	,		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	ry	
PERS - Employer	0.185100	2,500.75	Non-Sw	orn Asst Director	/ Asst City Att	orney
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	164.42				
Life Insurance	0.000232	37.50				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical	40/ - 4440	779.00				
Deferred Comp.	4% + \$110	650.41				
Workers Comp.	0.049170	664.30		147.44%	18.28%	
Vision Insurance	0.014500	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	195.90	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,869.21 50.84%	\$135.86	\$200.32	\$24.84	\$361.02
		Annual Salary + Benefits	\$244,553.45			
		Aimaai Salary 1 Deficits	7244,333.43	=		
Step B						
этер в		¢14 105 75 /Month	ĆO4 F	7 /11		
		\$14,185.75 /Month	\$94.5	7 /Hour		
	Total Benefits	\$7,045.48 49.67%	\$141.54	\$208.69	\$25.87	\$376.10
		Annual Salary + Benefits	\$254,774.82	=		
Step C						
Step C		614 00E 04 /Nambh		0 /11		
		\$14,895.04 /Month	\$99.3	0 /Hour		
	Total Benefits	\$7,230.56 48.54%	\$147.50	\$217.48	\$26.96	\$391.94
		Annual Salary + Benefits	\$265,507.25	=		
Step D						
Step D		\$15,639.79 /Month	\$104.2	7 /Hour		
		710,000110 / WOULD	7104.2	, , i i oui		
	Total Benefits	\$7,424.90 47.47%	\$153.76	\$226.71	\$28.11	\$408.58
		Annual Salary + Benefits	\$276,776.30	=		
Step E						
		\$16,421.78 /Month	\$109.4	8 /Hour		
	Total Benefits	\$7,628.95 46.46%	\$160.34	\$236.40	\$29.31	\$426.05
		Annual Calamii Ban-fit-	6300 CAO 04			
		Annual Salary + Benefits	\$288,608.81	=		



Assistant Engineer Department: Public Works

Step A							
Step A		\$8,409.93 /N	10nth	\$E6.07	7 /Hour		
		30,403.33 / N	71011111	\$50.07	/ /Houl		
Benefit	Multiplier				Catego	ry	
PERS - Employer	0.185100	1,556.68		Non-	Sworn Profession		ors
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	102.35					
Life Insurance	0.000232	35.12					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	278.20					
Workers Comp.	0.049170	413.52			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	121.94	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,163.75	61.40%	\$90.49	\$133.42	\$16.54	\$240.45
		Annual Salary +	Benefits =	\$162,884.09	=		
Step B							
Step b		ćo 020 42 /h	4 41-	4=0.0			
		\$8,830.43 /N	/lontn	\$58.87	7 /Hour		
	Total Benefits	\$5,273.47	59.72%	\$94.03	\$138.63	\$17.19	\$249.85
		Annual Salary +	Benefits _	\$169,246.74	=		
Step C							
		\$9,271.95 /N	∕Ionth	\$61.83	1 /Hour		
	Total Benefits	\$5,388.68	58.12%	\$97.74	\$144.10	\$17.87	\$259.71
		A	D 6'4-	Ć47F 027 F2			
		Annual Salary +	Benefits =	\$175,927.52	_		
Step D							
otep 5		\$9,735.54 /N	/onth	\$64.00	0 /Hour		
		φ σ,733.34 / Ν	71011111	\$04.50	o /rioui		
	Total Benefits	\$5,509.65	56.59%	\$101.63	\$149.85	\$18.58	\$270.06
		Annual Salary +	Ronofite	\$182,942.34			
		Alliuai Salary +	=	\$102,942.34	=		
Step E							
0.000 1		\$10,222.32 /N	⁄lonth	\$68.15	5 /Hour		
	Total Benefits	\$5,636.67	55.14%	\$105.73	\$155.88	\$19.33	\$280.94
		Annual Salary +	Benefits	\$190,307.90			
		,	=		=		



Assistant Parks and Recreation Director Department: Parks and Recreation

Step A							
•		\$10,911.65 /Mon	ith	\$72.74	/Hour		
<u>Benefit</u>	<u>Multiplier</u>	2 040 75		Nov. Sup.	Categor		
PERS - Employer Management Incentive	0.185100	2,019.75 0.00		Non-Swo	orn Asst Director	Asst City Atto	orney
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	132.79					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	4% + \$110	546.47					
Workers Comp.	0.049170	536.53			98.29%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	158.22	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,087.19 5	5.79%	\$113.33	\$111.39	\$20.72	\$245.44
		Annual Salary + Ber	nefits _	\$203,986.14	<u>.</u>		
Step B							
Step B		\$11,457.24 /Mon	ith	\$76.38	/Hour		
	Total Benefits	\$6,229.56 5	4.37%	\$117.91	\$115.90	\$21.55	\$255.36
		Annual Salary + Ber	nefits _	\$212,241.50	=		
Step C							
		\$12,030.10 /Mon	ith	\$80.20	/Hour		
	Total Benefits	\$6,379.04 5	3.03%	\$122.73	\$120.63	\$22.43	\$265.79
		Annual Salary + Ber	nefits _	\$220,909.64			
Step D							
		\$12,631.60 /Mon	ith	\$84.21	/Hour		
	Total Benefits	\$6,536.00 5	1.74%	\$127.78	\$125.60	\$23.36	\$276.74
		Annual Salary + Ber	nefits =	\$230,011.17	=		
Step E	_						
Step E	-	\$13,263.18 /Mon			/Hour		
Step E	Total Benefits	\$13,263.18 /Mon			/Hour \$130.82	\$24.33	\$288.24



Assistant Planner Department: Community Development

Step A							
		\$7,766.10 /N	1onth	\$51.77	/ /Hour		
Benefit	Multiplier				Catego	rv.	
PERS - Employer	0.185100	1,437.50		Non-	Sworn Profession		nrs
Management Incentive	0.105100	0.00		11011	34011111010331011	ais, supervise	,,,,
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	94.51					
Life Insurance	0.000232	32.43					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	265.32					
Workers Comp.	0.049170	381.86			137.75%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	112.61	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,980.18	64.13%	\$84.98	\$117.05	\$15.53	\$217.56
		Annual Salary +	Benefits _	\$152,955.29	=		
Chan D							
Step B		Ć0 154 40 /N	10n+b	¢54.20	C /11		
		\$8,154.40 /N	nonun	\$54.36	6 /Hour		
	Total Benefits	\$5,081.50	62.32%	\$88.24	\$121.55	\$16.13	\$225.92
		Annual Salary +	Benefits _	\$158,830.84	=		
Step C							
		\$8,562.12 /N	1onth	\$57.08	3 /Hour		
	Total Benefits	\$5,187.89	60.59%	\$91.67	\$126.27	\$16.76	\$234.70
		Annual Salary +	Donofito	¢165 000 16			
		Allitudi Salary +	=	\$165,000.16	=		
Step D							
		\$8,990.23 /N	1onth	\$59.93	3 /Hour		
	Total Benefits	\$5,299.60	58.95%	\$95.27	\$131.23	\$17.41	\$243.91
		Annual Salary +	Benefits _	\$171,477.95	=		
Step E							
		\$9,439.74 /N	1onth	\$62.93	3 /Hour		
	Total Benefits	\$5,416.90	57.38%	\$99.04	\$136.43	\$18.11	\$253.58
		Annual Salary +	Benefits _	\$178,279.64	=		



Associate Engineer Department: Public Works

Step A							
		\$9,271.95 /Mo	nth	\$61.81	/Hour		
Benefit	Multiplier				Catego	rv	
PERS - Employer	0.185100	1,716.24		Non-9	Sworn Profession		irs
Management Incentive		0.00				,	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	112.84					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	295.44					
Workers Comp.	0.049170	455.90		_	147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	134.44	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,408.30	58.33%	\$97.87	\$144.30	\$17.89	\$260.06
		Annual Salary + Be	enefits _	\$176,162.97	=		
Cton D							
Step B		Ć0 725 54 /\4-	ماهم	AC4.00			
		\$9,735.54 /Mo	ntn	\$64.90	/Hour		
	Total Benefits	\$5,529.27	56.79%	\$101.77	\$150.04	\$18.60	\$270.41
		Annual Salary + Be	enefits _	\$183,177.79	=		
Step C							
		\$10,222.32 /Mo	nth	\$68.15	/Hour		
	Total Benefits	\$5,656.29	55.33%	\$105.86	\$156.08	\$19.35	\$281.29
		Annual Salary + Be	enefits	\$190,543.35			
			=	\$-00,000	=		
Step D							
		\$10,733.44 /Mo	nth	\$71.56	/Hour		
	Total Benefits	\$5,789.66	53.94%	\$110.15	\$162.41	\$20.14	\$292.70
		Annual Salary + Be	enefits _	\$198,277.19	=		
Stop F							
Step E		\$11,270.11 /Mo	nth	\$75.13	/Hour		
	T-t-ID- C			6444.57	¢4.00.00	620.05	6204.50
	Total Benefits	\$5,929.70	52.61%	\$114.67	\$169.06	\$20.96	\$304.69
		Annual Salary + Be	enefits _	\$206,397.72	=		



Associate Planner Department: Community Development

Step A							
		\$8,562.12 /N	lonth	\$57.08	3 /Hour		
Benefit	Multiplion				Catago		
PERS - Employer	Multiplier 0.185100	1,584.85		Non	<u>Catego</u> Sworn Profession		arc .
Management Incentive	0.185100	0.00		INOI1	Sworn Profession	ais / Supervisc	015
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	104.20					
Life Insurance	0.000232	35.76					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	281.24					
Workers Comp.	0.049170	421.00			137.75%	18.28%	
Vision Insurance	0.0.0170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.15		& Benefits	Overhead	Overhead	Rate
		1113	_	G. 20.10110			
	Total Benefits	\$5,207.14	60.82%	\$91.80	\$126.45	\$16.78	\$235.03
		Annual Salary +	Benefits _	\$165,231.10	=		
Step B							
этер в		¢0 000 22 /N	1onth	¢50.03	. /		
		\$ 8,990.23 /N	IOIILII	\$59.93	3 /Hour		
	Total Benefits	\$5,318.85	59.16%	\$95.39	\$131.40	\$17.44	\$244.23
		Annual Salary +	Benefits _	\$171,708.89	=		
Step C							
otop c		\$ 9,439.74 /N	1onth	\$62.93	3 /Hour		
	Total Benefits	\$5,436.14	57.59%	\$99.17	\$136.61	\$18.13	\$253.91
		Annual Salary +	Benefits _	\$178,510.57	=		
Step D							
		\$ 9,911.72 /N	lonth	\$66.08	3 /Hour		
	Total Benefits	\$5,559.30	56.09%	\$103.14	\$142.08	\$18.85	\$264.07
		Annual Salary +	Benefits _	\$185,652.34	=		
Step E							
July L		\$10,407.31 /N	lonth	\$69.38	3 /Hour		
	Total Benefits	\$5,688.62	54.66%	\$107.31	\$147.81	\$19.62	\$274.74
		Annual Salary +	Benefits	\$193,151.19			
			_		=		



Building Inspector I Department: Community Development

Step A							
		\$7,083.57 /Mon	ith	\$47.22	/Hour		
<u>Benefit</u> PERS - Employer	Multiplier 0.185100	1,311.17			<u>Categor</u> Office Empl		
Management Incentive	0.103100	0.00			Omec Empi	o y c c s	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	86.21					
Life Insurance	0.000232	29.58					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00 0.00					
Deferred Comp. Workers Comp.	0.049170	348.30			137.75%	18.28%	
Vision Insurance	0.049170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	102.71		& Benefits	Overhead	Overhead	Rate
Wicalcure	0.014500	102.71	_	G Denents	Overneau	Overneud	nate
	Total Benefits	\$4,533.91 6	4.01%	\$77.45	\$106.69	\$14.16	\$198.30
		Annual Salary + Bei	nefits =	\$139,409.73			
Step B							
		\$7,437.75 /Mon	ith	\$49.58	/Hour		
	Total Benefits	\$4,626.33 6	2.20%	\$80.43	\$110.79	\$14.70	\$205.92
		Annual Salary + Ber	nefits _	\$144,768.91			
Step C		\$7,809.64 /Mon	ıth	\$52.06	/Hour		
		\$7,005.04 / WIOT	1011	\$32.00	/110u1		
	Total Benefits	\$4,723.37 6	0.48%	\$83.55	\$115.09	\$15.27	\$213.91
		Annual Salary + Ber	nefits _	\$150,396.04			
Step D							
		\$8,200.12 /Mon	ith	\$54.67	/Hour		
	Total Benefits	\$4,825.26 5	8.84%	\$86.84	\$119.62	\$15.87	\$222.33
		Annual Salary + Ber	nefits _	\$156,304.53			
Step E		Ć0 C10 13 /01		4	4.1		
		\$8,610.12 /Mon	itn	\$57.40	/Hour		
	Total Benefits	\$4,932.25 5	7.28%	\$90.28	\$124.36	\$16.50	\$231.14
		Annual Salary + Ber	nefits _	\$162,508.44	:		



Building Inspector II Department: Community Development

Step A							
·		\$7,809.64 /Mo	nth	\$52.06	/Hour		
<u>Benefit</u> PERS - Employer	<u>Multiplier</u> 0.185100	1,445.56			<u>Categor</u> Office Empl		
Management Incentive EAP		0.00 3.89					
Health Insurance		1,667.00					
Dental Insurance LTD & STD Insurance	0.012170	173.10 95.04					
Life Insurance	0.000232	32.61					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby Retiree Medical		0.00 779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	384.00			137.75%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	113.24	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,726.40	60.52%	\$83.57	\$115.12	\$15.28	\$213.97
		Annual Salary + Be	enefits =	\$150,432.42	=		
Step B		\$8,200.12 /Mo	nth	¢54.67	/ /Hour		
		38,200.12 / WIO	11(11	334.07	/Houi		
	Total Benefits	\$4,828.29	58.88%	\$86.86	\$119.64	\$15.88	\$222.38
		Annual Salary + Be	enefits =	\$156,340.91	=		
Step C							
		\$8,610.12 /Mo	nth	\$57.40	/Hour		
	Total Benefits	\$4,935.28	57.32%	\$90.30	\$124.39	\$16.51	\$231.20
		Annual Salary + Be	enefits _	\$162,544.83			
Step D							
		\$9,040.63 /Mo	nth	\$60.27	/ /Hour		
	Total Benefits	\$5,047.61	55.83%	\$93.92	\$129.38	\$17.17	\$240.47
		Annual Salary + Be	enefits =	\$169,058.94	=		
Step E		¢0.402.66./\\		450.00			
		\$9,492.66 /Mo	ritn	\$63.28	Hour /		
		6E 46E E3	E 4 430/	¢07.73	\$134.61	\$17.86	\$250.19
	Total Benefits	\$5,165.57	54.42%	\$97.72	3134.01	717.00	Q230.13



Chief Building Official

Department: Community Development

Step A							
		\$12,002.82 /Month		\$80.02	/Hour		
		, , ,		,	,		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.185100	2,221.72		Non-	-Sworn Manager	s / Confidentia	ıl
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	146.07					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical	20/ - 4440	779.00					
Deferred Comp.	3% + \$110	470.08					
Workers Comp.	0.049170	590.18		Hours Pata	137.75%	18.28%	Total Hourly
Vision Insurance Medicare	0.014500	32.95 174.04		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	
iviedicare	0.014500	1/4.04	_	& Benefits	Overnead	Overnead	Rate
	Total Benefits	\$6,295.54 52.4	15%	\$121.99	\$168.04	\$22.30	\$312.33
		Annual Salary + Benef	ite	\$219,580.29			
		Annual Sulary 1 Delici	=	7213,300.23	•		
Step B							
Step B		\$12,602.96 /Month		¢04.03	/11		
		\$12,002.30 / IVIOITUI		\$84.02	Hour		
	Total Benefits	\$6,452.14 51.2	20%	\$127.03	\$174.99	\$23.22	\$325.24
		Annual Salary + Benef	its _	\$228,661.19			
Step C							
Step C		¢12 222 11 /N/om+h		¢00.00	4.1		
		\$13,233.11 /Month		\$88.22	/Hour		
	Total Benefits	\$6,616.57 50.0	00%	\$132.33	\$182.29	\$24.19	\$338.81
		Annual Salary + Benef	its _	\$238,196.13	Ī		
Ston D							
Step D		¢12 004 70 /\4==± -		402.52	/11		
		\$13,894.76 /Month		\$92.63	/Hour		
	Total Benefits	\$6,789.22 48.8	86%	\$137.89	\$189.95	\$25.21	\$353.05
	. ota. Delicito	70,, 00.22		Ţ-000	7-00.00	T-21-1	+
		Annual Salary + Benef	its _	\$248,207.83			
Stop E							
Step E		¢14 E00 F0 /\4c=+b		¢07.20	/11		
		\$14,589.50 /Month		\$97.26	/Hour		
	Total Benefits	\$6,970.51 47.7	78%	\$143.73	\$197.99	\$26.27	\$367.99
			•••	4			
		Annual Salary + Benef	its _	\$258,720.10	•		



Chief Financial Operations Officer Department: Finance and Information Systems

Step A						
		\$10,725.75 /Month	\$71.51	1 /Hour		
		, , ,	•	•		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	1,985.34	Nor	n-Sworn Manager	s / Confidentia	al
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	130.53				
Life Insurance	0.000232	37.50				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	3% + \$110	431.77				
Workers Comp.	0.049170	527.39		32.03%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	155.52	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,923.99 55.23%	\$111.00	\$35.55	\$20.29	\$166.84
		Annual Salary + Benefits	\$199,796.88			
		Allitual Salary + Bellents	\$133,730.88	=		
Step B						
этер в		¢11 262 04 /Manth	¢75.00	0 /11		
		\$11,262.04 /Month	\$/5.08	8 /Hour		
	Total Benefits	\$6,063.93 53.84%	\$115.51	\$37.00	\$21.11	\$173.62
		Annual Salary + Benefits	\$207,911.60	=		
Step C						
Step C		\$11,825.14 /Month	¢70.0	2 /Hour		
		311,823.14 / WIOTILIT	\$78.8	3 /Hour		
	Total Benefits	\$6,210.86 52.52%	\$120.24	\$38.51	\$21.98	\$180.73
		Annual Calamy I Banafita	¢216 422 0E			
		Annual Salary + Benefits	\$216,432.05	=		
Step D						
Step D		\$12,416.40 /Month	¢ 27 70	8 /Hour		
		712,410.40 / WIUII(II	Ş02.7 <i>i</i>	ο /Πυαι		
	Total Benefits	\$6,365.15 51.26%	\$125.21	\$40.10	\$22.89	\$188.20
		Annual Caller Brown	633F 3=3 =3			
		Annual Salary + Benefits	\$225,378.52	=		
Step E						
		\$13,037.22 /Month	\$86.9	1 /Hour		
	Total Benefits	\$6,527.14 50.07%	\$130.43	\$41.78	\$23.84	\$196.05
		Annual Salary + Benefits	\$234,772.32	=		



Chief Information Systems Officer Department: Finance and Information Systems

Step A						
		\$11,982.61 /Month	\$79.88	3 /Hour		
		, , , , , , , , , , , , , , , , , , , ,		,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	2,217.98	Nor	n-Sworn Manager	rs / Confidentia	al
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	145.83				
Life Insurance	0.000232	37.50				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical	20/ . 6440	779.00				
Deferred Comp.	3% + \$110	469.48				
Workers Comp.	0.049170	589.18	Haude Bata	32.03%	18.28%	Total Hourly
Vision Insurance Medicare	0.014500	32.95	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	
Medicare	0.014500	173.75	& Benefits	Overnead	Overnead	Rate
	Total Benefits	\$6,289.66 52.49%	\$121.82	\$39.02	\$22.27	\$183.11
		Annual Salary + Benefits	\$219,267.26			
		Annual Sulary . Beliefits	7213,207.20	=		
Step B						
эсер Б		\$12,581.74 /Month	ćon o	0 /11		
		\$12,361.74 /WOULT	\$83.86	8 /Hour		
	Total Benefits	\$6,446.00 51.23%	\$126.85	\$40.63	\$23.19	\$190.67
		Annual Salary + Benefits	\$228,332.87	=		
Step C						
Step C		¢12 210 92 /Month	¢00.0	7. /11		
		\$13,210.83 /Month	\$88.0	7 /Hour		
	Total Benefits	\$6,610.15 50.04%	\$132.14	\$42.32	\$24.16	\$198.62
			A007 CT			
		Annual Salary + Benefits	\$237,851.76	=		
Stop D	_					
Step D		642.074.27 /54 ::	1	o /:·		
		\$13,871.37 /Month	\$92.48	8 /Hour		
	Total Benefits	\$6,782.51 48.90%	\$137.69	\$44.10	\$25.17	\$206.96
		Annual Salary + Benefits	\$247,846.60	=		
Step E						
		\$14,564.94 /Month	\$97.10	0 /Hour		
	Total Benefits	\$6,963.49 47.81%	\$143.52	\$45.97	\$26.24	\$215.73
			•	-	•	-
		Annual Salary + Benefits	\$258,341.18	_		
				_		



City Attorney Department: City Attorney

Step E							
		\$21,867.74 /Mon	ith	\$145.78	3 /Hour		
Benefit	Multiplier				Catego	ry	
PERS - Employer	0.185100	4,047.72			City Attor	ney	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	244.05					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	1,113.73					
Vision Insurance		32.95			28.96%	18.28%	
Medicare	0.014500	328.43		Hourly Rate	Department	Citywide	Total Hourl
	_			& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,427.37					
		3	8.54%	\$201.97	\$58.49	\$36.92	\$297.38
		Annual Salary + Ber	nefits	\$363,541.37			



City Clerk Department: City Manager

Step A							
		\$10,461.04 /M	onth	\$69.74	Hour		
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>	
PERS - Employer	0.185100	1,936.34		Non	-Sworn Manager	s / Confidentia	I
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	127.31					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	3% + \$110	423.83					
Workers Comp.	0.049170	514.37			52.40%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	151.69	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,846.98	55.89%	\$108.72	\$56.97	\$19.87	\$185.56
		Annual Salary + E	Benefits _	\$195,696.20	=		
Step B							
отор 2		\$10,984.09 /M	onth	\$73.23	3 /Hour		
	Total Benefits	\$5,983.46	54.47%	\$113.12	\$59.27	\$20.68	\$193.07
		Annual Salary + E	Benefits _	\$203,610.65	=		
Step C							
		\$11,533.30 /M	onth	\$76.89	Hour		
	Total Benefits	\$6,126.77	53.12%	\$117.73	\$61.69	\$21.52	\$200.94
		Annual Salary + E	Benefits _	\$211,920.82	=		
Step D							
		\$12,109.96 /M	onth	\$80.73	3 /Hour		
	Total Benefits	\$6,277.25	51.84%	\$122.58	\$64.23	\$22.41	\$209.22
		Annual Salary + E	Benefits _	\$220,646.50	=		
Step E							
		\$12,715.46 /M	onth	\$84.77	//Hour		
	Total Benefits	\$6,435.24	50.61%	\$127.67	\$66.90	\$23.34	\$217.91



City Manager Department: City Manager

Step E							
		\$20,575.00 /Mo	nth	\$137.17	7 /Hour		
<u>Benefit</u>	Multiplier				Catego	ry	
PERS - Employer	0.185100	3,938.00			City Mana	ager	
Management Incentive		700.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	244.05					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	1,046.09			52.40%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	308.49	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,930.07	43.40%	\$196.70	\$103.07	\$35.96	\$335.73
		Annual Salary + Be	enefits _	\$354,060.86	_		



City Treasurer/Director of Finance and Information Systems Department: Finance and Information Systems

Step A						
	_	\$15,052.02 /Month	\$100.3	6 /Hour		
		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,	,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.185100	2,962.93		Non-Sworn [Director	
Management Incentive		955.19				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	183.18				
Life Insurance	0.000232	37.50				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		110.00				
Workers Comp.	0.049170	787.07		32.03%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	232.10	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,923.92 52.64%	\$153.17	\$49.06	\$28.00	\$230.23
		Annual Salary + Benefits	\$275,711.30			
		Allitual Salary + Delients	32/3,/11.30	=		
Step B						
этер в		¢15 904 62 /Month	¢405.2	C /11		
		\$15,804.62 /Month	\$105.30	6 /Hour		
	Total Benefits	\$8,120.31 51.38%	\$159.50	\$51.09	\$29.16	\$239.75
		Annual Salary + Benefits	\$287,099.11	=		
Step C						
		\$16,594.85 /Month	\$110.6	3 /Hour		
		310,334.03 / WIOTH	Ş110.0.	5 /110u1		
	Total Benefits	\$8,326.51 50.18%	\$166.14	\$53.22	\$30.37	\$249.73
		Annual Salary + Benefits	\$299,056.32	=		
Step D						
		\$17,424.59 /Month	\$116.1	6 /Hour		
	Total Benefits	\$8,543.02 49.03%	\$173.12	\$55.45	\$31.65	\$260.22
		Annual Calany Banafita	6211 611 20			
		Annual Salary + Benefits	\$311,611.38	_		
Sten F						
Step L		¢10 20E 02 /Month	¢121.0	7 /110		
		310,433.04 / IVIUIILI	\$121.9	/ /Hour		
	Total Benefits	\$8,770.36 47.94%	\$180.44	\$57.80	\$32.98	\$271.22
		, -,		,		
		Annual Salary + Benefits	\$324,794.20	_		
I				=		
Step E	Total Benefits	\$18,295.82 /Month \$8,770.36 47.94% Annual Salary + Benefits	\$180.44	7 /Hour \$57.80	\$32.98	\$271.22



Code Enforcement Officer I Department: Community Development

Step A						
		\$6,640.29 /Month	\$44.2	7 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	1,229.12		Office Emp	loyees	
Management Incentive		0.00				
EAP Health Insurance		3.89 1,667.00				
Dental Insurance		1,667.00				
LTD & STD Insurance	0.012170	80.81				
Life Insurance	0.00232	27.73				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	326.50		137.75%	18.28%	
Vision Insurance	0.015170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	96.28	& Benefits	Overhead	Overhead	Rate
	0.02 .500	30.20		0100		
	Total Benefits	\$4,416.39 66.51	% \$73.71	\$101.54	\$13.47	\$188.72
		Annual Salary + Benefits	\$132,680.13			
		Amidai Salary i Bellene	7132,000.13	=		
Step B						
		\$6,972.30 /Month	\$46.4	8 /Hour		
		40,07 2.00 7	ψ.σ	o / o u .		
	Total Benefits	\$4,503.02 64.58	% \$76.50	\$105.38	\$13.98	\$195.86
		Annual Salary + Benefit	\$137,703.93	=		
Step C						
Step C		\$7,320.92 /Month	Ć40.0	1 /11		
		\$7,320.32 / IVIOIILII	\$48.8	1 /Hour		
	Total Benefits	\$4,593.99 62.75	% \$79.43	\$109.42	\$14.52	\$203.37
		Annual Salary + Benefit	\$142,978.92	=		
Step D						
- 0.0p 2		\$7,686.97 /Month	\$51.2	5 /Hour		
	Total Benefits	\$4,689.51 61.01	% \$82.51	\$113.66	\$15.08	\$211.25
		Annual Salary + Benefit	\$148,517.67	=		
Step E						
		\$8,071.31 /Month	\$53.8	1 /Hour		
	Total Benefits	\$4,789.80 59.34	% \$85.74	\$118.11	\$15.67	\$219.52
		Annual Salary + Benefit	\$154,333.35	_		



Code Enforcement Officer II Department: Community Development

Step A						
		\$7,320.92 /Month	\$48.81	1 /Hour		
<u>Benefit</u>	<u>Multiplier</u>	4.055.40		Catego		
PERS - Employer	0.185100	1,355.10		Office Emp	loyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance	0.043470	173.10				
LTD & STD Insurance	0.012170	89.10				
Life Insurance	0.000232	30.57				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	0.040470	0.00				
Workers Comp.	0.049170	359.97	Harrie Bata	137.75%	18.28%	Takal Hannik
Vision Insurance	0.014500	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	106.15	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,596.83 62.79%	\$79.45	\$109.44	\$14.52	\$203.41
		Annual Salary + Benefits	\$143,013.03			
		Allitual Salary + Delients	3143,013.03	=		
Step B						
otep 5		\$7,686.97 /Month	\$51.2	5 /Hour		
		\$7,000.37 / WOULD	7 31.2.	5 / Hour		
	Total Benefits	\$4,692.35 61.04%	\$82.53	\$113.68	\$15.09	\$211.30
		Annual Salary + Benefits	\$148,551.78	=		
Step C						
Step C		\$8,071.31 /Month	ĊEO O	1 /Hour		
		30,071.31 / WICHTHI	\$33.6	1 /Hour		
	Total Benefits	\$4,792.64 59.38%	\$85.76	\$118.13	\$15.68	\$219.57
			4			
		Annual Salary + Benefits	\$154,367.46	=		
Step D						
Step D		\$8,474.88 /Month	\$56.50	0 /Hour		
		40,17 1100 / 111011111	430.3	o /11001		
	Total Benefits	\$4,897.95 57.79%	\$89.15	\$122.81	\$16.30	\$228.26
		Annual Calamas Baras Co	¢4.00 472 02			
		Annual Salary + Benefits	\$160,473.92	=		
Step E						
	-	\$8,898.62 /Month	\$59.3	2 /Hour		
	Total Benefits	\$5,008.52 56.28%	\$92.71	\$127.71	\$16.95	\$237.37
		Annual Colomic Bourstin	¢166 995 74			
		Annual Salary + Benefits	\$166,885.71	=		



Collection System Worker I Department: Public Works

Step A						
·		\$5,669.74 /Month	\$37.80	0 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	1,049.47		Public Works - M	aintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00 173.10				
LTD & STD Insurance	0.012170	69.00				
Life Insurance	0.012170	5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	278.78		147.44%	18.28%	
Vision Insurance	0.0.5270	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	82.21	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,140.94 73.04%	\$65.40	\$96.43	\$11.96	\$173.79
		Annual Salary + Benefits	\$117,728.18			
		Annual Sulary - Benefits	7117,720.10	=		
Step B						
		\$5,953.23 /Month	\$39.69	9 /Hour		
	Total Benefits	\$4,214.92 70.80%	\$67.79	\$99.95	\$12.39	\$180.13
		Annual Salary + Benefits	\$122,017.71	=		
Step C						
Step C		\$6,250.89 /Month	\$41.6	7 /Hour		
		\$ 0,230.89 / WIOTILIT	\$41.6	7 /Hour		
	Total Benefits	\$4,292.59 68.67%	\$70.29	\$103.64	\$12.85	\$186.78
		Annual Salary + Benefits	\$126,521.70	=		
Step D						
Стор 2		\$6,563.43 /Month	\$43.7	6 /Hour		
	Total Benefits	\$4,374.14 66.64%	\$72.92	\$107.51	\$13.33	\$193.76
		Annual Salary + Benefits	\$131,250.90	=		
Step E						
		\$6,891.60 /Month	\$45.9	4 /Hour		
	Total Benefits	\$4,459.78 64.71%	\$75.68	\$111.58	\$13.83	\$201.09
				•	•	
		Annual Salary + Benefits	\$136,216.56	=		



Collection System Worker II Department: Public Works

Step A						
		\$6,250.89 /Month	\$41.67	7 /Hour		
<u>Benefit</u>	<u>Multiplier</u>	4.455.04		Catego		
PERS - Employer	0.185100	1,157.04		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance	0.042470	173.10				
LTD & STD Insurance	0.012170	76.07				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	0.040470	0.00				
Workers Comp.	0.049170	307.36	Harrier Baka	147.44%	18.28%	Takal Hannin
Vision Insurance	0.014500	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	90.64	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,292.59 68.67%	\$70.29	\$103.64	\$12.85	\$186.78
		Annual Salary + Benefits	\$126,521.70			
		,		=		
Step B						
		\$6,563.43 /Month	\$43.7	6 /Hour		
	Total Benefits	\$4,374.14 66.64%	\$72.92	\$107.51	\$13.33	\$193.76
		Annual Salary + Benefits	\$131,250.90	_		
Step C						
otop c		\$6,891.60 /Month	\$45.9	4 /Hour		
		φορου = 100 γο	ψ .5.5	. 7		
	Total Benefits	\$4,459.78 64.71%	\$75.68	\$111.58	\$13.83	\$201.09
		- 101 - 0	4.00.00			
		Annual Salary + Benefits	\$136,216.56	_		
Step D						
		\$7,236.18 /Month	\$48.2	4 /Hour		
		, - , ,	Ţ .0.2	,		
	Total Benefits	\$4,549.69 62.87%	\$78.57	\$115.85	\$14.36	\$208.78
		Annual Salary + Benefits	\$141,430.50			
		Ailliuai Jaiai y + Delielits	\$141,43U.3U	=		
Step E						
		\$7,597.99 /Month	\$50.6	5 /Hour		
	Total Benefits	\$4,644.10 61.12%	\$81.61	\$120.33	\$14.92	\$216.86
		Annual Salary + Benefits	\$146,905.13			
		•		_		



Community Development Specialist

Department: Community Development

Step A						
		\$7,732.23 /Month	\$51.5	5 /Hour		
- 6.						
<u>Benefit</u>	<u>Multiplier</u>	4 424 24		Catego		
PERS - Employer	0.185100	1,431.24		Office Emp	ioyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00 173.10				
LTD & STD Insurance	0.012170	94.10				
Life Insurance	0.00232	32.29				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	380.19		137.75%	18.28%	
Vision Insurance	0.049170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	112.12	& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	112.12	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$4,705.88 60.86%	\$82.92	\$114.22	\$15.16	\$212.30
		Annual Salary + Benefits	\$149,257.34	_		
Step B						
		\$8,118.84 /Month	\$54.1	3 /Hour		
	Total Benefits	\$4,806.76 59.20%	\$86.17	\$118.70	\$15.75	\$220.62
		Annual Salary + Benefits	\$155,107.27	=		
Step C						
		\$8,524.79 /Month	\$56.8	3 /Hour		
	Total Benefits	\$4,912.69 57.63%	\$89.58	\$123.40	\$16.38	\$229.36
		Annual Salary + Benefits	\$161,249.70			
Step D						
		\$8,951.03 /Month	\$59.6	7 /Hour		
	Total Benefits	\$5,023.91 56.13%	\$93.17	\$128.34	\$17.03	\$238.54
		Annual Salary + Benefits	\$167,699.24	_		
Step E						
		\$9,398.58 /Month	\$62.6	6 /Hour		
	Total Benefits	\$5,140.69 54.70%	\$96.93	\$133.52	\$17.72	\$248.17
		Annual Salary + Benefits	\$174,471.27	=		



Community Development Technician

Department: Community Development

Step A						
333613		\$6,390.66 /Month	\$42.60) /Hour		
David St.	n de elaterit e e			6-1		
Benefit DEBS Franksis	Multiplier 0.185100	1 102 01		Catego		
PERS - Employer	0.185100	1,182.91		Office Emp	ioyees	
Management Incentive EAP		0.00 3.89				
Health Insurance						
Dental Insurance		1,667.00 173.10				
LTD & STD Insurance	0.012170	77.77				
Life Insurance	0.00232	26.69				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	314.23		137.75%	18.28%	
Vision Insurance	0.043170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	92.66	& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	32.00	G Delicins	Overneau	Overneau	nate
	Total Benefits	\$4,350.21 68.07%	\$71.61	\$98.64	\$13.09	\$183.34
		Annual Salary + Benefits	\$128,890.38			
		Ailliadi Salary i Bellelits	7120,030.30	=		
Step B						
·		\$6,710.19 /Month	\$44.73	3 /Hour		
	Total Benefits	\$4,433.58 66.07%	\$74.29	\$102.34	\$13.58	\$190.21
		Annual Salary + Benefits	\$133,725.33	=		
Step C						
310p G		\$7,045.70 /Month	\$46.9	7 /Hour		
		4.70 7	7 .5.5	,		
	Total Benefits	\$4,521.13 64.17%	\$77.11	\$106.22	\$14.10	\$197.43
		Annual Salary + Benefits	\$138,802.02			
		Annual Salary + Denemis	7130,002.02	=		
Step D						
		\$7,397.99 /Month	\$49.32	2 /Hour		
	Total Benefits	\$4,613.06 62.36%	\$80.07	\$110.30	\$14.64	\$205.01
			A			
		Annual Salary + Benefits	\$144,132.54	=		
Step E						
		\$7,767.89 /Month	\$51.79	9 /Hour		
	Total Benefits	\$4,709.58 60.63%	\$83.18	\$114.58	\$15.21	\$212.97
			A			
		Annual Salary + Benefits	\$149,729.59	=		



Community Service Officer I Department: Police

Step A						
·		\$5,036.46 /Month	\$33.58	8 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	947.67		Office Employ	ree - CSO	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00 173.10				
LTD & STD Insurance	0.012170	61.29				
Life Insurance	0.00232	21.03				
Holiday Pay	0.000232	0.00				
Uniform Allowance		83.33				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	251.74		39.69%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	74.24	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,095.25 81.319	6 \$60.88	\$24.16	\$11.13	\$96.17
		Annual Calamy Danafite	Ć100 F00 F7			
		Annual Salary + Benefits	\$109,580.57	=		
Step B						
3 00 p =		\$5,288.29 /Month	\$35.2	6 /Hour		
		73,233.23 / Wiomen	755.2	o / Hour		
	Total Benefits	\$4,160.96 78.689	6 \$62.99	\$25.00	\$11.52	\$99.51
		. ,	·	•		
		Annual Salary + Benefits	\$113,390.97	=		
Step C						
Step C		\$5,552.70 /Month	¢27.0	2 /11		
		33,332.70 / WIOHUH	\$37.0	2 /Hour		
	Total Benefits	\$4,229.96 76.189	6 \$65.22	\$25.88	\$11.92	\$103.02
	Total beliefits	54,229.90 70.18	0 303.22	323.00	311.3Z	\$103.02
		Annual Salary + Benefits	\$117,391.90	_		
Chan D						
Step D		¢E 020 24 /\\a===	400.00	7 /11-11-		
		\$5,830.34 /Month	\$38.8	7 /Hour		
	Total Benefits	\$4,302.40 73.799	6 \$67.55	\$26.81	\$12.35	\$106.71
		, ,	,			,
		Annual Salary + Benefits	\$121,592.87	=		
Step E						
Step E		\$6,121.85 /Month	¢40 0	1 /Hour		
		70,121.03 / WOULD	Ş4U.8	1 /110ul		
	Total Benefits	\$4,378.47 71.529	\$70.00	\$27.78	\$12.80	\$110.58
		Annual Salary + Benefits	\$126,003.89	=		



Community Service Officer II Department: Police

Step A						
		\$5,552.70 /Month	\$37.02	2 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	1,043.23		Office Employ	ree - CSO	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00 173.10				
LTD & STD Insurance	0.012170	67.58				
Life Insurance	0.00232	23.19				
Holiday Pay	0.000232	0.00				
Uniform Allowance		83.33				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	277.12		39.69%	18.28%	
Vision Insurance	0.015170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	81.72	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	01.72	<u>a benefits</u>	Overnedd	Overneau	nate
	Total Benefits	\$4,232.11 76.22	% \$65.23	\$25.89	\$11.92	\$103.04
		Annual Salary + Benefit	\$ \$117,417.77	=		
Step B						
		\$5,830.34 /Month	\$38.8	7 /Hour		
	Total Benefits	\$4,304.56 73.83	% \$67.57	\$26.82	\$12.35	\$106.74
		Annual Salary + Benefit	\$ \$121,618.74	=		
Step C						
		\$6,121.85 /Month	\$40.8	1 /Hour		
	Total Benefits	\$4,380.63 71.56	% \$70.02	\$27.79	\$12.80	\$110.61
		Annual Salary + Benefit	s \$126,029.76	=		
Step D						
		\$6,427.94 /Month	\$42.8	5 /Hour		
	Total Benefits	\$4,460.50 69.39	% \$72.59	\$28.81	\$13.27	\$114.67
		Annual Salary + Benefit	\$ \$130,661.34	=		
Step E		¢6 740 24 /Manth	Ć4E O	0 /11		
		\$6,749.34 /Month		0 /Hour		4
	Total Benefits	\$4,544.37 67.33		\$29.88	\$13.76	\$118.93
		Annual Salary + Benefit	s \$135,524.49	=		



Construction Inspector I Department: Parks and Recreation

Step A						
·		\$7,083.57 /Month	\$47.22	2 /Hour		
- 6.				•		
<u>Benefit</u>	Multiplier 0.405400	4 244 47		Catego		
PERS - Employer	0.185100	1,311.17		Office Emp	ioyees	
Management Incentive EAP		0.00 3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	86.21				
Life Insurance	0.000232	29.58				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	348.30		98.29%	18.28%	
Vision Insurance	0.0.010270	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	102.71	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,533.91 64.01%	\$77.45	\$76.13	\$14.16	\$167.74
		Annual Salary + Benefits	\$139,409.73			
		Annual Salary 1 Delicitis	7133,403.73	=		
Step B						
		\$7,437.75 /Month	\$49.58	8 /Hour		
	Total Benefits	\$4,626.33 62.20%	\$80.43	\$79.05	\$14.70	\$174.18
		Annual Salary + Benefits	\$144,768.91	=		
Step C						
		\$7,809.64 /Month	\$52.00	6 /Hour		
	Total Benefits	\$4,723.37 60.48%	\$83.55	\$82.12	\$15.27	\$180.94
		Annual Salary + Benefits	\$150,396.04	=		
Step D						
		\$8,200.12 /Month	\$54.6	7 /Hour		
	Total Benefits	\$4,825.26 58.84%	\$86.84	\$85.35	\$15.87	\$188.06
			A4=0			
		Annual Salary + Benefits	\$156,304.53	=		
Step E						
		\$8,610.12 /Month	\$57.40	0 /Hour		
	Total Benefits	\$4,932.25 57.28%	\$90.28	\$88.74	\$16.50	\$195.52
		Annual Salary + Benefits	\$162,508.44	_		
				_		



Construction Inspector I Department: Public Works

Step A							
Jtcp A		\$7,083.57 /1	Month	\$47.22	2 /Hour		
					•		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,311.17			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.043470	173.10					
LTD & STD Insurance Life Insurance	0.012170 0.000232	86.21 29.58					
Holiday Pay	0.000232	29.58 0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	348.30			147.44%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	102.71		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	102.71	-	G Delicitis	Overnead	Overnead	Hate
	Total Benefits	\$4,533.91	64.01%	\$77.45	\$114.19	\$14.16	\$205.80
		Annual Salary	+ Benefits	\$139,409.73	=		
Step B							
		\$7,437.75 /1	Month	\$49.5	8 /Hour		
	Total Benefits	\$4,626.33	62.20%	\$80.43	\$118.58	\$14.70	\$213.71
		Annual Salary	+ Benefits	\$144,768.91	=		
Step C							
		\$ 7,809.64 /1	Month	\$52.0	6 /Hour		
	Total Benefits	\$4,723.37	60.48%	\$83.55	\$123.19	\$15.27	\$222.01
		Annual Salary	+ Benefits =	\$150,396.04	=		
Step D							
		\$8,200.12 /	Month	\$54.6	7 /Hour		
	Total Benefits	\$4,825.26	58.84%	\$86.84	\$128.03	\$15.87	\$230.74
		Annual Salary	+ Benefits	\$156,304.53	=		
Step E	_	Annual Salary -	+ Benefits =	\$156,304.53	=		
Step E	-	Annual Salary - \$8,610.12 /			= 0 /Hour		
Step E	Total Benefits				0 /Hour \$133.11	\$16.50	\$239.89



Construction Inspector II Department: Parks and Recreation

Step A						
		\$7,809.64 /Month	\$52.06	6 /Hour		
- "						
<u>Benefit</u>	Multiplier 0.405400	4 445 56		Catego		
PERS - Employer	0.185100	1,445.56		Office Empl	oyees	
Management Incentive EAP		0.00 3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	95.04				
Life Insurance	0.000232	32.61				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	384.00		98.29%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	113.24	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,726.40 60.52%	\$83.57	\$82.14	\$15.28	\$180.99
		Annual Salary + Benefits	\$150,432.42			
		Ailliadi Salary i Dellettis	7130,732.72	=		
Step B						
		\$8,200.12 /Month	\$54.67	7 /Hour		
	Total Benefits	\$4,828.29 58.88%	\$86.86	\$85.37	\$15.88	\$188.11
		Annual Salary + Benefits	\$156,340.91	=		
Step C						
		\$8,610.12 /Month	\$57.40	0 /Hour		
	Total Benefits	\$4,935.28 57.32%	\$90.30	\$88.76	\$16.51	\$195.57
		Annual Caleman Barrath	Ć463 E44 03			
		Annual Salary + Benefits	\$162,544.83	-		
Step D						
		\$9,040.63 /Month	\$60.27	7 /Hour		
	Total Benefits	\$5,047.61 55.83%	\$93.92	\$92.32	\$17.17	\$203.41
		Annual Salary + Benefits	\$169,058.94			
		Alliluai Jaidi y T Dellellis	7102,030.34	=		
Step E						
		\$9,492.66 /Month	\$63.28	8 /Hour		
	Total Benefits	\$5,165.57 54.42%	\$97.72	\$96.05	\$17.86	\$211.63
		Annual Salary + Benefits	\$175,898.75	_		
		:		_		



Construction Inspector II Department: Public Works

Step A							
Step A		\$ 7,809.64 /N	/onth	\$52.06	6 /Hour		
		\$7,809.04 /1	VIOITIII	332.00	, i ioui		
Benefit	Multiplier				Catego	ry	
PERS - Employer	0.185100	1,445.56			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	95.04					
Life Insurance	0.000232	32.61					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.040470	0.00					
Workers Comp.	0.049170	384.00		Harrier Baka	147.44%	18.28%	T-4-111
Vision Insurance Medicare	0.014500	32.95		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly
iviedicare	0.014500	113.24	_	& belletits	Overneau	Overneau	Rate
	Total Benefits	\$4,726.40	60.52%	\$83.57	\$123.22	\$15.28	\$222.07
		Annual Salary	Benefits =	\$150,432.42	=		
Step B							
otep 5		\$8,200.12 /	/onth	¢E4.6-	7 /Hour		
		30,200.12 /1	VIOITUI	\$34.07	/ /Houl		
	Total Benefits	\$4,828.29	58.88%	\$86.86	\$128.06	\$15.88	\$230.80
	Total Bellents	ŷ+,020.23	30.0070	700.00	7120.00	715.00	7230.00
		Annual Salary	Benefits =	\$156,340.91	=		
Step C							
		\$8,610.12 /	/onth	\$57 <i>/</i> 10) /Hour		
		30,010.12 /1	VIOITUI	, , , , , , , , , , , , , , , , , , ,	5 /110u1		
	Total Benefits	\$4,935.28	57.32%	\$90.30	\$133.14	\$16.51	\$239.95
	Total Bellents	ŷ+,555.20	37.3270	750.30	γ133.1 1	710.31	7233.33
		Annual Salary	Benefits =	\$162,544.83	=		
Step D							
		\$9,040.63 /	∕Ionth	\$60.27	7 /Hour		
	Total Benefits	\$5,047.61	EE 020/	\$93.92	¢120 40	¢17 17	\$2/0 E7
	iotai benents	\$5,047.01	55.83%	25.52	\$138.48	\$17.17	\$249.57
		Annual Salary	Benefits =	\$169,058.94	=		
Step E							
		\$9,492.66 /	Month	\$63.28	3 /Hour		
	Total Benefits	\$5,165.57	54.42%	\$97.72	\$144.08	\$17.86	\$259.66
		Ammuel Cele	Donofita	Ć47E 000 7E			
		Annual Salary -	- benefits =	\$175,898.75	=		



Cross-Connection Control Specialist Department: Public Works

Step A						
		\$6,565.18 /Month	\$43.77	7 /Hour		
			•	•		
<u>Benefit</u>	Multiplier			Catego	ry	
PERS - Employer	0.185100	1,215.21		Public Works - M	aintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	79.90				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	0.0404=0	0.00				
Workers Comp.	0.049170	322.81		147.44%	18.28%	
Vision Insurance	0.04.4500	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	95.20	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,374.60 66.63%	\$72.93	\$107.53	\$13.33	\$193.79
		Annual Salary + Benefits	\$131,277.30			
		Allitual Salary + Delicitis	3131,277.30	=		
Step B						
эсерь		\$6,893.44 /Month	¢45.0	C /11a		
		\$ 0,033.44 /WOULT	\$45.9	6 /Hour		
	Total Benefits	\$4,460.25 64.70%	\$75.69	\$111.60	\$13.84	\$201.13
		Annual Salary + Benefits	\$136,244.28	=		
Step C						
Step C		\$7,238.11 /Month	¢49.2	F /Hour		
		\$7,238.11 /WOULT	\$48.23	5 /Hour		
	Total Benefits	\$4,550.19 62.86%	\$78.59	\$115.87	\$14.37	\$208.83
		Annual Salary + Benefits	\$141,459.60	=		
Cton D						
Step D		67 COO O4 /Marriel	A=	¬ /ı.		
		\$7,600.01 /Month	\$50.6	7 /Hour		
	Total Benefits	\$4,644.63 61.11%	\$81.63	\$120.36	\$14.92	\$216.91
		Annual Salary + Benefits	\$146,935.69	_		
Step E						
		\$7,980.01 /Month	\$53.20	0 /Hour		
	Total Benefits	\$4,743.78 59.45%	\$84.83	\$125.07	\$15.51	\$225.41
		Annual Salary + Benefits	\$152,685.59			
			, - ,	=		



Deputy City Attorney Department: City Attorney

· ·							
Step A		¢10.042.76 /	Manth	¢ee or	· /Llour		
		\$10,042.76 /	IVIOTILII	\$66.95	5 /Hour		
<u>Benefit</u>	Multiplier				Catego	r <u>y</u>	
PERS - Employer	0.185100	1,858.92		Non-Sw	orn Asst Director	/ Asst City Att	orney
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	122.22					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical	4	779.00					
Deferred Comp.	4% + \$110	511.71					
Workers Comp.	0.049170	493.80			28.96%	18.28%	
Vision Insurance	0.04.4500	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	145.62	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,825.71	58.01%	\$105.79	\$30.64	\$19.34	\$155.77
		Annual Salary	+ Benefits =	\$190,421.64	=		
Step B							
		\$10,544.90 /	Month	\$70.30) /Hour		
	Total Benefits	\$5,956.74	56.49%	\$110.01	\$31.86	\$20.11	\$161.98
		Annual Salary	+ Benefits =	\$198,019.63	=		
Step C							
		\$11,072.14 /	Month	\$73.83	1 /Hour		
	Total Benefits	\$6,094.32	55.04%	\$114.44	\$33.14	\$20.92	\$168.50
		Annual Salary	+ Benefits =	\$205,997.53	=		
Step D							
		\$11,625.75 /	Month	\$77.5	1 /Hour		
	Total Benefits	\$6,238.77	53.66%	\$119.10	\$34.49	\$21.77	\$175.36
		Annual Salary	+ Benefits =	\$214,374.31	=		
Step E							
		\$12,207.04 /	Month	\$81.38	3 /Hour		
		712,207.04 /					
	Total Benefits	\$6,390.46	52.35%	\$123.98	\$35.91	\$22.66	\$182.55



Deputy Director of Public Works/Operations Department: Public Works

Step A							
Step A		\$12,291.77 /	Month	\$81.95	7 /Hour		
		. , , ,		·	•		
Benefit	<u>Multiplier</u>				Catego		
PERS - Employer	0.185100	2,275.21		Non-Sw	orn Asst Director	/ Asst City Atto	orney
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.043470	173.10					
LTD & STD Insurance	0.012170	149.59					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00 0.00					
Uniform Allowance Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	4% + \$110	601.67					
Workers Comp.	0.049170	604.39			147.44%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	178.23		& Benefits	Overhead	Overhead	Rate
		170.20	_	<u> </u>			
	Total Benefits	\$6,502.53	52.90%	\$125.30	\$184.74	\$22.90	\$332.94
		Annual Salary	+ Benefits =	\$225,531.61	=		
Step B							
		\$12,906.36 /I	Month	\$86.04	4 /Hour		
	Total Benefits	\$6,662.90	51.62%	\$130.46	\$192.35	\$23.85	\$346.66
		Annual Salary	+ Benefits	\$234,831.13	_		
Step C							
		\$13,551.68 /	Month	\$90.34	4 /Hour		
	Total Benefits	\$6,831.29	50.41%	\$135.89	\$200.35	\$24.84	\$361.08
		Annual Salary	+ Ronofits	\$244,595.61			
		Ailliadi Salai y	=	7244,333.01			
Step D							
		\$14,229.27 /	Month	\$94.80	6 /Hour		
	Total Benefits	\$7,008.10	49.25%	\$141.58	\$208.75	\$25.88	\$376.21
	Total Benefits	\$7,008.10 Annual Salary		\$141.58 \$254,848.33	\$208.75 =	\$25.88	\$376.21
Step E	Total Benefits				\$208.75	\$25.88	\$376.21
Step E	Total Benefits		+ Benefits =	\$254,848.33	\$ 208.75	\$25.88	\$376.21
Step E	Total Benefits Total Benefits	Annual Salary	+ Benefits =	\$254,848.33	=	\$25.88 \$26.97	\$376.21 \$392.10



Development Services Manager Department: Community Development

Step A						
		\$10,853.82 /Month	\$72.36	6 /Hour		
<u>Benefit</u>	Multiplier			Catego		
PERS - Employer	0.185100	2,009.04	Nor	n-Sworn Manager	rs / Confidentia	al
Management Incentive		0.00				
EAP Health Insurance		3.89				
Dental Insurance		1,667.00 173.10				
LTD & STD Insurance	0.012170	132.09				
Life Insurance	0.000232	37.50				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	3% + \$110	435.61				
Workers Comp.	0.049170	533.68		137.75%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	157.38	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,961.25 54.92%	\$112.10	\$154.42	\$20.49	\$287.01
		Annual Salary + Benefits	\$201,780.85	=		
Step B						
		\$11,396.51 /Month	\$75.9	8 /Hour		
	Total Benefits	\$6,102.86 53.55%	\$116.66	\$160.70	\$21.33	\$298.69
		Annual Salary + Benefits	\$209,992.46	=		
Step C						
otop c		\$11,966.34 /Month	\$79.78	8 /Hour		
		. , ,		•		
	Total Benefits	\$6,251.55 52.24%	\$121.45	\$167.30	\$22.20	\$310.95
		Annual Salary + Benefits	\$218,614.66	=		
Step D						
		\$12,564.65 /Month	\$83.7	6 /Hour		
	Total Benefits	\$6,407.68 51.00%	\$126.48	\$174.23	\$23.12	\$323.83
		Annual Salary + Benefits	\$227,667.96	=		
Step E						
		\$13,192.89 /Month	\$87.9	5 /Hour		
	Total Benefits	\$6,571.61 49.81%	\$131.76	\$181.50	\$24.09	\$337.35
		Annual Salary + Benefits	\$237,173.92	=		



Director of Community Development

Department: Community Development

Step A						
010071		\$14,631.72 /Month	\$97.54	4 /Hour		
		, , , , , , , , , , , , , , , , , , , ,	, -	,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	2,880.20		Non-Sworn [Director	
Management Incentive		928.52				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	178.07				
Life Insurance	0.000232	37.50				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		110.00				
Workers Comp.	0.049170	765.10		137.75%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	225.62	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,780.94 53.18%	\$149.42	\$205.82	\$27.31	\$382.55
		Annual Salary + Benefits	\$268,951.92			
		Allitual Salary + Dellerits	3200,331.32	=		
Step B						
Step B		\$15,363.30 /Month	¢102.4	2 /11		
		\$15,365.30 /WOULT	\$102.4	2 /Hour		
	Total Benefits	\$7,971.84 51.89%	\$155.57	\$214.29	\$28.44	\$398.30
		Annual Salary + Benefits	\$280,021.76	_		
Step C						
Step e		\$16,131.47 /Month	¢107 F	4 /Hour		
		\$16,131.47 /WOULT	\$107.54	4 /Hour		
	Total Benefits	\$8,172.29 50.66%	\$162.03	\$223.19	\$29.62	\$414.84
		Annual Salary + Benefits	\$291,645.08	=		
Cham D						
Step D		A.				
		\$16,938.04 /Month	\$112.9	2 /Hour		
	Total Donafita	¢0.202.70 40.400/	¢1.00.01	6222 52	¢20.00	6422.20
	Total Benefits	\$8,382.76 49.49%	\$168.81	\$232.53	\$30.86	\$432.20
		Annual Salary + Benefits	\$303,849.57			
		Julius y . Delicitis	+,03.37	=		
Step E						
- 4-1-	_	\$17,784.94 /Month	\$11 2 5	7 /Hour		
		711,107.37 / WOULD	Ç.011Ç	, , , , , ,		
	Total Benefits	\$8,603.75 48.38%	\$175.92	\$242.34	\$32.16	\$450.42
		, -,	,			,
		Annual Salary + Benefits	\$316,664.28	_		
		· ·		_		



Director of Human Resources/Risk Manager Department: Human Resources

Step A							
		\$14,631.72 /	Month	\$97.54	1 /Hour		
<u>Benefit</u> PERS - Employer	Multiplier 0.185100	2,880.20			<u>Categor</u> Non-Sworn D		
Management Incentive		928.52 3.89					
EAP Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	178.07					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance Standby		0.00 0.00					
Retiree Medical		779.00					
Deferred Comp.		110.00					
Workers Comp.	0.049170	765.10			39.88%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	225.62	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,780.94	53.18%	\$149.42	\$59.59	\$27.31	\$236.32
		Annual Salary	+ Benefits =	\$268,951.92	=		
Step B							
		\$15,363.30 /	Month	\$102.42	2 /Hour		
	Total Benefits	\$7,971.84	51.89%	\$155.57	\$62.04	\$28.44	\$246.05
		Annual Salary	+ Benefits _	\$280,021.76	=		
Step C							
		\$16,131.47 /	Month	\$107.5	4 /Hour		
	Total Benefits	\$8,172.29	50.66%	\$162.03	\$64.62	\$29.62	\$256.27
		Annual Salary	+ Benefits =	\$291,645.08	=		
Step D							
		\$16,938.04 /	Month	\$112.92	2 /Hour		
	Total Benefits	\$8,382.76	49.49%	\$168.81	\$67.32	\$30.86	\$266.99
		Annual Salary	+ Benefits =	\$303,849.57	=		
Step E		4					
		\$ 17,784.94 /1	Vionth	\$118.5	7 /Hour		
	Total Benefits	\$8,603.75	48.38%	\$175.92	\$70.16	\$32.16	\$278.24
	Total Bellents	1 - 7		•			



Director of Parks and Recreation Department: Parks and Recreation

Step A						
		\$14,631.72 /Month	\$97.54	1 /Hour		
		, , , , , , , , , , , , , , , , , , , ,	, -	,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.185100	2,880.20		Non-Sworn [Director	
Management Incentive		928.52				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	178.07				
Life Insurance	0.000232	37.50				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	0.040170	110.00		00.000/	40.000/	
Workers Comp.	0.049170	765.10	Harrier Data	98.29%	18.28%	Total Hourly
Vision Insurance Medicare	0.014500	32.95	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Rate
iviedicare	0.014500	225.62	& belieffts	Overnead	Overneau	Kate
	Total Benefits	\$7,780.94 53.18%	\$149.42	\$146.86	\$27.31	\$323.59
		Annual Salary + Benefits	\$268,951.92			
		Allitual Salary 1 Delicitis	7200,331.32	=		
Step B						
Step B		\$15,363.30 /Month	¢102.41	2 /Hour		
		\$13,303.30 / WOUTH	\$102.47	2 / HOUI		
	Total Benefits	\$7,971.84 51.89%	\$155.57	\$152.91	\$28.44	\$336.92
		Annual Salary + Benefits	\$280,021.76	=		
Step C						
Step C		¢16 121 47 /Manth	6407.F	. // .		
		\$16,131.47 /Month	\$107.54	4 /Hour		
	Total Benefits	\$8,172.29 50.66%	\$162.03	\$159.25	\$29.62	\$350.90
		Annual Salary + Benefits	\$291,645.08	_		
Ston D						
Step D		646.020.04 /54 11	****	- /··		
		\$16,938.04 /Month	\$112.92	2 /Hour		
	Total Benefits	\$8,382.76 49.49%	\$168.81	\$165.92	\$30.86	\$365.59
		Annual Salary + Benefits	\$303,849.57	=		
Step E						
		\$17,784.94 /Month	\$118.5	7 /Hour		
	Total Benefits	\$8,603.75 48.38%	\$175.92	\$172.92	\$32.16	\$381.00
		Annual Salary + Benefits	\$316,664.28	=		



Director of Public Works/City Engineer Department: Public Works

Step A						
		\$15,539.00 /Month	\$103.5	9 /Hour		
		, -,,	,	,		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	ry	
PERS - Employer	0.185100	3,058.79		Non-Sworn [Director	
Management Incentive		986.09				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	189.11				
Life Insurance	0.000232	37.50				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		110.00				
Workers Comp.	0.049170	812.54		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	239.61	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,089.59 52.06%	6 \$157.52	\$232.25	\$28.80	\$418.57
			4000 - 00 0-			
		Annual Salary + Benefits	\$283,543.07	=		
Chair D						
Step B						
		\$16,315.95 /Month	\$108.7	7 /Hour		
	Total Benefits	\$8,292.33 50.829	\$164.06	\$241.88	\$29.99	\$435.93
		Annual Salary + Benefits	\$295,299.32	_		
Step C						
Step e		\$17,131.75 /Month	ć114.2	1 /11		
		\$17,131.75 / NOTICE	\$114.2	1 /Hour		
	Total Benefits	\$8,505.20 49.659	6 \$170.91	\$251.99	\$31.24	\$454.14
		Annual Salary + Benefits	\$307,643.38			
		Allinual Julal y + Dellellus	7307,043.30	=		
Step D						
		\$17,988.34 /Month	\$119.9	2 /Hour		
	Total Benefits	\$8,728.72 48.529	6 \$178.11	\$262.61	\$32.56	\$473.28
		Annual Salary + Benefits	\$320,604.64			
		Annual Salary + Deficits	932U,0U4.04	=		
Step E						
		\$18,887.75 /Month	\$125.9	2 /Hour		
	Total Benefits	\$8,963.41 47.469	6 \$185.67	\$273.76	\$33.94	\$493.37
		Annual Salary + Benefits	\$334,213.97	_		



Economic Development Manager Department: Community Development

Step A							
		\$12,002.82 /Month		\$80.02	/Hour		
		, ,,		,	,		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.185100	2,221.72		Non-	-Sworn Manager	s / Confidentia	ıl
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	146.07					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical	20/ - 4440	779.00					
Deferred Comp.	3% + \$110	470.08					
Workers Comp.	0.049170	590.18		Hours Pata	137.75%	18.28%	Total Hourly
Vision Insurance Medicare	0.014500	32.95 174.04		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	
iviedicare	0.014500	1/4.04	_	& Benefits	Overnead	Overnead	Rate
	Total Benefits	\$6,295.54 52.4	15%	\$121.99	\$168.04	\$22.30	\$312.33
		Annual Salary + Benef	ite	\$219,580.29			
		Annual Sulary 1 Delici	=	7213,300.23	•		
Step B							
Step B		\$12,602.96 /Month		¢04.03	/11		
		\$12,002.30 / IVIOITUI		\$84.02	Hour		
	Total Benefits	\$6,452.14 51.2	20%	\$127.03	\$174.99	\$23.22	\$325.24
		Annual Salary + Benef	its _	\$228,661.19			
Step C							
Step C		¢12 222 11 /N/om+h		¢00.00	4.1		
		\$13,233.11 /Month		\$88.22	/Hour		
	Total Benefits	\$6,616.57 50.0	00%	\$132.33	\$182.29	\$24.19	\$338.81
		Annual Salary + Benef	its _	\$238,196.13	Ī		
Ston D							
Step D		¢12 004 70 /\4==± -		402.52	/11		
		\$13,894.76 /Month		\$92.63	/Hour		
	Total Benefits	\$6,789.22 48.8	86%	\$137.89	\$189.95	\$25.21	\$353.05
	. ota. Delicito	70,, 00.22 40.0		Ţ-000	7-00.00	T-21-1	+
		Annual Salary + Benef	its _	\$248,207.83			
Stop E							
Step E		¢14 E00 F0 /\4c=+b		¢07.20	/11		
		\$14,589.50 /Month		\$97.26	/Hour		
	Total Benefits	\$6,970.51 47.7	78%	\$143.73	\$197.99	\$26.27	\$367.99
			•••	4			
		Annual Salary + Benef	its _	\$258,720.10	•		



Economic Development/Planning Manager

Department: Community Development

Step A							
		\$12,002.82 /N	⁄lonth	\$80.02	2 /Hour		
Benefit	Multiplier				Catego	rv	
PERS - Employer	0.185100	2,221.72		Nor	n-Sworn Manager		1
Management Incentive	0.200200	0.00			. ou o manage.	o , comc	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	146.07					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	3% + \$110	470.08					
Workers Comp.	0.049170	590.18			137.75%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	174.04	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,295.54	52.45%	\$121.99	\$168.04	\$22.30	\$312.33
		Annual Salary +	Benefits	\$219,580.29			
		•	_	· · · ·			
Step B							
		\$12,602.96 /N	∕lonth	\$84.0	2 /Hour		
	Total Benefits	\$6,452.14	51.20%	\$127.03	\$174.99	\$23.22	\$325.24
		Annual Salary +	Benefits =	\$228,661.19	=		
Step C							
		\$13,233.11 /N	∕Ionth	\$88.2	2 /Hour		
	Total Benefits	\$6,616.57	50.00%	\$132.33	\$182.29	\$24.19	\$338.81
		Annual Salary +	Benefits	\$238,196.13			
					=		
Step D			_				
		\$13,894.76 /N	/lonth	\$92.63	3 /Hour		
	Total Benefits	\$6,789.22	48.86%	\$137.89	\$189.95	\$25.21	\$353.05
		Annual Salary +	Benefits _	\$248,207.83	=		
Step E							
	_	\$14,589.50 /N	/lonth	\$97.2	6 /Hour		
	Total Benefits	\$6,970.51	47.78%	\$143.73	\$197.99	\$26.27	\$367.99
		Annual Salary +	Benefits _	\$258,720.10	=		



Electrician Department: Public Works

Step A						
		\$6,821.80 /Month	\$45.48	3 /Hour		
		, , , , , , , , , , , , , , , , , , , ,	,	,		
<u>Benefit</u>	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.185100	1,262.72		Public Works - M	aintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	83.02				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	0.040470	0.00				
Workers Comp.	0.049170	335.43	Haudu Bata	147.44%	18.28%	Total Havely
Vision Insurance	0.014500	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	98.92	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,441.56 65.11%	\$75.09	\$110.71	\$13.73	\$199.53
		Annual Salary + Benefits	\$135,160.38			
		Allitual Salary + Bellents	\$155,160.56	=		
Step B						
этер в		¢7 162 90 /Month	ć 4.7. 71	F /11		
		\$7,162.89 /Month	\$47.75	5 /Hour		
	Total Benefits	\$4,530.57 63.25%	\$77.96	\$114.94	\$14.25	\$207.15
		Annual Salary + Benefits	\$140,321.51	=		
Step C						
Step C		¢7 F21 O4 /Month	ĆE0.4	4. /11		
		\$7,521.04 /Month	\$50.14	4 /Hour		
	Total Benefits	\$4,624.02 61.48%	\$80.97	\$119.38	\$14.80	\$215.15
		Annual Salary + Benefits	\$145,740.70	=		
CI D						
Step D		4-00-00 /54 -1				
		\$7,897.09 /Month	\$52.65	5 /Hour		
	T . I.D. C:	64.700.45 50.000/	404.40	4404.04	445.00	4000 ==
	Total Benefits	\$4,722.15 59.80%	\$84.13	\$124.04	\$15.38	\$223.55
		Annual Salary + Benefits	\$151,430.84			
		. amaar salary - selicitis	Ç101,430.04	=		
Step E						
- COOP -		\$8,291.94 /Month	\$55.28	8 /Hour		
		•	•			
	Total Benefits	\$4,825.18 58.19%	\$87.45	\$128.93	\$15.99	\$232.37
		Annual Salary + Benefits	\$157,405.50	=		



Engineering Manager Department: Public Works

Step A						
·		\$11,770.44 /Month	\$78.47	7 /Hour		
Benefit	Multiplier			Catego	rv	
PERS - Employer	0.185100	2,178.71	No	n-Sworn Manager		nl
Management Incentive	0.200200	0.00			o, coac	
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	143.25				
Life Insurance	0.000232	37.50				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	3% + \$110	463.11				
Workers Comp.	0.049170	578.75		147.44%	18.28%	
Vision Insurance	0.043170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	170.67	& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	170.07	& Delicits	Overneau	Overneau	nate
	Total Benefits	\$6,227.93 52.91%	\$119.99	\$176.91	\$21.93	\$318.83
		Annual Salary + Benefits	\$215,980.46	=		
Step B						
Step B		\$12,358.96 /Month	\$82.3	9 /Hour		
		, , , ,	, , ,	,		
	Total Benefits	\$6,381.50 51.63%	\$124.94	\$184.21	\$22.84	\$331.99
		Annual Salary + Benefits	\$224,885.55	=		
Step C						
		\$12,976.91 /Month	\$86.5	1 /Hour		
	Total Benefits	\$6,542.75 50.42%	\$130.13	\$191.87	\$23.79	\$345.79
		Annual C. I	6224 227 22			
		Annual Salary + Benefits	\$234,235.90	=		
Step D						
		\$13,625.76 /Month	\$90.8	4 /Hour		
	Total Benefits	\$6,712.06 49.26%	\$135.59	\$199.91	\$24.79	\$360.29
		Annual Salary + Benefits	\$244,053.76	_		
				_		
Step E		\$14,307.04 /Month	¢ar a	9 /Hour		
		914,307.04 /WOULD	\$95.3	8 /Hour		
	Total Benefits	\$6,889.83 48.16%	\$141.31	\$208.35	\$25.83	\$375.49
		Annual Salary + Benefits	\$254,362.52	_		
				_		



Engineering Services Specialist Department: Public Works

Step A							
Jtcp A		\$ 8,205.02 /N	1onth	\$54.70) /Hour		
		, ,		•	•		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,518.75			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	99.86					
Life Insurance	0.000232	34.26					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00 0.00					
Deferred Comp.	0.040170				447.440/	40.300/	
Workers Comp. Vision Insurance	0.049170	403.44 32.95		Haurly Bata	147.44%	18.28%	Total Hourly
Medicare	0.014500	32.95 118.97		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Rate
Medicare	0.014300	110.97	_	& Dellellts	Overneau	Overneau	Rate
	Total Benefits	\$4,831.22	58.88%	\$86.91	\$128.14	\$15.89	\$230.94
		Annual Salary +	Benefits _	\$156,434.85	=		
Step B							
		\$8,615.27 /N	lonth	\$57.44	4 /Hour		
	Total Benefits	\$4,938.27	57.32%	\$90.36	\$133.22	\$16.52	\$240.10
		Annual Salary +	Benefits _	\$162,642.47	=		
Step C							
		\$9,046.03 /N	1onth	\$60.33	1 /Hour		
	Total Benefits	\$5,050.68	55.83%	\$93.98	\$138.56	\$17.18	\$249.72
		Annual Salary +	Benefits _	\$169,160.47	=		
Step D							
		\$9,498.33 /N	1onth	\$63.32	2 /Hour		
	Total Benefits	\$5,168.70	54.42%	\$97.78	\$144.17	\$17.87	\$259.82
		Annual Salary +	Benefits _	\$176,004.38	=		
Step E							
		\$9,973.25 /N	lonth	\$66.49	9 /Hour		
			F2 070/	4404 ==	Ć150.05	¢10.00	\$270.42
	Total Benefits	\$5,292.62	53.07%	\$101.77	\$150.05	\$18.60	\$270.42



Engineering Technician Department: Public Works

Step A							
Step A		\$7,134.18 /Mor	nth	\$47.56	/Hour		
					•		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,320.54			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.043470	173.10					
LTD & STD Insurance Life Insurance	0.012170 0.000232	86.82 29.79					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	350.79			147.44%	18.28%	
Vision Insurance	0.013170	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	103.45		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$4,547.33	3.74%	\$77.88	\$114.82	\$14.24	\$206.94
		Annual Salary + Be	nefits _	\$140,178.09	<u>-</u>		
Step B							
		\$7,490.89 /Mor	nth	\$49.94	/Hour		
	Total Benefits	\$4,640.41	51.95%	\$80.88	\$119.24	\$14.78	\$214.90
		Annual Salary + Be	nefits _	\$145,575.56	<u>.</u>		
Step C							
		\$7,865.44 /Mor	nth	\$52.44	/Hour		
	Total Benefits	\$4,738.14	60.24%	\$84.02	\$123.88	\$15.36	\$223.26
		Annual Salary + Be	nefits _	\$151,242.90			
Step D							
		\$8,258.71 /Mor	nth	\$55.06	/Hour		
		90,230.71 / WO					
	Total Benefits		58.61%	\$87.33	\$128.76	\$15.96	\$232.05
	Total Benefits		58.61%	\$87.33 \$157,193.60	\$128.76	\$15.96	\$232.05
Step E	Total Benefits	\$4,840.76	58.61%		\$128.76 =	\$15.96	\$232.05
Step E	Total Benefits	\$4,840.76	58.61% nefits		•	\$15.96	\$232.05
Step E	Total Benefits Total Benefits	\$4,840.76 5 Annual Salary + Be \$8,671.64 /Mor	58.61% nefits	\$157,193.60	•	\$15.96 \$16.60	\$232.05 \$241.28



Environmental Compliance Inspector I Department: Public Works

Step A						
- C10p / 1		\$7,083.57 /Month	\$47.22	2 /Hour		
Benefit	Multiplion			Catago	***	
PERS - Employer	Multiplier 0.185100	1,311.17		<u>Catego</u> Office Emp		
Management Incentive	0.185100	0.00		Office Lift	loyees	
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	86.21				
Life Insurance	0.000232	29.58				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	348.30		147.44%	18.28%	
Vision Insurance	0.043170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	102.71	& Benefits	Overhead	Overhead	Rate
Medicare	0.014500	102.71	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$4,533.91 64.01%	\$77.45	\$114.19	\$14.16	\$205.80
		Annual Salary + Benefits	\$139,409.73			
		Ailliadi Salary i Dellellis	7133,403.73	=		
Step B						
		\$7,437.75 /Month	\$49.5	8 /Hour		
	Total Benefits	\$4,626.33 62.20%	\$80.43	\$118.58	\$14.70	\$213.71
		Annual Salary + Benefits	\$144,768.91	=		
Step C						
		\$7,809.64 /Month	\$52.0	6 /Hour		
	Total Benefits	\$4,723.37 60.48%	\$83.55	\$123.19	\$15.27	\$222.01
		Annual Salary + Benefits	\$150,396.04	=		
Step D						
31000	_	\$8,200.12 /Month	\$54.6	7 /Hour		
	Total Benefits	\$4,825.26 58.84%	\$86.84	\$128.03	\$15.87	\$230.74
		Annual Salary + Benefits	\$156,304.53	=		
Step E						
3100 2		\$8,610.12 /Month	\$57.4	0 /Hour		
	Total Benefits	\$4,932.25 57.28%	\$90.28	\$133.11	\$16.50	\$239.89
		Annual Salary + Benefits	\$162,508.44	_		



Environmental Compliance Inspector II Department: Public Works

Step A							
·		\$7,809.64 /N	lonth	\$52.06	6 /Hour		
<u>Benefit</u> PERS - Employer	Multiplier 0.185100	1,445.56			<u>Categor</u> Office Empl		
Management Incentive	0.200	0.00			511155 E111p1	-,	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	95.04					
Life Insurance	0.000232	32.61					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	384.00		_	147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	113.24	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,726.40	60.52%	\$83.57	\$123.22	\$15.28	\$222.07
		Annual Salary +	Benefits _	\$150,432.42	=		
Step B							
·		\$8,200.12 /N	lonth	\$54.67	7 /Hour		
	Total Benefits	\$4,828.29	58.88%	\$86.86	\$128.06	\$15.88	\$230.80
		Annual Salary +	Benefits _	\$156,340.91	=		
Step C							
		\$8,610.12 /N	1onth	\$57.40) /Hour		
	Total Benefits	\$4,935.28	57.32%	\$90.30	\$133.14	\$16.51	\$239.95
		Annual Salary +	Benefits _	\$162,544.83	=		
Step D							
		\$ 9,040.63 /N	1onth	\$60.27	7 /Hour		
	Total Benefits	\$5,047.61	55.83%	\$93.92	\$138.48	\$17.17	\$249.57
		Annual Salary +	Benefits _	\$169,058.94	=		
Step E							
		\$ 9,492.66 /N	1onth	\$63.28	3 /Hour		
	Total Benefits	\$5,165.57	54.42%	\$97.72	\$144.08	\$17.86	\$259.66



Equipment Mechanic Department: Public Works

Step A							
Step A		\$6,419.69 /	Month	\$42.80	0 /Hour		
		30,413.03 /	IVIOIILII	342.00	b / Hour		
Benefit	Multiplier				Catego	ry	
PERS - Employer	0.185100	1,188.28			Public Works - M		
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	78.13					
Life Insurance		5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	315.66		_	147.44%	18.28%	
Vision Insurance	0.04.4500	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	93.09	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,336.63	67.55%	\$71.71	\$105.73	\$13.11	\$190.55
		Annual Salary	+ Benefits =	\$129,075.87	_		
Step B							
Step B		¢6.740.67.//	N 4 = + l-	4			
		\$6,740.67	ivionth	\$44.9	4 /Hour		
	Total Benefits	\$4,420.39	65.58%	\$74.41	\$109.71	\$13.60	\$197.72
		Annual Salary	+ Benefits	\$133,932.77	=		
0. 0							
Step C							
		\$7,077.71 /	Month	\$47.1	8 /Hour		
	Total Benefits	\$4,508.34	63.70%	\$77.24	\$113.88	\$14.12	\$205.24
			. 5. (1)	4400 000 50			
		Annual Salary	+ Benefits =	\$139,032.53	=		
Step D							
		\$7,431.59 /	Month	\$49.5	4 /Hour		
		ψ7,432.33 / l	IVIOITEII	, т. д. д. д.	4 / 110u1		
	Total Benefits	\$4,600.68	61.91%	\$80.22	\$118.27	\$14.66	\$213.15
		Annual Salary	+ Benefits =	\$144,387.26	=		
Step E							
Jicp L		\$7,803.17 /	Month	\$52.0	2 /Hour		
	Total Reposits	\$4 697 64	60 20%	\$83.34	\$122 9 7	\$15.22	\$221 1/1
	Total Benefits	\$4,697.64	60.20%	\$83.34	\$122.87	\$15.23	\$221.44
	Total Benefits	\$4,697.64 Annual Salary		\$83.34 \$150,009.74	\$122.87	\$15.23	\$221.44



Executive Assistant Department: City Attorney

Step A						
otop A		\$6,719.99 /Month	\$44.80	/Hour		
		φ ο , ε <u>σοισο</u> γσ	ψσ	7		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ory	
PERS - Employer	0.185100	1,243.87		Office Emp	loyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	81.78				
Life Insurance	0.000232	28.06				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	330.42		28.96%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	97.44	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,437.52 66.03%	\$74.38	\$21.54	\$13.60	\$109.52
		Annual Salary + Benefits	\$133,890.10	_		
Step B						
		\$7,055.99 /Month	\$47.04	l/Hour		
		, , , , , , , , , , , , , , , , , , ,	7	, , , , , ,		
	Total Benefits	\$4,525.19 64.13%	\$77.21	\$22.36	\$14.11	\$113.68
	rotal belieffe	ψ 1,323.13 O 1.1370	477122	Q22.30	V	ψ113.00
		Annual Salary + Benefits	\$138,974.21			
		•		=		
Step C						
otep c		\$7,408.79 /Month	¢40.20) /Hour		
		\$7,408.79 /WOULT	\$49.39	Hour /		
		4.6.7.07	400.4-	4	***	4
	Total Benefits	\$4,617.25 62.32%	\$80.17	\$23.22	\$14.66	\$118.05
		Annual Calamy Danafita	\$144 212 F2			
		Annual Salary + Benefits	\$144,312.52	=		
CI D						
Step D						
		\$7,779.23 /Month	\$51.86	6 /Hour		
	Total Benefits	\$4,713.91 60.60%	\$83.29	\$24.12	\$15.22	\$122.63
		Annual Salary + Benefits	\$149,917.74	_		
				- 		
Step E						
		\$8,168.19 /Month	\$54.45	/Hour		
		7-7-1-1-1 / INTONON	Ç3 1.43	,		
	Total Benefits	\$4,815.41 58.95%	\$86.56	\$25.07	\$15.82	\$127.45
	. Juli Dellellus	Ç 1,013. 11 30.3370	400.00	4_3.0 7	Y-3.02	Y
		Annual Salary + Benefits	\$155,803.23			
		,	,,	=		



Executive Assistant Department: City Manager

Step A							
•		\$6,719.99 /N	1onth	\$44.80) /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u> i		
PERS - Employer	0.185100	1,243.87			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance Dental Insurance		1,667.00					
	0.012170	173.10					
LTD & STD Insurance Life Insurance	0.012170 0.000232	81.78 28.06					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	330.42			52.40%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	97.44		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	37.44	_	& Delicits	Overneau	Overneau	nate
	Total Benefits	\$4,437.52	66.03%	\$74.38	\$38.98	\$13.60	\$126.96
		Annual Salary +	Benefits _	\$133,890.10	=		
Step B							
		\$7,055.99 /N	1onth	\$47.04	4 /Hour		
	Total Benefits	\$4,525.19	64.13%	\$77.21	\$40.46	\$14.11	\$131.78
		Annual Salary +	Benefits _	\$138,974.21	=		
Step C							
		\$7,408.79 /N	1onth	\$49.39	9 /Hour		
	Total Benefits	\$4,617.25	62.32%	\$80.17	\$42.01	\$14.66	\$136.84
		Annual Salary +	Benefits =	\$144,312.52	=		
Step D			_				
		\$7,779.23 /N	1onth	\$51.86	6 /Hour		
	Total Benefits	\$4,713.91	60.60%	\$83.29	\$43.64	\$15.22	\$142.15
		Annual Salary +	Benefits =	\$149,917.74	=		
Step E		60.450.40 /h	4	.	- 6.		
		\$ 8,168.19 /N	rionth		5 /Hour		
	Total Benefits	\$4,815.41	58.95%	\$86.56	\$45.36	\$15.82	\$147.74
		Annual Salary +	Benefits	\$155,803.23			



Executive Assistant Department: Police

Step A						
		\$6,719.99 /Month	\$44.80) /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	1,243.87		Office Emp	loyees	
Management Incentive		0.00				
EAP Health Insurance		3.89 1,667.00				
Dental Insurance		1,667.00				
LTD & STD Insurance	0.012170	81.78				
Life Insurance	0.00232	28.06				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	330.42		39.69%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	97.44	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,437.52 66.03%	\$74.38	\$29.52	\$13.60	\$117.50
		Annual Salary + Benefits	\$133,890.10			
		,		=		
Step B						
		\$7,055.99 /Month	\$47.0	4 /Hour		
	Total Benefits	\$4,525.19 64.13%	\$77.21	\$30.64	\$14.11	\$121.96
		Annual Salary + Benefits	\$138,974.21	=		
Step C						
		\$7,408.79 /Month	\$49.3	9 /Hour		
	Total Benefits	\$4,617.25 62.32%	\$80.17	\$31.82	\$14.66	\$126.65
		Annual Salary + Benefits	\$144,312.52	=		
Step D						
		\$7,779.23 /Month	\$51.8	6 /Hour		
	Total Benefits	\$4,713.91 60.60%	\$83.29	\$33.06	\$15.22	\$131.57
				,		,
		Annual Salary + Benefits	\$149,917.74	=		
Step E						
		\$8,168.19 /Month	\$54.4	5 /Hour		
	Total Benefits	\$4,815.41 58.95%	\$86.56	\$34.35	\$15.82	\$136.73
		Annual Salary + Benefits	\$155,803.23	=		



Facilities Maintenance Supervisor Department: Public Works

Step A							
Step A		\$7,320.91 /Month		¢10 01	. /Hour		
		\$7,320.91 / WOULD	'	Ş40.01	. /Houi		
Benefit	Multiplier				Catego	ry	
PERS - Employer	0.185100	1,355.10		Non-	Sworn Profession		ors
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	89.10					
Life Insurance	0.000232	30.57					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	256.42					
Workers Comp.	0.049170	359.97			147.44%	18.28%	
Vision Insurance	0.04.4500	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	106.15	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,853.25 66.2	29%	\$81.16	\$119.66	\$14.84	\$215.66
		Annual Salary + Bene	fits =	\$146,089.91	=		
Step B							
Step b		\$7.696.06 /Month		¢51.25	- /		
		\$7,686.96 /Month	1	\$51.25	5 /Hour		
	Total Benefits	\$4,948.76 64.3	38%	\$84.24	\$124.20	\$15.40	\$223.84
		Annual Salary + Bene	fits _	\$151,628.65	=		
Chair C	_						
Step C							
		\$8,071.30 /Month	1	\$53.81	L /Hour		
		4				4	
	Total Benefits	\$5,049.06 62.5	56%	\$87.47	\$128.96	\$15.99	\$232.42
		Annual Calamy I Bana	C:+-	\$157,444.32			
		Annual Salary + Bene	=	3137,444.32	=		
Step D							
		\$8,474.87 /Month	1	\$56.50) /Hour		
	Total Benefits	\$5,154.36 60.8	32%	\$90.86	\$133.97	\$16.61	\$241.44
		Annual Salary + Bene	fits =	\$163,550.78	=		
Step E							
- 010p I		\$8,898.61 /Month	1	\$59.32	2 /Hour		
	Total Benefits	\$5,264.93 59.3	17%	\$94.42	\$139.22	\$17.26	\$250.90
	Total Dellella	γυ,∠υ 1 .υυ υυ.	-1/0	427. 76	7103.22	Y17.20	7230.30
		Annual Salary + Bene	fits	\$169,962.56			
		•	_	-	=		



Facilities Maintenance Worker I Department: Public Works

Step A						
		\$5,034.82 /Month	\$33.	57 /Hour		
		, , , , , , , , , , , , , , , , , , , ,	,	,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	931.94		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	61.27				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	247.56		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	73.00	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,975.27 78.90	\$60.07	\$88.56	\$10.98	\$159.61
		Annual Salary + Benefi	s \$108,121.01			
Step B						
		\$5,286.56 /Month	\$35	.24 /Hour		
	Total Benefits	\$4,040.95 76.44	\$62.18	\$91.68	\$11.37	\$165.23
		Annual Salary + Benefi	\$111,930.17	_		
Step C						
		\$5,550.89 /Month	\$37	.01 /Hour		
	Total Benefits	\$4,109.93 74.04	\$64.41	\$94.96	\$11.77	\$171.14
		Annual Salary + Benefi	ts \$115,929.79			
Step D						
		\$5,828.43 /Month	\$38	.86 /Hour		
	Total Benefits	\$4,182.35 71.70	\$66.74	\$98.40	\$12.20	\$177.34
		Annual Salary + Benefi	\$120,129.39	_		
Step E						
		\$6,119.85 /Month	\$40	.80 /Hour		
	Total Benefits	\$4,258.39 69.58	\$69.19	\$102.01	\$12.65	\$183.85
		Annual Salary + Benefi	\$124,538.97	_		



Facilities Maintenance Worker II Department: Public Works

Chair A						
Step A		\$5,550.89 /Month	\$37.01	L /Hour		
		\$3,330.83 / WOULT	Ç37.01	L / Hour		
<u>Benefit</u>	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.185100	1,027.47		Public Works - M	aintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	67.55				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	272.94	_	147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.49	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,109.93 74.04%	\$64.41	\$94.96	\$11.77	\$171.14
		Annual Salary + Benefits	\$115,929.79	=		
Step B						
		\$5,828.43 /Month	\$38.86	6 /Hour		
	Total Benefits	\$4,182.35 71.76%	\$66.74	\$98.40	\$12.20	\$177.34
		Annual Salary + Benefits	\$120,129.39	=		
Step C						
		\$6,119.85 /Month	\$40.80) /Hour		
	Total Benefits	\$4,258.39 69.58%	\$69.19	\$102.01	\$12.65	\$183.85
		Annual Salary + Benefits	\$124,538.97	=		
Step D						
		\$6,425.85 /Month	\$42.84	4 /Hour		
	Total Benefits	\$4,338.24 67.51%	\$71.76	\$105.80	\$13.12	\$190.68
		Annual Salary + Benefits	\$129,169.03	=		
Step E						
Step E		\$6,747.14 /Month	\$44.98	3 /Hour		
Step E	Total Benefits	\$6,747.14 /Month \$4,422.08 65.549		\$ /Hour \$109.79	\$13.61	\$197.86



Finance/Special Projects Coordinator Department: Finance and Information Systems

Step A						
		\$7,126.10 /Month	\$47.51	L /Hour		
<u>Benefit</u>	<u>Multiplier</u>	4 240 04		Catego		
PERS - Employer	0.185100	1,319.04		Office Empl	loyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00 173.10				
LTD & STD Insurance	0.012170	86.72				
Life Insurance	0.00232	29.76				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	350.39		32.03%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	103.33	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,545.18 63.78%	\$77.81	\$24.92	\$14.22	\$116.95
		Annual Salary + Benefits	\$140,055.40			
		Annual Salary + Benefits	\$140,055.40	=		
Step B						
		\$7,482.41 /Month	\$49.88	8 /Hour		
	Total Benefits	\$4,638.16 61.99%	\$80.80	\$25.88	\$14.77	\$121.45
		Annual Salary + Benefits	\$145,446.75	=		
Step C						
		\$7,856.53 /Month	\$52.38	8 /Hour		
	Total Benefits	\$4,735.78 60.28%	\$83.95	\$26.89	\$15.35	\$126.19
		Annual Salary + Benefits	\$151,107.67	=		
Step D						
		\$8,249.35 /Month	\$55.00	0 /Hour		
	Total Benefits	\$4,838.28 58.65%	\$87.25	\$27.95	\$15.95	\$131.15
		Annual Salary + Benefits	\$157,051.64			
		Annual Salary + Benefits	\$157,051.04	=		
Step E						
		\$8,661.82 /Month	\$57.75	5 /Hour		
	Total Benefits	\$4,945.91 57.10%	\$90.72	\$29.06	\$16.58	\$136.36
		Annual Salary + Benefits	\$163,292.80	=		
				_		



Fleet/Facilities Maintenance Manager Department: Public Works

Step A						
		\$9,553.76 /Month	\$63.69	9 /Hour		
- 0						
<u>Benefit</u>	<u>Multiplier</u>	4.760.40		Catego		
PERS - Employer	0.185100	1,768.40	Nor	n-Sworn Manager	rs / Confidentia	al .
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00 173.10				
LTD & STD Insurance	0.012170	116.27				
Life Insurance	0.00232	37.50				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	3% + \$110	396.61				
Workers Comp.	0.049170	469.76		147.44%	18.28%	
Vision Insurance	0.043170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	138.53	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	130.33	- a belieffes	Overneau	Overneau	Nate
	Total Benefits	\$5,583.01 58.44%	\$100.91	\$148.78	\$18.45	\$268.14
		Annual Salary + Benefits	\$181,641.22	=		
Step B						
этер в		¢10 021 45 /\damph	466.0	0 (11		
		\$10,031.45 /Month	\$66.88	8 /Hour		
	Total Benefits	\$5,707.66 56.90%	\$104.93	\$154.70	\$19.18	\$278.81
		Annual Salary + Benefits	\$188,869.25	=		
Step C						
		\$10,533.02 /Month	\$70.2	2 /Hour		
	Total Benefits	\$5,838.54 55.43%	\$109.14	\$160.92	\$19.95	\$290.01
		Annual Salary + Benefits	\$196,458.68	=		
Step D						
		\$11,059.67 /Month	\$73.7	3 /Hour		
	Total Benefits	\$5,975.96 54.03%	\$113.57	\$167.45	\$20.76	\$301.78
		Annual Salary + Benefits	\$204,427.58	=		
Step E						
		\$11,612.65 /Month	\$77.4	2 /Hour		
	Total Benefits	\$6,120.26 52.70%	\$118.22	\$174.30	\$21.61	\$314.13
		Annual Salary + Benefits	\$212,794.93	=		



Geographic Information Systems Coordinator Department: Public Works

Step A							
		\$9,725.52 /N	1onth	\$64.84	l /Hour		
Dona fit	B. de alatina litera				Catalan		
Benefit BERS Employer	Multiplier 0.185100	1,800.19		Non	Catego		arc .
PERS - Employer Management Incentive	0.185100	0.00		NOTI-	Sworn Profession	ais / Superviso	015
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	118.36					
Life Insurance	0.000232	37.50					
Holiday Pay	0.000101	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	304.51					
Workers Comp.	0.049170	478.20			147.44%	18.28%	
Vision Insurance	0.013170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	141.02		& Benefits	Overhead	Overhead	Rate
		2.2.02	_	G 20			
	Total Benefits	\$5,535.73	56.92%	\$101.74	\$150.01	\$18.60	\$270.35
		Annual Salary +	Benefits _	\$183,134.90	=		
Step B							
		\$10,211.79 /N	1onth	\$68.08	3 /Hour		
	Total Benefits	\$5,662.62	55.45%	\$105.83	\$156.03	\$19.35	\$281.21
		Annual Salary +	Benefits _	\$190,492.87	=		
Step C							
Step C		\$10,722.38 /N	1onth	\$71.48	3 /Hour		
	Total Benefits	\$5,795.85	54.05%	\$110.12	\$162.36	\$20.13	\$292.61
	Total beliefits	\$3,733.63	34.0370	3110.12	\$102.30	320.13	3232.01
		Annual Salary +	Benefits _	\$198,218.75	=		
Step D							
		\$11,258.50 /N	1onth	\$75.06	6 /Hour		
	Total Benefits	\$5,935.74	52.72%	\$114.63	\$169.01	\$20.95	\$304.59
		Annual Salary +	Benefits _	\$206,330.92	=		
Step E							
	_	\$11,821.42 /N	1onth	\$78.81	1 /Hour		
	Total Benefits	\$6,082.63	51.45%	\$119.36	\$175.98	\$21.82	\$317.16
		Annual Salary +	Benefits _	\$214,848.69	=		



Grants Program Manager Department: Finance and Information Systems

Step A							
		\$8,480.78 /M	onth	\$56.54	Hour		
Dona fit	B. G. alatina II a m				C-4		
Benefit BERS Employer	Multiplier 0.185100	1,569.79		Non	Catego		arc.
PERS - Employer Management Incentive	0.185100	0.00		NOTI-S	Sworn Profession	ais / Superviso	015
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	103.21					
Life Insurance	0.000232	35.42					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	279.62					
Workers Comp.	0.049170	417.00			32.03%	18.28%	
Vision Insurance	0.0.5170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	122.97		& Benefits	Overhead	Overhead	Rate
		122.07	_	G. 2 G. 1 G. 1 G	010000		
	Total Benefits	\$5,183.95	61.13%	\$91.10	\$29.18	\$16.65	\$136.93
		Annual Salary + E	Benefits _	\$163,976.69	=		
Step B							
- C.S.P. 2		\$ 8,904.82 /M	onth	\$59.37	7 /Hour		
	Total Benefits	\$5,294.59	59.46%	\$94.66	\$30.32	\$17.30	\$142.28
		Annual Salary + E	Benefits _	\$170,392.95	=		
Step C							
		\$9,350.06 /M	onth	\$62.33	3 /Hour		
	Total Benefits	\$5,410.78	57.87%	\$98.41	\$31.52	\$17.99	\$147.92
		Annual Salary + I	Benefits	\$177,130.01			
			=	. ,	=		
Step D							
		\$9,817.56 /M	onth	\$65.45	5 /Hour		
	Total Benefits	\$5,532.77	56.36%	\$102.34	\$32.78	\$18.71	\$153.83
		Annual Salary + E	Benefits _	\$184,203.93	=		
Step E							
		\$10,308.44 /M	onth	\$68.72	2 /Hour		
	Total Benefits	\$5,660.86	54.91%	\$106.46	\$34.10	\$19.46	\$160.02
		Annual Salary + I	Benefits _	\$191,631.54	=		



Housing Analyst Department: Community Development

Step A							
		\$8,561.61 /N	1onth	\$57.08	3 /Hour		
Benefit	Multiplier				Catego	21	
PERS - Employer	0.185100	1,584.75		Non-	<u>Catego</u> Sworn Profession		arc
Management Incentive	0.185100	0.00		NOTE	300111 F1016331011	ais / Superviso	113
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	104.19					
Life Insurance	0.000232	35.75					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	281.23					
Workers Comp.	0.049170	420.97			137.75%	18.28%	
Vision Insurance	0.0.5170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.14		& Benefits	Overhead	Overhead	Rate
			_	G 20			
	Total Benefits	\$5,206.99	60.82%	\$91.79	\$126.44	\$16.78	\$235.01
		Annual Salary +	Benefits _	\$165,223.16	=		
Step B							
этер в		ć0 000 co /h	4	4=0.00			
		\$ 8,989.69 /N	lontn	\$59.93	3 /Hour		
	Total Benefits	\$5,318.69	59.16%	\$95.39	\$131.40	\$17.44	\$244.23
		Annual Salary +	Benefits _	\$171,700.56	=		
Step C							
Step C		\$9,439.17 /N	1onth	\$62.93	3 /Hour		
	Total Benefits	\$5,435.98	57.59%	\$99.17	\$136.60	\$18.13	\$253.90
		Annual Salary +	Benefits _	\$178,501.83	=		
Step D							
		\$9,911.13 /N	l onth	\$66.07	7 /Hour		
	Total Benefits	\$5,559.14	56.09%	\$103.14	\$142.07	\$18.85	\$264.06
		Annual Salary +	Benefits _	\$185,643.17	=		
Step E							
Jiep L		\$10,406.69 /N	1onth	\$69.38	3 /Hour		
	Total Benefits	\$5,688.45	54.66%	\$107.30	\$147.81	\$19.61	\$274.72
	. otal Delicino			Ţ_0.100	Ţ=./,O2	7-2-102	7
		Annual Salary +	Benefits _	\$193,141.57	=		



Human Resource Assistant I Department: Human Resources

Step A							
Step A		\$5,009.73 /N	/lonth	\$33.40) /Hour		
				·	•		
Benefit	Multiplier				Catego		
PERS - Employer	0.185100	927.30			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.043470	173.10					
LTD & STD Insurance Life Insurance	0.012170 0.000232	60.97					
Holiday Pay	0.000232	20.92 0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	246.33			39.88%	18.28%	
Vision Insurance	0.013170	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	72.64		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$3,984.10	79.53%	\$59.96	\$23.91	\$10.96	\$94.83
		Annual Salary +	Benefits _	\$107,925.99	=		
Step B							
		\$5,260.22 /N	/lonth	\$35.0	7 /Hour		
	Total Benefits	\$4,049.46	76.98%	\$62.06	\$24.75	\$11.35	\$98.16
		Annual Salary +	Benefits	\$111,716.17	=		
Step C							
		\$5,523.23 /N	/lonth	\$36.82	2 /Hour		
	Total Benefits	\$4,118.09	74.56%	\$64.28	\$25.63	\$11.75	\$101.66
		Annual Salary +	Benefits	\$115,695.87			
Ston D			_		_		
Step D		\$ 5,799.39 /N	1onth	\$38.60	6 /Hour		
		\$ 5,/ 33.33 / N	/1011111	730.00	7		
	Total Renefits					\$12 17	\$105.22
	Total Benefits	\$4,190.15	72.25%	\$66.60	\$26.56	\$12.17	\$105.33
	Total Benefits		72.25%			\$12.17	\$105.33
Step E	Total Benefits	\$4,190.15 Annual Salary +	72.25% • Benefits	\$66.60 \$119,874.54	\$26.56 =	\$12.17	\$105.33
Step E	Total Benefits	\$4,190.15	72.25% • Benefits	\$66.60 \$119,874.54		\$12.17	\$105.33
Step E	Total Benefits Total Benefits	\$4,190.15 Annual Salary +	72.25% • Benefits	\$66.60 \$119,874.54	\$26.56 =	\$12.17 \$12.62	\$105.33 \$109.18



Human Resource Assistant II Department: Human Resources

C: A	_					
Step A		\$5,523.23 /Month	\$26.93	2 /Hour		
		33,323.23 / WIOHITI	330.82	2 /110u1		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	1,022.35		Office Empl	loyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance LTD & STD Insurance	0.012170	173.10 67.22				
Life Insurance	0.00232	23.07				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	271.58		39.88%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.09	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,120.24 74.60	% \$64.29	\$25.64	\$11.75	\$101.68
		Annual Salary + Benefit	s \$115,721.60	=		
Step B						
		\$5,799.39 /Month	\$38.60	6 /Hour		
	Total Benefits	\$4,192.30 72.29	% \$66.61	\$26.56	\$12.18	\$105.35
		Annual Salary + Benefit	s \$119,900.28	=		
Step C						
		\$6,089.36 /Month	\$40.60	0 /Hour		
	Total Benefits	\$4,267.96 70.09	% \$69.05	\$27.54	\$12.62	\$109.21
		Annual Salary + Benefit	\$ \$124,287.89	=		
Step D						
		\$6,393.83 /Month	\$42.63	3 /Hour		
	Total Benefits	\$4,347.41 67.99	% \$71.61	\$28.56	\$13.09	\$113.26
		Annual Salary + Benefit	s \$128,894.88	=		
Step E						
Step E		\$6,713.52 /Month	\$44.76	6 /Hour		
Step E	Total Benefits	\$6,713.52 /Month \$4,430.83 66.00		6 /Hour \$29.63	\$13.58	\$117.51



Human Resources Manager Department: Human Resources

Step A							
Step A		\$10,461.04 /N	lonth	¢60.7/	l /Hour		
		\$10,401.04 /IV	ionth	Ş03.74	F / HOUI		
Benefit	Multiplier				Catego	rv	
PERS - Employer	0.185100	1,936.34		Nor	n-Sworn Manager		al
Management Incentive		0.00			J	•	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	127.31					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	3% + \$110	423.83					
Workers Comp.	0.049170	514.37			39.88%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	151.69	_	& Benefits	Overhead	Overhead	Rate
		4= 0.46.00		4.00 =0	4	4.0.0-	4 4-
	Total Benefits	\$5,846.98	55.89%	\$108.72	\$43.36	\$19.87	\$171.95
		Annual Salary +	Benefits =	\$195,696.20	=		
Step B							
		\$10,984.09 /N	lonth	\$73.23	3 /Hour		
	Total Benefits	\$5,983.46	54.47%	\$113.12	\$45.11	\$20.68	\$178.91
		Annual Salary +	Benefits _	\$203,610.65	_		
0: 0	_		_		_		
Step C		\$11,533.30 /N	lonth	¢70.00) /IIa		
		\$11,555.50 /IV	IOIILII	\$76.85	Hour Hour		
	Total Benefits	\$6,126.77	53.12%	\$117.73	\$46.95	\$21.52	\$186.20
		Annual Salary +	Benefits _	\$211,920.82	=		
Step D							
		\$12,109.96 /N	lonth	\$80.73	3 /Hour		
	Total Benefits	\$6,277.25	51.84%	\$122.58	\$48.89	\$22.41	\$193.88
		Annual Salary +	Benefits _	\$220,646.50	=		
Step E							
Step L		\$12,715.46 /N	lonth	\$84.77	7 /Hour		
	Total Benefits	\$6,435.24	50.61%	\$127.67	\$50.92	\$23.34	\$201.93
	233. 2 2	Annual Salary +		\$229,808.46	7-2 -2	Ţ-0. 0 .	,
		Ailliuai Salai y T	=	7223,000.40	=		



Human Resource Specialist Department: Human Resources

0: 4	_					
Step A		\$7,126.10 /Month	\$47 E1	L /Hour		
		37,126.10 /WORLIN	Ş47.51	L / HOUI		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	1,319.04		Office Emp	loyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	86.72				
Life Insurance	0.000232	29.76				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	0.0404=0	0.00				
Workers Comp.	0.049170	350.39		39.88%	18.28%	
Vision Insurance	0.04.4500	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	103.33	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,545.18 63.789	6 \$77.81	\$31.03	\$14.22	\$123.06
		Annual Salary + Benefits	\$140,055.40	=		
Step B						
Step B		67 402 44 /Manth	40.0	2 /11		
		\$7,482.41 /Month	\$49.88	3 /Hour		
	Total Benefits	\$4,638.16 61.999	6 \$80.80	\$32.22	\$14.77	\$127.79
		Annual Salary + Benefits	\$145,446.75	=		
Step C						
Step e		\$7,856.53 /Month	\$52.38	3 /Hour		
		, ,				
	Total Benefits	\$4,735.78 60.289	\$83.95	\$33.48	\$15.35	\$132.78
		Annual Salary + Benefits	\$151,107.67	=		
Step D						
		\$8,249.35 /Month	\$55.00) /Hour		
	Total Benefits	\$4,838.28 58.659	6 \$87.25	\$34.80	\$15.95	\$138.00
	Total Benefits	\$4,838.28 58.659 Annual Salary + Benefits		\$34.80 =	\$15.95	\$138.00
Sten F	Total Benefits			\$34.80 =	\$15.95	\$138.00
Step E	Total Benefits		\$157,051.64	\$34.80 = 5 /Hour	\$15.95	\$138.00
Step E	Total Benefits Total Benefits	Annual Salary + Benefits	\$157,051.64 \$57.75	_	\$15.95 \$16.58	\$138.00 \$143.48



Information Systems Specialist Department: Finance and Information Systems

Step A						
		\$8,727.30 /Month	\$58.18	3 /Hour		
Dona fit	B. de alater It a er			Catalan		
Benefit PERS Francisco	Multiplier 0.185100	1 615 42	Non	<u>Catego</u>		
PERS - Employer Management Incentive	0.165100	1,615.42 0.00	NOII-	Sworn Profession	iais / Superviso)15
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	106.21				
Life Insurance	0.00232	36.45				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		443.61				
Retiree Medical		779.00				
Deferred Comp.	2% + \$110	284.55				
Workers Comp.	0.049170	450.93		32.03%	18.28%	
Vision Insurance	0.0.5170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	132.98	& Benefits	Overhead	Overhead	Rate
		102.30			010111000	
	Total Benefits	\$5,726.09 65.61%	\$96.36	\$30.86	\$17.61	\$144.83
		Annual Salary + Benefits	\$173,440.73			
Step B						
		\$9,163.67 /Month	\$61.09	9 /Hour		
	Total Benefits	\$5,839.96 63.73%	\$100.02	\$32.04	\$18.28	\$150.34
		Annual Salary + Benefits	\$180,043.49	=		
Step C						
		\$9,621.85 /Month	\$64.1	5 /Hour		
	Total Benefits	\$5,959.52 61.94%	\$103.88	\$33.27	\$18.99	\$156.14

		Annual Salary + Benefits	\$186,976.39	=		
Step D						
		\$10,102.94 /Month	\$67.3	5 /Hour		
	Total Benefits	\$6,085.05 60.23%	\$107.92	\$34.57	\$19.73	\$162.22
		Annual Salary + Benefits	\$194,255.93			
		Annual Jaiai y + Delicitis	Y±37,233.33	=		
Step E						
		\$10,608.09 /Month	\$70.72	2 /Hour		
	Total Benefits	\$6,216.87 58.60%	\$112.17	\$35.93	\$20.50	\$168.60
		Annual Salary + Benefits	\$201,899.46	=		



Information Systems Technician Department: Finance and Information Systems

Step A							
·		\$6,984.67 /Month		\$46.56	/Hour		
		. ,		•	,		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,292.86			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	85.00					
Life Insurance	0.000232	29.17					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		422.49					
Retiree Medical		779.00					
Deferred Comp.	0.040170	0.00			22.020/	40.200/	
Workers Comp. Vision Insurance	0.049170	364.21 32.95	Ua	urly Rate	32.03% Department	18.28% Citywide	Total Hourly
Medicare	0.014500	107.40		Benefits	Overhead	Overhead	Rate
iviedicare	0.014500	107.40	α	benents	Overneau	Overnead	Kate
	Total Benefits	\$4,957.08 70.9	7% \$	79.61	\$25.50	\$14.55	\$119.66
		Annual Salary + Benef	ts \$14	3,300.96			
		Annual Salary . Beller	L3 - 714	3,300.30	=		
Step B							
		\$7,333.90 /Month		\$48.80	Hour		
		77,333.30 / WIOHITH		Ş40.03	7 Houi		
	Total Benefits	\$5,048.21 68.8	3% \$	82.55	\$26.44	\$15.09	\$124.08
		Annual Salary + Benef	ts <u>\$14</u>	8,585.31	=		
Step C							
Step C		¢7 700 60 /Month		ć=4.24	1 /11		
		\$7,700.60 /Month		\$51.34	l /Hour		
	Total Benefits	\$5,143.89 66.8	n% <	85.63	\$27.43	\$15.65	\$128.71
	. ota. Dements	φο,2 ισιού σοιο	•		Ψ=11.0	7 20.00	¥==0.7=
		Annual Salary + Benef	ts \$15	4,133.88	=		
Step D							
		\$8,085.63 /Month		\$53.90) /Hour		
	Total Benefits	\$5,244.36 64.8	5% \$	88.87	\$28.46	\$16.24	\$133.57
		Annual Salary + Benef	tc ć15	9,959.87			
		Annual Salary + Bener	15 313	3,333.67	=		
Step E							
		\$8,489.91 /Month		\$56.60) /Hour		
	Total Benefits	\$5,349.85 63.0	1% \$	92.27	\$29.55	\$16.87	\$138.69
		Annual Calamiri Barrat	to 646	6 077 17			
		Annual Salary + Benef	ts \$16	6,077.17	=		



Management Analyst

Department: City Manager

	ultiplier	\$8,547.46 /1	Month	\$56.98	3 /Hour		
PERS - Employer Management Incentive	<u>ıltiplier</u>		\$8,547.46 /Month \$56.98				
PERS - Employer Management Incentive					Catego	rv	
Management Incentive	0.185100	1,582.14		Non-	Sworn Profession		ors
ΕΛD		0.00				•	
LAF		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	104.02					
Life Insurance	0.000232	35.69					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp. 29	% + \$110	280.95					
Workers Comp.	0.049170	420.28			52.40%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	123.94	_	& Benefits	Overhead	Overhead	Rate
Tota	l Benefits	\$5,202.96	60.87%	\$91.67	\$48.03	\$16.76	\$156.46
		Annual Salary	+ Benefits	\$165,005.03	=		
Step B							
этер в		\$8,974.83 /1	Month	\$59.83	3 /Hour		
Tota	l Benefits	\$5,314.48	59.22%	\$95.26	\$49.92	\$17.41	\$162.59
		Annual Salary	+ Benefits	\$171,471.73	_		
Step C							
Step C		\$9,423.58 /	Month	\$62.83	2 /Hour		
		ψ5,120.50 /.		φ02.02	- / 110 di		
Tota	l Benefits	\$5,431.57	57.64%	\$99.03	\$51.89	\$18.10	\$169.02
		Annual Salary	+ Benefits _	\$178,261.77	=		
Step D							
		\$9,894.75 /1	Month	\$65.97	7 /Hour		
Tota	l Benefits	\$5,554.52	56.14%	\$103.00	\$53.97	\$18.83	\$175.80
		Annual Salary	+ Benefits	\$185,391.30	=		
Step E							
		\$10,389.49 /	Month	\$69.26	6 /Hour		
Tota	l Benefits	\$5,683.62	54.71%	\$107.15	\$56.15	\$19.59	\$182.89
		Annual Salary	+ Benefits	\$192,877.32			



Management Analyst Department: Finance and Information Systems

Step A							
		\$8,547.46 /N	⁄lonth	\$56.98	3 /Hour		
Benefit	Multiplion				Catago		
PERS - Employer	Multiplier 0.185100	1,582.14		Non	<u>Catego</u> Sworn Profession		arc .
Management Incentive	0.185100	0.00		NOTI-	Sworn Froiession	ais / Superviso	713
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	104.02					
Life Insurance	0.000232	35.69					
Holiday Pay	0.000101	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	280.95					
Workers Comp.	0.049170	420.28			32.03%	18.28%	
Vision Insurance	0.013170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	123.94		& Benefits	Overhead	Overhead	Rate
		120.0	_	G. 20.10110			
	Total Benefits	\$5,202.96	60.87%	\$91.67	\$29.36	\$16.76	\$137.79
		Annual Salary +	Benefits	\$165,005.03	=		
Step B							
Step B		\$ 8,974.83 /N	/lonth	\$59.83	3 /Hour		
	Total Benefits	\$5,314.48	59.22%	\$95.26	\$30.51	\$17.41	\$143.18
		Annual Salary +	Benefits _	\$171,471.73	=		
Step C							
Step C		\$9,423.58 /N	/lonth	\$62.82	2 /Hour		
		<i>40,</i> 12000 / 11		Ψ02.02	7		
	Total Benefits	\$5,431.57	57.64%	\$99.03	\$31.72	\$18.10	\$148.85
		Annual Salary +	Benefits	\$178,261.77	=		
Step D							
		\$9,894.75 /N	/lonth	\$65.97	7 /Hour		
	Total Benefits	\$5,554.52	56.14%	\$103.00	\$32.99	\$18.83	\$154.82
		Annual Salary +	Benefits	\$185,391.30			
		·			_		
Step E							
		\$10,389.49 /N	/lonth	\$69.26	5 /Hour		
	Total Benefits	\$5,683.62	54.71%	\$107.15	\$34.32	\$19.59	\$161.06
		Annual Salary +	Benefits	\$192,877.32	=		



Management Analyst Department: Parks and Recreation

Step A							
		\$8,547.46 /N	⁄lonth	\$56.98	3 /Hour		
Dona fit	B. G. alatina II a m				Catalan		
Benefit BERS Employer	Multiplier 0.185100	1 502 14		Non	Catego		arc .
PERS - Employer Management Incentive	0.185100	1,582.14 0.00		NOTI-	Sworn Profession	ais / Superviso	015
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	104.02					
Life Insurance	0.000232	35.69					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	280.95					
Workers Comp.	0.049170	420.28			98.29%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	123.94		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$5,202.96	60.87%	\$91.67	\$90.10	\$16.76	\$198.53
		Annual Salary +	Benefits	\$165,005.03	_		
Step B							
		\$8,974.83 /	/lonth	\$59.83	3 /Hour		
	Total Benefits	\$5,314.48	59.22%	\$95.26	\$93.63	\$17.41	\$206.30
		Annual Salary +	Benefits _	\$171,471.73	=		
Step C							
		\$9,423.58 /	⁄lonth	\$62.82	2 /Hour		
	Total Benefits	\$5,431.57	57.64%	\$99.03	\$97.34	\$18.10	\$214.47
				4 			
		Annual Salary 1	· Benefits =	\$178,261.77	=		
Step D							
		\$ 9,894.75 /N	∕lonth	\$65.97	7 /Hour		
	Total Benefits	\$5,554.52	56.14%	\$103.00	\$101.23	\$18.83	\$223.06
		Annual Salary 4	Ronofite	\$185,391.30			
		Aiiiiudi Saiafy 1	Deliellts =	\$103,331.3U	=		
Step E							
		\$10,389.49 /N	/lonth	\$69.26	6 /Hour		
	Total Benefits	\$5,683.62	54.71%	\$107.15	\$105.32	\$19.59	\$232.06
		Annual Salary +	Benefits _	\$192,877.32	=		
			_				



Management Analyst Department: Public Works

Step A						
·		\$8,547.46 /Month	\$56.98	8 /Hour		
Benefit	Multiplier			Catego	rv.	
PERS - Employer	0.185100	1,582.14	Non	-Sworn Professior		nrs
Management Incentive	0.103100	0.00	11011	3401111101033101	idis / Superviso	,,,,
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	104.02				
Life Insurance	0.000232	35.69				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	2% + \$110	280.95				
Workers Comp.	0.049170	420.28		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	123.94	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,202.96 60.87%	\$91.67	\$135.16	\$16.76	\$243.59
		Annual Salary + Benefits	\$165,005.03	=		
Step B		60.074.00 /h4 .ll	4			
		\$8,974.83 /Month	\$59.8	3 /Hour		
	Total Benefits	\$5,314.48 59.22%	\$95.26	\$140.45	\$17.41	\$253.12
		Annual Salary + Benefits	\$171,471.73	=		
Step C						
3334 3		\$9,423.58 /Month	\$62.8	2 /Hour		
	Total Benefits	\$5,431.57 57.64%	\$99.03	\$146.02	\$18.10	\$263.15
		Annual Salary + Benefits	\$178,261.77	=		
Step D						
		\$9,894.75 /Month	\$65.9	7 /Hour		
	Total Benefits	\$5,554.52 56.14%	\$103.00	\$151.86	\$18.83	\$273.69
		Annual Salary + Benefits	\$185,391.30	=		
Step E						
2356 2		\$10,389.49 /Month	\$69.2	6 /Hour		
	Total Benefits	\$5,683.62 54.71%	\$107.15	\$157.99	\$19.59	\$284.73
		Annual Salary + Benefits	\$192,877.32	=		



Park Maintenance Manager Department: Parks and Recreation

Step A							
		\$9,990.22 /M	lonth	\$66.60	/Hour		
<u>Benefit</u>	<u>Multiplier</u>	4 040 40			Catego		
PERS - Employer	0.185100	1,849.19		Non	-Sworn Manager	s / Confidentia	II .
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance LTD & STD Insurance	0.012170	173.10 121.58					
Life Insurance	0.012170	37.50					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	3% + \$110	409.71					
Workers Comp.	0.049170	491.22			98.29%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	144.86		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	144.00	_	G Deficines	Overneau	Overneda	nate
	Total Benefits	\$5,710.00	57.16%	\$104.67	\$102.88	\$19.13	\$226.68
		Annual Salary +	Renefits	\$188,402.64			
		, , ·	=	+	=		
Step B							
		\$10,489.74 /M	lonth	\$69.93	3 /Hour		
		7-0,1001111,111		7	, , , , ,		
	Total Benefits	\$5,840.34	55.68%	\$108.87	\$107.01	\$19.90	\$235.78
		Annual Salary +	Benefits _	\$195,960.88	=		
Step C							
Step C		¢44.044.33 /N		4-0.40			
		\$11,014.22 /M	ionth	\$73.43	3 /Hour		
	Total Benefits	\$5,977.20	54.27%	\$113.28	\$111.34	\$20.71	\$245.33
		•					
		Annual Salary +	Benefits =	\$203,897.04	=		
Step D							
		\$11,564.93 /M	lonth	\$77.10) /Hour		
	Total Benefits	\$6,120.90	52.93%	\$117.91	\$115.89	\$21.55	\$255.35
				-	-	-	-
		Annual Salary +	Benefits =	\$212,230.00	=		
Step E							
		\$12,143.18 /M	lonth	\$80.95	5 /Hour		
	Total Benefits	\$6,271.79	51.65%	\$122.77	\$120.67	\$22.44	\$265.88
		Annual Salary +	Benefits	\$220,979.61			
		•	_		=		



Park Maintenance Supervisor Department: Parks and Recreation

Step A						
300p.11		\$7,320.91 /Month	\$48.83	1 /Hour		
Benefit	Multiplier			Catego	rv	
PERS - Employer	0.185100	1,355.10	Non-	-Sworn Professior		ors
Management Incentive		0.00			, , , , , , , , , , , , , , , , , , , ,	
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	89.10				
Life Insurance	0.000232	30.57				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	2% + \$110	256.42				
Workers Comp.	0.049170	359.97		98.29%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	106.15	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,853.25 66.29%	\$81.16	\$79.77	\$14.84	\$175.77
		Annual Salary + Benefits	\$146,089.91	=		
Step B						
этер в		\$7,686.96 /Month	\$51.2	5 /Hour		
	Total Benefits	\$4,948.76 64.38%	\$84.24	\$82.80	\$15.40	\$182.44
		Annual Salary + Benefits	\$151,628.65	=		
Step C						
		\$8,071.30 /Month	\$53.8	1 /Hour		
	Total Benefits	\$5,049.06 62.56%	\$87.47	\$85.97	\$15.99	\$189.43
		Annual Salary + Benefits	\$157,444.32	_		
Step D						
		\$8,474.87 /Month	\$56.5	0 /Hour		
	Total Benefits	\$5,154.36 60.82%	\$90.86	\$89.31	\$16.61	\$196.78
		Annual Salary + Benefits	\$163,550.78	=		
Step E						
		\$8,898.61 /Month	\$59.3	2 /Hour		
	Total Benefits	\$5,264.93 59.17%	\$94.42	\$92.81	\$17.26	\$204.49
		Annual Salary + Benefits	\$169,962.56	_		



Park Maintenance Worker I Department: Parks and Recreation

Step A		\$5,034.82 /N	/onth	\$33.57	7 /Hour		
		45,000 = 7		400.0 1	, , , , , ,		
<u>Benefit</u>	Multiplier				<u>Catego</u>		
PERS - Employer	0.185100	931.94			Public Works - M	laintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance LTD & STD Insurance	0.012170	173.10 61.27					
Life Insurance	0.012170	5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	247.56			98.29%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	73.00	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,975.27	78.96%	\$60.07	\$59.04	\$10.98	\$130.09
		Annual Salary +	Benefits _	\$108,121.01	=		
CI D							
Step B		4 /-					
		\$ 5,286.56 /N	lonth	\$35.24	4 /Hour		
	Total Benefits	\$4,040.95	76.44%	\$62.18	\$61.12	\$11.37	\$134.67
		Annual Salary +	Benefits =	\$111,930.17	=		
Step C							
		\$5,550.89 /N	onth	\$37.03	1 /Hour		
	Total Benefits	\$4,109.93	74.04%	\$64.41	\$63.30	\$11.77	\$139.48
		Annual Salary +	Benefits =	\$115,929.79	=		
Step D							
		\$ 5,828.43 /N	/lonth	\$38.86	6 /Hour		
	Total Benefits	\$4,182.35	71.76%	\$66.74	\$65.60	\$12.20	\$144.54
		Annual Salary +	Benefits _	\$120,129.39	=		
Step E							
·		\$6,119.85 /N	lonth	\$40.80	0 /Hour		
	Total Benefits	\$4,258.39	69.58%	\$69.19	\$68.01	\$12.65	\$149.85
		Annual Salary +	Benefits =	\$124,538.97	=		



Park Maintenance Worker II Department: Parks and Recreation

C: A	_					
Step A		\$5,550.89 /Month	\$37.0	1 /Hour		
		75,550.65 /WOULT	337.0.	1 /11001		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	1,027.47		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	67.55				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	0.0404=0	0.00				
Workers Comp.	0.049170	272.94		98.29%	18.28%	
Vision Insurance	0.04.4500	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.49	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,109.93 74.04	% \$64.41	\$63.30	\$11.77	\$139.48
		Annual Salary + Benefi	s \$115,929.79	_		
Step B						
		\$5,828.43 /Month	\$38.8	6 /Hour		
	Total Benefits	\$4,182.35 71.76	% \$66.74	\$65.60	\$12.20	\$144.54
		Annual Salary + Benefi	\$ \$120,129.39	_		
Step C						
		\$6,119.85 /Month	\$40.8	0 /Hour		
	Total Benefits	\$4,258.39 69.58	% \$69.19	\$68.01	\$12.65	\$149.85
		Annual Salary + Benefi	\$ \$124,538.97	_		
Step D						
		\$6,425.85 /Month	\$42.8	4 /Hour		
	Total Benefits	\$4,338.24 67.53	% \$71.76	\$70.53	\$13.12	\$155.41
		Annual Salary + Benefi	\$ \$129,169.03	_		
Cton F						
Step E						
Step E		\$6,747.14 /Month	\$44.9	8 /Hour		
Step c	Total Benefits	\$6,747.14 /Month \$4,422.08 65.54		8 /Hour \$73.19	\$13.61	\$161.26



Parks Planner Department: Parks and Recreation

Step A							
		\$8,561.61 /	Month	\$57.08	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u> i	r <u>y</u>	
PERS - Employer	0.185100	1,584.75		Non-	Sworn Profession	als / Superviso	ors
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	104.19					
Life Insurance	0.000232	35.75					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	281.23					
Workers Comp.	0.049170	420.97			98.29%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.14	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,206.99	60.82%	\$91.79	\$90.22	\$16.78	\$198.79
		Annual Salary	Benefits _	\$165,223.16	=		
Step B							
Step B		\$8,989.69 /	Month	\$59.93	3 /Hour		
	Total Benefits	\$5,318.69	59.16%	\$95.39	\$93.76	\$17.44	\$206.59
		Annual Salary	Benefits =	\$171,700.56	=		
Step C							
		\$9,439.17 /	Month	\$62.93	3 /Hour		
	Total Benefits	\$5,435.98	57.59%	\$99.17	\$97.47	\$18.13	\$214.77
		Annual Salary	Benefits	\$178,501.83	=		
Step D							
		\$9,911.13 /	Vonth	\$66.07	7 /Hour		
	Total Benefits	\$5,559.14	56.09%	\$103.14	\$101.37	\$18.85	\$223.36
		Annual Salary	Benefits =	\$185,643.17	=		
Step E			_				
		\$10,406.69 /	vionth	\$69.38	8 /Hour		
	Total Benefits	\$5,688.45	54.66%	\$107.30	\$105.47	\$19.61	\$232.38



Parks Planning Technician Department: Parks and Recreation

Step A							
		\$6,390.66 /Mont	h	\$42.60	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego		
PERS - Employer	0.185100	1,182.91			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.042470	173.10					
LTD & STD Insurance	0.012170	77.77					
Life Insurance	0.000232	26.69					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.040170	0.00			00.000/	10.000/	
Workers Comp.	0.049170	314.23		Haudu Data	98.29%	18.28%	Total Havely
Vision Insurance Medicare	0.014500	32.95 92.66		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly
iviedicare	0.014500	92.00	_	& Benefits	Overnead	Overnead	Rate
	Total Benefits	\$4,350.21 68.	.07%	\$71.61	\$70.38	\$13.09	\$155.08
		Annual Salary + Bene	efits	\$128,890.38			
		Aimadi Salary . Bene	=	7120,030.30	=		
Step B							
		\$6,710.19 /Mont	h	¢11 72	/Hour		
		30,710.13 / WIOTIL	.11	Ş44.73	/Houl		
	Total Benefits	\$4,433.58 66.	.07%	\$74.29	\$73.02	\$13.58	\$160.89
		Annual Salary + Bene	efits _	\$133,725.33			
Step C							
Step C		\$7,045.70 /Mont	h	¢46.07	/Hour		
		\$7,043.70 / WIOTIL	.11	\$40.97	/nour		
	Total Benefits	\$4,521.13 64.	.17%	\$77.11	\$75.79	\$14.10	\$167.00
	rotal belieffes	ψ1,321.13 0 1.	.1770	477122	ψ.σσ	Ψ1-1120	\$107.00
		Annual Salary + Bene	efits =	\$138,802.02	=		
Step D							
		\$7,397.99 /Mont	h	\$49.32	/Hour		
	Total Benefits	\$4,613.06 62.	.36%	\$80.07	\$78.70	\$14.64	\$173.41
		Annual Salary + Bene	efits _	\$144,132.54			
Chair E							
Step E		A= === == /: -					
		\$7,767.89 /Mont	h	\$51.79	/Hour		
	Total Benefits	\$4,709.58 60.	.63%	\$83.18	\$81.76	\$15.21	\$180.15
		Annual Salary + Bene	efits _	\$149,729.59	<u>.</u>		



Permit Services Specialist Department: Community Development

Step A						
		\$7,809.01 /Month	\$52.06	6 /Hour		
- "	1.1 11					
<u>Benefit</u>	<u>Multiplier</u>	4 445 45		Catego		
PERS - Employer	0.185100	1,445.45		Office Emp	ioyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance LTD & STD Insurance	0.012170	173.10 95.04				
Life Insurance	0.012170 0.000232	32.61				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	383.97		137.75%	18.28%	
Vision Insurance	0.049170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	113.23	& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	113.23	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$4,726.23 60.52%	\$83.57	\$115.12	\$15.28	\$213.97
		Annual Salary + Benefits	\$150,422.92			
		,	· · ·	=		
Step B						
		\$8,199.46 /Month	\$54.6	6 /Hour		
	Total Benefits	\$4,828.12 58.88%	\$86.85	\$119.64	\$15.88	\$222.37
		Annual Salary + Benefits	\$156,330.94	=		
Step C						
		\$8,609.43 /Month	\$57.4	0 /Hour		
	Total Benefits	\$4,935.10 57.32%	\$90.30	\$124.38	\$16.51	\$231.19
		Annual Salary + Benefits	\$162,534.35			
		Annual Salary + Denenits	7102,334.33	=		
Step D						
		\$9,039.91 /Month	\$60.2	7 /Hour		
	Total Benefits	\$5,047.42 55.83%	\$93.92	\$129.37	\$17.17	\$240.46
		Annual Salary + Benefits	\$169,047.94			
		Annual Salary - Benefits	7103,047.34	=		
Step E						
		\$9,491.90 /Month	\$63.2	8 /Hour		
	Total Benefits	\$5,165.37 54.42%	\$97.72	\$134.60	\$17.86	\$250.18
		Annual Salary + Benefits	\$175,887.21	_		
		:		_		



Plan Check Engineer Department: Community Development

Step A						
		\$8,588.90 /Month	\$57.2	6 /Hour		
- 40						
<u>Benefit</u>	<u>Multiplier</u>	4 500 04		Catego		
PERS - Employer	0.185100	1,589.81		Office Emp	loyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance	0.042470	173.10				
LTD & STD Insurance	0.012170	104.53				
Life Insurance	0.000232	35.87				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	0.040470	0.00				
Workers Comp.	0.049170	422.32	Haudu Data	137.75%	18.28%	Total Havely
Vision Insurance	0.014500	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.54	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,932.99 57.43	% \$90.15	\$124.18	\$16.48	\$230.81
		Annual Salary + Benefit	s \$162,262.75			
Step B						
		\$9,018.35 /Month	\$60.1	12 /Hour		
	Total Benefits	\$5,045.05 55.94	% \$93.76	\$129.15	\$17.14	\$240.05
		Annual Salary + Benefit	\$ \$168,760.80	_		
Step C						
		\$9,469.26 /Month	\$63.1	13 /Hour		
	Total Benefits	\$5,162.72 54.52	% \$97.55	\$134.37	\$17.83	\$249.75
		Annual Salary + Benefit	s \$175,583.76			
		Allitual Salary + Dellelli	3173,363.70	=		
Step D						
		\$9,942.73 /Month	\$66.2	28 /Hour		
	Total Benefits	\$5,286.26 53.17	% \$101.53	\$139.85	\$18.56	\$259.94
		Annual Salary + Benefit	s \$182,747.86			
		amaa salary . Belletii	7-0-1/17/100	_		
Step E						
•		\$10,439.86 /Month	\$69.6	60 /Hour		
	Total Benefits	\$5,415.98 51.88	% \$105.71	\$145.61	\$19.32	\$270.64
		Annual Salary + Benefit	s \$190,270.17			
				=		



Planning Manager Department: Community Development

Step A							
		\$12,002.82 /Month		\$80.02	/Hour		
		, ,,		,	,		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.185100	2,221.72		Non-	-Sworn Manager	s / Confidentia	ıl
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	146.07					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical	20/ - 4440	779.00					
Deferred Comp.	3% + \$110	470.08					
Workers Comp.	0.049170	590.18		Hours Pata	137.75%	18.28%	Total Hourly
Vision Insurance Medicare	0.014500	32.95 174.04		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	
iviedicare	0.014500	1/4.04	_	& Benefits	Overnead	Overnead	Rate
	Total Benefits	\$6,295.54 52.4	15%	\$121.99	\$168.04	\$22.30	\$312.33
		Annual Salary + Benef	ite	\$219,580.29			
		Annual Sulary 1 Delici	=	7213,300.23	•		
Step B							
Step B		\$12,602.96 /Month		¢04.03	/11		
		\$12,002.30 / IVIOITUI		\$84.02	Hour		
	Total Benefits	\$6,452.14 51.2	20%	\$127.03	\$174.99	\$23.22	\$325.24
		Annual Salary + Benef	its _	\$228,661.19			
Step C							
Step C		¢12 222 11 /N/om+h		¢00.00	4.1		
		\$13,233.11 /Month		\$88.22	/Hour		
	Total Benefits	\$6,616.57 50.0	00%	\$132.33	\$182.29	\$24.19	\$338.81
		Annual Salary + Benef	its _	\$238,196.13	Ī		
Ston D							
Step D		¢12 004 70 /\4==± -		402.52	/11		
		\$13,894.76 /Month		\$92.63	/Hour		
	Total Benefits	\$6,789.22 48.8	86%	\$137.89	\$189.95	\$25.21	\$353.05
	. ota. Delicito	70,, 00.22 40.0		Ţ-000	7-00.00	T-21-1	+
		Annual Salary + Benef	its _	\$248,207.83			
Stop E							
Step E		¢14 E00 F0 /\4c=+b		¢07.20	/11		
		\$14,589.50 /Month		\$97.26	/Hour		
	Total Benefits	\$6,970.51 47.7	78%	\$143.73	\$197.99	\$26.27	\$367.99
			•••	4			
		Annual Salary + Benef	its _	\$258,720.10	•		



Police Assistant - Regular Part Time Department: Police

Step A							
otop / t		\$2,029.22 /	Month	\$27.06	6 /Hour		
					_		
<u>Benefit</u>	<u>Multiplier</u>	272.46			Catego		
PERS - Employer	0.185100	379.46			Office Employe	e Records	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		833.50					
Dental Insurance LTD & STD Insurance	0.042470	86.55					
Life Insurance	0.012170 0.000232	24.70					
	0.000232	8.47 0.00					
Holiday Pay Uniform Allowance							
Standby		20.83 0.00					
Retiree Medical		389.50					
		0.00					
Deferred Comp.	0.040170	100.80			20.500/	40.200/	
Workers Comp. Vision Insurance	0.049170			Haurby Bata	39.69%	18.28%	Total Hourl
Medicare	0.014500	16.48 29.73		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Rate
Medicare	0.014500	29.73	_	& belletits	Overneau	Overnead	Rate
	Total Benefits	\$1,893.91	93.33%	\$26.15	\$10.38	\$4.78	\$41.31
		Annual Salary	+ Benefits =	\$47,077.54	=		
Step B							
		\$2,079.79 /	Month	\$27.7	3 /Hour		
	Total Benefits	\$1,907.11	91.70%	\$26.58	\$10.55	\$4.86	\$41.99
		Annual Salary	+ Benefits	\$47,842.72	=		
Step C							
		\$2,131.28 /	Month	\$28.4	2 /Hour		
	Total Benefits	\$1,920.54	90.11%	\$27.01	\$10.72	\$4.94	\$42.67
		Annual Salary	+ Benefits =	\$48,621.82	=		
Step D							
		\$2,185.52 /	Month	\$29.1	4 /Hour		
	Total Benefits	\$1,934.70	88.52%	\$27.47	\$10.90	\$5.02	\$43.39
		Annual Salary	+ Benefits _	\$49,442.65	=		
Step E							
	_	\$2,239.77 /	Month	\$29.8	6 /Hour		
	Total Benefits	\$1,948.85	87.01%	\$27.92	\$11.08	\$5.10	\$44.10
		Ψ2,5 .0.05		7	¥		



Police Liaison - Regular Part Time Department: Police

Step A						
Step A		\$3,826.78 /Month	\$51.02	2 /Hour		
		12,2 2 2,	,	,		
Benefit	Multiplier			<u>Catego</u>		
PERS - Employer	0.185100	712.19		Office Employe	e Records	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		833.50				
Dental Insurance	0.043470	86.55				
LTD & STD Insurance Life Insurance	0.012170 0.000232	46.57				
Holiday Pay	0.000232	15.98 0.00				
Uniform Allowance		20.83				
Standby		0.00				
Retiree Medical		389.50				
Deferred Comp.		0.00				
Workers Comp.	0.049170	189.19		39.69%	18.28%	
Vision Insurance	0.013170	16.48	Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	55.79	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$2,370.47 61.94%	\$41.32	\$16.40	\$7.55	\$65.27
		Annual Salary + Benefits	\$74,367.09	=		
Step B						
		\$4,018.12 /Month	\$53.57	7 /Hour		
	Total Benefits	\$2,420.40 60.24%	\$42.92	\$17.04	\$7.85	\$67.81
		Annual Salary + Benefits	\$77,262.30	=		
Step C						
		\$4,219.03 /Month	\$56.25	5 /Hour		
	Total Benefits	\$2,472.83 58.61%	\$44.61	\$17.71	\$8.16	\$70.48
		Annual Salary + Benefits	\$80,302.27	=		
Step D						
		\$4,429.98 /Month	\$59.07	7 /Hour		
	Total Benefits	\$2,527.87 57.06%	\$46.39	\$18.41	\$8.48	\$73.28
		Annual Salary + Benefits	\$83,494.23	=		
Step E						
Step E		\$4,651.48 /Month	\$62.02	2 /Hour		
Step E	Total Benefits	\$4,651.48 /Month \$2,585.67 55.59%		2 /Hour \$19.15	\$8.82	\$76.22



Police Captain Department: Police

Step A							
		\$13,697.19 /	Month	\$91.31	L /Hour		
Benefit	Multiplier				Catego	rv	
PERS - Employer	0.333200	4,605.55			Captain		
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,998.07					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	166.69					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		125.00					
Standby		0.00					
Retiree Medical		1,252.00					
Deferred Comp.	4% + \$110	657.89					
Workers Comp.	0.049170	679.64			39.69%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	200.42	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$9,932.70	72.52%	\$157.53	\$62.52	\$28.80	\$248.85
		Annual Salary +	Benefits _	\$283,558.68	=		
Step B							
Step b		\$14,382.05 /N	Month	\$95.88	3 /Hour		
		Ψ= 1,00=100 γ.		φοιοί	, , , , o a .		
	Total Benefits	\$10,212.84	71.01%	\$163.97	\$65.08	\$29.97	\$259.02
		Annual Salary +	Benefits =	\$295,138.63	=		
Step C							
		\$15,101.15 /N	∕Ionth	\$100.67	7 /Hour		
	Total Benefits	\$10,506.98	69.58%	\$170.72	\$67.76	\$31.21	\$269.69
		Annual Salary +	- Benefits	\$307,297.54			
					_		
Step D		44-0-604 (0					
		\$15,856.21 /N	vlonth	\$105.73	1 /Hour		
	Total Benefits	\$10,815.83	68.21%	\$177.81	\$70.57	\$32.50	\$280.88
		Annual Salary +	Benefits _	\$320,064.40	=		
Ston E							
Step E		\$16,649.01 /N	√lonth	\$110.99	9 /Hour		
	Total Benefits	\$11,140.12	66.91%	\$185.26	\$73.53	\$33.87	\$292.66
		Annual Salary +		\$333,469.56			
			_	, ,	=		



Police Chief Department: Police

Step A							
Jtcp A		\$16,121.14 /	Month	\$107.47	7 /Hour		
		,		, -	,		
Benefit	Multiplier				Catego		
PERS - Employer	0.333200	5,754.09			Police Ch	nief	
Management Incentive		1,023.03					
EAP		3.89					
Health Insurance		1,998.07					
Dental Insurance	0.042470	173.10					
LTD & STD Insurance Life Insurance	0.012170	196.19					
	0.000232	37.50					
Holiday Pay Uniform Allowance		0.00 125.00					
Standby		0.00					
Retiree Medical		1,252.00					
Deferred Comp.		110.00					
Workers Comp.	0.049170	849.13			39.69%	18.28%	
Vision Insurance	0.045170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	250.40		& Benefits	Overhead	Overhead	Rate
		250.10	_				
	Total Benefits	\$11,805.35	73.23%	\$186.18	\$73.89	\$34.03	\$294.10
		Annual Salary	+ Benefits =	\$335,117.87	=		
Step B							
		\$16,927.20 /	Month	\$112.8	5 /Hour		
	Total Benefits	\$12,135.06	71.69%	\$193.75	\$76.90	\$35.42	\$306.07
		Annual Salary	+ Benefits =	\$348,747.12	=		
Step C							
		\$17,773.55 /	Month	\$118.49	9 /Hour		
	Total Benefits	\$12,481.26	70.22%	\$201.70	\$80.05	\$36.87	\$318.62
		Annual Salary	+ Benefits =	\$363,057.68	=		
Step D							
		\$18,662.23 /	Month	\$124.43	1 /Hour		
	Total Benefits	\$12,844.76	68.83%	\$210.05	\$83.37	\$38.40	\$331.82
		Annual Salary	+ Benefits	\$378,083.93	=		
Step E							
		\$19,595.34 /	Month	\$130.64	4 /Hour		
	Total Benefits	\$13,226.44	67.50%	\$218.81	\$86.85	\$40.00	\$345.66



Police Dispatcher I Department: Police

Step A							
		\$5,603.11 /Mo	nth	\$37.35	/Hour		
Benefit PERS - Employer Management Incentive EAP	<u>Multiplier</u> 0.185100	1,048.70 0.00 3.89			<u>Categor</u> Office Employee		
Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Holiday Pay Uniform Allowance Standby	0.012170 0.000232	1,667.00 173.10 68.19 23.40 0.00 62.50 0.00					
Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	0.049170 0.014500	779.00 0.00 278.58 32.95 82.15	_	Hourly Rate & Benefits	39.69% Department Overhead	18.28% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,219.46 Annual Salary + Bo	75.31% enefits	\$65.48 \$117,870.89	\$25.99	\$11.97	\$103.44
C: D	_				-		
Step B		\$5,883.26 /Mo	nth	\$39.22	/Hour		
	Total Benefits	\$4,292.57 Annual Salary + Bo	72.96%	\$67.84 \$122,109.95	\$26.93	\$12.40	\$107.17
		Aiman Salary . Bo	=	Ψ122,103.33	=		
Step C		\$6,177.43 /Mo	nth	\$41.18	/Hour		
	Total Benefits	\$4,369.33	70.73%	\$70.31	\$27.91	\$12.85	\$111.07
		Annual Salary + Bo	enefits _	\$126,561.06	=		
Step D		\$6,486.30 /Mo	nth	¢42.24	/Hour		
	Total Banafit					642.22	6445.40
	Total Benefits	\$4,449.92 Annual Salary + Be	68.60% enefits	\$72.91 \$131,234.66	\$28.94 =	\$13.33	\$115.18
Step E		\$6,810.62 /Mo	nth	\$45.40	/Hour		
	Total Benefits		66.58%	\$75.63	\$30.02	\$13.83	\$119.48
		Annual Salary + Bo	enefits _	\$136,142.00	•		



Police Dispatcher II Department: Police

Step A						
		\$6,180.85 /Month	\$41.21	l /Hour		
- "				•		
<u>Benefit</u>	Multiplier 0.405400	4.455.64		Catego		
PERS - Employer	0.185100	1,155.64		Office Employee	es Dispatch	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00 173.10				
LTD & STD Insurance	0.012170	75.22				
Life Insurance	0.00232	25.81				
Holiday Pay	0.000232	0.00				
Uniform Allowance		62.50				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	306.99		39.69%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	90.53	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,372.63 70.74%	\$70.36	\$27.92	\$12.86	\$111.14
		Annual Salary + Benefits	\$126,641.71			
		,	, ,,,,	=		
Step B						
		\$6,489.89 /Month	\$43.2	7 /Hour		
	Total Benefits	\$4,453.27 68.62%	\$72.95	\$28.96	\$13.34	\$115.25
		Annual Salary + Benefits	\$131,317.91	=		
Step C						
		\$6,814.38 /Month	\$45.43	3 /Hour		
	Total Benefits	\$4,537.94 66.59%	\$75.68	\$30.04	\$13.83	\$119.55
		Annual Salary + Benefits	\$136,227.89			
		Annual Jaial y T Deliells	7130,227.03	=		
Step D						
		\$7,155.10 /Month	\$47.70	0 /Hour		
	Total Benefits	\$4,626.85 64.67%	\$78.55	\$31.18	\$14.36	\$124.09
		Annual Colomic Bonestin	6141 202 45			
		Annual Salary + Benefits	\$141,383.45	=		
Step E						
		\$7,512.86 /Month	\$50.09	9 /Hour		
	Total Benefits	\$4,720.20 62.83%	\$81.55	\$32.37	\$14.91	\$128.83
		Annual Salary + Benefits	\$146,796.74			
		-		=		



Police Dispatch Supervisor Department: Police

Step A							
010071		\$ 7,475.07 /M	lonth	\$49.83	Hour		
		, , ,		·	,		
<u>Benefit</u>	<u>Multiplier</u>				Catego		
PERS - Employer	0.185100	1,395.20			Office Employee	s Dispatch	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.012170	173.10					
LTD & STD Insurance Life Insurance	0.012170 0.000232	90.97 31.22					
Holiday Pay	0.000232	0.00					
Uniform Allowance		62.50					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	370.62			39.69%	18.28%	
Vision Insurance	0.013170	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	109.29		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$4,715.75	63.09%	\$81.27	\$32.26	\$14.86	\$128.39
		Annual Salary +	Benefits _	\$146,289.86	_		
	_				_		
Step B							
		\$ 7,848.82 /M	lonth	\$52.33	3 /Hour		
	Total Benefits	\$4,813.28	61.32%	\$84.41	\$33.50	\$15.43	\$133.34
		Annual Salary +	Benefits	\$151,945.19	_		
					_		
Step C		40.044.07 /04					
		\$ 8,241.27 /M	lonth	\$54.94	1 /Hour		
	Total Benefits	\$4,915.68	59.65%	\$87.71	\$34.81	\$16.03	\$138.55
				•	• -	,	,
		Annual Salary +	Benefits =	\$157,883.35	=		
Step D							
		\$8,653.33 /M	lonth	\$57.69	Hour /		
	Total Benefits	\$5,023.20	58.05%	\$91.18	\$36.19	\$16.67	\$144.04
		Ammond Colomb	D 6'4-	¢464.440.24			
		Annual Salary +	Benefits =	\$164,118.34	=		
Step E							
		\$9,085.99 /M	lonth	\$60.57	7 /Hour		
	Total Benefits	\$5,136.10	56.53%	\$94.81	\$37.63	\$17.33	\$149.77
		Annual Salary +	Renefits	\$170,665.15			
		Ailliadi Jalai y T	=	71,0,003.13	=		



Police Lieutenant Department: Police

Step A Benefit PERS - Employer Management Incentive EAP	Multiplier	\$11,935.63 /	Month	\$79.57	/ /Hour		
PERS - Employer Management Incentive	Multiplier			7.0.0.	/11041		
PERS - Employer Management Incentive					C-1		
Management Incentive	0.333200	4.010.00			<u>Catego</u> Lieutena	-	
_	0.333200	4,018.60 0.00			Lieutena	nts	
		3.89					
Health Insurance		1,998.07					
Dental Insurance		1,998.07					
LTD & STD Insurance	0.012170	145.26					
Life Insurance	0.012170	37.50					
Holiday Pay	0.000232	0.00					
Uniform Allowance		125.00					
Standby		0.00					
Retiree Medical		1,252.00					
Deferred Comp.	3% + \$110	468.07					
Workers Comp.	0.049170	593.02			39.69%	18.28%	
Vision Insurance	0.013170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	174.88		& Benefits	Overhead	Overhead	Rate
ca.ca.c		27 1.00	_	G. 20			
T	otal Benefits	\$9,022.34	75.59%	\$139.72	\$55.45	\$25.54	\$220.71
		Annual Salary -	+ Benefits =	\$251,495.67	=		
Step B							
		\$12,532.41 /F	Month	\$83.55	5 /Hour		
T	otal Benefits	\$9,266.44	73.94%	\$145.33	\$57.68	\$26.57	\$229.58
		Annual Salary	+ Benefits _	\$261,586.27	=		
Step C							
		\$13,159.03 /	Month	\$87.73	3 /Hour		
T	otal Benefits	\$9,522.76	72.37%	\$151.21	\$60.02	\$27.64	\$238.87
		Annual Salary	+ Benefits =	\$272,181.50	=		
Step D							
		\$13,816.98 /	Month	\$92.11	1 /Hour		
Т	otal Benefits	\$9,791.88	70.87%	\$157.39	\$62.47	\$28.77	\$248.63
		Annual Salary	+ Benefits =	\$283,306.35	=		
Step E							
		\$ 14,507.84 /	Month	\$96.72	2 /Hour		
Т	otal Benefits	\$10,074.47	69.44%	\$163.88	\$65.04	\$29.96	\$258.88
		Annual Salary	+ Benefits	\$294,987.69			



Police Officer Department: Police

Step A						
o top / t		\$7,876.94 /Month	\$52.51	1 /Hour		
		. ,	•	•		
<u>Benefit</u>	Multiplier			Catego		
PERS - Employer	0.333200	2,797.52		Sworn Po	olice	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,998.07				
Dental Insurance		173.10				
LTD & STD Insurance		34.00				
Life Insurance	0.67	8.24				
Holiday Pay	8.67	393.96				
Uniform Allowance Standby		125.00 0.00				
Retiree Medical		1,252.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	412.83		39.69%	18.28%	
Vision Insurance	0.043170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	121.74	& Benefits	Overhead	Overhead	Rate
carcarc	0.02 .500					
	Total Benefits	\$7,353.30 93.35%	\$101.53	\$40.30	\$18.56	\$160.39
		Annual Salary + Benefits	\$182,762.85			
		Annual Sulary . Belients	7102,702.03	=		
Step B						
		\$8,270.79 /Month	\$55.1	4 /Hour		
	Total Benefits	\$7,503.10 90.72%	\$105.16	\$41.74	\$19.22	\$166.12
		Annual Salary + Benefits	\$189,286.70	=		
Step C						
		\$8,684.33 /Month	\$57.90	0 /Hour		
	Total Benefits	\$7,696.16 88.62%	\$109.20	\$43.34	\$19.96	\$172.50
		Annual Salary + Benefits	\$196,565.90			
		, uniqui Juidi y i Dellellis	7150,303.50	=		
Step D						
	_	\$9,118.55 /Month	\$60.79	9 /Hour		
	Total Benefits	\$7,898.77 86.62%	\$113.45	\$45.03	\$20.74	\$179.22
		Annual Call is Built	6204 227 77			
		Annual Salary + Benefits	\$204,207.75	=		
Step E						
		\$9,574.48 /Month	\$63.83	3 /Hour		
	Total Benefits	\$8,111.68 84.72%	\$117.91	\$46.80	\$21.55	\$186.26
		Annual Salary + Benefits	\$212,233.92	_		
				_		



Police Officer/Special Assignment Department: Police

Step A							
		\$8,270.79 /Mon	th	\$55.14	/Hour		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.333200	2,935.30			Sworn Po	lice	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,998.07					
Dental Insurance		173.10					
LTD & STD Insurance		34.00 8.24					
Life Insurance	8.67	8.24 413.65					
Holiday Pay Uniform Allowance	8.07	125.00					
Standby		0.00					
Retiree Medical		1,252.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	433.16			39.69%	18.28%	
Vision Insurance	0.049170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	127.74		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	127.74	_	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$7,537.10 91	L.13%	\$105.39	\$41.83	\$19.26	\$166.48
		Annual Salary + Ben	efits	\$189,694.59			
		,	_	,,	=		
Step B							
		\$8,684.33 /Mon	th	\$57.90	/Hour		
		70,004.33 /101011	CII	337.90	7711001		
	Total Benefits	\$7,696.16 88	3.62%	\$109.20	\$43.34	\$19.96	\$172.50
		Annual Salary + Ben	efits _	\$196,565.98	=		
Step C							
Step C		\$9,118.55 /Mon	+h	¢c0.70	///		
		33,110.33 / NIOII	LII	\$60.79	/Hour		
	Total Benefits	\$7,898.77 86	5.62%	\$113.45	\$45.03	\$20.74	\$179.22
			c	4204 25			
		Annual Salary + Ben	etits =	\$204,207.76	=		
Step D							
Step D		\$9,574.47 /Mon	th	ຕໍ່ຂາ ຄາ	/Hour		
		\$ 5,574.47 / WIOTI	CII	\$05.65	/nour		
	Total Benefits	\$8,111.68	1.72%	\$117.91	\$46.80	\$21.55	\$186.26
		Annual Salary + Ben	efits _	\$212,233.87	=		
Step E							
		\$10,053.20 /Mon	th	\$67.02	/Hour		
	Total Benefits	\$8,335.10 82	2.91%	\$122.59	\$48.66	\$22.41	\$193.66
		Annual Salary + Ben	efits	\$220,659.61	=		



Police Records Clerk I Department: Police

Step A							
		\$4,795.89 /	Month	\$31.97	7 /Hour		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	895.43			Office Employe	e Records	
Management Incentive		0.00 3.89					
EAP Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	58.37					
Life Insurance	0.00232	20.03					
Holiday Pay	0.000232	0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	237.86			39.69%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	70.14		& Benefits	Overhead	Overhead	Rate
Wedicare	0.014300	70.14	_	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$3,979.44	82.98%	\$58.50	\$23.22	\$10.69	\$92.41
		Annual Salary	+ Benefits _	\$105,303.93	_		
Step B							
		\$ 5,035.68 /I	Month	\$33.5	7 /Hour		
	Total Benefits	\$4,042.01	80.27%	\$60.52	\$24.02	\$11.06	\$95.60
		Annual Salary	+ Benefits _	\$108,932.33	=		
Step C							
		\$5,287.47 /	Month	\$35.2	5 /Hour		
	Total Benefits	\$4,107.71	77.69%	\$62.63	\$24.86	\$11.45	\$98.94
		Annual Salary	+ Benefits	\$112,742.15	=		
Step D							
		\$5,551.84 /	Month	\$37.0	1 /Hour		
	Total Benefits	\$4,176.70	75.23%	\$64.86	\$25.74	\$11.86	\$102.46
		Annual Salary	+ Benefits =	\$116,742.45	=		
Step E		ÅE 020 42 //	\ A				
		\$5,829.43 /	vionth	\$38.8	6 /Hour		
	Total Benefits	\$4,249.13	72.89%	\$67.19	\$26.67	\$12.28	\$106.14
		Annual Salary		\$120,942.78			



Police Records Clerk II Department: Police

Step A							
		\$5,287.47 /Mont	th	\$35.25	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego		
PERS - Employer	0.185100	986.42			Office Employe	e Records	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.042470	173.10					
LTD & STD Insurance	0.012170	64.35					
Life Insurance	0.000232	22.08					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.040470	0.00					
Workers Comp.	0.049170	262.03		Harrie Bata	39.69%	18.28%	Takal Hannik
Vision Insurance	0.014500	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	77.27	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,109.76 77	7.73%	\$62.65	\$24.87	\$11.45	\$98.97
		Annual Salary + Ben	efits	\$112,766.78			
		7 Galary - 2011	=		=		
Step B							
3 00 p =		\$5,551.84 /Mont	h	\$37.01	. /Hour		
		45,552.16 1 / 1110111		γ37.01	. / 11001		
	Total Benefits	\$4,178.75 75	5.27%	\$64.87	\$25.75	\$11.86	\$102.48
		Annual Salary + Ben	efits =	\$116,767.09	-		
Step C							
		\$5,829.43 /Mont	h	\$38.86	6 /Hour		
		43,023.43 / WOLK		750.00	711001		
	Total Benefits	\$4,251.18 72	.93%	\$67.20	\$26.67	\$12.28	\$106.15
	rotal Bellents	γ1,231.10 / 2		Ç07.20	Ψ20.07	VIL.20	Ų100.13
		Annual Salary + Ben	efits _	\$120,967.41	=		
Step D							
3100 2		\$6,120.90 /Mont	th	\$40.81	. /Hour		
		•		•			
	Total Benefits	\$4,327.24 70	.70%	\$69.65	\$27.65	\$12.73	\$110.03
		Annual Salary + Ben	efits _	\$125,377.75	=		
Step E							
		\$6,426.95 /Mont	th	\$42.85	/Hour		
	Total Benefits	\$4,407.10 68	3.57%	\$72.23	\$28.67	\$13.20	\$114.10
		Annual Salary + Ben	efits _	\$130,008.60	=		



Police Sergeant Department: Police

Step A						
		\$9,348.25 /Month	\$62.3	2 /Hour		
- 6.						
<u>Benefit</u>	Multiplier	2 242 20		Catego		
PERS - Employer	0.333200	3,312.28		Sworn Po	olice	
Management Incentive EAP		0.00 3.89				
Health Insurance		1,998.07				
Dental Insurance		1,998.07				
LTD & STD Insurance		34.00				
Life Insurance		8.24				
Holiday Pay	8.67	467.57				
Uniform Allowance	0.07	125.00				
Standby		0.00				
Retiree Medical		1,252.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	488.79		39.69%	18.28%	
Vision Insurance	0.0.0170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	144.14	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.011300	211.21	G Delicito	Overneda	Overneau	nate
	Total Benefits	\$8,040.04 86.01	% \$115.92	\$46.01	\$21.19	\$183.12
		Annual Salary + Benefit	\$208,659.41			
		Amidal Salary - Benefit	7200,033.41	=		
Step B						
		\$9,815.66 /Month	\$65.4	4 /Hour		
		45,025100 / 111011111	700.1	1 / 110u1		
	Total Benefits	\$8,224.24 83.79	% \$120.27	\$47.73	\$21.98	\$189.98
		Annual Salary + Benefit	\$216,478.77	=		
Step C						
Step C		\$10,306.44 /Month	¢co 7	1 /11		
		\$10,506.44 / WOULD	\$68.7	1 /Hour		
	Total Benefits	\$8,453.29 82.02	% \$125.06	\$49.64	\$22.86	\$197.56
		Annual Salary + Benefit	\$225,116.79	=		
Step D						
310p 2		\$10,821.76 /Month	\$72.1	5 /Hour		
	Total Benefits	\$8,693.77 80.34	% \$130.10	\$51.64	\$23.78	\$205.52
		Annual Salary + Benefit	\$234,186.36	_		
Step E						
310 2		\$11,362.85 /Month	\$75.7	5 /Hour		
	Total Benefits	\$8,946.30 78.73	% \$135.39	\$53.74	\$24.75	\$213.88
		, -,	7	+-***	T = =	,
		Annual Salary + Benefit	\$243,709.85	_		



Police Sergeant/Special Assignment Department: Police

Step A							
		\$ 9,815.66 /M	onth	\$65.44	l /Hour		
		, -, ,		,	,		
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>	
PERS - Employer	0.333200	3,475.82			Sworn Po	lice	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,998.07					
Dental Insurance		173.10					
LTD & STD Insurance		34.00					
Life Insurance	0.67	8.24					
Holiday Pay	8.67	490.98					
Uniform Allowance		125.00					
Standby		0.00					
Retiree Medical		1,252.00					
Deferred Comp.	0.040470	0.00					
Workers Comp.	0.049170	512.92			39.69%	18.28%	
Vision Insurance	0.04.45.00	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	151.26	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,258.24	84.13%	\$120.49	\$47.82	\$22.03	\$190.34
		Annual Salary + E	Ronofits	\$216,886.78			
		Ailliadi Salai y	=	7210,000.70	=		
Step B							
Step B		\$10,306.44 /M	onth	¢60.71	. /		
		\$10,500.44 / IVI	OHUH	\$08.71	L /Hour		
	Total Benefits	\$8,453.29	82.02%	\$125.06	\$49.64	\$22.86	\$197.56
		Annual Salary + E	Benefits _	\$225,116.77	=		
Step C							
Step C		\$10,821.77 /M	onth	¢72.15	/Hour		
		310,021.77 / 1010	OHUH	\$72.15	5 /Hour		
	Total Benefits	\$8,693.77	80.34%	\$130.10	\$51.64	\$23.78	\$205.52
		Ammunal Calairia	Damafit-	¢224 400 40			
		Annual Salary + E	enerits =	\$234,186.48	=		
Stan D							
Step D		¢11 262 05 /54	onth.	475	- /11		
		\$11,362.85 /M	ontn	\$75.75	5 /Hour		
	Total Benefits	\$8,946.30	78.73%	\$135.39	\$53.74	\$24.75	\$213.88
		Annual Salary + E	Benefits =	\$243,709.74	=		
Step E							
		\$11,931.00 /M	onth	\$79.54	1 /Hour		
	Total Benefits	\$9,211.50	77.21%	\$140.95	\$55.94	\$25.77	\$222.66
		Annual Salary + E	Renefite	\$252 710 00			
		Ailliudi Saldi y + E	=	\$253,710.00	=		



Principal Planner

Department: Community Development

Step A							
- 330р 11		\$10,853.82 /	Month	\$72.36	6 /Hour		
		. , ,		·	•		
	Multiplier				Catego		
PERS - Employer	0.185100	2,009.04		Non-	Sworn Profession	als / Superviso	ors
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.0404=0	173.10					
LTD & STD Insurance	0.012170	132.09					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical	20/ + 6110	779.00					
Deferred Comp.	2% + \$110	327.08			427 750/	40 300/	
Workers Comp. Vision Insurance	0.049170	533.68 32.95		Hourly Rate	137.75% Department	18.28% Citywide	Total Hourly
Medicare	0.014500	157.38		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	137.36	_	& Dellellts	Overneau	Overneau	nate
Т	Total Benefits	\$5,852.71	53.92%	\$111.38	\$153.42	\$20.36	\$285.16
		Annual Salary	L Ronofits	\$200,478.40			
		Ailliaal Salary	=	7200,470.40	=		
Step B							
Step 5		\$11,396.51 /	Month	¢7E 00	2 /Llour		
		311,330.31 /1	VIOIILII	\$75.98	3 /Hour		
т	Total Benefits	\$5,994.32	52.60%	\$115.94	\$159.71	\$21.19	\$296.84
		Annual Salary	+ Benefits _	\$208,690.01	=		
Step C							
Step C		\$11,966.34 /	Month	ć70.70	2 /11		
		311,300.34 /1	VIOITLII	\$79.70	3 /Hour		
Т	Total Benefits	\$6,143.01	51.34%	\$120.73	\$166.30	\$22.07	\$309.10
		Annual Salary -	+ Benefits =	\$217,312.20	_		
Step D							
	I	\$12,564.65 /	Month	\$83.76	6 /Hour		
		, ,======,		,	•		
Т	Total Benefits	\$6,299.14	50.13%	\$125.76	\$173.23	\$22.99	\$321.98
		A 10 1	. D	6226.255.50			
		Annual Salary -	+ Benefits =	\$226,365.50	=		
Step E							
		\$13,192.89 /	Month	\$87.95	5 /Hour		
т	Total Benefits	\$6,463.07	48.99%	\$131.04	\$180.51	\$23.95	\$335.50
· '	otal belieffes	, 1 03.07	70.33/0	7131.07	7100.31	Y_3.33	4333.30
		Annual Salary	+ Benefits	\$235,871.46			
		-					



Project Manager/Economic Development

Department: Community Development

Senefit Multiplier Category Category Non-Service Category Non-Service	Step A							
PERS - Employer 0.185100 1.821.89 Non-Sworth Professionals / Supervisors Non-Sworth Professionals / Non	3 to p 1 1		\$9,842.71 /Month		\$65.62	/Hour		
PERS - Employer 0.185100 1.821.89 Non-Sworth Professionals / Supervisors Non-Sworth Professionals / Non	Renefit	Multiplier				Catego	rv.	
Management Incentive Fap Fap			1 821 89		Non-9			nrs
EAP		0.103100	•		11011	, , , , , , , , , , , , , , , , , , , ,	idis / Super vise	,,,,
Health Insurance	ŭ .							
Dental Insurance								
Life Insurance Holiday Pay 0.00 Holiday Pay 0.00 Uniform Allowance Standby 0.00 Retriee Medical 779.00 Deferred Comp. 2% + \$11.0 306.85 Workers Comp. 0.049170 483.295 Workers Comp. 0.049170 483.295 Workers Comp. 0.04500 142.72 Total Benefits \$5,568.65 56.58% \$102.74 \$141.53 \$18.78 \$263.05	Dental Insurance		•					
Holiday Pay Uniform Allowance Standby 0.00 Netire Medical	LTD & STD Insurance	0.012170	119.79					
Uniform Allowance Standby	Life Insurance	0.000232	37.50					
Standby Color C	Holiday Pay		0.00					
Retiree Medical Deferred Comp. 2W + \$110 779,00 306.85 306.85 306.85 306.85 306.80 306.85 306.80 306.85 306.80 306.85 306.80 306.85 306.80 306.85 306.80 306.85 306.80 306.85 306.80 306.85 306.80 306.85 306.80 306.80 306.85 306.80 306.85 306.80 306.85 306.80 306.	Uniform Allowance		0.00					
Deferred Comp. 2% + \$110 306.85 483.97 483.97 329.5 483.97 483.97 329.5 483.97 483.97 329.5 483.97 483.97 329.5 483.97 483.97 329.5 483.97 329.5 483.97 329.5 483.97 329.5 483.97 329.5 483.97 329.5	Standby		0.00					
Workers Comp. Vision Insurance Medicare 0.049170 0.014500 483.97 142.72 Hourly Rate & Benefits 137.75% Department Neemed Citywide Overhead 18.28% Citywide Overhead Total Hourly Rate Total Benefits \$55,568.65 \$6.58% \$102.74 \$141.53 \$18.78 \$263.05 Step B \$10,334.85 / Month \$68.90 / Hour \$19.54 \$273.65 Annual Salary + Benefits \$192,383.05 \$19.54 \$273.65 Step C \$10,851.59 / Month \$72.34 / Hour \$20.33 \$284.76 Step D \$11,394.17 / Month \$75.96 / Hour \$20.33 \$284.76 Step D \$11,394.17 / Month \$75.96 / Hour \$21.17 \$296.44 Step E \$11,963.88 / Month \$79.76 / Hour \$308.70 \$308.70	Retiree Medical		779.00					
Note	Deferred Comp.	2% + \$110	306.85					
Medicare 0.014500 142.72 8. Benefits Overhead Overhead Overhead Nate	Workers Comp.	0.049170	483.97			137.75%	18.28%	
Total Benefits					Hourly Rate	Department	•	Total Hourly
Step B	Medicare	0.014500	142.72		& Benefits	Overhead	Overhead	Rate
Step B \$10,334.85 Month \$68.90 Hour		Total Benefits	\$5,568.65 56.5	8%	\$102.74	\$141.53	\$18.78	\$263.05
Total Benefits \$10,334.85 Month \$68.90 Hour			Annual Salary + Benefi	ts _	\$184,936.40	=		
Total Benefits \$10,334.85 Month \$68.90 Hour	Step B							
Annual Salary + Benefits \$192,383.05 \$10,851.59 / Month \$72.34 / Hour Total Benefits \$5,831.91 \$3.74% \$111.22 \$153.21 \$20.33 \$284.76 Annual Salary + Benefits \$200,202.02 Step D Total Benefits \$5,973.49 \$2.43% \$115.78 \$159.49 \$21.17 \$296.44 Annual Salary + Benefits \$208,411.95 \$208,411.95 \$79.76 / Hour Step E Total Benefits \$6,122.15 \$1.17% \$120.57 \$166.09 \$22.04 \$308.70			\$10,334.85 /Month		\$68.90	/Hour		
Step C \$10,851.59 /Month \$72.34 /Hour Total Benefits \$5,831.91 \$3.74% \$111.22 \$153.21 \$20.33 \$284.76 Annual Salary + Benefits \$200,202.02 Step D Total Benefits \$5,973.49 \$2.43% \$115.78 \$159.49 \$21.17 \$296.44 Annual Salary + Benefits \$208,411.95 Step E \$11,963.88 /Month \$79.76 /Hour Total Benefits \$6,122.15 \$1.17% \$120.57 \$166.09 \$22.04 \$308.70		Total Benefits	\$5,697.07 55.1.	2%	\$106.88	\$147.23	\$19.54	\$273.65
\$10,851.59 /Month \$72.34 /Hour Total Benefits \$5,831.91 \$3.74% \$111.22 \$153.21 \$20.33 \$284.76 Annual Salary + Benefits \$200,202.02 \$11,394.17 /Month \$75.96 /Hour Total Benefits \$5,973.49 \$2.43% \$115.78 \$159.49 \$21.17 \$296.44 Annual Salary + Benefits \$208,411.95 \$11,963.88 /Month \$79.76 /Hour Total Benefits \$6,122.15 \$51.17% \$120.57 \$166.09 \$22.04 \$308.70			Annual Salary + Benefi	ts	\$192,383.05	=		
Total Benefits \$5,831.91 53.74% \$111.22 \$153.21 \$20.33 \$284.76	Step C							
Annual Salary + Benefits \$200,202.02 Step D Total Benefits \$11,394.17 /Month \$75.96 /Hour Annual Salary + Benefits \$115.78 \$159.49 \$21.17 \$296.44 Annual Salary + Benefits \$208,411.95 \$208,411.95 Step E Total Benefits \$6,122.15 51.17% \$120.57 \$166.09 \$22.04 \$308.70			\$10,851.59 /Month		\$72.34	/Hour		
Step D \$11,394.17 /Month \$75.96 /Hour Total Benefits \$5,973.49 \$2.43% \$115.78 \$159.49 \$21.17 \$296.44 Annual Salary + Benefits \$208,411.95 \$208,411.95 \$11,963.88 /Month \$79.76 /Hour Total Benefits \$6,122.15 \$1.17% \$120.57 \$166.09 \$22.04 \$308.70		Total Benefits	\$5,831.91 53.74	4%	\$111.22	\$153.21	\$20.33	\$284.76
\$11,394.17 /Month \$75.96 /Hour Total Benefits \$5,973.49 \$2.43% \$115.78 \$159.49 \$21.17 \$296.44 Annual Salary + Benefits \$208,411.95 \$208,411.95 \$208,411.95 \$208,411.95 \$308,70 \$400			Annual Salary + Benefi	ts	\$200,202.02			
\$11,394.17 /Month \$75.96 /Hour Total Benefits \$5,973.49 \$2.43% \$115.78 \$159.49 \$21.17 \$296.44 Annual Salary + Benefits \$208,411.95 \$208,411.95 \$208,411.95 \$208,411.95 \$308,70 \$400	Step D							
Annual Salary + Benefits \$208,411.95 Step E \$11,963.88 /Month \$79.76 /Hour Total Benefits \$6,122.15 51.17% \$120.57 \$166.09 \$22.04 \$308.70		_	\$11,394.17 /Month		\$75.96	/Hour		
Step E \$11,963.88 /Month \$79.76 /Hour Total Benefits \$6,122.15 51.17% \$120.57 \$166.09 \$22.04 \$308.70		Total Benefits	\$5,973.49 52.43	3%	\$115.78	\$159.49	\$21.17	\$296.44
\$11,963.88 /Month \$79.76 /Hour Total Benefits \$6,122.15 51.17% \$120.57 \$166.09 \$22.04 \$308.70			Annual Salary + Benefi	ts	\$208,411.95			
Total Benefits \$6,122.15 51.17% \$120.57 \$166.09 \$22.04 \$308.70	Step E							
			\$11,963.88 /Month		\$79.76	/Hour		
Annual Salary + Benefits \$217,032.37		Total Benefits	\$6,122.15 51.1	7%	\$120.57	\$166.09	\$22.04	\$308.70
			Annual Salary + Benefi	ts	\$217,032.37	:		



Project Services Specialist Department: Finance and Information Systems

Step A							
·		\$7,457.45 /N	/lonth	\$49.72	2 /Hour		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,380.37			Office Empl	oyees	
Management Incentive		0.00 3.89					
EAP Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	90.76					
Life Insurance	0.00232	31.14					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	366.68			32.03%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.13		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$4,633.03	62.13%	\$80.60	\$25.82	\$14.73	\$121.15
		Annual Salary +	Benefits _	\$145,085.80	=		
Step B							
		\$7,830.33 /N	/lonth	\$52.20) /Hour		
	Total Benefits	\$4,730.33	60.41%	\$83.74	\$26.82	\$15.31	\$125.87
		Annual Salary +	Benefits _	\$150,727.84	=		
Step C							
		\$ 8,221.84 /N	/lonth	\$54.83	1 /Hour		
	Total Benefits	\$4,832.49	58.78%	\$87.03	\$27.88	\$15.91	\$130.82
		Annual Salary +	Benefits =	\$156,651.98	=		
Step D							
		\$8,632.93 /N	/lonth	\$57.55	5 /Hour		
	Total Benefits	\$4,939.76	57.22%	\$90.48	\$28.98	\$16.54	\$136.00
		Annual Salary +	Benefits =	\$162,872.33	=		
Step E		4					
		\$ 9,064.58 /N	/lonth	\$60.43	3 /Hour		
			/	40444	¢20.14	ć17 20	\$141.45
	Total Benefits	\$5,052.39	55.74%	\$94.11	\$30.14	\$17.20	3141.43



Project Services Specialist Department: Public Works

Step A						
333611		\$7,457.45 /Month	\$49.72	2 /Hour		
Benefit	N. G I Alian I in a			Catana		
PERS - Employer	Multiplier 0.185100	1,380.37		<u>Catego</u> Office Empl		
Management Incentive	0.185100	0.00		Office Liftpi	loyees	
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	90.76				
Life Insurance	0.000232	31.14				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	366.68		147.44%	18.28%	
Vision Insurance	0.043170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.13	& Benefits	Overhead	Overhead	Rate
ivieuicare	0.014500	108.13	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$4,633.03 62.13%	\$80.60	\$118.84	\$14.73	\$214.17
		Annual Salary + Benefits	\$145,085.80			
		=	71-13,003.00	=		
Step B						
		\$7,830.33 /Month	\$52.20	0 /Hour		
	Total Benefits	\$4,730.33 60.41%	\$83.74	\$123.46	\$15.31	\$222.51
		Annual Salary + Benefits	\$150,727.84	=		
Step C						
		\$8,221.84 /Month	\$54.8	1 /Hour		
	Total Benefits	\$4,832.49 58.78%	\$87.03	\$128.32	\$15.91	\$231.26
	Total beliefits	\$4,832.49 58.78%	367.03	\$12 0. 32	313.31	3231.20
		Annual Salary + Benefits =	\$156,651.98	_		
Step D						
		\$8,632.93 /Month	\$57.5	5 /Hour		
	Total Benefits	\$4,939.76 57.22%	\$90.48	\$133.41	\$16.54	\$240.43
		Annual Calami I Banafit-	\$162.072.22			
		Annual Salary + Benefits =	\$162,872.33	=		
Step E						
		\$9,064.58 /Month	\$60.43	3 /Hour		
	Total Benefits	\$5,052.39 55.74%	\$94.11	\$138.76	\$17.20	\$250.07
		Annual Salary + Benefits	\$169,403.69	=		



Purchasing Assistant Department: Public Works

Step A							
otep A		\$6,411.61 /	Month	\$42.74	1 /Hour		
- "							
<u>Benefit</u>	<u>Multiplier</u>	4 406 70			Catego		
PERS - Employer	0.185100	1,186.79			Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.013170	173.10					
LTD & STD Insurance Life Insurance	0.012170	78.03 5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	315.26			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	92.97	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,334.52	67.60%	\$71.64	\$105.63	\$13.10	\$190.37
		Annual Salary	+ Benefits	\$128,953.57	=		
Cham D							
Step B		46 -00 40 /					
		\$6,732.19 /	Vionth	\$44.8	8 /Hour		
	Total Benefits	\$4,418.18	65.63%	\$74.34	\$109.60	\$13.59	\$197.53
		Annual Salary	+ Benefits	\$133,804.36	=		
Step C							
Step C		\$7,068.80 /	Month	¢47.1:	3 /Hour		
		\$7,008.80 /1	VIOITLII	547.13	5 / HOUI		
	Total Benefits	\$4,506.01	63.75%	\$77.17	\$113.77	\$14.11	\$205.05
	Total beliefits	\$4,300.01	03.73/0	\$77.17	\$115.77	314.11	3203.03
		Annual Salary	+ Benefits _	\$138,897.69	=		
Step D							
		67 422 24 /		\$40.4	8 /Hour		
		\$7,422.24 /	viontn	Ş43.4¢	5 /110u1		
	Total Benefits	\$4,598.24	61.95%	\$80.14	\$118.15	\$14.65	\$212.94
	Total Benefits		61.95%			\$14.65	\$212.94
Step E	Total Benefits	\$4,598.24	61.95%	\$80.14		\$14.65	\$212.94
Step E	Total Benefits	\$4,598.24	61.95% + Benefits _	\$80.14 \$144,245.68		\$14.65	\$212.94
Step E	Total Benefits Total Benefits	\$4,598.24 Annual Salary -	61.95% + Benefits _	\$80.14 \$144,245.68	\$118.15	\$14.65 \$15.22	\$212.94 \$221.23



Purchasing Manager Department: Finance and Information Systems

Step A							
		\$7,708.88 /Mont	th	\$51.39	/Hour		
Dan eft	n a colate it a co				6-4		
Benefit BEDS Employer	Multiplier 0.185100	1 426 01		Non	Categor Swarn Managar		J
PERS - Employer Management Incentive	0.185100	1,426.91 0.00		NOTE	-Sworn Manager	s / Comidentia	II .
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	93.82					
Life Insurance	0.000232	32.19					
Holiday Pay	0.000202	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	3% + \$110	341.27					
Workers Comp.	0.049170	379.05			32.03%	18.28%	
Vision Insurance	0.0.010270	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	111.78		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,040.95 65	5.39%	\$85.00	\$27.23	\$15.54	\$127.77
		Annual Salary + Ben	efits	\$152,998.01	=		
Step B							
		\$8,094.32 /Mont	th	\$53.96	/Hour		
	Total Benefits	\$5,141.53 63	3.52%	\$88.24	\$28.26	\$16.13	\$132.63
		Annual Salary + Ben	efits _	\$158,830.27			
Step C							
		\$8,499.04 /Mont	th	\$56.66	/Hour		
	Total Benefits	\$5,247.14 61	74%	\$91.64	\$29.35	\$16.75	\$137.74
		Ammuni Calaire	-£:4-	Ć1C4 0F4 4F			
		Annual Salary + Ben	erits =	\$164,954.15	•		
Step D							
		\$8,923.99 /Mont	th	\$59.49	/Hour		
	Total Benefits	\$5,358.03 60	0.04%	\$95.21	\$30.50	\$17.41	\$143.12
		Annual Calamii Barr	ofite	¢171 204 22			
		Annual Salary + Ben	erits _	\$171,384.22	=		
Step E							
		\$9,370.19 /Mont	th	\$62.47	/Hour		
	Total Benefits	\$5,474.46 58	3.42%	\$98.96	\$31.70	\$18.09	\$148.75
		Annual Salary + Ben	efits	\$178,135.79			
					_		



Records Manager Department: City Manager

Cton A							
Step A		\$ 7,056.20 /N	Month	\$47.04	1 /Hour		
		<i>ψ1,000.</i> 20 / .		V 1710	. ,		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,306.10		Nor	n-Sworn Manager	s / Confidentia	ıl
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.0404=0	173.10					
LTD & STD Insurance	0.012170	85.87					
Life Insurance	0.000232	29.47					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	3% + \$110	321.69					
Workers Comp.	0.049170	346.95			52.40%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	102.31	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,848.34	68.71%	\$79.36	\$41.59	\$14.51	\$135.46
		Annual Salary -	Benefits	\$142,854.48	=		
Chan D							
Step B		AT 400 04 /N			- 6.		
		\$ 7,409.01 /N	vionth	\$49.39	9 /Hour		
	Total Benefits	\$4,940.40	66.68%	\$82.33	\$43.14	\$15.05	\$140.52
		Annual Salary	Benefits	\$148,192.95	=		
61 6							
Step C		4 /-					
		\$ 7,779.46 /N	vlonth	\$51.8	6 /Hour		
		4		4		4	4
	Total Benefits	\$5,037.07	64.75%	\$85.44	\$44.77	\$15.62	\$145.83
		Annual Salary	Benefits _	\$153,798.34	=		
Step D							
		\$8,168.44 /	Month	\$54.4	6 /Hour		
	Total Benefits	\$5,138.56	62.91%	\$88.71	\$46.49	\$16.22	\$151.42
		Annual Salary	Benefits _	\$159,684.00	=		
Step E	_						
Step E		\$8,576.86 /	Month	\$57.1	8 /Hour		
Step E	Total Benefits	\$8,576.86 /N \$5,245.14	Month 61.15%	\$57.18 \$92.15	8 /Hour \$48.28	\$16.84	\$157.27



Records Supervisor Department: Police

Step A						
		\$6,687.66 /Month	\$44.58	3 /Hour		
		, ,	·	•		
<u>Benefit</u>	Multiplier			Catego	ry	
PERS - Employer	0.185100	1,237.89		Office Employe	e Records	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance	0.043470	173.10				
LTD & STD Insurance	0.012170	81.39				
Life Insurance	0.000232	27.93				
Holiday Pay Uniform Allowance		0.00 0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	328.83		39.69%	18.28%	
Vision Insurance	0.043170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	96.97	& Benefits	Overhead	Overhead	Rate
	0.01.000	30.37			0.1000.0	
	Total Benefits	\$4,428.95 66.23%	\$74.11	\$29.41	\$13.55	\$117.07
		Annual Salary + Benefits	\$133,399.33			
		Aimaar Salary 1 Deficites	7133,333.33	=		
Step B						
		\$7,022.05 /Month	\$46.81	l /Hour		
		\$7,022.03 / WOULD	Ş-0.01	1 /11001		
	Total Benefits	\$4,516.20 64.31%	\$76.92	\$30.53	\$14.06	\$121.51
		Annual Salary + Benefits	\$138,458.98	=		
Chair C						
Step C		A- a-a a- /a a				
		\$7,373.15 /Month	\$49.15	5 /Hour		
	Total Benefits	\$4,607.82 62.49%	\$79.87	\$31.70	\$14.60	\$126.17
		Annual Salary + Benefits	\$143,771.61	=		
Step D						
		\$7,741.81 /Month	\$51.61	1 /Hour		
	Total Benefits	\$4,704.01 60.76%	\$82.97	\$32.93	\$15.17	\$131.07
		Annual Calamii Banafita	6140 240 07			
		Annual Salary + Benefits	\$149,349.87	=		
Step E						
		\$8,128.90 /Month	\$54.19	Hour /		
	Total Benefits	\$4,805.02 59.11%	\$86.23	\$34.22	\$15.76	\$136.21
		Annual Salary + Benefits	\$155,207.04	_		
				_		



Recreation Coordinator Department: Parks and Recreation

Step A							
Step A		\$6,350.25 /	Month	\$42.34	1 /Hour		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,175.43			Office Empl	oyees	
Management Incentive		0.00					
EAP Health Insurance		3.89 1,667.00					
Dental Insurance		1,667.00					
LTD & STD Insurance	0.012170	77.28					
Life Insurance	0.000232	26.52					
Holiday Pay	0.000202	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	312.24			98.29%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	92.08	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,339.49	68.34%	\$71.26	\$70.05	\$13.03	\$154.34
		Annual Salary	+ Benefits =	\$128,276.92	=		
Step B							
Step b		\$6,667.76 /	Manth	¢44.41	F /110		
		\$0,007.70 /	IVIOTILITI	\$44.4	5 /Hour		
	Total Benefits	\$4,422.34	66.32%	\$73.93	\$72.67	\$13.52	\$160.12
		Annual Salary	+ Benefits =	\$133,081.29	=		
Step C							
		\$7,001.15 /	Month	\$46.6	7 /Hour		
	Total Benefits	\$4,509.34	64.41%	\$76.74	\$75.42	\$14.03	\$166.19
		Annual Salary	+ Benefits =	\$138,125.88	=		
Step D							
		\$7,351.21 /	Month	\$49.0	1 /Hour		
	Total Benefits	\$4,600.68	62.58%	\$79.68	\$78.32	\$14.57	\$172.57
		Annual Salary	+ Benefits =	\$143,422.70	=		
Step E							
•		\$7,718.77 /	Month	\$51.4	6 /Hour		
	Total Benefits	\$4,696.59	60.85%	\$82.77	\$81.35	\$15.13	\$179.25



Recreation Manager Department: Parks and Recreation

Step A							
otop / t		\$8,759.63 /1	Month	\$58.40) /Hour		
				·	•		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,621.41		Nor	n-Sworn Manager	s / Confidentia	ıl
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.042470	173.10					
LTD & STD Insurance Life Insurance	0.012170	106.60 36.58					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	3% + \$110	372.79					
Workers Comp.	0.049170	430.71			98.29%	18.28%	
Vision Insurance	0.013170	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	127.01		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$5,351.05	61.09%	\$94.07	\$92.46	\$17.20	\$203.73
		Annual Salary	+ Benefits =	\$169,328.16	=		
Step B							
		\$ 9,197.61 /I	Month	\$61.32	2 /Hour		
	Total Benefits	\$5,465.33	59.42%	\$97.75	\$96.08	\$17.87	\$211.70
		Annual Salary	+ Benefits	\$175,955.38	=		
Step C							
		\$9,657.49 /1	Month	\$64.38	8 /Hour		
	Total Benefits	\$5,585.34	57.83%	\$101.62	\$99.88	\$18.58	\$220.08
		Annual Salary	+ Benefits	\$182,913.96			
			_		=		
Cton D							
Step D		\$ 10,140.37 /I	Month	\$67.60	0 /Hour		
Step D	Tabal Devision					¢10.22	ć220.0 -
Step D	Total Benefits	\$5,711.34	56.32%	\$105.68	0 /Hour \$103.87	\$19.32	\$228.87
Step D	Total Benefits		56.32%			\$19.32	\$228.87
Step D Step E	Total Benefits	\$5,711.34	56.32%	\$105.68		\$19.32	\$228.87
·	Total Benefits	\$5,711.34	56.32% + Benefits _	\$105.68 \$190,220.47		\$19.32	\$228.87
	Total Benefits Total Benefits	\$5,711.34 Annual Salary	56.32% + Benefits _	\$105.68 \$190,220.47	\$103.87	\$19.32 \$20.10	\$228.87 \$238.10



Recreation Supervisor Department: Parks and Recreation

Step A						
		\$7,300.70 /Month	\$48.6	7 /Hour		
<u>Benefit</u>	Multiplier			Catego		
PERS - Employer	0.185100	1,351.36	Non	-Sworn Profession	nals / Superviso	ors
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	88.85				
Life Insurance	0.000232	30.49				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	2% + \$110	256.01				
Workers Comp.	0.049170	358.98		98.29%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	105.86	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,847.49 66.40	% \$80.99	\$79.60	\$14.80	\$175.39
		Annual Calami I Danasia	. Ć14F 770 20			
		Annual Salary + Benefit	\$145,778.29	_		
Chair D						
Step B		4				
		\$7,665.74 /Month	\$51.1	0 /Hour		
	Total Benefits	\$4,942.74 64.48	% \$84.06	\$82.62	\$15.37	\$182.05
		Annual Salary + Benefit	\$151,301.74	=		
Step C						
Step C		40.000.00 (0.0)		_		
		\$8,049.03 /Month	\$53.6	6 /Hour		
	Total Benefits	\$5,042.75 62.65	% \$87.28	\$85.79	\$15.95	\$189.02
			4			
		Annual Salary + Benefit	\$157,101.37	_		
Chair D						
Step D						
		\$8,451.48 /Month	\$56.3	4 /Hour		
	Total Benefits	\$5,147.77 60.91	% \$90.66	\$89.11	\$16.57	\$196.34
		Annual Salary + Benefit	\$163,190.97	=		
Step E						
	_	\$8,874.05 /Month	¢50 1	6 /Hour		
		70,07 -103 / WOULD	1.50ر	.0 / 11001		
	Total Benefits	\$5,258.04 59.25	% \$94.21	\$92.60	\$17.22	\$204.03
	rotal belieffts	7J,2JU.U4 JJ.2J	/O	7 <i>5</i> 2.00	Y11.66	9204.U3
		Annual Salary + Benefit	\$ \$169,585.05			
			7===,000	_		



Regulatory Compliance Supervisor Department: Public Works

Step A							
Step A		\$8,561.61 /M	lonth	\$57.08	3 /Hour		
		70,301.01 / 1	Ontin	757.00	, 110ai		
Benefit	<u>Multiplier</u>				Catego	ry	
PERS - Employer	0.185100	1,584.75		Non-	Sworn Profession	als / Superviso	ors
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	104.19					
Life Insurance	0.000232	35.75					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	281.23					
Workers Comp.	0.049170	420.97			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.14	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,206.99	60.82%	\$91.79	\$135.34	\$16.78	\$243.91
		Annual Salary +	Benefits _	\$165,223.16	=		
Step B							
этер в		ć0 000 co /h/		4=0.00			
		\$ 8,989.69 /M	iontn	\$59.93	3 /Hour		
	Total Benefits	\$5,318.69	59.16%	\$95.39	\$140.64	\$17.44	\$253.47
		Annual Salary +	Benefits _	\$171,700.56	=		
Chair C	_						
Step C		40 400 47 /					
		\$ 9,439.17 /M	lonth	\$62.93	3 /Hour		
	Total Benefits	\$5,435.98	57.59%	\$99.17	\$146.21	\$18.13	\$263.51
	rotal belients	73,433.30	37.3370	433.17	7140.21	710.13	Q203.31
		Annual Salary +	Benefits =	\$178,501.83	=		
Step D							
		\$9,911.13 /M	lonth	\$66.07	7 /Hour		
	Total Benefits	\$5,559.14	56.09%	\$103.14	\$152.06	\$18.85	\$274.05
		Annual Salary +	Benefits =	\$185,643.17	=		
Step E							
712		\$10,406.69 /M	lonth	\$69.38	3 /Hour		
	Total Benefits	\$5,688.45	54.66%	\$107.30	\$158.20	\$19.61	\$285.11
		Annual Salary +	Benefits _	\$193,141.57	=		



Right-of-Way Specialist Department: Public Works

Step A						
		\$7,732.23 /Month	\$51.5	5 /Hour		
- 6.				•		
<u>Benefit</u>	Multiplier 0.405400	4 424 24		Catego		
PERS - Employer	0.185100	1,431.24		Office Empl	loyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00				
LTD & STD Insurance	0.012170	173.10				
	0.012170	94.10				
Life Insurance	0.000232	32.29				
Holiday Pay		0.00				
Uniform Allowance Standby		0.00 0.00				
Retiree Medical		779.00				
		0.00				
Deferred Comp.	0.040170	380.19		4.7 4.0/	40.000/	
Workers Comp. Vision Insurance	0.049170	32.95	Hourly Rate	147.44% Department	18.28%	Total Hourly
Medicare	0.014500		& Benefits	Overhead	Citywide Overhead	Rate
iviedicare	0.014500	112.12	& belletits	Overnead	Overneau	Kate
	Total Benefits	\$4,705.88 60.86%	\$82.92	\$122.26	\$15.16	\$220.34
		Annual Salary + Benefits	\$149,257.34			
		Annual Sulary . Beliefits	7143,237.34	=		
Step B						
·		\$8,118.84 /Month	\$54.1	3 /Hour		
	Total Benefits	\$4,806.76 59.20%	\$86.17	\$127.05	\$15.75	\$228.97
		Annual Salary + Benefits	\$155,107.27	_		
Step C						
ossp c		\$8,524.79 /Month	\$56.8	3 /Hour		
	Total Benefits	\$4,912.69 57.63%	\$89.58	\$132.08	\$16.38	\$238.04
	rotal belieffes	ψ 1,3 12.03 37.03 A	φου.σο	Ų131.00	Ψ10.50	\$250.0 1
		Annual Salary + Benefits	\$161,249.70	_		
Step D						
		\$8,951.03 /Month	\$59.6	7 /Hour		
	Total Benefits	\$5,023.91 56.13%	\$93.17	\$137.36	\$17.03	\$247.56
		Annual Salary + Benefits	\$167,699.24	_		
Step E						
Step L		\$9,398.58 /Month	\$62.6	6 /Hour		
	Total Benefits	\$5,140.69 54.70%	\$96.93	\$142.91	\$17.72	\$257.56
		Annual Salary + Benefits	\$174,471.27	_		
				_		



Safety/Special Projects Coordinator Department: Human Resources

Step A						
		\$7,126.10 /Month	\$47.51	L /Hour		
<u>Benefit</u>	<u>Multiplier</u>	4 240 04		Catego		
PERS - Employer	0.185100	1,319.04		Office Empl	loyees	
Management Incentive		0.00				
EAP Health Insurance		3.89 1,667.00				
Dental Insurance		1,667.00				
LTD & STD Insurance	0.012170	86.72				
Life Insurance	0.00232	29.76				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	350.39		39.88%	18.28%	
Vision Insurance	0.0 .5270	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	103.33	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,545.18 63.78%	\$77.81	\$31.03	\$14.22	\$123.06
		Annual Salary + Benefits	\$140,055.40			
		Annual Salary + Benefits	\$140,055.40	=		
Step B						
		\$7,482.41 /Month	\$49.88	8 /Hour		
	Total Benefits	\$4,638.16 61.99%	\$80.80	\$32.22	\$14.77	\$127.79
		Annual Salary + Benefits	\$145,446.75	=		
Step C						
		\$7,856.53 /Month	\$52.38	8 /Hour		
	Total Benefits	\$4,735.78 60.28%	\$83.95	\$33.48	\$15.35	\$132.78
	Total Delicits		,	733. ₹0	413.33	Ÿ132.70
		Annual Salary + Benefits	\$151,107.67	=		
Step D						
		\$8,249.35 /Month	\$55.00	0 /Hour		
	Total Benefits	\$4,838.28 58.65%	\$87.25	\$34.80	\$15.95	\$138.00
		Annual Salary + Benefits	\$157,051.64	=		
Step E						
		\$8,661.82 /Month	\$57.7	5 /Hour		
	Total Benefits	\$4,945.91 57.10%	\$90.72	\$36.18	\$16.58	\$143.48
		Annual Salary + Benefits	\$163,292.80			
				=		



Senior Accountant Department: Finance and Information Systems

Step A							
		\$8,535.57 /M	onth	\$56.90	/Hour		
Benefit	Multiplion				Catago		
PERS - Employer	Multiplier 0.185100	1,579.93		Non	<u>Catego</u> Sworn Profession		arc .
Management Incentive	0.185100	0.00		NOTI-	SWOTH FTOTESSION	ais / Superviso	713
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	103.88					
Life Insurance	0.000232	35.64					
Holiday Pay	0.000101	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	280.71					
Workers Comp.	0.049170	419.69			32.03%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	123.77		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	125.77	_	G Deficites	Overneau	Overneda	nate
	Total Benefits	\$5,199.57	60.92%	\$91.57	\$29.33	\$16.74	\$137.64
		Annual Salary + I	Benefits _	\$164,821.66	=		
Cton D							
Step B		60.063.35 /h/		4-4	- 4		
		\$8,962.35 /M	ontn	\$59.75	5 /Hour		
	Total Benefits	\$5,310.93	59.26%	\$95.16	\$30.48	\$17.39	\$143.03
		Annual Salary + I	Benefits _	\$171,279.36	=		
Step C							
Step e		\$9,410.47 /M	onth	\$62.74	1 /Hour		
		, , , , , , , , , , , , , , , , , , ,		, , , ,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
	Total Benefits	\$5,427.86	57.68%	\$98.92	\$31.68	\$18.08	\$148.68
		Annual Salary + I	Benefits _	\$178,059.95	=		
Step D							
		\$9,880.99 /M	onth	\$65.87	7 /Hour		
	Total Benefits	\$5,550.64	56.17%	\$102.88	\$32.95	\$18.81	\$154.64
		Annual Salary + I	Benefits	\$185,179.57			
				,,			
Step E							
		\$10,375.04 /M	onth	\$69.17	7 /Hour		
	Total Benefits	\$5,679.56	54.74%	\$107.03	\$34.28	\$19.57	\$160.88
		Annual Salary + I	Benefits _	\$192,655.17	=		



Senior Analyst Department: City Manager

	\$9.844.74 /	Month	\$65.63	3 /Hour		
	40,0 1 111 1 ,		, , , , ,	,		
<u>Multiplier</u>						
0.185100	•		Non-	Sworn Profession	ials / Superviso	ors
	•					
0.012170						
0.000232						
2% + \$110						
				52 40%	18 28%	
0.0.0170			Hourly Rate			Total Hourly
0.014500			•	•	•	Rate
		_				
Total Benefits	\$5,569.22	56.57%	\$102.76	\$53.85	\$18.78	\$175.39
	Annual Salary	+ Renefits	\$184.967.46			
	Aillidai Jalai y	=	\$104,507.40	=		
	\$10,336.97 /	Month	\$68.93	1 /Hour		
Total Benefits	\$5,697.66	55.12%	\$106.90	\$56.01	\$19.54	\$182.45
	Annual Salary	+ Benefits	\$192,415.63	=		
	\$10,853.82 /	Month	\$72.30	6 /Hour		
Total Benefits	\$5,832.53	53.74%	\$111.24	\$58.29	\$20.34	\$189.87
	Annual Salary	+ Benefits =	\$200,236.22	=		
	\$11,396.51 /	Month	\$75.98	8 /Hour		
Total Benefits	\$5,974.14	52.42%	\$115.80	\$60.68	\$21.17	\$197.65
	Annual Salary	+ Benefits	\$208,447.83	=		
	\$11,966.34 /	Month	\$79.78	8 /Hour		
Total Benefits	\$11,966.34 / \$6,122.83	Month 51.17%	\$79.78 \$120.59	8 /Hour \$63.19	\$22.04	\$205.82
	0.185100 0.012170 0.000232 2% + \$110 0.049170 0.014500 Total Benefits Total Benefits	Multiplier 0.185100 1,822.26 0.00 3.89 1,667.00 173.10 0.012170 119.81 0.000232 37.50 0.00 0.00 0.00 0.00 779.00 306.89 0.049170 484.07 32.95 32.95 0.014500 142.75 Total Benefits \$5,569.22 Annual Salary \$10,336.97 / \$10,853.82 / \$10,853.82 / \$10,853.82 / \$11,396.51 / Total Benefits \$5,974.14	0.185100	Multiplier 0.185100 1,822.26 Non-0.00 0.00 3.89 1,667.00 173.10 0.012170 119.81 0.000 0.00 0.00 0.00 0.00 0.00 779.00 2% + \$110 306.89 0.049170 484.07 32.95 Hourly Rate & Benefits \$5,569.22 56.57% \$102.76 Annual Salary + Benefits \$184,967.46 \$10,336.97 /Month \$68.9 Total Benefits \$5,697.66 55.12% \$106.90 Annual Salary + Benefits \$192,415.63 \$10,853.82 /Month \$72.30 Total Benefits \$5,832.53 53.74% \$111.24 Annual Salary + Benefits \$200,236.22 \$11,396.51 /Month \$75.90 Total Benefits \$5,974.14 52.42% \$115.80	Multiplier 0.185100 1,822.26 Non-Sworn Profession 0.185100 1,822.26 Non-Sworn Profession 0.00 3.89 1,667.00 173.10 0.012170 119.81 0.000 0.00 0.00 0.00 0.00 0.00 779.00 32.95 Hourly Rate & Department Overhead 0.014500 142.75 \$102.76 \$53.85 Annual Salary + Benefits \$184,967.46 \$10,336.97 /Month \$68.91 /Hour Total Benefits \$5,697.66 55.12% \$106.90 \$56.01 Annual Salary + Benefits \$192,415.63 \$10,853.82 /Month \$72.36 /Hour Total Benefits \$5,832.53 53.74% \$111.24 \$58.29 Annual Salary + Benefits \$200,236.22 \$11,396.51 /Month \$75.98 /Hour Total Benefits \$5,974.14 52.42% \$115.80 \$60.68	Multiplier Category 0.185100 1,822.26 Non-Sworn Professionals / Supervisor 0.00 3.89 1,667.00 173.10 1.73.10 119.81 0.000 0.00 0.00 0.00 0.00 0.00 0.049170 484.07 32.95 Hourly Rate & Department Overhead Citywide Overhead 0.014500 142.75 \$10.2.76 \$53.85 \$18.78 Total Benefits \$5,569.22 56.57% \$102.76 \$53.85 \$18.78 Annual Salary + Benefits \$10,336.97 /Month \$68.91 /Hour Total Benefits \$5,697.66 55.12% \$106.90 \$56.01 \$19.54 Annual Salary + Benefits \$192,415.63 \$19.54 Annual Salary + Benefits \$200,236.22 \$20.34 \$11,396.51 /Month \$75.98 /Hour Total Benefits \$5,974.14 52.42% \$115.80 \$60.68 \$21.17



Senior Analyst Department: Community Development

Step A							
		\$9,844.74 /1	Month	\$65.63	3 /Hour		
<u>Benefit</u>	Multiplier	4 022 26		Non	Catego		
PERS - Employer Management Incentive	0.185100	1,822.26 0.00		Non-	Sworn Profession	als / Supervisc	ors
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	119.81					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	306.89					
Workers Comp.	0.049170	484.07			137.75%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	142.75	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,569.22	56.57%	\$102.76	\$141.55	\$18.78	\$263.09
		Annual Salary	+ Benefits =	\$184,967.46	=		
Step B							
		\$ 10,336.97 /	Month	\$68.93	1 /Hour		
	Total Benefits	\$5,697.66	55.12%	\$106.90	\$147.25	\$19.54	\$273.69
		Annual Salary	+ Benefits =	\$192,415.63	=		
Step C		\$10,853.82 /	Month	¢72.24	6 /Hour		
		710,033.02 /1	VIOITLII	٧/2.3١	5 /11001		
	Total Benefits	\$5,832.53	53.74%	\$111.24	\$153.24	\$20.34	\$284.82
		Annual Salary	+ Benefits	\$200,236.22	=		
Step D							
		\$11,396.51 /I	Month	\$75.98	3 /Hour		
	Total Benefits	\$5,974.14	52.42%	\$115.80	\$159.52	\$21.17	\$296.49
		Annual Salary	+ Benefits =	\$208,447.83	=		
Step E		4					
		\$ 11,966.34 /	Vionth	\$79.78	3 /Hour		
	Total Benefits	\$6,122.83	51.17%	\$120.59	\$166.12	\$22.04	\$308.75



Senior Analyst Department: Public Works

Step A							
		\$9,844.74 /M	onth	\$65.63	Hour		
Benefit	Multiplier				Catego	rv.	
PERS - Employer	0.185100	1,822.26		Non-	Sworn Profession		nrs
Management Incentive	0.103100	0.00		11011	300011111010331011	idis / Super vise	,,,,
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	119.81					
Life Insurance	0.000232	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	306.89					
Workers Comp.	0.049170	484.07			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	142.75	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,569.22	56.57%	\$102.76	\$151.51	\$18.78	\$273.05
		Annual Salary + I	Benefits _	\$184,967.46	=		
Step B							
·		\$10,336.97 /M	onth	\$68.91	/Hour		
	Total Benefits	\$5,697.66	55.12%	\$106.90	\$157.61	\$19.54	\$284.05
		Annual Salary + I	Benefits =	\$192,415.63	=		
Step C							
		\$10,853.82 /M	onth	\$72.36	6 /Hour		
	Total Benefits	\$5,832.53	53.74%	\$111.24	\$164.02	\$20.34	\$295.60
		Annual Salary + I	Benefits _	\$200,236.22	=		
Step D							
		\$11,396.51 /M	onth	\$75.98	3 /Hour		
	Total Benefits	\$5,974.14	52.42%	\$115.80	\$170.74	\$21.17	\$307.71
		Annual Salary + I	Benefits _	\$208,447.83	=		
Step E							
		\$11,966.34 /M	onth	\$79.78	3 /Hour		
	Total Benefits	\$6,122.83	51.17%	\$120.59	\$177.80	\$22.04	\$320.43
		Annual Salary + I	Benefits _	\$217,070.02	=		



Senior Associate Engineer Department: Public Works

Step A							
		\$9,735.54 /Mont	h	\$64.90	/Hour		
Dona fit	B. de alatina litera				6-4		
Benefit BERS Employer	Multiplier 0.185100	1 902 05		Non	<u>Categoi</u>		arc .
PERS - Employer Management Incentive	0.185100	1,802.05 0.00		INOTI-S	Sworn Profession	ais / Superviso	015
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	118.48					
Life Insurance	0.000232	37.50					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	304.71					
Workers Comp.	0.049170	478.70			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	141.17		& Benefits	Overhead	Overhead	Rate
	_		_				
	Total Benefits	\$5,538.54 56.	.89%	\$101.83	\$150.13	\$18.61	\$270.57
		Annual Salary + Bene	efits _	\$183,289.05	_		
Step B							
		\$10,222.32 /Mont	h	\$68.15	/Hour		
	Total Benefits	\$5,665.56 55.	.42%	\$105.92	\$156.17	\$19.36	\$281.45
		Annual Salary + Bene	efits _	\$190,654.61	=		
Step C							
		\$10,733.44 /Mont	h	\$71.56	/Hour		
	Total Benefits	\$5,798.93 54.	.03%	\$110.22	\$162.50	\$20.15	\$292.87
			•				
		Annual Salary + Bene	efits =	\$198,388.45	=		
Step D							
		\$11,270.11 /Mont	h	\$75.13	/Hour		
	Total Benefits	\$5,938.97 52.	.70%	\$114.73	\$169.15	\$20.97	\$304.85
		Annual Salary + Bene	efits _	\$206,508.98	<u>-</u>		
CI 5	_				•		
Step E		\$11,833.61 /Mont	h	\$78 80	/Hour		
							į
	Total Benefits	\$6,086.01 51.	.43%	\$119.46	\$176.14	\$21.84	\$317.44
		Annual Salary + Bene	efits _	\$215,035.54	=		



Senior Building Inspector

Department: Community Development

Step A							
		\$8,588.90 /M	onth	\$57.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>	4 500 04			Catego		
PERS - Employer	0.185100	1,589.81			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance Dental Insurance		1,667.00 173.10					
LTD & STD Insurance	0.012170	104.53					
Life Insurance	0.00232	35.87					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	422.32			137.75%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.54		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$4,932.99	57.43%	\$90.15	\$124.18	\$16.48	\$230.81
			_				
		Annual Salary + I	Benefits =	\$162,262.75	=		
Step B							
Step B		\$9,018.35 /M	onth	¢60.13	2 /Hour		
		33,010.33 / 101	OHUH	\$60.12	z /Hour		
	Total Benefits	\$5,045.05	55.94%	\$93.76	\$129.15	\$17.14	\$240.05
		Annual Salary + I	Benefits _	\$168,760.80	=		
Step C							
Step C		\$9,469.26 /M	onth.	¢62.42	. /		
		39,469.26 / IVI	Onth	\$63.13	3 /Hour		
	Total Benefits	\$5,162.72	54.52%	\$97.55	\$134.37	\$17.83	\$249.75
	. Gtal Bellents	γ3)101.71	3	401.00	φ_0σ,	7 27.100	4 2.0.70
		Annual Salary + I	Benefits =	\$175,583.76	=		
Step D							
, , , , , , , , , , , , , , , , , , ,		\$9,942.73 /M	onth	\$66.28	3 /Hour		
		,					
	Total Benefits	\$5,286.26	53.17%	\$101.53	\$139.85	\$18.56	\$259.94
			- C.	6400 T4T 00			
		Annual Salary + I	Benefits =	\$182,747.86	=		
Step E							
		\$10,439.86 /M	onth	\$69.60) /Hour		
	Total Devisits	ĆE 445.00	E4 000/	£105.74	\$1.4E \$4	ć10 22	6270.64
	Total Benefits	\$5,415.98	51.88%	\$105.71	\$145.61	\$19.32	\$270.64
		Annual Salary + I	Benefits	\$190,270.17			
			_	· · ·	=		



Senior Code Enforcement Officer Department: Community Development

Step A						
333611		\$8,049.44 /Month	\$53.66	6 /Hour		
David St.	na data tan			Catalan		
Benefit DEBS Employer	Multiplier 0.185100	1,489.95		Catego		
PERS - Employer Management Incentive	0.185100	0.00		Office Emp	loyees	
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	97.96				
Life Insurance	0.000232	33.61				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	395.79		137.75%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	116.72	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,789.98 59.51%	\$85.60	\$117.91	\$15.65	\$219.16
		Annual Salary + Benefits	\$154,073.02			
		Allitual Salary + Delients =	3134,073.02	=		
Step B						
		\$8,451.91 /Month	\$56.3	5 /Hour		
	Total Benefits	\$4,895.00 57.92%	\$88.98	\$122.57	\$16.27	\$227.82
		Annual Salary + Benefits =	\$160,162.94	=		
Step C						
		\$8,874.51 /Month	\$59.16	6 /Hour		
	Total Benefits	\$5,005.27 56.40%	\$92.53	\$127.46	\$16.91	\$236.90
		Annual Salary + Benefits	\$166,557.35	_		
Chair D						
Step D		\$9,318.24 /Month	\$62.12	2 /Hour		
	Total Benefits	\$5,121.05 54.96%	\$96.26	\$132.60	\$17.60	\$246.46
		Annual Salary + Benefits	\$173,271.49	=		
Ston E						
Step E		\$9,784.15 /Month	\$65.23	3 /Hour		
	Total Benefits	\$5,242.63 53.58%	\$100.18	\$138.00	\$18.31	\$256.49
		Annual Salary + Benefits	\$180,321.33	=		



Senior Collection System Worker Department: Public Works

Step A							
Step A		\$6,891.60 /	Month	\$45.94	1 /Hour		
-							
<u>Benefit</u>	<u>Multiplier</u>				Catego		
PERS - Employer	0.185100	1,275.64			Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.013170	173.10					
LTD & STD Insurance Life Insurance	0.012170	83.87 5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.040470	0.00					
Workers Comp.	0.049170	338.86			147.44%	18.28%	
Vision Insurance	0.04.4500	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	99.93	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,459.78	64.71%	\$75.68	\$111.58	\$13.83	\$201.09
		Annual Salary	+ Benefits =	\$136,216.56	=		
Step B							
		\$7,236.18 /	Month	\$48.2	4 /Hour		
	Total Benefits	\$4,549.69	62.87%	\$78.57	\$115.85	\$14.36	\$208.78
		Annual Salary	+ Benefits _	\$141,430.50	=		
Step C							
		\$7,597.99 /	Month	\$50.6	5 /Hour		
	Total Benefits	\$4,644.10	61.12%	\$81.61	\$120.33	\$14.92	\$216.86
		Annual Salary	+ Benefits =	\$146,905.13	=		
Step D							
		\$7,977.89 /	Month	\$53.1	9 /Hour		
	Total Benefits	\$4,743.23	59.45%	\$84.81	\$125.04	\$15.50	\$225.35
		Annual Salary	+ Benefits =	\$152,653.50	=		
Step E							
JIEP L		40.000.00	Month	\$55.8	5 /Hour		
Step L		\$8,376.79 /	WIOTILIT	733.0	- ,		
Step L	Total Benefits	\$4,847.32	57.87%	\$88.16	\$129.98	\$16.12	\$234.26



Senior Community Service Officer Department: Police

Step A							
Step A		\$6,382.58 /M	onth	\$42.55	/Hour		
		, -, ,		,	,		
Benefit	Multiplier				Catego		
PERS - Employer	0.185100	1,196.84			Office Employ	ee - CSO	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	77.68					
Life Insurance	0.000232	26.65					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.040470	0.00					
Workers Comp.	0.049170	317.93		Harrie Baka	39.69%	18.28%	Takal Hanni
Vision Insurance Medicare	0.014500	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	93.76	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,452.13	69.75%	\$72.23	\$28.67	\$13.20	\$114.10
		Annual Salary + I	Benefits _	\$130,016.46	=		
Step B							
- COOP 2		\$ 6,701.71 /M	onth	\$44.68	3 /Hour		
	Total Benefits	\$4,535.40	67.68%	\$74.91	\$29.73	\$13.69	\$118.33
		Annual Salary + I	Benefits _	\$134,845.29	_		
					_		
Step C		.					
		\$7,036.79 /M	onth	\$46.91	l /Hour		
		4					4
	Total Benefits	\$4,622.84	65.70%	\$77.73	\$30.85	\$14.21	\$122.79
		Annual Salary + I	Benefits =	\$139,915.56	=		
Step D							
		\$7,388.63 /M	onth	\$49.26	6 /Hour		
	Total Benefits	\$4,714.65	63.81%	\$80.69	\$32.03	\$14.75	\$127.47
				*			
		Annual Salary + I	Benefits _	\$145,239.34	=		
Sten F		Annual Salary + I	Benefits _	\$145,239.34	=		
Step E	_	Annual Salary + \$7,758.06 /M			= 2 /Hour		
Step E	Total Benefits				. /Hour \$33.26	\$15.32	\$132.37



Senior Construction Inspector Department: Public Works

Step A							
		\$8,588.90 /N	1onth	\$57.26	/Hour		
- 6							
<u>Benefit</u>	<u>Multiplier</u>	4 500 04			Catego		
PERS - Employer	0.185100	1,589.81			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance Dental Insurance		1,667.00					
LTD & STD Insurance	0.013170	173.10					
	0.012170	104.53					
Life Insurance	0.000232	35.87					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.0404=0	0.00					
Workers Comp.	0.049170	422.32			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.54	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,932.99	57.43%	\$90.15	\$132.91	\$16.48	\$239.54
		Annual Salary +	Ronofits	\$162,262.75			
		Allitual Salary +	=	3102,202.73	=		
Step B							
otep 5		\$ 9,018.35 /N	lonth	\$60.13	2 /Hour		
		33,010.33 / IV	IOIIIII	\$60.12	2 / HOUI		
	Total Benefits	\$5,045.05	55.94%	\$93.76	\$138.23	\$17.14	\$249.13
		Annual Salary +	Benefits _	\$168,760.80	=		
Step C							
0.000		\$ 9,469.26 /N	1onth	\$63.13	3 /Hour		
		75,705.20 / 10	IOIILII	Ç03.10	5 /110u1		
	Total Benefits	\$5,162.72	54.52%	\$97.55	\$143.82	\$17.83	\$259.20
		Annual Salary +	Benefits =	\$175,583.76	=		
Ston D							
Step D		\$0.042.72 /N	1onth	¢cc 20	. /		
		\$ 9,942.73 /N	ionth	\$66.28	3 /Hour		
	Total Benefits	\$5,286.26	53.17%	\$101.53	\$149.69	\$18.56	\$269.78
		• •		-	-	•	-
		Annual Salary +	Benefits =	\$182,747.86	=		
Step E							
		\$10,439.86 /N	lonth	\$69.60) /Hour		
	Total Benefits	\$5,415.98	51.88%	\$105.71	\$155.85	\$19.32	\$280.88
		Annual Salary +	Benefits _	\$190,270.17	=		



Senior Engineer Department: Public Works

Step A						
		\$10,699.48 /Month	\$71.3	3 /Hour		
				,		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	1,980.47	Non	-Sworn Profession	ials / Superviso	ors
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance	0.042470	173.10				
LTD & STD Insurance	0.012170	130.21				
Life Insurance	0.000232	37.50				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical	20/ . ¢440	779.00				
Deferred Comp.	2% + \$110	323.99				
Workers Comp.	0.049170	526.09	Haudu Bata	147.44%	18.28%	Total Havely
Vision Insurance	0.014500	32.95	Hourly Rate	Department Overhead	Citywide Overhead	Total Hourly
Medicare	0.014500	155.14	& Benefits	Overnead	Overnead	Rate
	Total Benefits	\$5,809.35 54.30%	\$110.06	\$162.27	\$20.12	\$292.45
		Annual Salary + Benefits	\$198,106.00			
		Amidal Salary : Bellents	\$150,100.00	_		
Step B						
		\$11,234.46 /Month	¢7/1 Q	0 /Hour		
		711,234.40 / WOULD	\$74.5	o / Hour		
	Total Benefits	\$5,948.95 52.95%	\$114.56	\$168.90	\$20.94	\$304.40
		Annual Salary + Benefits	\$206,200.85	=		
Step C						
Step C		\$11,796.18 /Month	¢70 6	4 /Hour		
		311,730.10 / WIOHUH	\$76.0	4 / HOUI		
	Total Benefits	\$6,095.52 51.67%	\$119.28	\$175.86	\$21.80	\$316.94
		Annual Calamiri Bar - ft-	6314 700 43			
		Annual Salary + Benefits	\$214,700.43	=		
Step D						
Step D		\$12,385.99 /Month	ćon E	7 /Hour		
		712,303.33 / IVIUIIIII	\$02.5	/ /HUUI		
	Total Benefits	\$6,249.43 50.46%	\$124.24	\$183.17	\$22.71	\$330.12
			4000			
		Annual Salary + Benefits	\$223,624.99	=		
Step E						
		\$13,005.29 /Month	\$86.7	0 /Hour		
	Total Benefits	\$6,411.03 49.30%	\$129.44	\$190.85	\$23.66	\$343.95
		Annual Salary + Benefits	\$232,995.79			
		•				



Senior Equipment Mechanic Department: Public Works

Step A						
		\$7,077.71 /Month	\$47.	.18 /Hour		
		, , , , , , , , , , , , , , , , , , , ,	•	,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	1,310.08		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	86.14				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	0.040470	0.00				
Workers Comp.	0.049170	348.01	Harrie Baka	147.44%	18.28%	Takal Hassilis
Vision Insurance	0.014500	32.95	Hourly Rate	•	Citywide	Total Hourly
Medicare	0.014500	102.63	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,508.34 63.70	% \$77.24	\$113.88	\$14.12	\$205.24
		Annual Salary + Benefi	s \$139,032.53			
		Allitual Salary + Belleli	3133,032.33			
Step B						
этер в		¢7 421 F0 /Month	Ć 40) F.4. /I.I		
		\$7,431.59 /Month	\$49	9.54 /Hour		
	Total Benefits	\$4,600.68 61.93	% \$80.22	\$118.27	\$14.66	\$213.15
		Annual Salary + Benefi	s \$144,387.26	_		
Step C						
Step C		¢7 902 17 /Month	Ć.	0.02 /11		
		\$7,803.17 /Month	\$52	2.02 /Hour		
	Total Benefits	\$4,697.64 60.20	% \$83.34	\$122.87	\$15.23	\$221.44
			4450 000 54			
		Annual Salary + Benefi	s \$150,009.74			
Stan D						
Step D		\$8,193.33 /Month	A- A	1.62 /Have		
		\$8,193.33 /WOUTT	\$54	1.62 /Hour		
	Total Benefits	\$4,799.45 58.58	% \$86.62	\$127.71	\$15.83	\$230.16
		Annual Salary + Benefi	s \$155,913.34			
Step E						
		\$8,603.00 /Month	\$57	7.35 /Hour		
	Total Benefits	\$4,906.35 57.03	% \$90.06	\$132.79	\$16.46	\$239.31
		Annual Salary + Benefi	c \$162 112 12			
		Allitual Salary + Defiett	s \$162,112.12			



Senior Park/Maintenance Worker Department: Parks and Recreation

Step A						
		\$6,119.85 /Month	\$40.8	0 /Hour		
			·	,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	1,132.78		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	74.48				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	300.91		98.29%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	88.74	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,258.39 69.589	6 \$69.19	\$68.01	\$12.65	\$149.85
		Annual Salary + Benefits	\$124,538.97			
		Aimaai Salary 1 Deficites	712-7,330.57	=		
Step B						
Step B		\$6,425.85 /Month	¢42.0	4 /Hour		
		30,423.03 / WIOHUH	\$42.8	4 /Hour		
	Total Benefits	\$4,338.24 67.519	6 \$71.76	\$70.53	\$13.12	\$155.41
		Annual Salary + Benefits	\$129,169.03	=		
Step C						
		\$6,747.14 /Month	\$11.0	8 /Hour		
		30,747.14 / WOULT	\$44.5	o / Houi		
	Total Benefits	\$4,422.08 65.549	6 \$74.46	\$73.19	\$13.61	\$161.26
		, ,	,	•	,	
		Annual Salary + Benefits	\$134,030.59	=		
Step D						
		\$7,084.49 /Month	\$47.2	3 /Hour		
	Total Benefits	\$4,510.11 63.669	6 \$77.30	\$75.98	\$14.13	\$167.41
		Annual Calania Bara Co	Ć420 425 24			
		Annual Salary + Benefits	\$139,135.24	_		
Step E		·				
		\$7,438.72 /Month	\$49.5	9 /Hour		
	Total Benefits	\$4,602.54 61.879	6 \$80.28	\$78.90	\$14.67	\$173.85
		Annual Caller S. D. Co.	6444 407 44			
		Annual Salary + Benefits	\$144,495.11	=		



Senior Planner Department: Community Development

Step A							
		\$ 9,844.74 /M	onth	\$65.63	Hour		
Dan eft	B. de alatina litera				C-4		
Benefit PERS Francisco	Multiplier 0.185100	1 022 26		Non	Catego		
PERS - Employer	0.185100	1,822.26		NON-	Sworn Profession	ais / Supervisc	ors
Management Incentive		0.00					
EAP Health Insurance		3.89 1,667.00					
Dental Insurance		1,667.00					
LTD & STD Insurance	0.012170	119.81					
Life Insurance	0.00232	37.50					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	306.89					
Workers Comp.	0.049170	484.07			137.75%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	142.75		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	142.75	_	G Deficites	Overneau	Overneda	nate
	Total Benefits	\$5,569.22	56.57%	\$102.76	\$141.55	\$18.78	\$263.09
		Annual Salary +	Benefits _	\$184,967.46	=		
	_						
Step B							
		\$10,336.97 /M	onth	\$68.91	L /Hour		
	Total Benefits	\$5,697.66	55.12%	\$106.90	\$147.25	\$19.54	\$273.69
		Annual Salary +	Benefits _	\$192,415.63	=		
Step C							
		\$10,853.82 /M	onth	\$72.36	6 /Hour		
	Total Benefits	ĆE 022 E2	F2 740/	ć111 24	¢152.24	ć20.24	ć204 02
	rotal Benefits	\$5,832.53	53.74%	\$111.24	\$153.24	\$20.34	\$284.82
		Annual Salary +	Benefits =	\$200,236.22	=		
Step D							
		\$11,396.51 /M	onth	\$75.98	3 /Hour		
	Total Benefits	\$5,974.14	52.42%	\$115.80	\$159.52	\$21.17	\$296.49
		Annual Salary +	Benefits	\$208,447.83			
				,	=		
Step E							
		\$11,966.34 /M	onth	\$79.78	3 /Hour		
	Total Benefits	\$6,122.83	51.17%	\$120.59	\$166.12	\$22.04	\$308.75
		Annual Salary +	Benefits _	\$217,070.02	=		
			_		_		



Senior Police Records Clerk Department: Police

Step A							
otep / t		\$6,121.94 /	Month	\$40.81	1 /Hour		
					•		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,140.88			Office Employe	e Records	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.043470	173.10					
LTD & STD Insurance Life Insurance	0.012170	74.50 25.57					
Holiday Pay	0.000232	0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	303.06			39.69%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	89.37		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	03.37	-	G Delicitis	Overneau	Overneda	Nate
	Total Benefits	\$4,331.00	70.75%	\$69.69	\$27.66	\$12.74	\$110.09
		Annual Salary	+ Benefits =	\$125,435.20	=		
Step B							
		\$6,428.04 /	Month	\$42.85	5 /Hour		
	Total Benefits	\$4,410.87	68.62%	\$72.26	\$28.68	\$13.21	\$114.15
		Annual Salary	+ Benefits =	\$130,066.95	=		
Step C							
		\$6,749.43 /	Month	\$45.00	0 /Hour		
	Total Benefits	\$4,494.73	66.59%	\$74.96	\$29.75	\$13.70	\$118.41
		Annual Salary	+ Benefits	\$134,930.02	=		
Step D							
- COOP 2		\$7,086.91 /	Month	\$47.2	5 /Hour		
	Total Benefits	\$4,582.80	64.67%	\$77.80	\$30.88	\$14.22	\$122.90
		Annual Salary	+ Benefits	\$140,036.50	=		
Step E							
F =		\$7,441.26 /	Month	\$49.63	1 /Hour		
	Total Benefits	\$4,675.26	62.83%	\$80.78	\$32.06	\$14.77	\$127.61



Senior Solid Waste Equipment Operator Department: Public Works

Step A						
		\$6,742.67 /Month	\$44.9	5 /Hour		
		. ,	•	,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	1,248.07		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	82.06				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	331.54		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	97.77	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,420.91 65.57%	\$74.42	\$109.73	\$13.60	\$197.75
		Annual Salary + Benefits	\$133,962.99	_		
Step B						
5356.2		\$7,079.80 /Month	\$47.2	0 /Hour		
	Total Benefits	\$4,508.88 63.69%	\$77.26	\$113.91	\$14.12	\$205.29
		Annual Salary + Benefits	\$139,064.25	_		
Step C						
		\$7,433.79 /Month	\$49.5	6 /Hour		
	Total Benefits	\$4,601.25 61.90%	\$80.23	\$118.30	\$14.67	\$213.20
		Annual Salary + Benefits	\$144,420.57	_		
Step D						
		\$7,805.48 /Month	\$52.0	4 /Hour		
	Total Benefits	\$4,698.24 60.19%	\$83.36	\$122.90	\$15.24	\$221.50
		Annual Salary + Benefits	\$150,044.71	_		
Step E						
		\$8,195.76 /Month	\$54.6	4 /Hour		
	Total Benefits	\$4,800.08 58.57%	\$86.64	\$127.74	\$15.84	\$230.22
		Annual Salary + Benefits	\$155,950.06	=		
L						



Senior Street Maintenance Worker Department: Public Works

Step A							
- COOP / 1		\$6,379.28 /	Month	\$42.53	3 /Hour		
Benefit	Multiplier				Catego	24	
PERS - Employer	0.185100	1,180.80			Public Works - M		
Management Incentive	0.185100	0.00			Fublic Works - IVI	annenance	
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		1,667.00					
LTD & STD Insurance	0.012170	77.64					
	0.012170	77.64 5.54					
Life Insurance							
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	313.67			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	92.50	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,326.09	67.81%	\$71.37	\$105.23	\$13.05	\$189.65
		Annual Salary	+ Benefits	\$128,464.36	=		
Ston P							
Step B		AC COO 24 //					
		\$6,698.24 /	vionth	\$44.6	5 /Hour		
	Total Benefits	\$4,409.32	65.83%	\$74.05	\$109.18	\$13.54	\$196.77
		Annual Salary	+ Benefits _	\$133,290.69	=		
Step C							
Step C		\$7,033.15 /	Month	\$46.89	9 /Hour		
		77,033.13 /	WIOTICIT	γ -1 0.0.	<i>5</i> /11001		
	Total Benefits	\$4,496.71	63.94%	\$76.87	\$113.33	\$14.05	\$204.25
	Total beliefits	у ч , ч 50.71	03.5470	γ/0.0 /	Ģ113.33	714.03	7204.23
		Annual Salary	+ Benefits	\$138,358.34	_		
Step D							
Step D		\$7,384.81 /	Month	\$49.2	3 /Hour		
Step D	Total Benefits	\$ 7,384.81 / \$4,588.47	Month 62.13%	\$49.23 \$79.82	3 /Hour \$117.69	\$14.59	\$212.10
Step D	Total Benefits		62.13%			\$14.59	\$212.10
	Total Benefits	\$4,588.47	62.13%	\$79.82		\$14.59	\$212.10
Step D Step E	Total Benefits	\$4,588.47	62.13% + Benefits _	\$79.82 \$143,679.37		\$14.59	\$212.10
	Total Benefits Total Benefits	\$4,588.47 Annual Salary	62.13% + Benefits _	\$79.82 \$143,679.37	\$117.69	\$14.59 \$15.16	\$212.10 \$220.36



Senior Technician Department: City Manager

Step A							
		\$7,027.10 /Mon	ith	\$46.85	/Hour		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,300.72			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance Dental Insurance		1,667.00 173.10					
LTD & STD Insurance	0.012170	85.52					
Life Insurance	0.00232	29.35					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	345.52			52.40%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	101.89		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,518.94 6	4.31%	\$76.97	\$40.33	\$14.07	\$131.37
		Annual Calami I Bar	C: 4 -	Ć120 FF2 42			
		Annual Salary + Ber	nerits =	\$138,552.42	=		
Step B							
		\$7,378.45 /Mon	nth	\$49.19	/Hour		
		<i>\$1,616.16</i> / 111611		Ų 13.13	, 110ai		
	Total Benefits	\$4,610.62 6	2.49%	\$79.93	\$41.88	\$14.61	\$136.42
		Annual Salary + Ber	nefits =	\$143,868.87	•		
Step C							
5.55p 5		\$7,747.38 /Mon	nth	\$51.65	/Hour		
		4.7. 11.00 7		,	,		
	Total Benefits	\$4,706.89 6	0.75%	\$83.03	\$43.51	\$15.18	\$141.72
			c	4440 454 44			
		Annual Salary + Ber	nerits =	\$149,451.14	•		
Step D							
		\$8,134.75 /Mon	nth	\$54.23	/Hour		
		. ,					
	Total Benefits	\$4,807.97 5	9.10%	\$86.28	\$45.21	\$15.77	\$147.26
				A			
		Annual Salary + Ber	netits =	\$155,312.53	•		
Step E							
	_	\$8,541.48 /Mon	nth	\$56.94	/Hour		
		+ -,		Ç30.34	,		
	Total Benefits	\$4,914.10 5	7.53%	\$89.70	\$47.00	\$16.40	\$153.10
		Annual Salary + Ber	nefits _	\$161,466.98			



Senior Technician Department: Community Development

Step A							
		\$ 7,027.10 /N	√lonth	\$46.85	6 /Hour		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,300.72			Office Empl	oyees	
Management Incentive		0.00					
EAP Health Insurance		3.89 1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	85.52					
Life Insurance	0.00232	29.35					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	345.52			137.75%	18.28%	
Vision Insurance	0.0.5270	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	101.89		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$4,518.94	64.31%	\$76.97	\$106.03	\$14.07	\$197.07
		Annual Salary	Benefits _	\$138,552.42	=		
Step B							
		\$ 7,378.45 /N	Month	\$49.1	9 /Hour		
	Total Benefits	\$4,610.62	62.49%	\$79.93	\$110.10	\$14.61	\$204.64
		Annual Salary	Benefits _	\$143,868.87	=		
Step C							
		\$7,747.38 /	Month	\$51.6	5 /Hour		
	Total Benefits	\$4,706.89	60.75%	\$83.03	\$114.37	\$15.18	\$212.58
		Annual Salary	Benefits =	\$149,451.14	=		
Step D							
		\$8,134.75 /	√lonth	\$54.2	3 /Hour		
	Total Benefits	\$4,807.97	59.10%	\$86.28	\$118.86	\$15.77	\$220.91
		Annual Salary	Benefits =	\$155,312.53	=		
Step E							
		\$8,541.48 /	Month	\$56.9	4 /Hour		
	Total Benefits	\$4,914.10	57.53%	\$89.70	\$123.57	\$16.40	\$229.67



Senior Water Distribution Worker Department: Public Works

Step A							
Step A		\$7,243.63 /Mor	nth	\$48.29	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	_	
PERS - Employer	0.185100	1,340.80			Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.012170	173.10					
LTD & STD Insurance	0.012170	88.15					
Life Insurance		5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.040470	0.00					
Workers Comp.	0.049170	356.17			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	105.03	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,551.63 6	52.84%	\$78.64	\$115.94	\$14.37	\$208.95
		Annual Salary + Be	nefits _	\$141,543.18	=		
Step B							
		\$7,605.81 /Mor	nth	\$50.71	L /Hour		
	Total Benefits	\$4,646.14	51.09%	\$81.68	\$120.43	\$14.93	\$217.04
		Annual Salary + Be	nefits =	\$147,023.45	=		
Step C							
		\$7,986.10 /Mor	nth	\$53.24	1/Hour		
	Total Benefits	\$4,745.37 5	59.42%	\$84.88	\$125.14	\$15.52	\$225.54
		Annual Salary + Be	nefits =	\$152,777.73	=		
Step D							
		\$8,385.41 /Mor	nth	\$55.90) /Hour		
	Total Benefits	\$4,849.57 5	57.83%	\$88.23	\$130.09	\$16.13	\$234.45
		Annual Salary + Be	nefits =	\$158,819.73	=		
Step E							
		\$8,804.68 /Mor	nth	\$58.70) /Hour		
	Total Benefits	\$4,958.97 5	6.32%	\$91.76	\$135.29	\$16.77	\$243.82



Senior Water Service Worker Department: Public Works

Step A						
		\$6,563.95 /Month	\$43.7	6 /Hour		
				•		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	1,214.99		Public Works - N	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	79.88				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	0.040470	0.00				
Workers Comp.	0.049170	322.75	Haurba Bata	147.44%	18.28%	Total Harrier
Vision Insurance	0.014500	32.95	Hourly Rate	Department Overhead	Citywide	Total Hourly
Medicare	0.014500	95.18	& Benefits	Overnead	Overhead	Rate
	Total Benefits	\$4,374.28 66.649	6 \$72.92	\$107.52	\$13.33	\$193.77
		Annual Salary + Benefits	\$131,258.70	=		
Step B						
этер в		\$6,892.15 /Month	Ć 4E O	NE /11		
		30,892.15 / IVIOITUI	\$45.9	95 /Hour		
	Total Benefits	\$4,459.92 64.719	6 \$75.68	\$111.58	\$13.83	\$201.09
		Annual Salary + Benefits	\$136,224.75	=		
Step C						
		\$7,236.75 /Month	\$48.2	25 /Hour		
	Total Benefits	\$4,549.84 62.879	6 \$78.58	\$115.85	\$14.36	\$208.79
		Annual Salary + Benefits	\$141,439.10			
		. amaan salary . Delletta	Ψ±1,1031±0	_		
Step D						
		\$7,598.59 /Month	\$50.6	66 /Hour		
	Total Benefits	\$4,644.26 61.129	% \$81.62	\$120.34	\$14.92	\$216.88
		Annual Salary + Benefits	\$146,914.17	=		
Step E						
		\$7,978.52 /Month	\$53.1	9 /Hour		
	Total Benefits	\$4,743.40 59.459	6 \$84.81	\$125.05	\$15.50	\$225.36
		Annual Salary + Benefits	\$152,662.99	=		



Solid Waste Equipment Operator I Department: Public Works

Step A							
otep A		\$5,547.21 /N	Month	\$36.98	3 /Hour		
		. ,		·	•		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,026.79			Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.012170	173.10					
LTD & STD Insurance Life Insurance	0.012170	67.51 5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	272.76			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.43		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,108.97	74.07%	\$64.37	\$94.91	\$11.77	\$171.05
		Annual Salary +	Benefits =	\$115,874.17	=		
Stop P							
Step B		ć= 024 = 7 /b	4	400.0	a //··		
		\$ 5,824.57 /N	viontn	\$38.8	3 /Hour		
	Total Benefits	\$4,181.34	71.79%	\$66.71	\$98.35	\$12.19	\$177.25
		Annual Salary -	Benefits =	\$120,070.99	=		
Step C							
- C-		\$6,115.80 /	Month	\$40.7	7 /Hour		
	Total Benefits	\$4,257.34	69.61%	\$69.15	\$101.96	\$12.64	\$183.75
		Annual Salary	Benefits =	\$124,477.65	=		
Step D							
		\$6,421.59 /	Month	\$42.8	1 /Hour		
	Total Benefits	\$4,337.13	67.54%	\$71.72	\$105.75	\$13.11	\$190.58
		Annual Salary	Benefits =	\$129,104.64	=		
Step E							
		\$6,742.67 /	Month	\$44.9	5 /Hour		
	Total Benefits	\$4,420.91	65.57%	\$74.42	\$109.73	\$13.60	\$197.75
		Annual Salary	Benefits _	\$133,962.99	_		



Solid Waste Equipment Operator II Department: Public Works

Step A							
Step A		\$6,115.80 /	Month	\$40.77	7 /Hour		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,132.03			Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance LTD & STD Insurance	0.012170	173.10 74.43					
Life Insurance	0.012170	74.43 5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	300.71			147.44%	18.28%	
Vision Insurance	5.5.55	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	88.68		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,257.34	69.61%	\$69.15	\$101.96	\$12.64	\$183.75
		Annual Salary	+ Benefits =	\$124,477.65	=		
Step B							
		\$6,421.59 /	Month	\$42.8	1 /Hour		
	Total Benefits	\$4,337.13	67.54%	\$71.72	\$105.75	\$13.11	\$190.58
		Annual Salary	+ Benefits =	\$129,104.64	=		
Step C							
		\$6,742.67 /	Month	\$44.9	5 /Hour		
	Total Benefits	\$4,420.91	65.57%	\$74.42	\$109.73	\$13.60	\$197.75
		Annual Salary	+ Benefits =	\$133,962.99	=		
Step D							
		\$7,079.80 /	Month	\$47.2	0 /Hour		
	Total Benefits	\$4,508.88	63.69%	\$77.26	\$113.91	\$14.12	\$205.29
		Annual Salary	+ Benefits =	\$139,064.25	=		
Step E							
Step E		\$7,433.79 /	Month	\$49.5	6 /Hour		
Step E	Total Benefits	\$7,433.79 / \$4,601.25	Month 61.90%	\$49.5 \$80.23	6 /Hour \$118.30	\$14.67	\$213.20



Solid Waste Manager Department: Public Works

Step A						
·		\$9,685.10 /Month	\$64.57	7 /Hour		
Benefit	Multiplier			Catego	rv.	
PERS - Employer	0.185100	1,792.71	Nor	n-Sworn Manager		al
Management Incentive	0.105100	0.00	1401	1 SWOTT WILLIAGE	37 comachia	41
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	117.87				
Life Insurance	0.000232	37.50				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	3% + \$110	400.55				
Workers Comp.	0.049170	476.22		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	140.43	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,621.22 58.04%	\$102.04	\$150.45	\$18.65	\$271.14
		Annual Salary + Benefits	\$183,675.90			
		•		=		
Step B						
		\$10,169.36 /Month	\$67.80	0 /Hour		
	Total Benefits	\$5,747.59 56.52%	\$106.11	\$156.45	\$19.40	\$281.96
		Annual Salary + Benefits	\$191,003.30	=		
Step C						
		\$10,677.82 /Month	\$71.19	9 /Hour		
	Total Benefits	\$5,880.26 55.07%	\$110.39	\$162.75	\$20.18	\$293.32
		Annual Salary + Benefits	\$198,697.07	=		
Step D						
		\$11,211.72 /Month	\$74.74	4 /Hour		
	Total Benefits	\$6,019.58 53.69%	\$114.88	\$169.37	\$21.00	\$305.25
		Annual Salary + Benefits	\$206,775.53	=		
Step E						
2007 2	_	\$11,772.30 /Month	\$78.48	8 /Hour		
	Total Benefits	\$6,165.86 52.38%	\$119.59	\$176.32	\$21.86	\$317.77
		Annual Salary + Benefits	\$215,257.91	=		



Solid Waste Supervisor Department: Public Works

Step A						
		\$8,072.60 /Month	\$53.8	2 /Hour		
Benefit	Multiplier			Catego	nrv	
PERS - Employer	0.185100	1,494.24	Non	-Sworn Professior		ors
Management Incentive	0.103100	0.00	14011	3401111101033101	idis / Superviso	51.5
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	98.24				
Life Insurance	0.000232	33.71				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	2% + \$110	271.45				
Workers Comp.	0.049170	396.93		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	117.05	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,067.57 62.779	6 \$87.60	\$129.16	\$16.01	\$232.77
		Annual Salary + Benefits	\$157,682.04			
		Aimaai Salary 1 Delicins	7137,002.04	=		
Step B						
		\$8,476.23 /Month	\$56.5	1 /Hour		
	Total Benefits	\$5,172.89 61.039	6 \$90.99	\$134.16	\$16.63	\$241.78
		Annual Salary + Benefits	\$163,789.48	=		
Step C						
		\$8,900.04 /Month	\$59.3	3 /Hour		
	Total Benefits	\$5,283.48 59.369	6 \$94.56	\$139.41	\$17.28	\$251.25
		Annual Salary + Benefits	\$170,202.29	=		
Step D						
		\$9,345.05 /Month	\$62.3	0 /Hour		
	Total Benefits	\$5,399.60 57.789	6 \$98.30	\$144.93	\$17.97	\$261.20
		Annual Salary + Benefits	\$176,935.75	=		
Step E						
300 L	_	\$9,812.30 /Month	\$65.4	2 /Hour		
	Total Benefits	\$5,521.52 56.279	6 \$102.23	\$150.72	\$18.69	\$271.64
		Annual Salary + Benefits	\$184,005.87	_		



Street Maintenance Worker I Department: Public Works

Step A						
		\$5,034.82 /Month	\$33.	57 /Hour		
		, , , , , , , , , , , , , , , , , , , ,	,	,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	931.94		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	61.27				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	247.56		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	73.00	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,975.27 78.90	\$60.07	\$88.56	\$10.98	\$159.61
		Annual Salary + Benefi	\$108,121.01			
Step B						
		\$5,286.56 /Month	\$35	.24 /Hour		
	Total Benefits	\$4,040.95 76.44	\$62.18	\$91.68	\$11.37	\$165.23
		Annual Salary + Benefi	\$111,930.17	_		
Step C						
		\$5,550.89 /Month	\$37	.01 /Hour		
	Total Benefits	\$4,109.93 74.04	\$64.41	\$94.96	\$11.77	\$171.14
		Annual Salary + Benefi	ts \$115,929.79			
Step D						
		\$5,828.43 /Month	\$38	.86 /Hour		
	Total Benefits	\$4,182.35 71.70	\$66.74	\$98.40	\$12.20	\$177.34
		Annual Salary + Benefi	\$120,129.39	_		
Step E						
		\$6,119.85 /Month	\$40	.80 /Hour		
	Total Benefits	\$4,258.39 69.58	\$69.19	\$102.01	\$12.65	\$183.85
		Annual Salary + Benefi	\$124,538.97	_		



Street Maintenance Worker II Department: Public Works

Step A							
		\$5,550.89 /N	/lonth	\$37.01	l /Hour		
Benefit	Multiplier				Catego	rv	
PERS - Employer	0.185100	1,027.47			Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	67.55					
Life Insurance		5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	272.94			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	80.49	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,109.93	74.04%	\$64.41	\$94.96	\$11.77	\$171.14
		Annual Salary +	Benefits	\$115,929.79			
			_		=		
Step B							
		\$ 5,828.43 /N	/lonth	\$38.8	6 /Hour		
	Total Benefits	\$4,182.35	71.76%	\$66.74	\$98.40	\$12.20	\$177.34
		Annual Salary +	Benefits	\$120,129.39	=		
Step C							
		\$6,119.85 /N	/lonth	\$40.80	0 /Hour		
	Total Benefits	\$4,258.39	69.58%	\$69.19	\$102.01	\$12.65	\$183.85
		Annual Salary +	Benefits _	\$124,538.97	=		
Step D							
		\$6,425.85 /N	/lonth	\$42.8	4 /Hour		
	Total Benefits	\$4,338.24	67.51%	\$71.76	\$105.80	\$13.12	\$190.68
		Annual Salary +	Benefits _	\$129,169.03	=		
Step E	_						
Step L		\$6,747.14 /N	/lonth	\$44.9	8 /Hour		
	Total Benefits	\$4,422.08	65.54%	\$74.46	\$109.79	\$13.61	\$197.86



Street Sweeper Operator Department: Public Works

Step A						
otop / t		\$5,825.61 /Month	\$38.84	4 /Hour		
		, , , , , , , , , , , , , , , , , , , ,	,	,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	1,078.32		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	70.90				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	286.45		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	84.47	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,181.61 71.78%	\$66.71	\$98.36	\$12.20	\$177.27
		Annual Salary + Benefits	\$120,086.70	_		
Step B						
01000		\$6,116.89 /Month	\$40.7	8 /Hour		
	Total Benefits	\$4,257.62 69.60%		\$101.97	\$12.64	\$183.77
	Total Bellents	34,237.02 09.00%	303.10	\$101.57	712.04	Ş103.77
		Annual Salary + Benefits	\$124,494.14	_		
Step C						
		\$6,422.73 /Month	\$42.8	2 /Hour		
	Total Benefits	\$4,337.43 67.53%	\$71.73	\$105.77	\$13.11	\$190.61
		Annual Salary + Benefits	\$129,121.96			
		a. calary . Denomics	7,122.00	=		
Step D						
		\$6,743.87 /Month	\$44.9	6 /Hour		
	Total Benefits	\$4,421.23 65.56%	\$74.43	\$109.75	\$13.61	\$197.79
		Annual Salary + Benefits	\$133,981.17	=		
Step E						
510p 1		\$7,081.07 /Month	\$47.2	1 /Hour		
	Total Benefits	\$4,509.21 63.68%	\$77.27	\$113.92	\$14.12	\$205.31
		Annual Salary + Benefits	\$139,083.34			
		,				



Streets Manager Department: Public Works

Step A						
		\$9,553.76 /Month	\$63.69	9 /Hour		
- 0						
<u>Benefit</u>	<u>Multiplier</u>	4.760.40		Catego		
PERS - Employer	0.185100	1,768.40	Nor	n-Sworn Manager	rs / Confidentia	al .
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00 173.10				
LTD & STD Insurance	0.012170	116.27				
Life Insurance	0.00232	37.50				
Holiday Pay	0.000232	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	3% + \$110	396.61				
Workers Comp.	0.049170	469.76		147.44%	18.28%	
Vision Insurance	0.043170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	138.53	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	130.33	- a belieffes	Overneau	Overneau	Nate
	Total Benefits	\$5,583.01 58.44%	\$100.91	\$148.78	\$18.45	\$268.14
		Annual Salary + Benefits	\$181,641.22	=		
Step B						
этер в		¢10 021 45 /\damph	466.0	0 (1)		
		\$10,031.45 /Month	\$66.88	8 /Hour		
	Total Benefits	\$5,707.66 56.90%	\$104.93	\$154.70	\$19.18	\$278.81
		Annual Salary + Benefits	\$188,869.25	=		
Step C						
		\$10,533.02 /Month	\$70.2	2 /Hour		
	Total Benefits	\$5,838.54 55.43%	\$109.14	\$160.92	\$19.95	\$290.01
		Annual Salary + Benefits	\$196,458.68	=		
Step D						
		\$11,059.67 /Month	\$73.7	3 /Hour		
	Total Benefits	\$5,975.96 54.03%	\$113.57	\$167.45	\$20.76	\$301.78
		Annual Salary + Benefits	\$204,427.58	=		
Step E						
		\$11,612.65 /Month	\$77.4	2 /Hour		
	Total Benefits	\$6,120.26 52.70%	\$118.22	\$174.30	\$21.61	\$314.13
		Annual Salary + Benefits	\$212,794.93	=		



Streets Supervisor Department: Public Works

Step A							
		\$8,311.04 /	∕lonth	\$55.41	L/Hour		
Benefit	Multiplier				<u>Catego</u>	rv	
PERS - Employer	0.185100	1,538.37		Non-	Sworn Profession		nrs
Management Incentive	0.103100	0.00		11011	344011111010331011	ais, supervise	,15
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	101.15					
Life Insurance	0.000232	34.71					
Holiday Pay	0.000101	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	276.22					
Workers Comp.	0.049170	408.65			147.44%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	120.51		& Benefits	Overhead	Overhead	Rate
iviedicare	0.014300	120.51	_	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$5,135.55	61.79%	\$89.64	\$132.17	\$16.39	\$238.20
		Annual Salary +	Benefits _	\$161,359.12	=		
Stop P							
Step B		40 706 F0 /h	4 11		- 6.		
		\$8,726.59 /N	viontn	\$58.18	8 /Hour		
	Total Benefits	\$5,243.99	60.09%	\$93.14	\$137.32	\$17.03	\$247.49
		Annual Salary +	Benefits _	\$167,646.95	=		
Step C							
510p 5		\$9,162.92 /N	Month	\$61.09	9 /Hour		
	Total Benefits	\$5,357.84	58.47%	\$96.81	\$142.73	\$17.70	\$257.24
				*			
		Annual Salary +	Benefits =	\$174,249.18	=		
Step D							
		\$9,621.07 /N	Month	\$64.14	4 /Hour		
	Total Benefits	\$5,477.39	56.93%	\$100.66	\$148.41	\$18.40	\$267.47
		Annual Salary +	Benefits _	\$181,181.52	=		
Step E							
3100 2		\$10,102.12 /N	Иonth	\$67.3	5 /Hour		
	Total Benefits	\$5,602.92	55.46%	\$104.70	\$154.37	\$19.14	\$278.21
		Annual Salary +		\$188,460.47	-	-	•
		adi Jului y	=	Ţ_00]100111	=		



Technical Assistant I Department: Finance and Information Systems

Step A							
		\$5,259.22 /Mont	h	\$35.06	/Hour		
<u>Benefit</u>	<u>Multiplier</u>	070.40			Catego		
PERS - Employer	0.185100	973.48			Office Empl	oyees	
Management Incentive		0.00					
EAP Health Insurance		3.89 1,667.00					
Dental Insurance		1,667.00					
LTD & STD Insurance	0.012170	64.00					
Life Insurance	0.000232	21.96					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	258.60			32.03%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	76.26		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,050.24 77.	.01%	\$62.06	\$19.88	\$11.35	\$93.29
		Annual Salary + Bene	efits	\$111,713.51			
		Annual Salary . Bene	=	7111,713.31	=		
Step B							
		\$5,522.18 /Mont	h	\$36.81	/Hour		
					•		
	Total Benefits	\$4,118.86 74.	.59%	\$64.27	\$20.59	\$11.75	\$96.61
		Annual Calama - Bassa	· C	Ć445 CO2 44			
		Annual Salary + Bene	=	\$115,692.44	=		
Step C							
		\$5,798.29 /Mont	h	\$38.66	/Hour		
	Total Benefits	\$4,190.91 72.	.28%	\$66.59	\$21.33	\$12.17	\$100.09
		Annual Calary + Pone	ofite	\$119,870.32			
		Annual Salary + Bene	=	Ç113,070.32	•		
Step D							
		\$6,088.20 /Mont	h	\$40.59	/Hour		
		. ,			•		
	Total Benefits	\$4,266.56 70.	.08%	\$69.03	\$22.11	\$12.62	\$103.76
			.	A			
		Annual Salary + Bene	etits =	\$124,257.10	=		
Step E							
3000	_	\$6,392.61 /Mont	h	\$42.62	/Hour		
		7-,		Ψ 12.02	,		
	Total Benefits	\$4,345.99 67.	.98%	\$71.59	\$22.93	\$13.09	\$107.61
		Annual Salary + Bene	efits _	\$128,863.21	=		



Technical Assistant I Department: Public Works

Step A							
Step A		\$5,259.22 /	Month	\$25.06	6 /Hour		
		33,233.22 /	WIOTILIT	333.00	J / Hour		
Benefit	Multiplier				Catego	ry	
PERS - Employer	0.185100	973.48			Office Empl	loyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	64.00					
Life Insurance	0.000232	21.96					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.040470	0.00					
Workers Comp.	0.049170	258.60		Harrie Baka	147.44%	18.28%	T-4-111
Vision Insurance Medicare	0.014500	32.95 76.26		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly
Medicare	0.014500	70.20	_	& belieffts	Overneau	Overneau	Rate
	Total Benefits	\$4,050.24	77.01%	\$62.06	\$91.51	\$11.35	\$164.92
		Annual Salary	+ Benefits =	\$111,713.51	=		
Step B							
Step b		ĆE E22 10 /	Month	ć2C 0.	4. /11		
		\$5,522.18 /	viontn	\$36.83	1 /Hour		
	Total Benefits	\$4,118.86	74.59%	\$64.27	\$94.76	\$11.75	\$170.78
		Annual Salary	+ Benefits	\$115,692.44	=		
Cham C							
Step C		A					
		\$5,798.29 /	Month	\$38.60	6 /Hour		
	Total Benefits	\$4,190.91	72.28%	\$66.59	\$98.19	\$12.17	\$176.95
		Amounal Colomy	. Donofito	\$119,870.32			
		Annual Salary	=	3113,670.32	=		
Step D							
		\$6,088.20 /	Month	\$40.50	9 /Hour		
		30,000.20 /	WIOTILIT	\$40.5	9 / Houi		
	Total Benefits	\$4,266.56	70.08%	\$69.03	\$101.78	\$12.62	\$183.43
	Total Belletits	74,200.30	70.0070	Ç03. 03	7101.76	712.02	7103.43
		Annual Salary	+ Benefits	\$124,257.10			
		,	=	. ,	=		
Step E							
		åc 202 ca //	Manth	\$12.6	2 /Hour		
·		\$6,392.61 /	VIOIILII	542.02	2 / HOUI		
	Total Repetits					\$12 00	\$190.22
	Total Benefits	\$4,345.99	67.98%	\$71.59	\$105.55	\$13.09	\$190.23
	Total Benefits		67.98%			\$13.09	\$190.23



Technical Assistant II
Department: Finance and Information Systems

Step A						
		\$5,798.29 /Month	\$38.6	6 /Hour		
- "						
<u>Benefit</u>	Multiplier 0.405400	4.072.26		Catego		
PERS - Employer	0.185100	1,073.26		Office Emp	ioyees	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00				
LTD & STD Insurance	0.012170	173.10 70.57				
Life Insurance	0.012170 0.000232	70.57 24.21				
	0.000232	0.00				
Holiday Pay						
Uniform Allowance Standby		0.00 0.00				
Retiree Medical		779.00				
		0.00				
Deferred Comp.	0.049170	285.10		22.020/	40.200/	
Workers Comp. Vision Insurance	0.049170	32.95	Hourly Boto	32.03% Department	18.28%	Total Hourly
Medicare	0.014500	32.95 84.08	Hourly Rate & Benefits	Overhead	Citywide Overhead	Rate
iviedicare	0.014500	04.00	& beliefits	Overneau	Overneau	Kate
	Total Benefits	\$4,193.16 72.32	% \$66.61	\$21.34	\$12.18	\$100.13
		Annual Salary + Benefit	s \$119,897.34			
		7 valu. y + 2 c	Ψ=====================================	_		
Step B						
·		\$6,088.20 /Month	\$40.5	9 /Hour		
	Total Benefits	\$4,268.81 70.12	% \$69.05	\$22.12	\$12.62	\$103.79
		Annual Salary + Benefit	\$ \$124,284.11	=		
Step C						
		\$6,392.61 /Month	\$42.6	2 /Hour		
	Total Benefits	\$4,348.24 68.02	% \$71.61	\$22.94	\$13.09	\$107.64
		Annual Salary + Benefit	s \$128,890.23			
		Allitual Salary + Deficit	3 7120,070.25	=		
Step D						
		\$6,712.24 /Month	\$44.7	5 /Hour		
	Total Benefits	\$4,431.65 66.02	% \$74.29	\$23.80	\$13.58	\$111.67
		Annual Salary + Benefit	s \$133,726.64	_		
Step E						
Step L		\$7,047.85 /Month	\$46.9	9 /Hour		
	Total Benefits	\$4,519.22 64.12	% \$77.11	\$24.70	\$14.10	\$115.91
		Annual Salary + Benefit	s \$138,804.88	=		



Technical Assistant II Department: Public Works

Step A							
Step A		\$5,798.29 /	Month	\$38.66	6 /Hour		
		, , , , , , , , , , , , , , , , , , , ,		,	,		
Benefit	Multiplier				Catego		
PERS - Employer	0.185100	1,073.26			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.043470	173.10					
LTD & STD Insurance	0.012170 0.000232	70.57					
Life Insurance Holiday Pay	0.000232	24.21 0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	285.10			147.44%	18.28%	
Vision Insurance	0.013170	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	84.08		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$4,193.16	72.32%	\$66.61	\$98.21	\$12.18	\$177.00
		Annual Salary	+ Benefits	\$119,897.34			
		,			=		
Step B							
		\$6,088.20 /1	Month	\$40.59	9 /Hour		
	Total Benefits	\$4,268.81	70.12%	\$69.05	\$101.80	\$12.62	\$183.47
		Annual Salary	+ Benefits	\$124,284.11			
Step C		ÅC 202 C4 /2					
		\$6,392.61 /	vionth	\$42.62	2 /Hour		
	T-+-! D	64.240.24					
	Total Benefits	\$4,348.24	68.02%	\$71.61	\$105.58	\$13.09	\$190.28
	Total Benefits				\$105.58	\$13.09	\$190.28
	Total Benefits	\$4,348.24 Annual Salary		\$71.61 \$128,890.23	\$105.58 =	\$13.09	\$190.28
Step D	Total Benefits				\$105.58 =	\$13.09	\$190.28
Step D	Total Benefits		+ Benefits =	\$128,890.23	\$105.58 = 5 /Hour	\$13.09	\$190.28
Step D	_	Annual Salary	+ Benefits _	\$128,890.23	= 5 /Hour		
Step D	Total Benefits	\$6,712.24 /I \$4,431.65	Henefits =	\$128,890.23 \$44.75 \$74.29	=	\$13.09 \$13.58	\$190.28 \$197.41
Step D	_	Annual Salary \$6,712.24 /	Henefits =	\$128,890.23	= 5 /Hour		
Step D Step E	_	\$6,712.24 /I \$4,431.65	Henefits =	\$128,890.23 \$44.75 \$74.29	= 5 /Hour		
	_	\$6,712.24 /I \$4,431.65	Henefits = Month 66.02%	\$128,890.23 \$44.75 \$74.29 \$133,726.64	= 5 /Hour		
	_	\$6,712.24 / S\$4,431.65 Annual Salary	Henefits = Month 66.02%	\$128,890.23 \$44.75 \$74.29 \$133,726.64	= 5 /Hour \$109.54 =		
	Total Benefits	\$6,712.24 / \\\$4,431.65 \\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	Henefits = Month 66.02% Henefits = Month 64.12%	\$128,890.23 \$44.75 \$74.29 \$133,726.64	= 5 /Hour \$109.54 = 9 /Hour	\$13.58	\$197.41



Utilities Maintenance Mechanic Department: Public Works

Step A							
		\$7,278.48 /Month		\$48.52	2 /Hour		
		, , ,			,		
<u>Benefit</u>	Multiplier				Catego	ry	
PERS - Employer	0.185100	1,347.25			Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	88.58					
Life Insurance		5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	0.040470	0.00					
Workers Comp.	0.049170	357.88		d. D.A.	147.44%	18.28%	Takal Harrida
Vision Insurance	0.014500	32.95		ly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	105.54	<u>& B6</u>	enefits	Overhead	Overhead	Rate
	Total Benefits	\$4,560.73 62.6	5% \$78	8.93	\$116.37	\$14.43	\$209.73
		Annual Salary + Benefi	tc \$1/12	070.42			
		Allitual Salary + Belleli	3142,	070.42	=		
Step B							
этер в		¢7.642.40 /Manth		ĆEO O	F /11		
		\$7,642.40 /Month		\$50.9	5 /Hour		
	Total Benefits	\$4,655.69 60.9	2% \$8:	1.99	\$120.88	\$14.99	\$217.86
		Annual Salary + Benefi	ts \$147,	577.06	=		
Step C							
Step C		ć0.024.52 /Manth		å=2 =	0 /11		
		\$8,024.52 /Month		\$53.50	0 /Hour		
	Total Benefits	\$4,755.40 59.2	5% \$8!	5.20	\$125.62	\$15.57	\$226.39
		Annual Salary + Benefi	ts \$153,	359.02	=		
Cton D							
Step D		60 42E 7E /h4= +l		A-0	¬ /ı.		
		\$8,425.75 /Month		\$56.1	7 /Hour		
	Total Benefits	\$4,860.09 57.6	3% \$88	8.57	\$130.59	\$16.19	\$235.35
		Annual Salary + Benefi	ts \$159,	430.08	=		
Step E							
		\$8,847.03 /Month		\$58.9	8 /Hour		
	Total Benefits	\$4,970.02 56.13	3% \$92	2.11	\$135.81	\$16.84	\$244.76
		Annual Salary + Benefi	ts \$165,	804.70			
		-			=		



Wastewater Laboratory Technician I Department: Public Works

Step A						
		\$6,184.36 /Month	\$41.2	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>	= 0		Catego		
PERS - Employer	0.185100	1,144.73		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance	0.042470	173.10				
LTD & STD Insurance	0.012170	75.26				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	0.040470	0.00				
Workers Comp.	0.049170	304.09	Harrier Baka	147.44%	18.28%	Takal Hannin
Vision Insurance	0.014500	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	89.67	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,275.23 69.13	% \$69.73	\$102.81	\$12.75	\$185.29
		Annual Salary + Benefits	\$125,515.06	_		
Step B						
		\$6,493.58 /Month	\$43.2	9 /Hour		
	Total Benefits	\$4,355.91 67.089	% \$72.33	\$106.64	\$13.22	\$192.19
		Annual Salary + Benefits	\$130,193.92	_		
Step C						
		\$6,818.26 /Month	\$45.4	16 /Hour		
	Total Benefits	\$4,440.64 65.139	% \$75.06	\$110.67	\$13.72	\$199.45
		Annual Salary + Benefits	\$135,106.73	=		
Step D						
- 300p 2		\$7,159.17 /Month	\$47.7	3 /Hour		
	Total Benefits	\$4,529.59 63.279	% \$77.93	\$114.89	\$14.24	\$207.06
		Annual Salary + Benefits	\$140,265.18	=		
Step E						
		\$7,517.13 /Month	\$50.1	1 /Hour		
	Total Benefits	\$4,623.00 61.509	% \$80.93	\$119.33	\$14.79	\$215.05
		Annual Salary + Benefits	\$145,681.55	=		



Wastewater Laboratory Technician II Department: Public Works

Step A						
		\$6,818.26 /Month	\$45.46	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	1,262.06		Public Works - M	aintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00 173.10				
LTD & STD Insurance	0.012170	82.98				
Life Insurance	0.012170	5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	335.25		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	98.86	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,440.64 65.13%	\$75.06	\$110.67	\$13.72	\$199.45
		Annual Calamy Banafita	¢12E 106 72			
		Annual Salary + Benefits	\$135,106.73	=		
Step B						
		\$7,159.17 /Month	\$47.7	3 /Hour		
		ψ1 , 200121 ,ο	Ψ	o / o u .		
	Total Benefits	\$4,529.59 63.27%	\$77.93	\$114.89	\$14.24	\$207.06
		Annual Salary + Benefits	\$140,265.18	=		
Step C						
		\$7,517.13 /Month	\$50.1	1 /Hour		
		ψ1 , 0=11=0 ,ο	450.1	_ /		
	Total Benefits	\$4,623.00 61.50%	\$80.93	\$119.33	\$14.79	\$215.05
		Annual Salary + Benefits	\$145,681.55	=		
Step D						
		\$7,892.99 /Month	\$52.6	2 /Hour		
			, =	•		
	Total Benefits	\$4,721.08 59.81%	\$84.09	\$123.99	\$15.37	\$223.45
			A4=4 000 = 1			
		Annual Salary + Benefits	\$151,368.74	=		
Step E						
		\$8,287.64 /Month	\$55.2	5 /Hour		
		•	-			
	Total Benefits	\$4,824.06 58.21%	\$87.41	\$128.88	\$15.98	\$232.27
		Annual Calamy Danetita	\$1E7 240 20			
		Annual Salary + Benefits	\$157,340.29	=		



Wastewater Operations Manager Department: Public Works

Step A							
		\$9,771.99 /Month		\$65.15	/Hour		
Benefit	Multiplier				Catago	m.	
PERS - Employer	0.185100	1,808.80		Non	<u>Catego</u> -Sworn Manager		J
Management Incentive	0.185100	0.00		NOIT	-Sworn Manager	3 / Comidentia	"
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	118.93					
Life Insurance	0.000232	37.50					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	3% + \$110	403.16					
Workers Comp.	0.049170	480.49			147.44%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	141.69		& Benefits	Overhead	Overhead	Rate
Wicalcure	0.014300	141.05	_	G Deficites	Overneau	Overnicuu	nate
	Total Benefits	\$5,646.50 57.7	8%	\$102.79	\$151.55	\$18.79	\$273.13
		Annual Salary + Benef	its	\$185,021.93	=		
Step B							
Step B		\$10,260.59 /Month		\$68.40) /Hour		
		, ,, ,, ,, ,, ,,		,	,		
	Total Benefits	\$5,774.00 56.2	7%	\$106.90	\$157.61	\$19.54	\$284.05
		Annual Salary + Benef	its	\$192,415.06	=		
Step C							
		\$10,773.62 /Month		\$71.82	! /Hour		
	Total Benefits	\$5,907.87 54.8	4%	\$111.21	\$163.97	\$20.33	\$295.51
		Annual Salary + Benef	its	\$200,177.86			
				, 200, 2. 7. 100	=		
Step D							
		\$11,312.30 /Month		\$75.42	! /Hour		
	Total Benefits	\$6,048.43 53.4	7%	\$115.74	\$170.64	\$21.16	\$307.54
		Annual Salary + Benef	its	\$208,328.79	=		
Step E							
Step E		\$11,877.92 /Month		\$79.19	/Hour		
	Total Benefits	\$6,196.02 52.1	6%	\$120.49	\$177.65	\$22.03	\$320.17
		Annual Salary + Benef	- ICS	\$216,887.27	=		



Wastewater Treatment Plant Operator Assistant Department: Public Works

\$4,845.58 Month \$32.30 Hour
PERS - Employer 0.185100 896.92 Public Works - Maintenance Management Incentive EAP 3.89 Public Works - Maintenance Health Insurance 1,667.00 Person of the property of
PERS - Employer 0.185100 896.92 Public Works - Maintenance Management Incentive EAP 3.89 Public Works - Maintenance Health Insurance 1,667.00 Person of the property of
Management Incentive EAP 3.89 Health Insurance 1,667.00 Dental Insurance 173.10 LTD & STD Insurance 0.012170 Life Insurance 5.54 Holiday Pay 0.00 Uniform Allowance 0.00 Standby 0.00 Retiree Medical 779.00 Deferred Comp. 0.00 Workers Comp. 0.049170 238.26 Vision Insurance 32.95 Hourly Rate Department Citywide Total Hourly Mate Medicare 0.014500 70.26 & Benefits Overhead Overhead Rate Annual Salary + Benefits \$105,257.62
Sample
Health Insurance
Dental Insurance
LTD & STD Insurance 0.012170 58.97 Life Insurance 5.54 Holiday Pay 0.00 Uniform Allowance 0.00 Standby 0.00 Retiree Medical 779.00 Deferred Comp. 0.00 Workers Comp. 0.049170 238.26 Vision Insurance 32.95 Hourly Rate Department Citywide Total Hourly Medicare 0.014500 70.26 & Benefits Overhead Overhead Rate Annual Salary + Benefits \$105,257.62
Life Insurance
Holiday Pay
Uniform Allowance 0.00 Standby 0.00 Retiree Medical 779.00 Deferred Comp. 0.00 Workers Comp. 0.049170 238.26 Vision Insurance 32.95 Hourly Rate Department Citywide Total Hourly Rate Medicare 0.014500 70.26 & Benefits Overhead Overhead Rate Total Benefits \$3,925.89 81.02% \$58.48 \$86.22 \$10.69 \$155.39 Annual Salary + Benefits \$105,257.62
Standby 0.00 Retiree Medical 779.00 Deferred Comp. 0.00 Workers Comp. 0.049170 238.26 147.44% 18.28% Vision Insurance 32.95 Hourly Rate Department Citywide Total Hourly Medicare 0.014500 70.26 & Benefits Overhead Overhead Rate Total Benefits \$3,925.89 81.02% \$58.48 \$86.22 \$10.69 \$155.39 Annual Salary + Benefits \$105,257.62
Retiree Medical Deferred Comp. 779.00 Deferred Comp. 0.00 Workers Comp. 0.049170 238.26 147.44% 18.28% Vision Insurance Medicare 32.95 Hourly Rate Benefits Department Citywide Overhead Total Hourly Rate Noverhead Total Benefits \$3,925.89 81.02% \$58.48 \$86.22 \$10.69 \$155.39 Annual Salary + Benefits \$105,257.62
Deferred Comp. 0.00 Workers Comp. 0.049170 238.26 147.44% 18.28% Vision Insurance 32.95 Hourly Rate Department Citywide Total Hourly Rate Medicare 0.014500 70.26 & Benefits Overhead Overhead Rate Total Benefits \$3,925.89 81.02% \$58.48 \$86.22 \$10.69 \$155.39 Annual Salary + Benefits \$105,257.62
Workers Comp. 0.049170 238.26 147.44% 18.28% Vision Insurance 32.95 Hourly Rate Department Citywide Total Hourly Rate Medicare 0.014500 70.26 & Benefits Overhead Overhead Rate Total Benefits \$3,925.89 81.02% \$58.48 \$86.22 \$10.69 \$155.39 Annual Salary + Benefits \$105,257.62
Vision Insurance Medicare 32.95 0.014500 Hourly Rate 70.26 Department & Benefits Citywide Overhead Total Hourly Rate Total Benefits \$3,925.89 81.02% \$58.48 \$86.22 \$10.69 \$155.39 Annual Salary + Benefits \$105,257.62
Medicare 0.014500 70.26 & Benefits Overhead Overhead Rate Total Benefits \$3,925.89 81.02% \$58.48 \$86.22 \$10.69 \$155.39 Annual Salary + Benefits \$105,257.62
Annual Salary + Benefits \$105,257.62
Annual Salary + Benefits \$105,257.62
Step B
\$5,087.86 /Month \$33.92 /Hour
Total Benefits \$3,989.11 78.40% \$60.51 \$89.22 \$11.06 \$160.79
Annual Salary + Benefits\$108,923.61
Step C
\$5,342.25 /Month \$35.62 /Hour
φο)ο 12.125 / Μοπαί
Total Benefits \$4,055.49 75.91% \$62.65 \$92.37 \$11.45 \$166.47
A 10 L . D (%) A440 770 00
Annual Salary + Benefits \$112,772.90
Step D
\$5,609.37 /Month \$37.40 /Hour
Total Benefits \$4,125.19 73.54% \$64.90 \$95.68 \$11.86 \$172.44
Annual Salary + Benefits \$116,814.66
Ailliuai Salai y + Dellellis
Step E
\$5,889.84 /Month \$39.27 /Hour
Total Benefits \$4,198.37 71.28% \$67.25 \$99.16 \$12.29 \$178.70
Total Benefits \$4,198.37 71.28% \$67.25 \$99.16 \$12.29 \$178.70
Annual Salary + Benefits \$121,058.50



Wastewater Treatment Plant Operator I Department: Public Works

Step A							
		\$5,889.84 /Mon	ıth	\$39.27	/Hour		
		, -, ,		•	,		
<u>Benefit</u>	Multiplier				<u>Catego</u> i	ry	
PERS - Employer	0.185100	1,090.21		I	Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	71.68					
Life Insurance		5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	289.60			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	85.40		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,198.37 7	1.28%	\$67.25	\$99.16	\$12.29	\$178.70
		Annual Salary + Ber	ofite	\$121,058.50			
		Allitual Salary + Bei	=	3121,036.30	=		
Step B							
Step B		\$6,184.33 /Mon	+h	ć44 22	/110		
		30,104.33 / IVIUI	itti	\$41.23	/Hour		
	Total Benefits	\$4,275.22 6	9.13%	\$69.73	\$102.81	\$12.75	\$185.29
		Annual Salary + Ber	nefits =	\$125,514.54	=		
Step C							
		\$6,493.54 /Mon	th	\$43.20	/Hour		
		3 0,493.34 / WIOT	itii	Ş45.Z9	/ / Houl		
	Total Benefits	\$4,355.91 6	7.08%	\$72.33	\$106.64	\$13.22	\$192.19
		Ţ 1,000.00 I		**====	7	,	,
		Annual Salary + Ber	nefits =	\$130,193.38	-		
Step D							
		\$6,818.22 /Mon	ith	\$45.45	/Hour		
	Total Benefits	\$4,440.63 6	5.13%	\$75.06	\$110.67	\$13.72	\$199.45
		Annual Salary + Ber	nefits	\$135,106.16			
			=	,	=		
Step E							
·		\$7,159.13 /Mon	ith	\$47.73	/Hour		
	Total Benefits	\$4,529.58 6	3.27%	\$77.92	\$114.89	\$14.24	\$207.05
		Annual Salary + Ber	nefits _	\$140,264.58	=		



Wastewater Treatment Plant Operator II Department: Public Works

Step A							
otep A		\$6,493.54 /	Month	\$43.29	9 /Hour		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,201.95			Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance	0.043470	173.10					
LTD & STD Insurance Life Insurance	0.012170	79.03 5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	319.29			147.44%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	94.16		& Benefits	Overhead	Overhead	Rate
		320	_				
	Total Benefits	\$4,355.91	67.08%	\$72.33	\$106.64	\$13.22	\$192.19
		Annual Salary	+ Benefits =	\$130,193.38	=		
Step B							
		\$6,818.22 /	Month	\$45.4	5 /Hour		
	Total Benefits	\$4,440.63	65.13%	\$75.06	\$110.67	\$13.72	\$199.45
		Annual Salary	+ Benefits	\$135,106.16	=		
Step C							
		\$7,159.13 /	Month	\$47.7	3 /Hour		
	Total Benefits	\$4,529.58	63.27%	\$77.92	\$114.89	\$14.24	\$207.05
		Annual Salary	+ Benefits	\$140,264.58			
			_	, ,, , , , ,	=		
Step D		\$7,517.09 /	Month	\$50.1	1 /Hour		
		77,317.03 /	WIOTICH	730.1.	1 /11001		
	Total Benefits	\$4,622.99	61.50%	\$80.93	\$119.33	\$14.79	\$215.05
	Total Benefits	\$4,622.99 Annual Salary		\$80.93 \$145,680.92	\$119.33 =	\$14.79	\$215.05
Step E	Total Benefits				\$119.33 =	\$14.79	\$215.05
Step E	Total Benefits		+ Benefits =	\$145,680.92	\$119.33 = 2 /Hour	\$14.79	\$215.05
Step E	Total Benefits Total Benefits	Annual Salary	+ Benefits =	\$145,680.92	=	\$14.79 \$15.37	\$215.05 \$223.45



Wastewater Treatment Plant Operator III Department: Public Works

Step A						
Step A		\$7,159.13 /Month	\$47.73	3 /Hour		
				•		
<u>Benefit</u>	Multiplier			<u>Catego</u>		
PERS - Employer	0.185100	1,386.31		Public Works - M	aintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance	0.043470	173.10				
LTD & STD Insurance Life Insurance	0.012170	87.13 5.54				
Holiday Pay	8.0	330.40				
Uniform Allowance	8.0	0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	368.26		147.44%	18.28%	
Vision Insurance	0.043170	32.95	Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	108.60	& Benefits	Overhead	Overhead	Rate
		100.00	<u> </u>			
	Total Benefits	\$4,942.18 69.03%	\$80.68	\$118.95	\$14.75	\$214.38
		Annual Salary + Benefits	\$145,215.71	=		
Step B						
		\$7,517.09 /Month	\$50.1	1 /Hour		
	Total Benefits	\$5,056.26 67.26%	\$83.82	\$123.59	\$15.32	\$222.73
		Annual Salary + Benefits	\$150,880.20	=		
Step C						
		\$7,892.94 /Month	\$52.63	2 /Hour		
	Total Benefits	\$5,175.92 65.58%	\$87.13	\$128.46	\$15.93	\$231.52
		Annual Salary + Benefits	\$156,826.31	=		
Step D						
Step D						
Step D		\$8,287.59 /Month	\$55.2	5 /Hour		
Step D	Total Benefits	\$8,287.59 /Month \$5,301.67 63.97%		5 /Hour \$133.57	\$16.56	\$240.73
Step D	Total Benefits		\$90.60		\$16.56	\$240.73
Step E	Total Benefits	\$5,301.67 63.97%	\$90.60		\$16.56	\$240.73
	Total Benefits	\$5,301.67 63.97%	\$163,071.15		\$16.56	\$240.73
	Total Benefits Total Benefits	\$5,301.67 63.97% Annual Salary + Benefits	\$90.60 \$163,071.15 \$58.0	\$133.57	\$16.56 \$17.23	\$240.73 \$250.41



Wastewater Treatment Plant Supervisor Department: Public Works

Step A							
		\$8,561.61 /N	1onth	\$57.08	3 /Hour		
Benefit	Multiplier				Catego	n/	
PERS - Employer	0.185100	1,584.75		Non-	Sworn Profession		arc
Management Incentive	0.103100	0.00		14011	5W01111101C331011	ais / Supervise	713
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	104.19					
Life Insurance	0.000232	35.75					
Holiday Pay	0.000101	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	281.23					
Workers Comp.	0.049170	420.97			147.44%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.14		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	124.14	_	& Deficitio	Overneau	Overneau	nate
	Total Benefits	\$5,206.99	60.82%	\$91.79	\$135.34	\$16.78	\$243.91
		Annual Salary +	Benefits	\$165,223.16	_		
Step B							
		\$ 8,989.69 /N	1onth	\$59.93	3 /Hour		
	Total Benefits	\$5,318.69	59.16%	\$95.39	\$140.64	\$17.44	\$253.47
		Annual Salary +	Benefits _	\$171,700.56	=		
Step C							
		\$9,439.17 /N	1onth	\$62.93	3 /Hour		
	Total Benefits	\$5,435.98	57.59%	\$99.17	\$146.21	\$18.13	\$263.51
		Annual Salary +	Benefits	\$178,501.83			
				<u> </u>	=		
Step D							
		\$9,911.13 /N	1onth	\$66.07	7 /Hour		
	Total Benefits	\$5,559.14	56.09%	\$103.14	\$152.06	\$18.85	\$274.05
		Annual Salary +	Benefits _	\$185,643.17	=		
Step E	_						
Jiep L		\$10,406.69 /N	1onth	\$69.38	3 /Hour		
	Total Benefits	\$5,688.45	54.66%	\$107.30	\$158.20	\$19.61	\$285.11
		Annual Salary +	Benefits _	\$193,141.57	_		
			_		_		



Water Conservation Specialist Department: Public Works

Step A						
		\$5,952.91 /Month	\$39.6	9 /Hour		
		1-7	,	,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	1,101.88		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	72.45				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	292.70		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	86.32	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,214.83 70.80	% \$67.78	\$99.94	\$12.39	\$180.11
		Annual Salany + Bonofit	\$122.012.0E			
		Annual Salary + Benefit	\$122,012.95	_		
Step B						
этер в		ĆC 250 50 /\1+l-	***	c= /··		
		\$6,250.56 /Month	\$41.6	67 /Hour		
	Total Benefits	\$4,292.50 68.67	% \$70.29	\$103.63	\$12.85	\$186.77
		Annual Salary + Benefit	\$126,516.71	=		
Step C						
o top o		\$6,563.09 /Month	¢12 -	75 /Hour		
		70,303.09 / IVIOIIIII	Ş43. <i>i</i>	73 / HOUI		
	Total Benefits	\$4,374.05 66.65	% \$72.91	\$107.50	\$13.33	\$193.74
		, ,,	, , , , , , , , , , , , , , , , , , ,	,	7	*
		Annual Salary + Benefit	\$131,245.65	_		
Step D						
		\$6,891.24 /Month	\$45.9	94 /Hour		
	Total Benefits	\$4,459.68 64.72	% \$75.67	\$111.57	\$13.83	\$201.07
				,		,
		Annual Salary + Benefit	\$136,211.05			
Step E						
		\$7,235.80 /Month	\$48.2	24 /Hour		
	Total Benefits	\$4,549.59 62.88	% \$78.57	\$115.84	\$14.36	\$208.77
		Annual Salary + Benefit	s \$141,424.71			
			, ,, = =	_		



Water Distribution Supervisor Department: Public Works

Step A						
300p.11		\$8,561.61 /Month	\$57.08	3 /Hour		
Benefit	Multiplier			Catego	rv	
PERS - Employer	0.185100	1,584.75	Non-	Sworn Professior		nrs
Management Incentive	0.103100	0.00	11011	3.001111101033101	idis / Supervise	,,,,
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	104.19				
Life Insurance	0.000232	35.75				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.	2% + \$110	281.23				
Workers Comp.	0.049170	420.97		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.14	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,206.99 60.82%	\$91.79	\$135.34	\$16.78	\$243.91
		Annual Salary + Benefits	\$165,223.16	=		
Step B						
		\$8,989.69 /Month	\$59.9	3 /Hour		
	Total Benefits	\$5,318.69 59.16%	\$95.39	\$140.64	\$17.44	\$253.47
		Annual Salary + Benefits	\$171,700.56	=		
Step C						
		\$9,439.17 /Month	\$62.9	3 /Hour		
	Total Benefits	\$5,435.98 57.59%	\$99.17	\$146.21	\$18.13	\$263.51
		Annual Salary + Benefits	\$178,501.83	=		
Step D						
		\$9,911.13 /Month	\$66.0	7 /Hour		
	Total Benefits	\$5,559.14 56.09%	\$103.14	\$152.06	\$18.85	\$274.05
		Annual Salary + Benefits =	\$185,643.17	=		
Step E						
		\$10,406.69 /Month	\$69.3	8 /Hour		
	Total Benefits	\$5,688.45 54.66%	\$107.30	\$158.20	\$19.61	\$285.11
		Annual Salary + Benefits	\$193,141.57	=		



Water Distribution Worker I Department: Public Works

Step A						
		\$5,959.35 /Month	\$39.73	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	1,103.08		Public Works - M	aintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance Dental Insurance		1,667.00				
LTD & STD Insurance	0.012170	173.10 72.53				
Life Insurance	0.012170	72.53 5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	293.02		147.44%	18.28%	
Vision Insurance	0.049170	32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	86.41	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	00.41	& Delicits	Overneau	Overneau	Nate
	Total Benefits	\$4,216.51 70.75%	\$67.84	\$100.02	\$12.40	\$180.26
		Annual Salary + Benefits	\$122,110.41			
		Annual Sulary - Beliefits	7122,110.41	=		
Step B						
3 top 2		\$6,257.32 /Month	\$ 41 7	2 /Hour		
		70,237.32 / WOULD	γ 4 1.7.	2 /110ui		
	Total Benefits	\$4,294.27 68.63%	\$70.34	\$103.72	\$12.86	\$186.92
		Annual Salary + Benefits	\$126,619.04	=		
Step C						
Step C		\$6,570.19 /Month	¢42.0	O /Hour		
		30,370.13 /WOULT	\$45.6	0 /Hour		
	Total Benefits	\$4,375.90 66.60%	\$72.97	\$107.59	\$13.34	\$193.90
		, ,	•	,	,	
		Annual Salary + Benefits	\$131,353.10	=		
Step D						
		\$6,898.70 /Month	\$45.9	9 /Hour		
	Total Benefits	\$4,461.63 64.67%	\$75.74	\$111.66	\$13.84	\$201.24
		Amend Calcotte 12 Co	6426 222 27			
		Annual Salary + Benefits	\$136,323.87	=		
Step E						
		\$7,243.63 /Month	\$48.2	9 /Hour		
	Total Benefits	\$4,551.63 62.84%	\$78.64	\$115.94	\$14.37	\$208.95
		Annual Salary + Benefits	\$141,543.18			
		•		_		



Water Distribution Worker II Department: Public Works

Chair A							
Step A		\$6,570.19 /Mo	nth	\$43.80) /Hour		
		30,370.13 / IVIC	11011	343.00	, / 110u1		
<u>Benefit</u>	Multiplier				Catego	ry	
PERS - Employer	0.185100	1,216.14			Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	79.96					
Life Insurance		5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	323.06			147.44%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	95.27	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,375.90	66.60%	\$72.97	\$107.59	\$13.34	\$193.90
		Annual Salary + B	enefits =	\$131,353.10	=		
Step B							
		\$6,898.70 /Mc	nth	\$45.99	Hour		
	Total Benefits	\$4,461.63	64.67%	\$75.74	\$111.66	\$13.84	\$201.24
		Annual Salary + B	enefits _	\$136,323.87	=		
Step C							
Step C		\$7,243.63 /Mo	onth	\$48.29	Hour		
	Total Benefits	\$4,551.63	62.84%	\$78.64	\$115.94	\$14.37	\$208.95
		Annual Salary + B	enefits =	\$141,543.18	=		
Step D							
		\$7,605.81 /Mo	nth	\$50.71	l /Hour		
	Total Benefits	\$4,646.14	61.09%	\$81.68	\$120.43	\$14.93	\$217.04
		Annual Salary + B	enefits =	\$147,023.45	=		
Step E							
•		\$7,986.10 /Mo	nth	\$53.24	1 /Hour		
	Total Benefits	\$4,745.37	59.42%	\$84.88	\$125.14	\$15.52	\$225.54



Water Operations Manager Department: Public Works

Step A							
		\$9,771.99 /Month	1	\$65.15	/Hour		
<u>Benefit</u>	<u>Multiplier</u>	4 000 00			Catego		
PERS - Employer	0.185100	1,808.80		Non	-Sworn Manager	s / Confidentia	11
Management Incentive		0.00					
EAP		3.89					
Health Insurance Dental Insurance		1,667.00 173.10					
LTD & STD Insurance	0.012170	118.93					
Life Insurance	0.00232	37.50					
Holiday Pay	0.000232	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	3% + \$110	403.16					
Workers Comp.	0.049170	480.49			147.44%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	141.69		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	141.03	_	a benefits	Overneau	Overneau	Nate
	Total Benefits	\$5,646.50 57.7	78%	\$102.79	\$151.55	\$18.79	\$273.13
		Annual Salary + Bene	fits =	\$185,021.93	=		
Step B							
Step 5		\$10,260.59 /Month	,	\$68.40) /Hour		
		710,200.33 / WORK	'	Ç08.40	711001		
	Total Benefits	\$5,774.00 56.2	27%	\$106.90	\$157.61	\$19.54	\$284.05
		Annual Salary + Bene	fits =	\$192,415.06	=		
Step C							
		\$10,773.62 /Month	1	\$71.82	2 /Hour		
	Total Benefits	\$5,907.87 54.8	34%	\$111.21	\$163.97	\$20.33	\$295.51
		Annual Salary + Bene	Fito	\$200,177.86			
		Ailliad Jaidly + Delle	=	7200,177.00	=		
Step D							
		\$11,312.30 /Month	1	\$75.42	2 /Hour		
	Total Benefits	\$6,048.43 53.4	17%	\$115.74	\$170.64	\$21.16	\$307.54
		Annual Salary + Bene	fits _	\$208,328.79	_		
Step E		644 077 03 /h4: 11		A=0 :-	\ /\ I		
		\$11,877.92 /Month	1	\$79.19	Hour Hour		
	Total Benefits	\$6,196.02 52.3	L6%	\$120.49	\$177.65	\$22.03	\$320.17
		Annual Salary + Bene	fits _	\$216,887.27	=		



Water Production Supervisor Department: Public Works

Step A							
Step A		\$8,561.61 /N	1onth	¢ = 7 0 0	3 /Hour		
		30,301.01 /10	ionth	\$57.00	5 / Hour		
Benefit	Multiplier				Catego	ry	
PERS - Employer	0.185100	1,584.75		Non-	Sworn Profession		ors
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	104.19					
Life Insurance	0.000232	35.75					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	281.23					
Workers Comp.	0.049170	420.97		_	147.44%	18.28%	
Vision Insurance	0.04.4500	32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.14	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,206.99	60.82%	\$91.79	\$135.34	\$16.78	\$243.91
		Annual Salary +	Benefits =	\$165,223.16	=		
Step B							
этер в		¢0.000.00 /N	4	ģ50.00	2 /11		
		\$ 8,989.69 /N	lonth	\$59.93	3 /Hour		
	Total Benefits	\$5,318.69	59.16%	\$95.39	\$140.64	\$17.44	\$253.47
		Annual Salary +	Benefits _	\$171,700.56	=		
Step C							
		\$ 9,439.17 /N	1onth	\$62.93	3 /Hour		
	Total Benefits	\$5,435.98	57.59%	\$99.17	\$146.21	\$18.13	\$263.51
		Annual Salary +	Donofito	Ć170 F01 02			
		Allitual Salary +	=	\$178,501.83	=		
Step D							
otop 2		\$9,911.13 /N	1onth	\$66.07	7 /Hour		
		•					
	Total Benefits	\$5,559.14	56.09%	\$103.14	\$152.06	\$18.85	\$274.05
		Annual Salary +	Benefits =	\$185,643.17	_		
Stop E							
Step E		¢40.400.00./h	4 4 -	400.00			
		\$10,406.69 /N	nonth	\$69.38	3 /Hour		
	Total Benefits	\$5,688.45	54.66%	\$107.30	\$158.20	\$19.61	\$285.11
		Annual Salary +	Benefits _	\$193,141.57	=		
			_		_		



Water Production Worker I Department: Public Works

Step A							
Step A		\$5,674.20 /Mont	th	\$37.83	/Hour		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	1,050.29		I	Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance LTD & STD Insurance	0.043470	173.10					
Life Insurance	0.012170	69.05 5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	279.00			147.44%	18.28%	
Vision Insurance	0.043170	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	82.28		& Benefits	Overhead	Overhead	Rate
Wedicare	0.01.500	02.20		a benents	Overneau	Overnead	Hate
	Total Benefits	\$4,142.10 73	3.00%	\$65.44	\$96.49	\$11.96	\$173.89
		Annual Salary + Ben	efits _	\$117,795.60			
Step B							
		\$5,957.91 /Mon	th	\$39.72	/Hour		
	Total Benefits	\$4,216.14 70	0.77%	\$67.83	\$100.00	\$12.40	\$180.23
		Annual Salary + Ben	efits	\$122,088.50	:		
Step C							
		\$6,255.80 /Mon	th	\$41.71	/Hour		
	Total Benefits	\$4,293.87 68	3.64%	\$70.33	\$103.70	\$12.86	\$186.89
		Annual Salary + Ben	efits	\$126,596.03	•		
Step D							
		4		¢42.70	/Hour		
		\$6,568.59 /Mon	th	\$43.79	/Houi		
	Total Benefits		th 5.61%	\$43.79 \$72.96	\$107.57	\$13.34	\$193.87
	Total Benefits		5.61%			\$13.34	\$193.87
Step E	Total Benefits	\$4,375.49 66	5.61%	\$72.96		\$13.34	\$193.87
Step E	Total Benefits	\$4,375.49 66	5.61% refits	\$72.96	\$107.57	\$13.34	\$193.87
Step E	Total Benefits Total Benefits	\$4,375.49 66 Annual Salary + Ben \$6,897.02 /Mont	5.61% refits	\$72.96 \$131,328.95	\$107.57	\$13.34 \$13.84	\$193.87 \$201.20



Water Production Worker II Department: Public Works

Step A						
		\$6,255.80 /Month	\$41.7	1 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.185100	1,157.95		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance	0.042470	173.10				
LTD & STD Insurance	0.012170	76.13				
Life Insurance		5.54 0.00				
Holiday Pay Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
		0.00				
Deferred Comp.	0.049170	307.60		147 440/	10 200/	
Workers Comp. Vision Insurance	0.049170	32.95	Haurly Data	147.44%	18.28%	Total Hauriu
Medicare	0.014500	90.71	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
Medicare	0.014300	90.71	& Belletits	Overneau	Overneau	Nate
	Total Benefits	\$4,293.87 68.64%	\$70.33	\$103.70	\$12.86	\$186.89
		Annual Salary + Benefits	\$126,596.03	=		
Chair D	_					
Step B		AC = CO = O (NA)				
		\$6,568.59 /Month	\$43.7	9 /Hour		
	Total Benefits	\$4,375.49 66.61%	\$72.96	\$107.57	\$13.34	\$193.87
		Annual Salary + Benefits	\$131,328.95	_		
Step C						
		\$6,897.02 /Month	\$45.9	8 /Hour		
	Total Benefits	\$4,461.19 64.68%	\$75.72	\$111.64	\$13.84	\$201.20
		Annual Salary + Benefits	\$136,298.50	=		
Ston D						
Step D		\$7,241.87 /Month	\$48.2	8 /Hour		
	Total Davide	Ć4 FF4 47 - C2 05°°	670.00	6445.00	644.27	6200.04
	Total Benefits	\$4,551.17 62.85%	\$78.62	\$115.92	\$14.37	\$208.91
		Annual Salary + Benefits	\$141,516.54	_		
Step E						
		\$7,603.96 /Month	\$50.6	9 /Hour		
	Total Benefits	\$4,645.66 61.10%	\$81.66	\$120.41	\$14.93	\$217.00
		Annual Salary + Benefits	\$146,995.48	_		
				_		



Water Service Worker I Department: Public Works

Step A							
		\$5,400.18 /	Month	\$36.00) /Hour		
					•		
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.185100	999.57			Public Works - M	aintenance	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance LTD & STD Insurance	0.043470	173.10					
Life Insurance	0.012170	65.72 5.54					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.		0.00					
Workers Comp.	0.049170	265.53			147.44%	18.28%	
Vision Insurance	0.013170	32.95		Hourly Rate	Department	Citywide	Total Hourl
Medicare	0.014500	78.30		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$4,070.60	75.38%	\$63.14	\$93.09	\$11.54	\$167.77
		Annual Salary	+ Benefits =	\$113,649.35	=		
Step B							
		\$ 5,670.19 /	Month	\$37.80	0 /Hour		
	Total Benefits	\$4,141.06	73.03%	\$65.41	\$96.44	\$11.96	\$173.81
		Annual Salary	+ Benefits	\$117,734.93	=		
Step C							
		\$5,953.69 /1	Month	\$39.69	9 /Hour		
	Total Benefits	\$4,215.04	70.80%	\$67.79	\$99.95	\$12.39	\$180.13
		Annual Salary	+ Benefits =	\$122,024.78	=		
Step D							
		\$6,251.38 /	Month	\$41.68	8 /Hour		
				4		4	44.05.70
	Total Benefits	\$4,292.72	68.67%	\$70.29	\$103.64	\$12.85	\$186.78
	Total Benefits	\$4,292.72 Annual Salary		\$70.29 \$126,529.14	\$103.64 =	\$12.85	\$186.78
Step E	Total Benefits				\$103.64 =	\$12.85	\$186.78
Step E	Total Benefits		+ Benefits =	\$126,529.14	\$103.64 = 6 /Hour	\$12.85	\$186.78
Step E	Total Benefits Total Benefits	Annual Salary	+ Benefits =	\$126,529.14	=	\$12.85 \$13.33	\$186.78



Water Service Worker II Department: Public Works

Step A						
		\$5,953.69 /Month	\$39.69	9 /Hour		
		, , , , , , , , , , , , , , , , , , , ,	•	,		
<u>Benefit</u>	Multiplier			<u>Catego</u>	ry	
PERS - Employer	0.185100	1,102.03		Public Works - M	aintenance	
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,667.00				
Dental Insurance		173.10				
LTD & STD Insurance	0.012170	72.46				
Life Insurance		5.54				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		779.00				
Deferred Comp.		0.00				
Workers Comp.	0.049170	292.74		147.44%	18.28%	
Vision Insurance		32.95	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	86.33	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,215.04 70.80%	\$67.79	\$99.95	\$12.39	\$180.13
		Annual Salary + Benefits	\$122,024.78			
		Allitual Salary + Bellenits	3122,024.76	=		
Step B						
Step B		\$6,251.38 /Month	¢41.0	0 /11		
		30,231.36 / WIOTILIT	\$41.0	8 /Hour		
	Total Benefits	\$4,292.72 68.67%	\$70.29	\$103.64	\$12.85	\$186.78
		Annual Salary + Benefits	\$126,529.14	=		
Step C						
		\$6,563.95 /Month	\$12.70	6 /Hour		
		30,303.93 /WOULT	Ş43.7t	o /Houi		
	Total Benefits	\$4,374.28 66.64%	\$72.92	\$107.52	\$13.33	\$193.77
		Annual Salary + Benefits	\$131,258.70	=		
Step D						
Step D		\$6,892.15 /Month	¢4E O	5 /Hour		
		30,832.13 / WOULT	Ş43. 3 .	3 /Houi		
	Total Benefits	\$4,459.92 64.71%	\$75.68	\$111.58	\$13.83	\$201.09
		Annual Salary + Benefits	\$136,224.75	=		
Step E						
		\$7,236.75 /Month	\$48.2	5 /Hour		
	Total Benefits	\$4,549.84 62.87%	\$78.58	\$115.85	\$14.36	\$208.79
		1 /- 2 2 3				,
		Annual Salary + Benefits	\$141,439.10	_		



Webmaster
Department: Finance and Information Systems

Step A							
		\$7,333.03 /Mont	:h	\$48.89	/Hour		
Daniel St.	n a colation it a co				C-1		
Benefit BEDS Employer	Multiplier 0.185100	1 257 24		Non	Catego		arc .
PERS - Employer Management Incentive	0.185100	1,357.34 0.00		INOI1-3	Sworn Profession	ais / Superviso	015
EAP		3.89					
Health Insurance		1,667.00					
Dental Insurance		173.10					
LTD & STD Insurance	0.012170	89.24					
Life Insurance	0.000232	30.62					
Holiday Pay	0.000202	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		779.00					
Deferred Comp.	2% + \$110	256.66					
Workers Comp.	0.049170	360.57			32.03%	18.28%	
Vision Insurance		32.95		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	106.33		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$4,856.71 66	.23%	\$81.26	\$26.03	\$14.86	\$122.15
		Annual Salary + Bene	efits	\$146,276.88	_		
Step B							
		\$7,699.69 /Mont	:h	\$51.33	3 /Hour		
	Total Benefits	\$4,952.38 64	.32%	\$84.35	\$27.02	\$15.42	\$126.79
		Annual Salary + Bene	efits _	\$151,824.79	=		
Step C							
		\$8,084.67 /Mont	:h	\$53.90) /Hour		
	Total Benefits	\$5,052.84 62	.50%	\$87.58	\$28.05	\$16.01	\$131.64
		Annual Salary + Bene	ofite	\$157,650.10			
		Alliuai Jalai y + Delle	=	7137,030.10	=		
Step D							
		\$8,488.90 /Mont	:h	\$56.59	/Hour		
	Total Benefits	\$5,158.32 60	.77%	\$90.98	\$29.14	\$16.63	\$136.75
		Annual Calami I Bana	ofite	¢162 766 67			
		Annual Salary + Bene	=	\$163,766.67	=		
Step E							
		\$8,913.35 /Mont	:h	\$59.42	! /Hour		
	Total Benefits	\$5,269.07 59	.11%	\$94.55	\$30.28	\$17.28	\$142.11
		Annual Salary + Bene	efits	\$170,189.07	=		
					_		



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
Candidate's Statement of Qualifications ¹	Actual Cost
Compact Disc - If mailed, postage fees will apply	\$13.79
Audio/Video DVD - If mailed, postage fees will apply	\$24.00
Document Certification (per document)	\$27.57
Notary Fee ² (per signature)	\$15.00
Notice of Intent to Circulate Petition ³	\$200.00
Passport Execution Fee ⁴	\$35.00
Passport Photos (each)	\$21.31
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)	\$0.31
Pages 21 and above (per page)	\$0.11
Photocopies - larger than legal size (per page)	\$3.77
Copies - Plotted Maps (per map)	\$21.31
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:1	
\$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	\$46.99
Certificate Duplication Fee	\$31.33
Business License Listing (per page)	\$0.31
State Mandated Fee SB1186 ²	\$4.00
Late Penalty	10% - \$30.00 Minimum
Special Events - Umbrella Business License Tax beginning February : Promoter:	1, 2017: ³
Non-Profit	\$0.00
Profit	\$100.00 per event
Events held on property owned by other Governmental or	

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

\$0.00

Religious Organizations

¹ Per Brentwood Municipal Code § 5.04.060

 $^{^2 \ \}textit{Certified Access Specialist Program (CASP) per SB1186 collected from January 1, 2018 until December 31, 2023}$

³ Per Ordinance 973 adopted June 28, 2016 and Brentwood Municipal Code § 5.08.010



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	\$42.15
Return Payment Fee ²	\$16.83

¹ Approved by Ordinance 918, February 2013

 $^{^{\}rm 2}$ Applies to all checks received by the City of Brentwood



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

 $^{^1 \}textit{Caltrans Published Rates, Labor Surcharge and Equipment Rental, in \textit{effect at the time of Cost Allocation Plan adoption} \\$

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



Fee Descriptio	
,,	
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

¹ Add 0.5 percent to total cost for each story over three stories



Fee Description Type of Building	Fee ¹ Valuation Per Square Foot
A-3 PUBLIC BUILDINGS:	\$107.40
Type IA & IB Type IIA	\$107.40
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:	40.5.00
Type IA & IB	\$96.30
Type IIA & IIB	\$68.70
Type IIIA	\$69.20
Type IIIB	\$65.60
Type IV & VA	\$63.30 \$69.90
Type VB	\$69.90

 $^{^{1}}$ Add 0.5 percent to total cost for each story over three stories



Fee Description Type of Building	Fee¹ 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

 $^{^{1}}$ Add 0.5 percent to total cost for each story over three stories



Fee Description Type of Building	Fee¹ Valuation Per Square Foot
· · · · ·	·
M STORES:	4
Type IA & IB	\$72.10
Type IIA	\$43.40
Type IIB	\$42.60
Type IIIA	\$53.10 \$50.10
Type IIIB	\$50.10 \$42.40
Type IV & VA	
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
ommistica	\$14.20

¹ Add 0.5 percent to total cost for each story over three stories



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

¹ Add 0.5 percent to total cost for each story over three stories



Fee Description Type of Building	Fee ¹ Valuation Per Square Foot
LATH STRUCTURES/DECKS	\$2.70
FENCES: Wood Masonry or concrete Retaining walls	\$6.50 \$8.00 \$8.00
TENANT IMPROVEMENTS (sq. ft. Fee or Contract Price)	\$17.50
INTERIOR PARTITIONS:	VALUATION BY LINEAL FOOT
Wall not exceeding 8 ft. in height Wall exceeding 8 ft. in height Drop ceiling	\$27.00 \$35.00 \$2.00

 $^{^{1}}$ Add 0.5 percent to total cost for each story over three stories



Miscellaneous and Flat Fee Schedule Calculation - Schedule A-1

Fee Description	Fee
BUILDING PERMIT FEES: Fees based on Valuation and Rate Schedule	
PLAN REVIEW: Standard Plan Check - 65% of permit fee Master Plan Check Program Single Family - 50% of permit fee no Initial Plan Check Multi Family - 25% of permit fee + Initial Plan Check	
Energy Plan Check - per building	\$109.20
OFFICE AUTOMATION (PER PERMIT): or 1% of the Building Permit Fee, whichever is greater	\$3.37
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 hours 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	1 hour ¹
side of the dwelling	1 nour 2 hours ¹
Remove and replace windows of the same size and in the same location 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



Miscellaneous and Flat Fee Schedule Calculation - Schedule A-1

Fee Description	Fee
APPLICATION AND INSPECTION FEES:	
FOR RELOCATED BUILDINGS: Up to 5,000 sq. ft. 5,001 sq. ft. and above	1 1/2 hours ¹ 1 1/2 hours ¹
POOLS/SPAS/OUTDOOR KITCHENS: Swimming pool, including Electrical and Plumbing - (per gunite or fiberglass pool) Swimming pool deposit Liner Type, including Electrical and Plumbing - (per in ground pool) Above Ground, including Electrical and Plumbing - (no plan check fee) - (per pool) Gazebo with Self Contained Spa, including Electrical - (no plan check fee) - (per spa) Outdoor BBQ with Kitchen - (no plan check fee) - (per unit) Self Contained Spa or Above Ground Doughboy Style Pool - Only requires electrical permit	\$1,124.25 \$500.00 \$472.11 \$389.99 \$265.59 \$274.19
OTHER INSPECTIONS AND FEES: ² Inspections outside of normal business hours - (Minimum charge - 2 hours) Above rate to be charged at 1 1/2 times for overtime and weekends, and 2 times for Holidays	Hourly Rate ¹
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	\$124.04
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 than 50% complete. Work to be performed by third party not associated with the original permit. (Issued at the sole discretion of the Building Official)	1/2 of the fee in effect at the time of issuance

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



Electrical Permit Fees Calculation - Schedule B

96.99 17.32 it fee
17.32
it fee
\$3.37
0506
.0596
1671
1358
Hour
edule
25.81
\$7.72
edule
25.81
ance arged

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



Electrical Permit Fees Calculation - Schedule B

Fee Description	Fee
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)	\$1.25
Additional fixtures - (each)	\$0.73
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)	\$1.25
Additional fixtures - (each)	\$0.75
Pole or platform-mounted lighting fixtures - (each)	\$1.20
Theatrical-type lighting fixtures or assemblies - (each)	\$5.14
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	\$5.14
one horsepower (HP) in rating	\$5.14
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	\$5.14
vending machines, laundry machines, or similar types of equipment	\$5.14
For other types of air conditioners and other motor-driven appliances having larger	
electrical ratings	SEE POWER APPARATUS



Electrical Permit Fees Calculation - Schedule B

Fee

Fee Description

	i de Bescription	1.00
Th	e following fees will be charged in addition to the permit issuance fee:	
	POWER APPARATUS: ^{1,2}	
	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), kilowatt (KW), kilovolt-ampere (KVA), or kilovolt-ampere (KVAR):	
	Up to and including 1	\$5.14
	Over 1 and not over 10	\$12.89
	Over 10 and not over 50	\$25.80
	Over 50 and not over 100	\$51.64
	Over 100	\$77.45
	BUSWAYS:	
	Trolley and plug-in-type busway (per 100 ft.) ³	\$7.70
	SIGNS, OUTLINE LIGHTING AND MARQUEES - (each):	
	Signs, outline lighting systems or marquees supplied from one branch circuit	\$25.81
	Additional branch circuits within the sign, outline lighting system or marquee	\$5.14
	SERVICES - (each):	
	Services of 600 volts or less and not over 200 amperes in rating	\$31.82
	Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$64.55
	Services over 600 volts or over 1000 amperes in rating	\$129.11
	MISCELLANEOUS APPARATUS, CONDUITS AND CONDUCTORS - (each):	
	no fees herein set forth ⁴	\$18.93
	Electrical apparatus, conduits and conductors for which a permit is required but for which no fees herein set forth ⁴	:

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

³ 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

⁴ 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



Electrical Permit Fees Calculation - Schedule B

ree Description	ree

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
 \$297.80

 Additional Inverters
 \$52.54

 Commercial Systems 1-15 KW
 \$100 Single Inverter
 \$297.80

 Additional Inverters - (each)
 \$52.54

 Commercial Systems 16-50 KW
 \$447.72

 Commercial Systems 51-250 KW
 \$447.72 + \$7/25KW + \$121.24

Commercial Systems 51-250 KW \$447.72 + \$7/25KW + \$121.24 Commercial Systems >250 KW \$447.72 + \$5/50KW + \$242.49

OTHER INSPECTIONS AND FEES:1

Inspections outside of normal business hours - (Minimum charge - two hours)

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

Re-inspection Hourly Rate²

Inspections for which no fee is specifically indicated - (Minimum charge -1/2 hour) Hourly Rate²

Additional plan review required by changes, additions or revisions to approved plans

(Minimum charge - 1/2 hour) Hourly Rate²

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



Plumbing Permit Fees Calculation - Schedule C

Fee Description	Fee
PERMIT ISSUANCE:	
For issuing each permit	\$96.99
For issuing each supplemental permit	\$17.32
Plan Review	65% of the total permit fee
OFFICE AUTOMATION - PER PERMIT:	\$3.37
or 1% of the Plumbing Permit Fee, whichever is greater	
SYSTEM FEE SCHEDULE:	
NEW BUILDINGS:	
Residential, non-residential buildings - (per sq. ft.)	\$0.0596
SWIMMING POOLS:	
Swimming Pool or Spa - (each)	\$77.45
The following fees will be charged in addition to the permit issuance fee:	
UNIT FEE SCHEDULE:	
For each plumbing fixture on one trap or a set of fixtures on one trap - (including water,	\$12.03
drainage piping and backflow protection device therefore)	·
For each building sewer and each trailer park sewer	\$25.81
Rainwater systems - (each drain inside building)	\$12.07
For each private course disposal system	\$43.02 \$68.87
For each private sewage disposal system For each water heater and/or vent	\$12.07
For each gas-piping system:	\$12.07
1 to 5 systems - (per system)	\$8.61
over 5 systems - (per system)	\$1.72
For each industrial waste pre-treatment interceptor including its trap and vent, except	,
kitchen-type grease interceptors functioning as fixture traps	\$12.07
For each installation, alteration or repair of water piping and/or water treating equipment (each)	\$12.07
For each repair or alteration of drainage or vent piping - (each fixture)	\$12.07
For each lawn sprinkler system on any one meter including backflow protection devices	
therefore	\$12.07



Plumbing Permit Fees Calculation - Schedule C

Fee Description	Fee
The following fees will be charged in addition to the permit issuance fee:	
UNIT FEE SCHEDULE (continued):	
For atmospheric-type vacuum breakers:	
1 to 5 breakers - (each)	\$8.61
6 or more breakers - (each)	\$1.72
For each backflow protective device other than atmospheric	
type vacuum breakers:	
2 inch diameter and smaller - (each)	\$12.07
over 2 inch diameter - (each)	\$25.81
Water Softener and/or Reverse Osmosis system installation - (each)	\$12.07
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 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



Mechanical Permit Fees Calculation Schedule D

Fee Description	Fee
PERMIT ISSUANCE: For issuing each permit For issuing each supplemental permit	\$96.99 \$17.32
Plan Review	65% of the total permit fee
Office Automation - Per Permit or 1% of the Mechanical Permit Fee, whichever is greater	\$3.37
NEW BUILDINGS: New residential, non-residential buildings - (per sq. ft.)	\$0.0596
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	\$15.49
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	\$18.93
For the installation or relocation of each floor furnace, including vent	\$15.49
For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$15.49
For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit	\$7.74
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	\$15.49
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	\$15.49
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	\$28.38
For the installation or relocation of each boiler or compressor over 15 horsepower to and including 30 horsepower, or each absorption system over 500,000 Btu/h and including 1,000,000 Btu/h	\$38.76
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	\$38.76
including 1,750,000 Btu/h	\$57.68



Mechanical Permit Fees Calculation Schedule D

Fee Description Fee The following fees will be charged in addition to the permit issuance fee: **UNIT FEE SCHEDULE (continued):** For the installation or relocation of each boiler or refrigeration compressor over 50 horsepower, or each absorption system over 1,750,000 Btu/h \$96.41 For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto1 \$11.34 For each air-handling unit over 10,000 cfm \$18.93 \$11.22 For each evaporative cooler other than portable type For each ventilation fan connected to a single duct \$7.74 For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit \$11.22 For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood \$11.22 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 \$11.22 Permit fees for fuel-gas piping shall be: For each fuel-gas-piping system of one to four outlets \$8.61 For each fuel-gas-piping system of five or more outlets, per outlet \$1.72 Permit fees for process piping shall be: For each process piping system of one to four outlets \$8.61 For each process piping system of five or more outlets, per outlet \$1.72

¹ 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



Mechanical Permit Fees Calculation Schedule D

Fee Description	Fee
The following fees will be charged in addition to the permit issuance fee:	
OTHER INSPECTIONS AND FEEs: Inspections outside of normal business hours - (Minimum charge - 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	Single Issuance Fee

is Charged

10 or less. Items are similar to a bathroom remodel.

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



Building Permit Fee Rate Schedule

Valua	ation	Fe	ee
Rai	nge	Incre	ment
Low	High	Base Fee	
\$0.00	\$500.00	\$94.34	N/A
Low	High	Base Fee	per \$100
\$500.00	\$2,000.00	\$94.34	\$5.15
Low	High	Base Fee	per \$1,000
\$2,000.00	\$25,000.00	\$171.67	\$23.23
\$25,000.00	\$50,000.00	\$706.12	\$16.80
\$50,000.00	\$100,000.00	\$1,126.00	\$11.65
\$100,000.00	\$500,000.00	\$1,708.65	\$9.06
\$500,000.00	\$1,000,000.00	\$5,331.91	\$7.58
\$1,000,000.00	\$99,999,999.00	\$9,120.48	\$5.07



Community DevelopmentBuilding Permit Surcharge Fees

Building Standards Commission Revolving Fund

Fee Description	Fee ¹
Residential and Nonresidential Permits	\$1.00 per \$25,000 valuation
Administrative Cost for Code Enforcement Education	10% of fee

¹ Fees are established by SB1473

California Strong Motion Instrumentation (SMI) Program

Fee Description	Fee ²
SMI for Residential Permits	\$0.00013 x permit valuation
SMI for Nonresidential Permits	\$0.00028 x permit valuation
Building Permit	\$0.50 minimum charge
Administrative Cost for Seismic Education	5% of fee

² Fees are established by SB593



Community Development Residential Growth Management Program (RGMP)¹ Fee

Fee Description Fee

RGMP Allocation Fee, Per Application²

\$3,507.00

The RGMP applies to all residential development in the City's Planning Area, including subdivision maps

¹ 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

 $^{^{\}rm 2}$ This Program was suspended on May 10, 2011 by City Council Resolution No. 2011-56



Community Development Code Enforcement Fees

Administrative Citations

Fee Description	Fee
First Violation ¹	\$100.00
Second Violation ¹	\$200.00
Third Violation ¹	\$500.00
Further Violation ¹	\$500.00

 $^{^{\}rm 1}\,{\rm Each}$ day a violation continues is deemed a separate offense.

Abatement

Fee Description	Fee
Abandoned Vehicles ²	Actual Cost + \$50.00 City Admin
Weed/Nuisance Abatement ³	Actual Cost

² Municipal Code 10.20

³ Municipal Code 8.00.100



Community Development Habitat Conservation Plan (HCP) Fees

Fee Description	Fee
Development Fee ¹ - The fee is based on each acre of land permanen	tly disturbed and is set as follows:
Location of Affected Development Project	Development Fee
Zone I	\$17,139.99/acre
Zone II	\$34,279.99/acre
Zone III	\$8,570.72/acre

Wetland Mitigation Fee¹ - The Fee is based upon land cover type, unit of impact, compensation ratio and fee boundary method (see below).

, ,	·	Keguirea	
		Compensation	
		Ratio for	
Land Cover Type	Fee per unit of Impact ²	Restoration /	Aethod for Determining Fee Boundar
Riparian woodland/scrub	\$84,239.66/acre	1:1	Limit of tree or shrub canopy (drip line)
Perennial wetlands	\$115,275.32/acre	1:1	Jurisdictional wetland boundary of state or federal government ³ , whichever is greater
Seasonal wetlands	\$249,763.19/acre	2:1	Same as above
Alkali wetland	\$236,462.19/acre	2:1	Same as above
Ponds	\$125,620.54/acre	1:1	Jurisdictional waters boundary of state or federal government ³ , whichever is greater
Aquatic (open water)	\$63,549.21/acre	1:1	Wetted area during normal rainfall year or jurisdictional waters boundary, whichever is greater
Slough/channel	\$143,355.21/acre	1:1	Area of impact within banks
Streams 25 feet wide or less	\$686.78/linear ft	1:1	Stream length measured along stream centerline. Stream width measured between top of bank
Streams greater than 25 feet wide ⁴	\$1,034.52/linear ft	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

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	Fee
HCP/NCCP incidental take authorization applications ¹	\$1,605.75
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
Tollowing. Wetland land cover types, dedication of faild, or project sites of 10 acres of 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 Deposit	Actual Cost \$5,800.00
2. General/Specific Plan Amendment Deposit	Actual Cost \$5,800.00
3. Rezoning/Zoning Ordinance Amendment Deposit	Actual Cost \$4,900.00
4. Design Review Residential - (Less than 5 Units) Deposit Residential and Non-Residential - (5 or More Units) Deposit	Actual Cost \$500/per unit up to \$2,000 Actual Cost \$6,600.00
5. Conditional Use Permit Residential Deposit Non-Residential Deposit Daycare - (single family residence)	Actual Cost \$500/per unit up to \$2,000 Actual Cost \$2,200.00 \$246.00
6. Tentative Maps Deposit Tentative Parcel Map Waiver	Actual Cost \$6,000.00 \$2,971.00
7. Variance Deposit Admin Variance	Actual Cost \$1,700.00 \$959.00
8. Sign Permit/Review Administrative Master Sign Program Master Sign Program - Deposit Planning Commission Approval Permit Planning Commission Approval Permit - Deposit Temporary Permit for Signs and Banners	\$309.00 Actual Cost \$2,600.00 Actual Cost \$900.00 No Charge

 $\textbf{\textit{Actual Cost:}} \quad \textit{Contractor costs and/or labor cost for City Staff (total hourly rate at Step E per the Cost Allocation Plan) time provided for a service}$

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 Actual Cost
Deposit	\$3,500.00
Mitigated Negative Declaration - (prepared by staff)	Actual Cost
Deposit	\$4,900.00
Mitigated Negative Declaration - (prepared by consultant) Deposit	Actual Cost + 25% Actual Cost + 25%
Deposit	Actual Cost + 25%
10. Administrative Oil Permit	Actual Cost
Deposit	\$2,500.00
11. Development Agreement	Actual Cost
Deposit	\$4,200.00
12. Affordable Housing - (Legal review or consulting)	Actual Cost + 25%
Deposit	Actual Cost + 25% Actual Cost + 25%
20,000.1	7100001 2070
13. Appeals	\$371.00
AA CANADA AA KAA	¢204.00
14. Categorical Exemption	\$204.00
15. Temporary Use Permit - (TUP)	
Universal TUP	\$855.00
Minor TUP	\$66.00
16. Amendments	Actual Cost
Deposit	\$2,200.00
·	. ,
17. Time Extensions	\$1,398.00
18. General Plan Maintenance Fee	
Per dwelling unit or non residential per 2,500 sq. ft.	\$344.00

Actual Cost: Contractor costs and/or labor cost for City Staff (total hourly rate at Step E per the Cost Allocation Plan) time provided for a service

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	\$7,692.00
20. County Environmental Filing Fees ²	Actual Cost
21. Residential Street Addressing Subdivisions Secondary Units	\$204.00 \$52.65
22. Peer Review - (Legal, Consultant)	Actual Cost + 25%
23. Special Studies - (Traffic, Environmental, etc.)	Actual Cost + 25%
24. Adult Oriented Zoning Review	\$4,884.00
25. Residential Condominium Conversion Deposit	Actual Cost \$2,200.00
26. Preliminary Application Review	No Charge
27. Outdoor Dining/Merchandise Display Review	No Charge
28. Home Occupation Zoning Review	\$50.00
29. Archival Fee (No charge if provided in acceptable electronic format)	\$186.00
30. Landscape Review - (Private Landscaping) Plan Check and Inspection Fee - (by Staff) Plan Check - (by Consultant) Deposit	Actual Cost Actual Cost + 25% \$3,000.00
31. Consultant Planning Services	Actual Cost + 25%

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

Actual Cost: Contractor costs and/or labor cost for City Staff (total hourly rate at Step E per the Cost Allocation Plan) time provided for a service

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 Developmen

² Contra Costa County Clerk Filing Fees



Community Development Downtown Parking In-Lieu Fees^{1,2}

Land Use Fee

Residential

One space shall be located on site and any additional space off site shall be \$4,224.00 per required parking space

Retail/Commercial/Office - (per space)

\$4,224.00

 $^{^{1}}$ When parking cannot be provided per Brentwood Municipal Code Chapter 17.620, these fees will apply in Downtown Brentwood

² Per City Council Resolution 2017-72, the in-lieu parking fee is temporarilty suspended within the downtown area



Community Development Affordable Housing

The Affordable Housing requirement consists of building 6% of new residential developments as affordable through December 31, 2020.

As of January 1, 2021, the Affordable Housing requirement consists of building 10% of new residential developments as affordable.¹

Breakdown of Affordable Levels through December 31, 2020

Single-Family

1% Moderate 4% Low Income 1% Very Low Income

Breakdown of Affordable Levels as of January 1, 2021

Single-Family

3% Moderate 4% Low Income 3% Very Low Income

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

\$12,000.00 per moderate income unit not built \$249,000.00 per low income unit not built \$331,000.00 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.

¹ Reflects Amendment to affordable housing Ordinance; Effective May 28, 2020 (Ordinance 1014)



Community Development Affordable Housing Monthly Rent

July 1, 2020 - December 31, 2020 Affordable Monthly Rent for Renter Households at Very Low, Low and Moderate Income Levels¹

Affordable I 2 \$89,350 30% of 50% of \$44,650 \$1,116 \$181 \$935 of 60% of AM \$53,600 \$1,340	2 3 \$100,550 f AMI \$50,250 \$1,256 \$222 \$1,034	\$111,700 \$55,850 \$1,396 \$231 \$1,165	4 5 \$120,650 \$60,300 \$1,508 \$284 \$1,224	5 6 \$129,550 \$64,750 \$1,619 \$320 \$1,299	6 7 \$138,500 \$69,250 \$1,731 \$343 \$1,388
\$89,350 30% of 50% of \$44,650 \$1,116 \$181 \$935 of 60% of AM \$53,600	\$100,550 f AMI \$50,250 \$1,256 \$222 \$1,034	\$111,700 \$55,850 \$1,396 \$231 \$1,165	\$120,650 \$60,300 \$1,508 \$284	\$129,550 \$64,750 \$1,619 \$320	\$138,500 \$69,250 \$1,731 \$343
30% of 50% of \$44,650 \$1,116 \$181 \$935 of 60% of AM \$53,600	\$50,250 \$1,256 \$222 \$1,034	\$55,850 \$1,396 \$231 \$1,165	\$60,300 \$1,508 \$284	\$64,750 \$1,619 \$320	\$69,250 \$1,731 \$343
\$44,650 \$1,116 \$181 \$935 of 60% of AM \$53,600	\$50,250 \$1,256 \$222 \$1,034	\$1,396 \$231 \$1,165	\$1,508 \$284	\$1,619 \$320	\$1,731 \$343
\$1,116 \$181 \$935 of 60% of AM \$53,600	\$1,256 \$222 \$1,034	\$1,396 \$231 \$1,165	\$1,508 \$284	\$1,619 \$320	\$1,731 \$343
\$181 \$935 of 60% of AM \$53,600	\$222 \$1,034	\$231 \$1,165	\$284	\$320	\$343
\$935 of 60% of AM \$53,600	\$1,034	\$1,165			
of 60% of AM \$53,600	. <i>, ,</i>		\$1,224	\$1,299	\$1,388
\$53,600	='	\$67,000			
\$1,540	\$1,508 \$222	\$1,675 \$231	\$72,350 \$1,809 \$284	\$77,700 \$1,943 \$320	\$83,100 \$2,078 \$343
\$1,159	\$222 \$1,286	\$231 \$1,444	\$284 \$1,525	\$320 \$1,623	\$343 \$1,735
\$98,300 \$2,458	of AMI \$110,600 \$2,765 \$222	\$122,850 \$3,071 \$231	\$132,700 \$3,318 \$284	\$142,500 \$3,563 \$320	\$152,350 \$3,809 \$343
	· ·		· · · · · · · · · · · · · · · · · · ·		\$3,466
)	\$98,300 \$2,458 \$ \$181	\$2,458 \$2,765	\$98,300 \$110,600 \$122,850 0 \$2,458 \$2,765 \$3,071	9 \$98,300 \$110,600 \$122,850 \$132,700 9 \$2,458 \$2,765 \$3,071 \$3,318 12 \$181 \$222 \$231 \$284	9 \$98,300 \$110,600 \$122,850 \$132,700 \$142,500 0 \$2,458 \$2,765 \$3,071 \$3,318 \$3,563

January 1, 2021 - June 30, 2021 Affordable Monthly Rent for Renter Households at Very Low, Low and Moderate Income Levels

Calculation of Affordable Monthly Rent							
Number Of Bedrooms	0	1	2	3	4	5	6
Family Size ²	1	2	3	4	5	6	7
Area Median Income (AMI) ⁵	\$83,450	\$95,350	\$107,300	\$119,200	\$128,750	\$138,250	\$147,800
Very Low Income Households: Maximum Affordable Cost = 30% of 50% of AMI							
Annual Income @ 50% of AMI	\$41,700	\$47,650	\$53,650	\$59,600	\$64,350	\$69,100	\$73,900
Affordable Monthly Housing Cost	\$1,043	\$1,191	\$1,341	\$1,490	\$1,609	\$1,728	\$1,848
Less: Utility Allowance ⁴	\$172	\$181	\$222	\$231	\$284	\$320	\$343
Maximum Affordable Monthly Rent	\$871	\$1,010	\$1,119	\$1,259	\$1,325	\$1,408	\$1,505
Annual Income @ 60% of AMI Affordable Monthly Housing Cost Less: Utility Allowance ⁴	\$50,050 \$1,251 \$172	\$57,200 \$1,430 \$181	\$64,350 \$1,609 \$222	\$71,500 \$1,788 \$231	\$77,250 \$1,931 \$284	\$82,950 \$2,074 \$320	\$88,650 \$2,216 \$343
Maximum Affordable Monthly Rent	\$1,079	\$1,249	\$1,387	\$1,557	\$1,647	\$1,754	\$1,873
Moderate Income Households: Maximum Affordable Cost = 30% of 110% of AMI							
Annual Income @ 110% of AMI	\$91,800	\$104,900	\$118,050	\$131,100	\$141,650	\$152,100	\$162,600
Affordable Monthly Housing Cost	\$2,295	\$2,623	\$2,951	\$3,278	\$3,541	\$3,803	\$4,065
Less: Utility Allowance ⁴							
LC33. Othicy Anowarite	\$172	\$181	\$222	\$231	\$284	\$320	\$343

¹ Delaying rent increase through December 31, 2020

² Correlation of family size to bedroom size is based on Health and Safety Code Section 50053 for Renter-Occupied and Section 50052.5 for Owner-Occupied, (HCD/CRL standards, rather than TCAC standards)

³ Based on annual income limits for Contra Costa County published by HCD and HUD, adjusted to CRL affordable housing cost income levels using HCD rounding methodology for FY 2019/20

⁴ 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 HUD Allowances for Tenant Utilities; and calculated by the bedroom size ratio from Contra Costa Utility allowance

⁵ Based on annual income limits for Contra Costa County published by HCD and HUD, adjusted to CRL affordable housing cost income levels using HCD rounding methodology for FY 2020/21



Parks and Recreation Park Planning Fees

Fee Description	Fee
Country In Alberta Co	A.116
Conceptual Park Plan Review	Actual Cost
Deposit	\$3,000.00
Landscape and Lighting District Formation/Annexation	
Processing/Review, plus	\$236.00
Consultant Fee Per Contract - Deposit	Actual Cost
Landscape Review (Public Landscaping)	
Plan Check and Inspection Fee - (by Staff)	Actual Cost
Plan Check - (by Consultant)	Actual Cost
Deposit	\$3,000.00

Actual Cost: Contractor costs and/or labor cost for City Staff (total hourly rate at Step E per the Cost Allocation Plan) time provided for a service



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 the 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



Fee Description	Fee
Bingo Permit (annual)	\$50.00
City Run Youth Sports Non-Resident Fee	φ30.00
10% of Registration fee, minimum \$5	
Non-Resident Fee for Adult Sport Leagues (per person)	\$13.00
Non-Resident 50% cost recovery (excluding aquatic and youth sports)	,
Late Fee for Youth Sport Leagues (per person)	\$26.25
Adult Sports	
Team Name Change USSSA Fee	Actual Cost
Adult Softball Leagues ¹	\$760.00
Adult Bocce Leagues ¹	\$135.00
Adult Cornhole Leagues ¹	\$127.00
Youth Sports	
Pre-School Sandlot T-Ball	\$69.00
Pre-School Sandlot T-Ball (Non-Resident)	\$75.00
Youth Baseball Pee Wee	\$90.00
Youth Baseball Pee Wee (Non-Resident)	\$99.00
Youth Fast Pitch Softball Girls U8 - U15	\$188.00
Youth Fast Pitch Softball Girls U8 - U15 (Non-Resident)	\$206.00
Youth Basketball (Ages 6-13)	\$141.00
Youth Basketball (Ages 6-13) (Non-Resident)	\$155.00
Kidz Love Soccer 5 Week Indoor Program	\$79.00
Kidz Love Soccer 5 Week Indoor Program (Non-Resident)	\$96.00
Kidz Love Soccer 6 Week Indoor Program	\$88.00
Kidz Love Soccer 6 Week Indoor Program (Non-Resident)	\$102.00
Kidz Love Soccer 8 Week Program	\$117.00
Kidz Love Soccer 8 Week Program (Non-Resident)	\$136.00
Kidz Love Soccer Half Day Camp	\$139.00
Kidz Love Soccer Half Day Camp (Non-Resident)	\$148.00
Sky Hawks	
Skyhawks - Half Day Camps	\$180.00
Skyhawks - Half Day Camps (Non-Resident)	\$193.00
Skyhawks Sport Classes - 5 weeks	\$120.00
Skyhawks Sport Classes - 5 weeks (Non-Resident)	\$128.00
Skyhawks Sport Classes - 6 weeks	\$140.00
Skyhawks Sport Classes - 6 weeks (Non-Resident)	\$148.00
Skyhawks Sport Classes - 7 weeks	\$160.00
Skyhawks Sport Classes - 7 weeks (Non-Resident)	\$172.00
Skyhawks Sport Classes - 8 weeks	\$180.00
Skyhawks Sport Classes - 8 weeks (Non-Resident)	\$193.00
Creative Activities Play Classes	
Challenge Island Half Day Camp (Ages 3-12) (5 Days)	\$280.00

 $^{^{1}}$ Non-Resident Fee does not apply to these programs



Fee Description	Fee
Creative Activities Play Classes (continued)	
Challenge Island Half Day Camp (Ages 3-12) (5 Days) (Non-Resident)	\$320.00
Jump Bunch (Ages 3-12) (4 weeks)	\$60.00
Jump Bunch (Ages 3-12) (4 weeks) (Non-Resident)	\$61.00
Jump Bunch (Ages 3-12) (6 weeks)	\$90.00
Jump Bunch (Ages 3-12) (6 weeks) (Non-Resident)	\$92.00
Jump Bunch Camp (Ages 6-11)	\$100.00
Jump Bunch Camp (Ages 6-11) (Non-Resident)	\$108.00
Little Medical/Veterinarian School Half Day Camp (Ages 5-11) (5 Days)	\$220.00
Little Medical/Veterinarian School Half Day Camp (Ages 5-11) (5 Days) (Non-Resident)	\$261.00
Little Medical/Veterinarian School Half Day Camp (Ages 11-14) (5 Days)	\$230.00
Little Medical/Veterinarian School Half Day Camp (Ages 11-14) (5 Days) (Non-Resident)	\$268.00
Cooking Round the World - Cooking Class (6 Weeks) (Ages 6-13)	\$144.00
Cooking Round the World - Cooking Class (6 Weeks) (Ages 6-13) (Non-Resident)	\$161.00
Cooking Round the World - Cooking Camp (Ages 6-13)	\$250.00
Cooking Round the World - Cooking Camp (Ages 6-13) (Non-Resident)	\$278.00
Creative Activities Arts and Crafts Classes	φ270.00
Mommy & Me Art Class (Age 0-4.5) (6 Weeks)	\$88.00
Mommy & Me Art Class (Age 0-4.5) (6 Weeks) (Non-Resident)	\$100.00
Mommy & Me Art Class (Age 0-4.5) (8 Weeks)	\$118.00
Mommy & Me Art Class (Age 0-4.5) (8 Weeks) (Non-Resident)	\$133.00
Pocket Art On The Go (Ages 13+)	\$53.00
Pocket Art On The Go (Ages 13+) (Non-Resident)	\$67.00
Art Enrichment Class (Ages 4.5-11) (6 Weeks)	\$97.00
Art Enrichment Class (Ages 4.5-11) (6 Weeks) (Non-Resident)	\$108.00
Art Enrichment Class (Ages 4.5-11) (8 Weeks)	\$128.00
Art Enrichment Class (Ages 4.5-11) (8 Weeks) (Non-Resident)	\$144.00
Art Exploration (Ages 7-15)	\$80.00
Art Exploration (Ages 7-15) (Non Resident)	\$85.00
Youth Dance Classes	
Youth Dance Classes (Ages 2-16)	\$77.00
Youth Dance Classes (Ages 2-16) (Non-Resident)	\$94.00
Dance Camp (Ages 4-12)	\$120.00
Dance Camp (Ages 4-12) (Non-Resident)	\$145.00
Tennis Program	
Adult Tennis Classes (Ages 18+)	\$96.00
Adult Tennis Classes (Ages 18+) (Non-Resident)	\$100.00
Tennis Camp (Ages 4-6)	\$48.00
Tennis Camp (Ages 4-6) (Non-Resident)	\$58.00
Tennis Camp (Ages 7-17)	\$96.00
Tennis Camp (Ages 7-17) (Non-Resident)	\$100.00
Red Ball Club (Ages 3-6)	\$48.00



Fee Description	Fee
Tennis Program (continued)	
Red Ball Club (Ages 3-6) (Non-Resident)	\$52.00
Youth Tennis Classes (Ages 7-17)	\$96.00
Youth Tennis Classes (Ages 7-17) (Non-Resident)	\$100.00
Gymnastics	•
Parent and Me Gymnastics/Pre-School (Ages 1-3 & 3-5/Parent) (6 Weeks)	\$70.00
Parent and Me Gymnastics/Pre-School (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)	\$98.00
Gymnastic Camp Ages (5-12) (5 days)	\$108.00
Gymnastic Camp Ages (5-12) (5 days) (Non-Resident)	\$129.00
Health and Safety Classes	
CPR/AED + First Aid Class (Ages 15+)	\$95.00
CPR/AED + First Aid Class (Ages 15+) (Non-Resident)	\$104.00
Martial Arts	
Martial Arts Class - 5 Weeks	\$50.00
Martial Arts Class - 5 Weeks (Non-Resident)	\$54.00
Martial Arts Half Day Camp (Ages 4-13)	\$220.00
Martial Arts Half Day Camp (Ages 4-13) (Non-Resident)	\$239.00
Martial Arts Full Day Camp (Ages 4-13)	\$285.00
Martial Arts Full Day Camp (Ages 4-13) (Non-Resident)	\$314.00
Performing Arts Classes	
IncrediFlix - Action Movie Flix (Ages 7-12)	\$200.00
IncrediFlix - Action Movie Flix (Ages 7-12) (Non-Resident)	\$226.00
IncrediFlix - Lego Flix (Ages 7-12)	\$184.00
IncrediFlix - Lego Flix (Ages 7-12) (Non-Resident)	\$206.00
IncrediFlix - Action Movie and Lego Combo Flix (Ages 7-12)	\$313.00
IncrediFlix - Action Movie and Lego Combo Flix (Ages 7-12) (Non-Resident)	\$399.00
IncrediFlix - Live Action Flix (Ages 7-12)	\$160.00
IncrediFlix - Live Action Flix (Ages 7-12) (Non-Resident)	\$185.00
IncrediFlix - Claymation Flix (Ages 7-12)	\$144.00
IncrediFlix - Claymation Flix (Ages 7-12) (Non-Resident)	\$169.00
IncrediFlix - Live Action and Claymation Combo Flix (Ages 7-12)	\$271.00
IncrediFlix - Live Action and Claymation Combo Flix (Ages 7-12) (Non-Resident)	\$321.00
Teen Programs	
Safety Drivers Ed On-line Course ¹	\$55.00
Special Events	
A Letter from Santa ¹	\$6.00
Scarecrows in the Park ¹	\$16.00
Vendor Space for Starry Nights Concert (Per Vendor, Per Concert)	\$50.00
Tiny Tot Triathalon	\$15.00

 $^{^{1}}$ Non-Resident Fee does not apply to these programs



Fee Description	Fee
Internet Classes	
Ed2go ¹	\$105.00
Active Adults	·
Bocce League ¹	\$100.00
Aquatics	
Parent/Child Lessons	\$56.00
Parent/Child Lessons (Non-Resident)	\$61.00
Swim Lessons	\$65.00
Swim Lessons (Non-Resident)	\$71.00
Private Swim Lessons	\$97.00
Private Swim Lessons (Non-Resident)	\$106.00
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	\$246.00
Lifeguard Certification (Non-Resident)	\$270.00
Jr. Lifeguard Camp	\$120.00
Jr. Lifeguard Camp (Non-Resident)	\$133.00
Lifeguard Recertification	\$163.00
Lifeguard Recertification (Non-Resident)	\$179.00
Water Aerobics (18+) (2 days/week)	\$50.00
Water Aerobics (18+) (2 days/week) (Non-Resident)	\$55.00
Water Aerobics (18) (4 days/week)	\$114.00
Water Aerobics (18+) (4 days/week) (Non-Resident)	\$125.00
3 Meter Diving (1x/week)	\$93.00
3 Meter Diving (1x/week) (Non-Resident)	\$102.00
3 Meter Diving (2x/week)	\$165.00
3 Meter Diving (2x/week) (Non-Resident)	\$181.00
Beginning Diving	\$165.00
Non Pacident Fee door not apply to those programs	

¹ Non-Resident Fee does not apply to these programs



Fee Description	Fee
Aquatics (continued)	
Beginning Diving (Non-Resident)	\$181.00
Intermediate/Advanced Diving (2 hours/week)	\$173.00
Intermediate/Advanced Diving (2 hours/week) (Non-Resident)	\$190.00
Intermediate/Advanced Diving (4.5 hours/week)	\$329.00
Intermediate/Advanced Diving (4.5 hours/week) (Non-Resident)	\$361.00
Semi-Private Diving	\$119.00
Semi-Private Diving (Non-Resident)	\$130.00
Splashball (Ages 5-9) (8 Weeks)	\$132.00
Splashball (Ages 5-9) (8 Weeks) (Non-Resident)	\$169.00
Safety for Swim Coaches	\$103.00
Safety for Swim Coaches (Non-Resident)	\$113.00
Part-Time Staff (per hour)	Hourly Rate Plus Benefits
Facility Rentals ¹	
Special Event Permit Application Fee	\$53.00
Facility Rental Application Fee	\$53.00
Billing Processing Fee	\$53.00
Application Rush Fee (less than 30 days)	\$33.50
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	\$33.50
Unpaid Balance Late Fee less than 30 days prior to event	\$92.00
Contract Modification Fee (5 days after receipt of contract)	\$66.00
(5 business day grace period for changes without charges once application has been su	bmitted)
Contract Modification Fee (less than 14 days prior to event)	\$133.00
Rental Liability Insurance	\$98 - \$700.00
Part-Time Staff (per hour)	Hourly Rate plus Benefits
Field Rentals ¹	
Ball Field Prep Services (per field)	\$33.75
Ball Field Prep without lining (per field)	\$19.75
Extra Mow (per field)	Actual Cost
Scorekeeper Fee (per hour)	Hourly Rate plus Benefits
Soccer Field Prep Service (per field)	\$19.75
Soccer Field Lining Services (per field)	\$101.00
Soccer Field Lining Repaint (per field)	\$33.75
Solid Waste Garbage Service	Actual Cost

¹ See Facility Rentals/Tournament Cancellation Policy - Page 251



Recreation/Slide Pools (per hour) (3 hours minimum) \$307.00 Aquatic Park (per hour) (3 hours minimum) \$708.00 Refundable Deposit \$750.00 Picnic Tables 2 hours: \$33.25 Resident \$33.25 Non-Resident \$36.50 Brentwood Community Center² Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days) Entire First Floor (Including Kitchen) Resident \$1,802.00 Non-Resident \$1,802.00 Commercial \$1,802.00 Non-Profit \$1,802.00 Commercial Kitchen (Only) (2 hours Minimum Required) \$1,261.00 Elat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$269.00 Non-Profit (per hour) \$349.00 Non-Profit (per hour) \$240.00 Non-Profit (per hour) \$224.00 Non-Profit (per hour) \$224.00 Non-Profit (per hour) \$224.00 Non-Profit	Fee Description	Fee	
Competitive Pool (per hour) (3 hours minimum) \$399,00 Recreation/Silde Pools (per hour) (3 hours minimum) \$307,00 Aquatic Park (per hour) (3 hours minimum) \$708,00 Refundable Deposit \$750,00 Picnic Tables 2 hours: *** Resident \$33,25 Non-Resident \$36,50 Brentwood Community Center² Restal - Daily Rate (10 hours Maximum for 2 or more consecutive days) Entire First Floor (Including Kitchen) Resident \$1,802,00 Non-Resident \$1,802,00 Non-Resident \$1,802,00 Non-Profit \$2,342,00 Non-Profit \$1,261,00 Commercial Kitchen (Only) (2 hours Minimum Required) Flat Rate (per hour) Community Room Full - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$234,20 Non-Resident (per hour) \$234,00 Non-Profit (per hour) \$234,00 Non-Profit (per hour) \$24,00 Non-Resident (per hour) \$24,00 <tr< th=""><th>Brentwood Family Aquatic Complex²</th><th></th></tr<>	Brentwood Family Aquatic Complex ²		
Aquatic Park (per hour) (3 hours minimum) \$708.00 Refundable Deposit \$750.00 Picnic Tables 2 hours: \$33.25 Resident \$36.50 Non-Resident \$36.50 Brentwood Community Center ² Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days) Entire First Floor (Including Kitchen) Resident \$1,802.00 Non-Resident \$1,982.00 Commercial \$1,982.00 Commercial (Kitchen (Only) (2 hours Minimum Required) \$34.25 Commercial Kitchen (Only) (2 hours Minimum Required) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) \$269.00 Non-Resident (per hour) \$295.00 Commercial (per hour) \$295.00 Community Room Full - More than 5 Hours (Friday-Saturday) Resident (per hour) \$224.00 Non-Resident (per hour) \$224.00 Commercial (per hour) \$224.00 Non-Profit (per hour) \$221.00 Commercial (per ho		\$399.00	
Refundable Deposit \$750.00 Picnic Tables 2 hours: \$33.25 Resident \$33.25 Non-Resident \$36.50 Brentwood Community Center ² Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days) Entire First Floor (Including Kitchen) Resident \$1,802.00 Non-Resident \$1,982.00 Commercial \$2,342.00 Non-Profit \$1,802.00 Commercial Kitchen (Only) (2 hours Minimum Required) Flat Rate (per hour) \$34.20 Community Room Full - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$269.00 Non-Resident (per hour) \$295.00 Community Room Full - More than 5 Hours (Friday-Saturday) Resident (per hour) \$24.00 Non-Resident (per hour) \$24.00 Non-Resident (per hour) \$224.00 Non-Resident (per hour) \$221.00 Non-Resident (per hour) \$221.00 Community Room Full (Sunday-Thursday) Reside	Recreation/Slide Pools (per hour) (3 hours minimum)	\$307.00	
Refundable Deposit \$750.00 Picnic Tables 2 hours: \$33.25 Resident \$33.25 Non-Resident \$36.50 Brentwood Community Center ² Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days) Entire First Floor (Including Kitchen) Resident \$1,802.00 Non-Resident \$1,982.00 Commercial \$2,342.00 Non-Profit \$2,342.00 Commercial Kitchen (Only) (2 hours Minimum Required) Flat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$269.00 Non-Resident (per hour) \$295.00 Community Room Full - More than 5 Hours (Friday-Saturday) Resident (per hour) \$24.00 Non-Resident (per hour) \$224.00 Non-Profit (per hour) \$224.00 Non-Profit (per hour) \$224.00 Commercial (per hour) \$224.00 Non-Profit (per hour) \$224.00 <td co<="" td=""><td>Aquatic Park (per hour) (3 hours minimum)</td><td>\$708.00</td></td>	<td>Aquatic Park (per hour) (3 hours minimum)</td> <td>\$708.00</td>	Aquatic Park (per hour) (3 hours minimum)	\$708.00
Resident \$33.25 Non-Resident \$36.50 Brentwood Community Center ² Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days) Entire First Floor (Including Kitchen) Resident \$1,802.00 Non-Resident \$1,982.00 Commercial \$2,342.00 Non-Profit \$2,242.00 Commercial Kitchen (Only) (2 hours Minimum Required) Flat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$269.00 Non-Resident (per hour) \$349.00 Non-Profit (per hour) \$349.00 Non-Profit (per hour) \$224.00 Non-Resident (per hour) \$224.00 Non-Resident (per hour) \$246.00 Commercial (per hour) \$246.00 Commercial (per hour) \$291.00 Non-Profit (per hour) \$201.00 Non-Resident (per hour) \$201.00 Non-Resident (per hour) \$201.00 Non-Profit (per hour) \$201.00 Non-Profit (per hour) <td< td=""><td></td><td>\$750.00</td></td<>		\$750.00	
Brentwood Community Center ² Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days) Entire First Floor (Including Kitchen) Entire First Floor (Including Kitchen) Resident \$1,802.00 Non-Resident \$1,982.00 Commercial \$2,342.00 Non-Profit \$1,261.00 Commercial Kitchen (Only) (2 hours Minimum Required) Flat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$295.00 Non-Resident (per hour) \$349.00 Commercial (per hour) \$349.00 Non-Profit (per hour) \$240.00 Commercial (per hour) \$246.00 Commercial (per hour) \$246.00 Non-Profit (per hour) \$246.00 Commercial (per hour) \$221.00 Commercial (per hour) \$221.00 Commercial (per hour) \$221.00 Commercial (per hour) \$221.00	Picnic Tables 2 hours:		
Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days) Entire First Floor (Including Kitchen) Resident \$1,802.00	Resident	\$33.25	
Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days) Entire First Floor (Including Kitchen) Resident \$1,802.00 Non-Resident \$2,342.00 Commercial \$2,342.00 Non-Profit \$1,261.00 Commercial Kitchen (Only) (2 hours Minimum Required) Flat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$269.00 Non-Resident (per hour) \$295.00 Commercial (per hour) \$249.00 Non-Profit (per hour) \$224.00 Non-Profit (per hour) \$224.00 Non-Resident (per hour) \$224.00 Non-Resident (per hour) \$224.00 Commercial (per hour) \$224.00 Non-Profit (per hour) \$201.00 Non-Profit (per hour) \$201.00 Non-Profit (per hour) \$201.00 Non-Resident (per hour) \$221.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) \$140.00 Resident (per hour) \$140.00 Non-Profit (per h	Non-Resident	\$36.50	
Entire First Floor (Including Kitchen) Resident \$1,802.00 Non-Resident \$2,342.00 Commercial \$2,342.00 Non-Profit \$1,261.00 Commercial Kitchen (Only) (2 hours Minimum Required) Flat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$259.00 Non-Resident (per hour) \$349.00 Non-Profit (per hour) \$188.00 Community Room Full - More than 5 Hours (Friday-Saturday) Resident (per hour) \$224.00 Non-Resident (per hour) \$246.00 Non-Resident (per hour) \$246.00 Non-Profit (per hour) \$225.00 Commercial (per hour) \$226.00 Non-Profit (per hour) \$221.00 Community Room Full (Sunday-Thursday) \$221.00 Resident (per hour) \$221.00 Non-Profit (per hour) \$221.00 Non-Profit (per hour) \$240.00 Non-Profit (per hour) \$214.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday)	Brentwood Community Center ²		
Resident \$1,802.00 Non-Resident \$1,982.00 Commercial \$2,342.00 Non-Profit \$1,261.00 Commercial Kitchen (Only) (2 hours Minimum Required) Flat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$269.00 Non-Resident (per hour) \$295.00 Commercial (per hour) \$349.00 Non-Profit (per hour) \$188.00 Community Room Full - More than 5 Hours (Friday-Saturday) Resident (per hour) \$246.00 Non-Resident (per hour) \$246.00 Commercial (per hour) \$246.00 Non-Profit (per hour) \$250.00 Non-Resident (per hour) \$250.00 Non-Resident (per hour) \$201.00 Commercial (per hour) \$221.00 Commercial (per hour) \$221.00 Commercial (per hour) \$221.00 Non-Profit (per hour) \$221.00 Commercial (per hour) \$140.00 Non-Profit (per hour) \$147.00 Non-P	Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days)		
Non-Resident \$1,982.00 Commercial \$2,342.00 Non-Profit \$1,261.00 Commercial Kitchen (Only) (2 hours Minimum Required) Flat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$269.00 Non-Resident (per hour) \$295.00 Commercial (per hour) \$349.00 Non-Profit (per hour) \$349.00 Community Room Full - More than 5 Hours (Friday-Saturday) Resident (per hour) \$224.00 Non-Resident (per hour) \$246.00 Commercial (per hour) \$246.00 Non-Profit (per hour) \$221.00 Community Room Full (Sunday-Thursday) Resident (per hour) \$201.00 Non-Profit (per hour) \$221.00 Commercial (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00	Entire First Floor (Including Kitchen)		
Commercial Non-Profit \$1,261.00 Commercial Kitchen (Only) (2 hours Minimum Required) \$34.25 Flat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) \$269.00 Resident (per hour) \$295.00 Non-Resident (per hour) \$349.00 Non-Profit (per hour) \$188.00 Community Room Full - More than 5 Hours (Friday-Saturday) \$224.00 Resident (per hour) \$246.00 Non-Resident (per hour) \$246.00 Commercial (per hour) \$291.00 Non-Profit (per hour) \$201.00 Non-Profit (per hour) \$201.00 Non-Resident (per hour) \$201.00 Non-Resident (per hour) \$201.00 Non-Profit (per hour) \$201.00 Non-Profit (per hour) \$201.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) \$140.00 Commercial (per hour) \$134.00 Non-Profit (per hour) \$134.00 Non-Profit (per hour) \$140.00 Non-Profit (per hour) \$140.00	Resident	\$1,802.00	
Non-Profit \$1,261.00 Commercial Kitchen (Only) (2 hours Minimum Required) \$34.25 Flat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) \$269.00 Non-Resident (per hour) \$295.00 Commercial (per hour) \$349.00 Non-Profit (per hour) \$188.00 Community Room Full - More than 5 Hours (Friday-Saturday) \$224.00 Resident (per hour) \$246.00 Non-Resident (per hour) \$291.00 Non-Profit (per hour) \$291.00 Non-Profit (per hour) \$201.00 Non-Profit (per hour) \$201.00 Non-Resident (per hour) \$201.00 Non-Resident (per hour) \$201.00 Non-Profit (per hour) \$201.00 Non-Profit (per hour) \$201.00 Non-Profit (per hour) \$201.00 Non-Profit (per hour) \$210.00 Non-Profit (per hour) \$210.00 Non-Resident (per hour) \$140.00 Non-Profit (per hour) \$140.00 Non-Profit (per hour) \$140.00 Non-Profit (per hou	Non-Resident	\$1,982.00	
Flat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) \$34.25 Resident (per hour) \$269.00 Non-Resident (per hour) \$295.00 Commercial (per hour) \$349.00 Non-Profit (per hour) \$349.00 Non-Profit (per hour) \$349.00 Non-Profit (per hour) \$349.00 Non-Profit (per hour) \$224.00 Resident (per hour) \$246.00 Community Room Full - More than 5 Hours (Friday-Saturday) \$249.00 Non-Resident (per hour) \$246.00 Commercial (per hour) \$291.00 Non-Profit (per hour) \$291.00 Non-Profit (per hour) \$201.00 Non-Resident (per hour) \$221.00 Community Room Full (Sunday-Thursday) \$221.00 Commercial (per hour) \$221.00 Commercial (per hour) \$221.00 Commercial (per hour) \$240.00 Non-Profit (per hour) \$240.00 Non-Profit (per hour) \$240.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) \$140.00 Commercial (per hour) \$147.00 Commercial (per hour) \$147.00 Commercial (per hour) \$149.00 Commercial (per hour) \$149.00 Commercial (per hour) \$149.00 Resident (per hour) \$149.00 Commercial (per hour) \$149.00 Resident (per hour) \$149.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$149.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$149.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$140.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday)	Commercial	\$2,342.00	
Flat Rate (per hour) \$34.25 Community Room Full - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$269.00 Non-Resident (per hour) \$349.00 Commercial (per hour) \$349.00 Non-Profit (per hour) \$188.00 Community Room Full - More than 5 Hours (Friday-Saturday) Resident (per hour) \$224.00 Non-Resident (per hour) \$246.00 Commercial (per hour) \$250.00 Non-Profit (per hour) \$201.00 Non-Resident (per hour) \$201.00 Non-Resident (per hour) \$261.00 Non-Profit (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Profit (per hour) \$147.00 Non-Profit (per hour)	Non-Profit	\$1,261.00	
Resident (per hour) \$269.00 Non-Resident (per hour) \$295.00 Commercial (per hour) \$349.00 Non-Profit (per hour) \$188.00 Community Room Full - More than 5 Hours (Friday-Saturday) Resident (per hour) \$224.00 Non-Resident (per hour) \$224.00 Non-Resident (per hour) \$224.00 Non-Resident (per hour) \$246.00 Commercial (per hour) \$291.00 Non-Profit (per hour) \$291.00 Non-Profit (per hour) \$291.00 Non-Profit (per hour) \$201.00 Community Room Full (Sunday-Thursday) Resident (per hour) \$201.00 Non-Resident (per hour) \$221.00 Non-Resident (per hour) \$221.00 Commercial (per hour) \$221.00 Commercial (per hour) \$221.00 Non-Profit (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$147.00 Non-Profit (per ho	Commercial Kitchen (Only) (2 hours Minimum Required)		
Resident (per hour) \$269.00 Non-Resident (per hour) \$295.00 Commercial (per hour) \$349.00 Non-Profit (per hour) \$188.00 Community Room Full - More than 5 Hours (Friday-Saturday) Resident (per hour) \$224.00 Non-Resident (per hour) \$291.00 Non-Profit (per hour) \$291.00 Non-Profit (per hour) \$201.00 Non-Resident (per hour) \$201.00 Non-Resident (per hour) \$221.00 Commercial (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$147.00 Non-Profit (per hour) \$93.00 Commercial (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$10.00	Flat Rate (per hour)	\$34.25	
Non-Resident (per hour) \$295.00 Commercial (per hour) \$349.00 Non-Profit (per hour) \$188.00 Community Room Full - More than 5 Hours (Friday-Saturday) \$224.00 Resident (per hour) \$246.00 Non-Resident (per hour) \$291.00 Non-Profit (per hour) \$156.00 Community Room Full (Sunday-Thursday) \$201.00 Resident (per hour) \$201.00 Non-Resident (per hour) \$221.00 Commercial (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) \$134.00 Non-Resident (per hour) \$134.00 Non-Profit (per hour) \$147.00 Commercial (per hour) \$147.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) \$110.00	Community Room Full - Up to 5 Hours (Friday-Saturday)		
Commercial (per hour) \$349.00 Non-Profit (per hour) \$188.00 Community Room Full - More than 5 Hours (Friday-Saturday) Resident (per hour) \$224.00 Non-Resident (per hour) \$246.00 Commercial (per hour) \$291.00 Non-Profit (per hour) \$291.00 Non-Profit (per hour) \$201.00 Community Room Full (Sunday-Thursday) Resident (per hour) \$201.00 Non-Resident (per hour) \$221.00 Commercial (per hour) \$221.00 Commercial (per hour) \$221.00 Commercial (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour)	Resident (per hour)	\$269.00	
Non-Profit (per hour) \$188.00 Community Room Full - More than 5 Hours (Friday-Saturday) Resident (per hour) \$224.00 Non-Resident (per hour) \$246.00 Commercial (per hour) \$291.00 Non-Profit (per hour) \$156.00 Community Room Full (Sunday-Thursday) Resident (per hour) \$201.00 Non-Resident (per hour) \$221.00 Commercial (per hour) \$221.00 Commercial (per hour) \$261.00 Non-Profit (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour) \$174.00 Non-Profit (per hour) \$174.00 Resident (per hour) \$174.00 Non-Profit (per hour) \$174.00 Non-Profit (per hour) \$174.00 Non-Profit (per hour) \$174.00 Resident (per hour) \$174.00 Sesident (per hour) \$174.00 Non-Profit (per hour) \$174.00 Sesident (per hour) \$174.00 Non-Profit (per hour) \$174.00	Non-Resident (per hour)	\$295.00	
Community Room Full - More than 5 Hours (Friday-Saturday)Resident (per hour)\$224.00Non-Resident (per hour)\$246.00Commercial (per hour)\$291.00Non-Profit (per hour)\$156.00Community Room Full (Sunday-Thursday)\$201.00Resident (per hour)\$221.00Non-Resident (per hour)\$221.00Commercial (per hour)\$261.00Non-Profit (per hour)\$140.00Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday)\$134.00Resident (per hour)\$147.00Commercial (per hour)\$147.00Non-Profit (per hour)\$93.00Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday)\$110.00Resident (per hour)\$130.00	Commercial (per hour)	\$349.00	
Resident (per hour) \$224.00 Non-Resident (per hour) \$246.00 Commercial (per hour) \$291.00 Non-Profit (per hour) \$156.00 Community Room Full (Sunday-Thursday) \$201.00 Resident (per hour) \$221.00 Non-Resident (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) \$134.00 Non-Resident (per hour) \$134.00 Commercial (per hour) \$147.00 Commercial (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) \$93.00 Resident (per hour) \$110.00	Non-Profit (per hour)	\$188.00	
Non-Resident (per hour) \$246.00 Commercial (per hour) \$291.00 Non-Profit (per hour) \$156.00 Community Room Full (Sunday-Thursday) Resident (per hour) \$201.00 Non-Resident (per hour) \$221.00 Commercial (per hour) \$221.00 Non-Profit (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Community Room Full - More than 5 Hours (Friday-Saturday)		
Commercial (per hour) \$291.00 Non-Profit (per hour) \$156.00 Community Room Full (Sunday-Thursday) Resident (per hour) \$201.00 Non-Resident (per hour) \$221.00 Commercial (per hour) \$221.00 Non-Profit (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$147.00 Non-Profit (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Resident (per hour)	\$224.00	
Non-Profit (per hour) \$156.00 Community Room Full (Sunday-Thursday) Resident (per hour) \$201.00 Non-Resident (per hour) \$221.00 Commercial (per hour) \$221.00 Non-Profit (per hour) \$221.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$134.00 Commercial (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$93.00	Non-Resident (per hour)	\$246.00	
Community Room Full (Sunday-Thursday) Resident (per hour) \$201.00 Non-Resident (per hour) \$221.00 Commercial (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$93.00	Commercial (per hour)	\$291.00	
Resident (per hour) \$201.00 Non-Resident (per hour) \$221.00 Commercial (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Non-Profit (per hour)	\$156.00	
Non-Resident (per hour) \$221.00 Commercial (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Community Room Full (Sunday-Thursday)		
Commercial (per hour) \$261.00 Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Resident (per hour)	\$201.00	
Non-Profit (per hour) \$140.00 Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Non-Resident (per hour)	\$221.00	
Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Commercial (per hour)	\$261.00	
Resident (per hour) \$134.00 Non-Resident (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Non-Profit (per hour)	\$140.00	
Non-Resident (per hour) \$147.00 Commercial (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday)		
Commercial (per hour) \$174.00 Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Resident (per hour)	\$134.00	
Non-Profit (per hour) \$93.00 Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Non-Resident (per hour)	\$147.00	
Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) Resident (per hour) \$110.00	Commercial (per hour)	\$174.00	
Resident (per hour) \$110.00	Non-Profit (per hour)	\$93.00	
	Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday)		
Non-Resident (per hour) \$121.00	Resident (per hour)	\$110.00	
	Non-Resident (per hour)	\$121.00	

 $^{^2}$ See Facility Rentals/Tournament Cancellation Policy - Page 251



Fee Description	Fee
Brentwood Community Center (continued) ²	
Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday) (continued)	
Commercial (per hour)	\$143.00
Non-Profit (per hour)	\$77.00
Community Room Hall A and/or B (Sunday-Thursday)	
Resident (per hour)	\$100.00
Non-Resident (per hour)	\$110.00
Commercial (per hour)	\$130.00
Non-Profit (per hour)	\$70.00
Multi Purpose Room Full	
Resident (per hour)	\$78.00
Non-Resident (per hour)	\$85.00
Commercial (per hour)	\$101.00
Non-Profit (per hour)	\$54.00
Multi Purpose Room A and/or B	
Resident (per hour)	\$40.00
Non-Resident (per hour)	\$44.00
Commercial (per hour)	\$50.00
Non-Profit (per hour)	\$28.00
Art Room	
Resident (per hour)	\$40.00
Non-Resident (per hour)	\$44.00
Commercial (per hour)	\$50.00
Non-Profit (per hour)	\$28.00
Conference Room Full	
Resident (per hour)	\$48.25
Non-Resident (per hour)	\$51.00
Commercial (per hour)	\$60.00
Non-Profit (per hour)	\$33.75
Conference Room A and/or B	
Resident (per hour)	\$24.00
Non-Resident (per hour)	\$26.25
Commercial (per hour)	\$31.00
Non-Profit (per hour)	\$16.75
Equipment Rental (Flat Rates)	
Portable Bar	\$47.50
Up lighting	\$47.50
Women's Club (2 hours Minimum Required) ²	
Entire Facility Rental	
Resident (per hour)	\$43.25
Non-Resident (per hour)	\$47.50
² See Facility Rentals/Tournament Cancellation Policy - Page 251	



Fee Description	Fee
Women's Club (2 hours Minimum Required) (continued) ²	
Entire Facility Rental (continued)	
Commercial (per hour)	\$56.00
Non-Profit (per hour)	\$30.25
Brentwood Senior Activity Center (2 hours Minimum Required) ²	
Main Hall - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$120.00
Non-Resident (per hour)	\$132.00
Commercial (per hour)	\$156.00
Non-Profit (per hour)	\$84.00
Main Hall - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$108.00
Non-Resident (per hour)	\$119.00
Commercial (per hour)	\$141.00
Non-Profit (per hour)	\$75.00
Main Hall (Sunday-Thursday)	
Resident (per hour)	\$86.00
Non-Resident (per hour)	\$91.00
Commercial (per hour)	\$107.00
Non-Profit (per hour)	\$60.00
Meeting Room	
Resident (per hour)	\$54.00
Non-Resident (per hour)	\$60.00
Commercial (per hour)	\$71.00
Non-Profit (per hour)	\$38.25
Class Room	
Resident (per hour)	\$43.50
Non-Resident (per hour)	\$47.75
Commercial (per hour)	\$56.50
Non-Profit (per hour)	\$30.25
Meeting Room/Class Room Combination	
Resident (per hour)	\$68.00
Non-Resident (per hour)	\$74.00
Commercial (per hour)	\$88.00
Non-Profit (per hour)	\$47.00
Kitchen	
Flat Rate per hour	\$23.25
Senior Center Equipment Rental with Rental of Senior Center (Flat Rate)	
Portable Stage 16 ft x 8 ft Removal	\$69.00
Portable Stage Rental Resizing	\$117.00
Portable Bar (each)	\$48.50
² See Facility Rentals/Tournament Cancellation Policy - Page 251	



Fee Description	Fee
Brentwood Senior Activity Center (continued) ²	
Entire Facility Daily Rate (10 hours maximum for 2 or more consecutive days)	
Resident	\$1,138.00
Non-Resident	\$1,251.00
Commercial	\$1,479.00
Non-Profit	\$796.00
Commercial Kitchen Daily Rate (10 hours maximum for 2 or more consecutive days)	
Resident	\$382.00
Non-Resident	\$420.00
Commercial	\$496.00
Non-Profit	\$267.00
Apple Hill, Balfour Guthrie and Veterans Parks ²	
Group Picnic Shelter Rentals (26-50 Capacity)	
Resident (per hour)	\$20.00
Non-Resident (per hour)	\$26.00
Commercial (per hour)	\$26.00
Non-Profit (per hour)	\$14.00
Resident (per day)	\$121.00
Non-Resident (per day)	\$157.00
Commercial (per day)	\$157.00
Non-Profit (per day)	\$84.00
Apple Hill and Veterans Parks ²	
Bocce Courts	
Resident (per hour)	\$13.00
Non-Resident (per day)	\$14.25
Commercial (per day)	\$16.75
Non-Profit (per day)	\$9.00
Two Hour Minimum Equipment Deposit	\$100.00
Apple Hill, Garin and Summerwood Parks ²	
Ball Field Rental	
Resident (per day)	\$13.00
Non-Resident (per day)	\$14.25
Commercial (per day)	\$16.75
Non-Profit (per day)	\$9.00
Balfour Guthrie Park and Sunset Park Athletic Complex ²	
Group Picnic Shelter Rentals (51-100 Capacity)	
Resident (per hour)	\$40.75
Non-Resident (per hour)	\$52.75
Commercial (per hour)	\$52.75
Non-Profit (per hour)	\$28.50
Resident (per day)	\$245.00
² See Facility Rentals/Tournament Cancellation Policy - Page 251	



Fee Description	Fee
Balfour Guthrie Park and Sunset Park Athletic Complex (continued) ²	
Group Picnic Shelter Rentals (51-100 Capacity) (continued)	
Non-Resident (per day)	\$318.00
Commercial (per day)	\$318.00
Non-Profit (per day)	\$171.00
Balfour Guthrie Park ²	·
Ball Field/Soccer Field Rental	
Resident (per day)	\$13.00
Non-Resident (per day)	\$14.25
Commercial (per day)	\$16.75
Non-Profit (per day)	\$9.00
Field/Soccer Overlay Lights (per hour)	\$10.75
Blue Goose, City and Oak Meadow Parks ²	
Group Picnic Shelter Rentals (1-25 Capacity)	
Resident (per hour)	\$9.75
Non-Resident (per hour)	\$12.50
Commercial (per hour)	\$12.50
Non-Profit (per hour)	\$6.75
Resident (per day)	\$60.00
Non-Resident (per day)	\$78.00
Commercial (per day)	\$78.00
Non-Profit (per day)	\$42.00
City Park ²	
Entire City Park	
Resident (per hour)	\$87.00
Non-Resident (per hour)	\$95.00
Commercial (per hour)	\$113.00
Non-Profit (per hour)	\$60.00
Resident (per day)	\$441.00
Non-Resident (per day)	\$485.00
Commercial (per day)	\$573.00
Non-Profit (per day)	\$308.00
Part-Time Staff Fee (per hour)	Hourly Rate plus Benefits
Group Picnic Area w/BBQ Island (1-25 Capacity)	
Resident (per hour)	\$14.50
Non-Resident (per hour)	\$18.75
Commercial (per hour)	\$18.75
Non-Profit (per hour)	\$10.00
Resident (per day)	\$88.00
Non-Resident (per day)	\$114.00
Commercial (per day)	\$114.00
² See Facility Rentals/Tournament Cancellation Policy - Page 251	



Fee Description	Fee
City Park (continued) ²	
Group Picnic Area w/BBQ Island (1-25 Capacity) (continued)	
Non-Profit (per day)	\$61.00
Oak Meadow Park ²	
Ball Field/Soccer Field Rental (For the First Field)	
Resident (per field, per day)	\$13.00
Non-Resident (per field, per day)	\$14.25
Commercial (per field, per day)	\$16.75
Non-Profit (per field, per day)	\$9.00
Ball Field Lights (per hour)	\$10.75
Soccer Overlay Lights (per hour)	\$29.50
Sunset Park Athletic Complex ²	
Ball Field Rental (for the First Field) Rates	
Resident (per hour)	\$26.00
Non-Resident (per hour)	\$28.50
Commercial (per hour)	\$33.75
Non-Profit (per hour)	\$18.00
Additional Field Rental (per field, per hour)	\$8.25
Ball Field Lights (per hour)	\$27.00
Overlay of Fields 5 and 6 (per hour)	\$27.00
Soccer Field Rental (for the First Field)	
Resident (per hour)	\$26.00
Non-Resident (per hour)	\$28.50
Commercial (per hour)	\$33.75
Non-Profit (per hour)	\$18.00
Additional Field Rental (per field, per hour)	\$8.25
Soccer Field Lights (per hour)	\$33.75
Entire Facility Rental	
Resident (per hour) (4 hour minimum)	\$328.00
Non-Resident (per hour) (4 hour minimum)	\$360.00
Commercial (per hour) (4 hour minimum)	\$426.00
Non-Profit (per hour) (4 hour minimum)	\$229.00
Includes staff fee but does not include lights, equipment, or preparation fees.	
Veterans Park ²	
Horseshoes Court	
Resident (per hour)	\$13.00
Non-Resident (per hour)	\$14.25
Commercial (per hour)	\$16.75
Non-Profit (per hour)	\$9.00
² See Facility Rentals/Tournament Cancellation Policy - Page 251	



Parks and Recreation Fees

Fee Description	Fee
Veterans Park (continued) ²	
Horseshoes Court (continued)	
Equipment Deposit (2 hour minimum)	\$100.00
Mobile Stage or Portable Bleachers Rental	
Available for Rent within the Brentwood City Limits	
Weekend and Holidays Delivery/Set-up/Take Down/Retrieval	
Stage or Bleacher Weekend Set-up/Take Down (Resident)	\$539.00
Stage or Bleacher Weekend Set-up/Take Down (Non-Resident)	\$592.00
Stage or Bleacher Weekend Set-up/Take Down (Commercial)	\$700.00
Stage or Bleacher Weekend Set-up/Take Down (Non-Profit)	\$377.00
Stage Rental - Resident (per day)	\$132.00
Stage Rental - Non-Resident (per day)	\$145.00
Stage Rental - Commercial (per day)	\$171.00
Stage Rental - Non-Profit (per day)	\$92.00
Extension Rental for four (4) Set-up/Take Down	\$211.00
Extension Rental for six (6) Set-up/Take Down	\$248.00
Extension Rental for eight (8) Set-up/Take Down	\$279.00
Portable Bleacher - Resident (per unit, per day)	\$159.00
Portable Bleacher - Non-Resident (per unit, per day)	\$174.00
Portable Bleacher - Commercial (per unit, per day)	\$206.00
Portable Bleacher - Non-Profit (per unit, per day)	\$111.00
Generator Rental per day (Flat Rate)	\$265.00
Overtime beyond the 2 hours (per 30 minute increment)	\$269.12
Generator Gas Fee (per gallon)	Actual Cost
Refundable Deposit	\$500.00
Dedication Trees and Amenities	
Tree and Donor Recognition Leaf	\$279.00
Recognition Memorial Bricks (Only available to honor Veterans) per line	\$110.00
Bench w/ plaque	\$1,952.00
Drinking Fountain w/ plaque	\$3,255.00
Picnic Table	\$3,906.00
Advertising	
Activities Guide Ad - 1/4 page	\$350.00
Activities Guide Ad - 1/2 page	\$550.00
Activities Guide Ad - Full page	\$1,000.00
Activities Guide Ad - Back cover	\$1,200.00
(Activities Guide - 20% Discount per issue for 3+ issues)	
Flag Banner (per six month season)	\$1,300.00
3 ft x3 ft Sign (per six month season)	\$1,000.00
² See Facility Rentals/Tournament Cancellation Policy - Page 251	



Parks and Recreation Fees

Fee Description	Fee
Advertising (continued)	
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 per Council/Administrative Policy 10-12, Resolution 2017-17 based on the recovery rate set by City Council. Facility deposits for non-profits may be waived at the discretion of the Director of Parks and Recreation

Note: Facilities booked in hourly increments only

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 Processing Fee \$33.50

100% Rental deposits and fees are refunded if cancellation is made 6 months or more prior to your rental date, with the exception of a cancellation processing fee.

Cancellations less than 6 months, but more than 4 months prior to your rental date, 15% of your total deposit will be retained in addition to a cancellation processing fee.

Cancellations less than 4 months, but more than 1 month prior to your rental date, 25% of your total deposit will be retained in addition to a cancellation processing fee.

Tournament Cancellation Policy:

Cancellation Fee \$33.50

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.



Fee/Fine Description	Fee/Fine
Photocopy Fee	60.24
Pages 1-20	\$0.31
Pages 21 and on	\$0.11
ABC Permit	\$65.00 \$44.25
Record Review	\$44.25 \$37.50
Visa Clearance Loss Verification Letter	\$37.50 \$30.25
	Ş30.25 Actual Cost
Restitution - Determined by Court Police and Accident Reports (Victim)	
Police and Accident Reports (Victim) Police and Accident Reports (Non-Victim)	No Charge \$11.25
VIN Verification	\$11.25
Citation Sign off - Residents	No Charge
Citation Sign off - Non-Residents	\$42.75
Repossession Filing Fee ¹	\$15.00
Stored Vehicle - Vehicle Code Sections 22651 and 14602.6	\$173.75
(Excluding Vehicle Code Sections 22651 (c) and (q))	Ų173.73
Inoperative Vehicle (22669d VC)	\$173.75
Block Party Permit	\$94.00
Background Investigation ²	\$714.50
Photos/Printed	\$61.50
Audio/Video/Photo CD or DVD	\$24.00
Video and Audio Redaction Fee ³	No Charge
2nd and Subsequent Response - Disturbance ⁶	Actual Cost
False Alarm Response - per response	\$81.25
Civil Subpoena ⁴ (\$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)	\$49.00
State and Federal (DOJ/FBI) Criminal History Record Check Fees	Actual Cost
Booking Fee ⁵	Actual Cost

¹ Repossession fee - Government Code Sec. 41612

² Includes the cost of finger printing

³ May 28, 2020 California Supreme Court ruling determined there can be no charge for redaction of public records

⁴ Per Government Code 68097.2

⁵ 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

 $^{^6}$ Actual Cost includes staff time at Step E per the Cost Allocation Plan for 2020/21, for the staff member that responds to the call



Fee/Fine Description	Fee/Fine
Massage Establishment Permit - Initial Application	\$254.50
Massage Establishment Permit - Renewal	\$126.25
Background Check ¹	\$67.00
Peddler Permit Initial Application ²	\$215.00
Peddler Permit Renewal ²	\$215.00
Appeal Process	\$373.75
Range Qualification	\$329.75
Taxi Permits ³	
Owner Original Application Including Inspection of 1 Taxi	\$319.50
Owner Taxi Vehicle Inspection - Per Vehicle	\$105.50
Driver Only Taxi Permit - Submitted After Initial Application	\$105.50
Owner Renewal of Taxi Permit Including Inspection of 1 Taxi	\$212.25
Owner Renewal Taxi Vehicle Inspection - Per Vehicle	\$105.50
Driver Only Taxi Permit Renewal - Submitted After Renewal Application	\$52.00
Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)	\$105.50
Appeal Process	\$373.75
Computer Aided Dispatch Reports	\$0.10 per page
Computer Gaming and Internet Access Establishments:	
Initial Application	\$423.25
Renewal	\$423.25
Appeal	\$373.75
Parking Fines ⁴ Vehicle Code	
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
Park within 15 ft. 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

¹ Established by BMC 5.60.050, 110, 120, 140; 60; 5.52.050

² Established by BMC 5.48.050

³ Established by BMC 5.60.050

 $^{^{\}rm 4}$ City Of Brentwood Resolution 2011-29 authorized by Cal. Veh. Code §40203.5



Fee/Fine Description	Fee/Fine
Parking Fines ¹ Vehicle Code (continued)	
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
Parking Fines ¹ 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
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

 $^{^{1}}$ City Of Brentwood Resolution 2011-29 authorized by Cal. Veh. Code §40203.5



Fee/Fine Description	Fee/Fine
Parking Fines ¹ Municipal Code (continued)	
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

 $^{^{\}rm 1}$ City Of Brentwood Resolution 2011-29 authorized by Cal. Veh. Code §40203.5

Planned Event/Response/Clean-up Fees/services refer to page 207



	Fee Description	Fee
ı.	ENGINEERING/INFRASTRUCTURE REVIEW FEE	\$3,436.00
	A. Tentative Subdivision Map Review - Fee plus \$10.00 per lot	. ,
	B. Tentative Parcel Map Review - Fee plus \$10.00 per lot	\$1,993.00
	C. Tentative Parcel Map Waiver	\$877.00
	D. Industrial/Commercial Plan Review (1 acre and above) - Fee plus \$1,000 per acre Conditional Use Permit and Design Review	\$2,520.00
	E. Industrial/Commercial Plan Review (under 1 acre) Conditional Use Permit and Design Review	\$1,196.00
II.	PROJECT PROCESSING AND REVIEW - Deposit for actual cost, including but not limited to	
	project coordination, plan check agreements, contractual services and legal review as necessary or required for project processing, approvals and acceptance	
	A. Final Map Checking - Deposit for Actual Cost	
	1. Deposit at the time of first submittal for actual cost of labor and materials	\$3,436.00
	Fee plus \$30.00 per lot 2. Parcel Map Waiver Review	\$1,735.00
	2. Turcer Mup Walver Neview	ψ1,733.00
	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	\$161.00
	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, plusc. 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	\$161.00
	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	4
	c. Plan revisions after approval - per sheet	\$161.00
	C. Document Review	6161.00
	Legal description and plat for abandonment Certificate of Correction	\$161.00 \$161.00
	Dedication documents	\$161.00
	4. Legal description	\$161.00
	5. Miscellaneous document review	\$161.00

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



	Fee Description	Fee
III.	PERMIT FEES	
	 A. Encroachment Permit (EP) Processing Fee Subdivision/Development General (All Other) EP – Utilities Cost of Work > \$10,000 EP – Utilities Cost of Work < \$10,000 	\$162.00 \$78.00 \$435.00 \$160.00
	B. Grading Permit Processing Fees1. 10,000 cubic yards or less2. Over 10,000 cubic yards	\$162.00 \$849.00
	C. Transportation Permit Processing Fee	\$16.00
IV.	INSPECTION FEES A. Publicly Maintained Improvements (Streets, Water, Sewer, Storm Drains) 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	% of Value for Improvement
	 Privately Maintained Improvements 2% first \$100,000, plus 1.5% second \$100,000, plus 1% next \$300,000, plus 0.5% over \$500,000 	% of Value for Improvement
	C. Grading Inspection Fees 3.5% of estimated cost of grading and associated improvements	1
	D. Miscellaneous Inspections (Per Hour) To be charged at the Public Works Construction Inspector II step E total hourly rate per current C Allocation Plan	Hourly Rate ¹ Cost
	 Inspection Fees - Miscellaneous² Trenching for Utilities Curb Cut/Driveway and Curb/Gutter Installation - hours/linear foot Curb Drain - hours/each Excavation - hours/linear ft Paving 	Hourly Rate ¹ 0.0155 0.0800 0.0079
	 a. Conform Paving - hours/square ft b. Minor Pavement Repair hourly -hours/square ft x 3% cost c. Street Lane - hours/sq ft x 3% cost 6. Install Sidewalk - hours/linear ft 7. Install Access Ramp - hours/each 8. Sewer Tap or Cap at Main - hours/each 9. Sewer Cap at Property Line - hours/each 10. Sewer Line Repair 11. Water Service Repair or Abandonment 	0.0089 0.5000 0.0105 0.0017 0.2800 0.6700 0.2100 Hourly Rate ¹ Hourly Rate ¹

 $^{^{1}} All\ Engineering\ Inspections\ are\ charged\ Minimum\ 1/2\ hour\ at\ the\ Public\ Works\ Construction\ Inspector\ II\ Step\ E\ total\ hourly\ rate$

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



Fee Description	Fee
IV. INSPECTION FEES - Miscellaneous (continued) ¹	
12. Street Light - hours/each	0.2800
13. Wells	
a. Drilling Permit - hours/each	0.4100
b. Abandonment Inspections - hours/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	\$327.00
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)	\$828.00
E. Traffic Signal Maintenance - Deposit for actual cost	\$6,584.00
Traffic signal maintenance once energized by PG&E until project acceptance	
F. Community Facilities District Formation/Annexation	
1. Processing/Review, plus	\$237.00
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	\$51.00
Prior to Final Map or Lot Line Adjustment Recordation	
I. Drains to Creek Marker	\$7.25
J. Aerial Photo on CD only	
1. Geo Photo	\$67.00
2. Ortho Photo	\$135.00
K. Public Outreach/Educational Items	No Charge

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



DEVELOPMENT IMPACT FEE PROGRAM							
General Plan Build Out							
	RESIDENTIAL per	Unit	NON-RESI	DENTIAL per Bui	ilding SF		
Fee Category	Fee Category Single-Family Multi-Family Commercial Office						
Administration	\$691.98	\$511.44	\$0.4524	\$0.5808	\$0.3466		
Community Facilities	\$1,772.07	\$1,309.73	\$0.4231	\$0.5431	\$0.3241		
Fire ^{1,2}	\$952.85	\$952.85	\$0.1882	\$0.1882	\$0.1882		
Parks and Trails	\$6,718.74	\$4,965.82	\$0.0000	\$0.0000	\$0.0000		
Roadways	\$13,390.11	\$8,301.87	\$4.9895	\$5.9854	\$3.6957		
Wastewater	\$8,136.56	\$6,013.73	\$1.8496	\$2.1859	\$1.5180		
Water	\$12,984.46	\$5,325.94	\$1.3372	\$1.6458	\$1.1429		
Water CCWD LV ³	\$12,000.22	\$4,922.22	\$1.2358	\$1.5210	\$1.0563		
Solid Waste ⁴	\$541.13	\$317.01	\$0.7368	\$0.7368	\$0.7368		
Total Fees	\$45,187.90	\$27,698.39	\$9.98	\$11.87	\$7.95		

Reference the City of Brentwood Development Impact Fee Program 2018 for land use and fee category descriptions per Council Resolution 2017-146

Additional utility/infrastructure fees may apply dependent upon development location, see Development Impact Fee Program for full details.

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

³ See "Area of Additional fees Area 3" on page 34 of the Development Fee Program 2018 update, for outside agency fees to be collected in addition to City of Brentwood Development Impact Fee

⁴ Effective July 1, 2018 Solid Waste Cost of Service Study, City Council Resolution No. 2018-88



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, 2020		New Fee (Effective Jan. 1, 2020	ECCRFFA Fee Rebate ¹	New Fee Less Rebate		New Fee Less Rebate
Single family residential	Per dwelling unit	\$22,920.00	\$229.20	\$23,149.20	15%	\$19,482.00	\$194.82	\$19,676.82
Multiple family residential	Per dwelling unit	\$14,070.00	\$140.70	\$14,210.70	15%	\$11,960.00	\$119.60	\$12,079.60
Active senior residential ²	Per dwelling unit	\$9,983.95	\$99.84	\$10,083.79	15%	\$8,486.36	\$84.86	\$8,571.22
Commercial	Per square foot of gross floor area	\$1.900	\$0.019	\$1.919		\$1.900	\$0.019	\$1.919
Office	Per square foot of gross floor area	\$1.660	\$0.017	\$1.677		\$1.660	\$0.017	\$1.677
Industrial	Per square foot of gross floor area	\$1.660	\$0.017	\$1.677		\$1.660	\$0.017	\$1.677
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, 2021 per the ECCRFFA Temporary Fee Incentive Program

² Per ECCRFFA Dec 15, 2005 approved a policy for Age Restricted Senior Housing to reduced the min fee to 43.56% of the Single Family Residential Fee



Solid Waste Fees NON-SCHEDULED SERVICES

	Bin Service ¹				
DEPOSIT (Requ	ired on all bin rentals) ³	\$700.00	oer bin		
BIN SERVICE CH	HARGE				
	1 to 8 Cubic Yards (frontload)	\$131.00	oer haul		
	10 to 40 Cubic Yards (roll-off)	\$318.00	oer haul		
DISPOSAL CHAI	RGE (applicable to 10-40 cubic yard bins)				
	Garbage or Construction/Demolition	\$106.00	per ton		
	Clean Wood, Yard Waste, Metals Only	\$74.00	per ton		
	Mixed Recyclables Only	\$84.00	per ton		
	Clean Cardboard Only (Non-Compacted)	\$57.00	per ton		
OTHER CHARGI	ES				
	40 Yard Compactor Rental	\$74.00	per month		
	Haul Materials Outside City Limits	\$530.00	oer haul		
	Compactor Special Handling Charge	\$37.00	oer haul		

Extra Cart Service Charges ¹							
	32	2 Gal.	64	1 Gal.	96 Gal.		
Per Service	\$	7.00	\$	9.00	\$ 12.00	Each additional bag or 32-gallon equivalent of material collected	\$7.00

Extra Bin Service Charges 1,2

_	<u> </u>							
ſ	Front-load Bin	1 yd.	2 yd.	3 yd.	4 yd.	5 yd.	6 yd.	8 yd.
Ī	Garbage, Organics	\$30.00	\$62.00	\$88.00	\$115.00	\$136.00	\$164.00	\$218.00
ı	Mixed Recycling	\$24.00	\$50.00	\$71.00	\$91.00	\$110.00	\$130.00	\$174.00

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 Material	s (per item)	\$42.00	Level 2 Bulky I	Materials (per item)	\$74.00			
- 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,			- Tires (up to 4 tires, 20" or less, with our without rims)					
 Loose bagged trash/recyclables (up to 6 bags) 			- Items with special hand	ling required (e.g. Refrigerator w	/CFCs)			
	OL 1. T	. 5: 1	422.22		,			

Christmas Tree Pick-Up \$20.00

Special Charges¹

	Time		Carts	Time		FL Bins	Time	Rol	l-off Bins
		ċ	42.00		Со	st/Varies		Со	st/Varies
Container Removal/Wash/Exchange/Disconnect		ڔ	42.00		ŀ	oy Size		k	oy Size
		ς	84.00		Co	st/Varies		Co	st/Varies
Container Replacement/with Delivery		Y	04.00		ŀ	oy Size		t	oy Size
Call Back Fee		\$	22.00		\$	61.00		\$	139.00
Stand-by Time	Per Hour	\$	209.68	Per Hour	\$	209.68	Per Hour	\$	209.68
Stand-by Over Time - 1.5 x Hourly Rate	Per Hour	\$	235.08	Per Hour	\$	235.08	Per Hour	\$	235.08
Vacation Hold		\$	25.00			N/A			N/A
Lock (replacement)			N/A		Ac	tual Cost		Act	tual Cost
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 City staff may adjust for long term rentals



			9	Solid Waste	Fees ¹			
			SCI	HEDULED SI	ERVICES			
				Cart Servi	ce			
×		32 Gal.	64 Gal.	96 Gal.	The rate is ba	sed on the gai	rbage cart size	e and may include up
, ke	1	\$28.90	\$39.81	\$52.46	to two each	of the recyclin	g/yard waste	carts serviced every
ر ک	2	\$54.48	\$76.28	\$101.59		•		·
P P	3	\$80.04	\$112.74	\$150.72	other week a	t no additiona	I charge. Rat	e for the 3rd Recycle
Ž.	4	\$105.63	\$149.22	\$199.85	cart un to Ś	7.06/month_n	er cart and	the rate for the 3rd
Service Per Week	5	\$131.19	\$185.69	\$248.98	,	•		
	6	\$156.77	\$222.16	\$298.11	Yardwaste Ca	rt up to \$7.76	/month per c	art.
			Comme	rcial Front-Lo	ad Bin Service	1		
Garbage, Or Non-compac				Container Size	3			
sompac		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
e	1	\$145.56	\$252.72	\$383.75	\$492.31	\$600.87	\$776.84	\$1,016.42
Service Per Week	2	\$304.39	\$518.71	\$780.76	\$997.89	\$1,215.03	\$1,566.94	\$2,046.13
vic We	3	\$463.21	\$784.70	\$1,177.78	\$1,503.48	\$1,829.18	\$2,357.04	\$3,075.84
Ser	4	\$622.04	\$1,050.68	\$1,574.80	\$2,009.06	\$2,443.32	\$3,147.17	\$4,105.54
	5	\$780.86	\$1,316.67	\$1,971.82	\$2,514.65	\$3,057.47	\$3,937.27	\$5,135.23
Compacted		1 Yard	2 Yard	Container Size 3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
r -	1	\$271.42	ć=20.72					
		72/1.72	\$529.72	\$832.95	\$1,091.25	N/A	\$1,877.43	N/A
9 9	2	\$556.12	\$529.72	\$832.95 \$1,679.18	\$1,091.25 \$2,195.78	N/A N/A	\$1,877.43 \$3,768.13	N/A N/A
rvice P Week	3							N/A
Service Per Week		\$556.12	\$1,072.71	\$1,679.18	\$2,195.78	N/A	\$3,768.13	N/A
Service	3	\$556.12 \$840.82	\$1,072.71 \$1,615.72	\$1,679.18 \$2,525.41	\$2,195.78 \$3,300.32	N/A N/A	\$3,768.13 \$5,658.84	N/A N/A
	3 4 5	\$556.12 \$840.82 \$1,125.51	\$1,072.71 \$1,615.72 \$2,158.72	\$1,679.18 \$2,525.41 \$3,371.63	\$2,195.78 \$3,300.32 \$4,404.85	N/A N/A N/A	\$3,768.13 \$5,658.84 \$7,549.56	N/A N/A N/A
Mixed Recyc	3 4 5	\$556.12 \$840.82 \$1,125.51	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72	\$1,679.18 \$2,525.41 \$3,371.63	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37	N/A N/A N/A	\$3,768.13 \$5,658.84 \$7,549.56	N/A N/A N/A
Mixed Recyc	3 4 5	\$556.12 \$840.82 \$1,125.51	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37	N/A N/A N/A	\$3,768.13 \$5,658.84 \$7,549.56	N/A N/A N/A
Mixed Recyc	3 4 5	\$556.12 \$840.82 \$1,125.51 \$1,410.21 1 Yard \$68.00	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37	N/A N/A N/A N/A	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26	N/A N/A N/A
Mixed Recyc	3 4 5 clables cted Rates	\$556.12 \$840.82 \$1,125.51 \$1,410.21	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72 \$2,701.72 2 Yard \$152.24 \$375.81	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86 Container Size 3 Yard \$228.36 \$528.04	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37 4 Yard \$341.58 \$754.49	N/A N/A N/A N/A N/A S Yard \$426.97 \$925.26	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26 6 Yard \$512.36 \$1,096.05	N/A N/A N/A N/A
Mixed Recyc	3 4 5 5 clables cted Rates	\$556.12 \$840.82 \$1,125.51 \$1,410.21 1 Yard \$68.00	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72 \$2,701.72 2 Yard \$152.24 \$375.81 \$599.37	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86 Container Size 3 Yard \$228.36 \$528.04 \$827.73	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37 4 Yard \$341.58 \$754.49 \$1,167.38	N/A N/A N/A N/A N/A S Yard \$426.97 \$925.26 \$1,423.56	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26 6 Yard \$512.36 \$1,096.05 \$1,679.74	N/A N/A N/A N/A N/A 8 Yard \$757.35 \$1,586.01 \$2,414.69
Mixed Recyc Non-compac	3 4 5 clables cted Rates 1 2 3 4	\$556.12 \$840.82 \$1,125.51 \$1,410.21 1 Yard \$68.00 \$207.33 \$346.66 \$485.98	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72 \$2,701.72 2 Yard \$152.24 \$375.81 \$599.37 \$822.93	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86 Container Size 3 Yard \$228.36 \$528.04 \$827.73 \$1,127.41	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37 4 Yard \$341.58 \$754.49 \$1,167.38 \$1,580.28	N/A N/A N/A N/A N/A S Yard \$426.97 \$925.26 \$1,423.56 \$1,921.86	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26 6 Yard \$512.36 \$1,096.05 \$1,679.74 \$2,263.44	N/A N/A N/A N/A N/A 8 Yard \$757.35 \$1,586.01 \$2,414.69 \$3,243.37
Mixed Recyc	3 4 5 5 ctables cted Rates 1 2 3	\$556.12 \$840.82 \$1,125.51 \$1,410.21 1 Yard \$68.00 \$207.33 \$346.66	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72 \$2,701.72 2 Yard \$152.24 \$375.81 \$599.37	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86 Container Size 3 Yard \$228.36 \$528.04 \$827.73	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37 4 Yard \$341.58 \$754.49 \$1,167.38	N/A N/A N/A N/A N/A S Yard \$426.97 \$925.26 \$1,423.56	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26 6 Yard \$512.36 \$1,096.05 \$1,679.74	N/A N/A N/A N/A N/A 8 Yard \$757.35 \$1,586.01 \$2,414.69
Mixed Recyc	3 4 5 5 clables cted Rates 1 2 3 4 5 5	\$556.12 \$840.82 \$1,125.51 \$1,410.21 1 Yard \$68.00 \$207.33 \$346.66 \$485.98	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72 \$2,701.72 2 Yard \$152.24 \$375.81 \$599.37 \$822.93	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86 Container Size 3 Yard \$228.36 \$528.04 \$827.73 \$1,127.41	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37 4 Yard \$341.58 \$754.49 \$1,167.38 \$1,580.28	N/A N/A N/A N/A N/A S Yard \$426.97 \$925.26 \$1,423.56 \$1,921.86	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26 6 Yard \$512.36 \$1,096.05 \$1,679.74 \$2,263.44	N/A N/A N/A N/A N/A 8 Yard \$757.35 \$1,586.01 \$2,414.69 \$3,243.37
Service Per Week Week	3 4 5 clables cted Rates 1 2 3 4 5	\$556.12 \$840.82 \$1,125.51 \$1,410.21 1 Yard \$68.00 \$207.33 \$346.66 \$485.98	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72 \$2,701.72 2 Yard \$152.24 \$375.81 \$599.37 \$822.93 \$1,046.49	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86 Container Size 3 Yard \$228.36 \$528.04 \$827.73 \$1,127.41	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37 4 Yard \$341.58 \$754.49 \$1,167.38 \$1,580.28 \$1,993.17	N/A N/A N/A N/A N/A S Yard \$426.97 \$925.26 \$1,423.56 \$1,921.86	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26 6 Yard \$512.36 \$1,096.05 \$1,679.74 \$2,263.44	N/A N/A N/A N/A N/A 8 Yard \$757.35 \$1,586.01 \$2,414.69 \$3,243.37
Mixed Recyc Non-compac Neek Mixed Recyc	3 4 5 clables cted Rates 1 2 3 4 5	\$556.12 \$840.82 \$1,125.51 \$1,410.21 1 Yard \$68.00 \$207.33 \$346.66 \$485.98	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72 \$2,701.72 2 Yard \$152.24 \$375.81 \$599.37 \$822.93 \$1,046.49	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86 Container Size 3 Yard \$228.36 \$528.04 \$827.73 \$1,127.41 \$1,427.10	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37 4 Yard \$341.58 \$754.49 \$1,167.38 \$1,580.28 \$1,993.17	N/A N/A N/A N/A N/A S Yard \$426.97 \$925.26 \$1,423.56 \$1,921.86	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26 6 Yard \$512.36 \$1,096.05 \$1,679.74 \$2,263.44	N/A N/A N/A N/A N/A 8 Yard \$757.35 \$1,586.01 \$2,414.69 \$3,243.37
Mixed Recycles S	3 4 5 clables cted Rates 1 2 3 4 5 clables Rates	\$556.12 \$840.82 \$1,125.51 \$1,410.21 1 Yard \$68.00 \$207.33 \$346.66 \$485.98 \$625.32	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72 \$2,701.72 2 Yard \$152.24 \$375.81 \$599.37 \$822.93 \$1,046.49	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86 Container Size 3 Yard \$228.36 \$528.04 \$827.73 \$1,127.41 \$1,427.10	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37 4 Yard \$341.58 \$754.49 \$1,167.38 \$1,580.28 \$1,993.17	N/A N/A N/A N/A N/A S Yard \$426.97 \$925.26 \$1,423.56 \$1,921.86 \$2,420.15	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26 6 Yard \$512.36 \$1,096.05 \$1,679.74 \$2,263.44 \$2,847.13	N/A N/A N/A N/A N/A 8 Yard \$757.35 \$1,586.01 \$2,414.69 \$3,243.37 \$4,072.03
Mixed Recycles S	3 4 5 clables cted Rates 1 2 3 4 5	\$556.12 \$840.82 \$1,125.51 \$1,410.21 1 Yard \$68.00 \$207.33 \$346.66 \$485.98 \$625.32	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72 2 Yard \$152.24 \$375.81 \$599.37 \$822.93 \$1,046.49	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86 Container Size 3 Yard \$228.36 \$528.04 \$827.73 \$1,127.41 \$1,427.10	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37 4 Yard \$341.58 \$754.49 \$1,167.38 \$1,580.28 \$1,993.17	N/A N/A N/A N/A N/A S Yard \$426.97 \$925.26 \$1,423.56 \$1,921.86 \$2,420.15	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26 6 Yard \$512.36 \$1,096.05 \$1,679.74 \$2,263.44 \$2,847.13	N/A N/A N/A N/A N/A 8 Yard \$757.35 \$1,586.01 \$2,414.69 \$3,243.37 \$4,072.03
Mixed Recycles S	3 4 5 clables cted Rates 1 2 3 4 5 clables Rates	\$556.12 \$840.82 \$1,125.51 \$1,410.21 1 Yard \$68.00 \$207.33 \$346.66 \$485.98 \$625.32	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72 \$2,701.72 2 Yard \$152.24 \$375.81 \$599.37 \$822.93 \$1,046.49 2 Yard \$341.58	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86 Container Size 3 Yard \$228.36 \$528.04 \$827.73 \$1,127.41 \$1,427.10 Container Size 3 Yard \$512.36 \$1,096.05 \$1,679.74	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37 \$4 Yard \$341.58 \$754.49 \$1,167.38 \$1,580.28 \$1,993.17 \$4 Yard \$757.35 \$1,586.01 \$2,414.69	N/A N/A N/A N/A N/A S Yard \$426.97 \$925.26 \$1,423.56 \$1,921.86 \$2,420.15	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26 6 Yard \$512.36 \$1,096.05 \$1,679.74 \$2,263.44 \$2,847.13 6 Yard \$1,247.31 \$2,565.95 \$3,884.58	8 Yard \$757.35 \$1,586.01 \$2,414.69 \$3,243.37 \$4,072.03 8 Yard N/A
Mixed Recyc Non-compace Service Ber Wixed Recyc Compacted	3 4 5 clables cted Rates 1 2 3 4 5 clables Rates	\$556.12 \$840.82 \$1,125.51 \$1,410.21 1 Yard \$68.00 \$207.33 \$346.66 \$485.98 \$625.32 1 Yard \$152.24 \$375.81	\$1,072.71 \$1,615.72 \$2,158.72 \$2,701.72 \$2,701.72 2 Yard \$152.24 \$375.81 \$599.37 \$822.93 \$1,046.49 2 Yard \$341.58 \$754.49	\$1,679.18 \$2,525.41 \$3,371.63 \$4,217.86 Container Size 3 Yard \$228.36 \$528.04 \$827.73 \$1,127.41 \$1,427.10 Container Size 3 Yard \$512.36 \$1,096.05	\$2,195.78 \$3,300.32 \$4,404.85 \$5,509.37 4 Yard \$341.58 \$754.49 \$1,167.38 \$1,580.28 \$1,993.17	N/A N/A N/A N/A N/A S Yard \$426.97 \$925.26 \$1,423.56 \$1,921.86 \$2,420.15	\$3,768.13 \$5,658.84 \$7,549.56 \$9,440.26 6 Yard \$512.36 \$1,096.05 \$1,679.74 \$2,263.44 \$2,847.13	8 Yard \$757.35 \$1,586.01 \$2,414.69 \$3,243.37 \$4,072.03

¹ Rates may be further adjusted in the event that costs that are not within the City's control, such as hauling and disposal costs, electrical costs, chemical costs etc., exceed the amount projected. The additional costs may be recovered through the rates at the actual costs paid by the City



Wastewater Fees ¹								
	July 1, 2018	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022			
Customer Category	• •	• •	•	• •	•			
Residential								
Monthly Fixed Base Charge	\$15.01	\$15.47	\$15.94	\$16.42	\$16.92			
Variable Rate per 1,000 gallons water use/month	\$6.00	\$6.18	\$6.37	\$6.57	\$6.77			
Residential Maximum per month (base plus usage)	\$59.95	\$61.76	\$63.66	\$65.64	\$67.64			
Lateral Maintenance Fee (Monthly)	\$2.94	, ¢3 U3	\$3.13	\$3.23	¢3 33			

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	\$15.01	\$15.47	\$15.94	\$16.42	\$16.92
Variable Rate per 1,000 gallons water use/month Low Strength (0-250 mg/l)	\$4.71	\$4.86	\$5.01	\$5.17	\$5.33
Medium Low Strength (251-400 mg/l)	\$5.36	\$5.53	\$5.70	\$5.88	\$6.06
Medium Strength (401-800 mg/l) Medium High Strength (801-1400 mg/l)	\$5.90 \$12.10	\$6.08 \$12.47	\$6.27 \$12.85	\$6.46 \$13.24	\$6.66 \$13.64
High Strength (>1400 mg/l)	\$13.38	\$13.79	\$14.21	\$14.64	\$15.08

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
Industrial Wastewater Discharge Permit Application Fee	\$437.67	\$447.25	\$555.29
Public Outreach/Educational Items (No Charge)	N/A	N/A	N/A

Existing Non-Residential Customer Classes	Combined Strength (mg/L)	Consolidated Customer Class
Auto Sales and Repair	300	Medium Low Strength
Barber & Beauty Shop	300	Medium Low Strength
Bakery	1,600	High Strength
Car Washes	170	Low Strength
Gas Stations	300	Medium Low Strength
Grocery Stores	1,600	High Strength
Hotels without Restaurants	430	Medium Strength
Institutions, Churches, HOAs	375	Medium Low Strength
Laundromats	260	Medium Low Strength
Laundry, Commercial	1,350	Medium High Strength
Office Buildings, Banks	300	Medium Low Strength
Restaurants	1,600	High Strength
Retail Stores	300	Medium Low Strength
Schools	230	Low Strength
Other Commercial	375	Medium Low Strength
Mixed Use	425	Medium Strength

¹ Rates may be further adjusted in the event that costs that are not within the City's control, such as wastewater treatment and disposal costs, electrical costs, chemical costs etc., exceed the amount projected. The additional costs may be recovered through the rates at the actual cost paid by the City



Water Fees

Effective Date	July 1, 2017	July 1, 2018	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
Monthly Base Rate 5/8" or 3/4 Meter	\$23.56	\$24.03	\$24.88	\$25.76	\$26.67	\$27.61
1" Meter	\$32.52				\$37.71	
1.5" Meter	\$54.93				\$65.32	
2" Meter	\$81.83				\$98.45	
3" Meter	\$167.00					
4" Meter	\$292.65				\$294.65	
6" Meter	\$592.85				\$728.06	•
Potable Consumption Charge ¹						
Residential						
Tier 1: Units 1-5	\$2.72				\$3.16	•
Tier 2: Units 6-14	\$5.41					
Tier 3: Units 15-20	\$6.47					
Tier 4: Units 21+	\$7.11	\$6.64	\$6.88	\$7.13	\$7.38	\$7.64
Non Residential				4		4
Tier 1: Units 1-5	\$2.52				\$3.27	
Tier 2: Units 6+	\$5.02	\$5.97	\$6.18	\$6.40	\$6.63	\$6.87
Non Potable Consumption Charge ¹						
All Units	\$1.43	\$1.43	\$1.47	\$1.51	\$1.56	\$1.60
Hydrant ¹						
All Units	\$6.59	\$8.72	\$9.03	\$9.35	\$9.68	\$10.02
Drought Surcharge ²						
Per % required conservation	\$0.00	\$0.06	\$0.06	\$0.06	\$0.07	\$0.07
Water Service Standby Charge	\$60.00					
Water Meter Test Fee ³	\$189.23	\$210.00	\$224.06	\$237.27		
Water Disconnection Charge	\$30.00		,	, -		
Water Meter Lock	Actual Cost					
Angle Meter Stop	Actual Cost					
After Hours Same Day Service Fee ⁴	\$86.45	\$96.83	\$98.81	\$105.41		
Fireline 2"	\$4.00		·			
Fireline 4"	\$8.00					
Fireline 6"	\$12.00					
Fireline 8"	\$16.00					
(Rate is based on \$2.00 per inch of the	Fire Service Line)					
Hydrant Meter Deposit	\$2,500.00					
Public Outreach/Educational Items	No Charge					

Public Outreach/Educational Items No Charge

Actual Cost Per (12" x 18") Sign Irrigation Sign (Non-potable)

Rates may be further adjusted in the event that costs that are not within the City's control, such as water purchased costs, electrical costs, chemical $costs\ etc.,\ exceed\ the\ amount\ projected.\ The\ additional\ costs\ may\ be\ recovered\ through\ the\ rates\ at\ the\ actual\ cost\ paid\ by\ the\ City$

¹ Per 1,000 gallons = 1 unit

² Upon declaration by the State of California of a water emergency, drought and/or mandated conservation, the drought surcharge shall require action by the City Council prior to rate implementation and collection

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	\$23.10
Membrane Filtration ¹	\$25.30
MPN ¹	\$51.10
Heterotrophic Plate Count	\$38.90
Fecal Coliform or Confirmation ²	\$20.60
recar comorni di commutation	720.00
General Mineral and Physical:	
Alkalinity	\$21.70
Conductivity	\$21.80
Field Testing (Chlorine, pH, Temperature)	\$19.40
Hardness	\$29.90
Turbidity	\$19.40
Color	\$19.40
Inorganics:	
Ammonia	\$39.20
BOD5	\$37.50
Bromide	\$39.20
Calcium	\$39.20
Chloride	\$39.20
Fluoride	\$39.20
Magnesium	\$39.20
Phosphate	\$39.20
Potassium	\$39.20
Nitrate	\$39.20
Nitrite	\$39.20
Sodium	\$39.20
Solids (TDS)	\$38.90
Sulfate	\$39.20
Outside Lab Testing	Actual Cost + 10%

 $^{^1 \}textit{If test result show Positive Total Coliform an additional Confirmation test will be required} \\$

 $^{^2 \,} Confirmation \, test \, for \, Positive \, Total \, Coliform \, results \, in \, Colillert \, (P/A) \, and \, Quanti-Tray, \, Membrane \, Filtration, \, or \, MPN \, Tests \, Colinert \, (P/A) \, Confirmation \, Colinert \, C$



Public Works Laboratory

Wastewater Analysis Fees

Fee Description	Fee
Microbiology:	
Colilert (P/A and Quanti-Tray) ¹	\$23.10
Membrane Filtration ¹	\$25.30
MPN^1	\$51.10
Heterotrophic Plate Count	\$38.90
Fecal Coliform or Confirmation ²	\$20.60
recar comorni or committation	\$20.00
General Mineral and Physical:	
Alkalinity	\$21.70
Conductivity	\$21.80
Field Testing (Chlorine, pH, Temperature)	\$19.40
Hardness	\$29.90
Turbidity	\$19.40
Color	\$19.40
Inorganics:	
Ammonia	\$39.20
BOD5	\$37.50
Bromide	\$39.20
Calcium	\$39.20
Chloride	\$39.20
Fluoride	\$39.20
Magnesium	\$39.20
Phosphate	\$39.20
Potassium	\$39.20
Nitrate	\$39.20
Nitrite	\$39.20
Sodium	\$39.20
Solids (TDS)	\$38.90
Sulfate	\$39.20
Outside Lab Testing	Actual Cost + 10%

 $^{^1\}textit{If test result show Positive Total Coliform an additional Confirmation test will be required}$

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



Certificate of Cost Allocation Plan

I declare that the foregoing is true and correct.

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, 2020 to establish billings or final indirect costs rates for Fiscal Year 2020/21 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.

Governmental Unit: City Of Brentwood

Signature:

Name of Official: Kerry Breen

Title: Director of Finance and Information Systems

Date of Execution: 7/1/2020

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.

150 City Park Way, Brentwood, CA 94513 Phone: (925) 516-5460 Fax: (925) 516-5401 www.BRENTWOODCA.GOV



This page intentionally left blank.