

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
Damien Brower 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



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

Indirect Cost Allocation – Methodology and Assumptions

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

- Department Overhead
- Citywide Overhead

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

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

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

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

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



Exhibit A

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

*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:

- **Elasticity of Demand** – The price charged for a service can affect the quantity demanded by potential users. In many instances, increasing the price of a service results in fewer units of the service being purchased. Whether total

revenue goes up, goes down or stays the same can be correlated to the magnitude of the fee change and resulting shift in volume demanded.

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

Methodology

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

- **2 CFR Part 200** – The Cost Allocation Plan was developed using the guidelines of 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, Subpart F. The 2 CFR Part 200 guidelines do not require that audited expenditures are used to establish the Cost Allocation Plan, so long as the indirect cost rate is not applied to federal grant programs. In accordance with 2 CFR Part 200, the City has excluded certain costs such as those related to the legislative function, capital, investment fees and City Manager’s salary from the indirect cost rate calculation. Should the indirect cost rates be applied to federal award programs, the audited actual expenditures will be used to determine whether an adjustment to the indirect cost rate is necessary. A separate Cost Allocation Plan would be prepared for purposes of federal award programs. The City’s Certificate of Cost Allocation Plan can be found on page 267 of this plan.

Summary

The User Fee Model is a flexible tool used to compute citywide and departmental overhead factors, full hourly rate costs by City Classification and/or full costs associated with the provision of selected services. The City reviews and updates the fees on an annual basis. The cost calculations, if needed, can be updated every year by applying the new hourly rate calculations to the original time estimates. These fees will be adjusted annually based on changes to the April San Francisco-Oakland-San Jose Region CPI Urban Wage Earners and Clerical Workers, and where applicable, the June Engineering News Record (ENR) Construction Cost Index, San Francisco Bay Area, with the exception of fees that were adopted with ties to other agencies. Time estimates should be reviewed and revised every three to five years.

Budget Assumptions:

Budget Assumptions are utilized to calculate overhead costs for each Department. Each Department's personnel costs, supplies and services and capital purchases budgets are reviewed and budgets are adjusted in accordance with the requirements of 2 CFR Part 200. Overhead cost are classified into two categories, citywide and departmental.



Budget Assumptions for Computing Overhead Costs

| Department/Division | Personnel | Supplies and Services | Capital | Total |
|--|------------|-----------------------|-----------|------------|
| Citywide | | | | |
| City Manager ^(a) | 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 /Hour | | | |
|----------------------|-------------------|---------------------------------|---------------------------------------|---|---|------------------------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,237.92 | Non-Sworn Professionals / Supervisors | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 96.97 | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$4,672.75 | 69.87% | \$75.74 | \$24.26 | \$13.84 | \$113.84 |
| | | Annual Salary + Benefits | | <u>\$136,327.12</u> | | | |

| Step B | | \$7,022.23 /Month | | \$46.81 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,760.01 | 67.78% | \$78.55 | \$25.16 | \$14.36 | \$118.07 |
| | | Annual Salary + Benefits | | <u>\$141,386.90</u> | | | |

| Step C | | \$7,373.35 /Month | | \$49.16 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,851.63 | 65.80% | \$81.50 | \$26.10 | \$14.90 | \$122.50 |
| | | Annual Salary + Benefits | | <u>\$146,699.67</u> | | | |

| Step D | | \$7,742.01 /Month | | \$51.61 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,947.83 | 63.91% | \$84.60 | \$27.10 | \$15.46 | \$127.16 |
| | | Annual Salary + Benefits | | <u>\$152,278.08</u> | | | |

| Step E | | \$8,129.11 /Month | | \$54.19 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$5,048.84 | 62.11% | \$87.85 | \$28.14 | \$16.06 | \$132.05 |
| | | Annual Salary + Benefits | | <u>\$158,135.41</u> | | | |



Accountant I
Department: Parks and Recreation

| Step A | | \$6,687.84 /Month | | \$44.59 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------------------------------|---|---|------------------------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,237.92 | Non-Sworn Professionals / Supervisors | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 96.97 | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$4,672.75 | 69.87% | \$75.74 | \$74.44 | \$13.84 | \$164.02 |
| Annual Salary + Benefits | | | | <u>\$136,327.12</u> | | | |
| Step B | | \$7,022.23 /Month | | \$46.81 /Hour | | | |
| Total Benefits | | \$4,760.01 | 67.78% | \$78.55 | \$77.21 | \$14.36 | \$170.12 |
| Annual Salary + Benefits | | | | <u>\$141,386.90</u> | | | |
| Step C | | \$7,373.35 /Month | | \$49.16 /Hour | | | |
| Total Benefits | | \$4,851.63 | 65.80% | \$81.50 | \$80.11 | \$14.90 | \$176.51 |
| Annual Salary + Benefits | | | | <u>\$146,699.67</u> | | | |
| Step D | | \$7,742.01 /Month | | \$51.61 /Hour | | | |
| Total Benefits | | \$4,947.83 | 63.91% | \$84.60 | \$83.15 | \$15.46 | \$183.21 |
| Annual Salary + Benefits | | | | <u>\$152,278.08</u> | | | |
| Step E | | \$8,129.11 /Month | | \$54.19 /Hour | | | |
| Total Benefits | | \$5,048.84 | 62.11% | \$87.85 | \$86.35 | \$16.06 | \$190.26 |
| Annual Salary + Benefits | | | | <u>\$158,135.41</u> | | | |



Accountant II
Department: Finance and Information Systems

| Step A | | \$7,373.35 /Month | | \$49.16 /Hour | | | |
|----------------------|-------------------|---------------------------------|---------------------------------------|---|---|------------------------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,364.81 | Non-Sworn Professionals / Supervisors | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 106.91 | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$4,868.20 | 66.02% | \$81.61 | \$26.14 | \$14.92 | \$122.67 |
| | | Annual Salary + Benefits | | <u>\$146,898.55</u> | | | |

| Step B | | \$7,742.01 /Month | | \$51.61 /Hour | | | |
|---------------|--|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| | | \$4,964.40 | 64.12% | \$84.71 | \$27.13 | \$15.48 | \$127.32 |
| | | Annual Salary + Benefits | | <u>\$152,476.96</u> | | | |

| Step C | | \$8,129.11 /Month | | \$54.19 /Hour | | | |
|---------------|--|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| | | \$5,065.41 | 62.31% | \$87.96 | \$28.17 | \$16.08 | \$132.21 |
| | | Annual Salary + Benefits | | <u>\$158,334.29</u> | | | |

| Step D | | \$8,535.57 /Month | | \$56.90 /Hour | | | |
|---------------|--|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| | | \$5,171.47 | 60.59% | \$91.38 | \$29.27 | \$16.70 | \$137.35 |
| | | Annual Salary + Benefits | | <u>\$164,484.48</u> | | | |

| Step E | | \$8,962.35 /Month | | \$59.75 /Hour | | | |
|---------------|--|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| | | \$5,282.83 | 58.94% | \$94.97 | \$30.42 | \$17.36 | \$142.75 |
| | | Annual Salary + Benefits | | <u>\$170,942.19</u> | | | |



Accountant II
Department: Parks and Recreation

| Step A | | \$7,373.35 /Month | | \$49.16 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,364.81 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 106.91 | | | | | |
| | Total Benefits | \$4,868.20 | 66.02% | \$81.61 | \$80.21 | \$14.92 | \$176.74 |
| | | Annual Salary + Benefits | | <u>\$146,898.55</u> | | | |

| Step B | | \$7,742.01 /Month | | \$51.61 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,964.40 | 64.12% | \$84.71 | \$83.26 | \$15.48 | \$183.45 |
| | | Annual Salary + Benefits | | <u>\$152,476.96</u> | | | |

| Step C | | \$8,129.11 /Month | | \$54.19 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,065.41 | 62.31% | \$87.96 | \$86.46 | \$16.08 | \$190.50 |
| | | Annual Salary + Benefits | | <u>\$158,334.29</u> | | | |

| Step D | | \$8,535.57 /Month | | \$56.90 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,171.47 | 60.59% | \$91.38 | \$89.82 | \$16.70 | \$197.90 |
| | | Annual Salary + Benefits | | <u>\$164,484.48</u> | | | |

| Step E | | \$8,962.35 /Month | | \$59.75 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,282.83 | 58.94% | \$94.97 | \$93.34 | \$17.36 | \$205.67 |
| | | Annual Salary + Benefits | | <u>\$170,942.19</u> | | | |



Accounting Assistant I
Department: Finance and Information Systems

| Step A | | \$4,597.64 /Month | | \$30.65 /Hour | | | |
|----------------------|-------------------|---------------------------------|---------------------------------------|---|---|------------------------------|----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 851.02 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 226.07 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 66.67 | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$3,874.85 | 84.28% | \$56.48 | \$18.09 | \$10.33 | \$84.90 |
| | | Annual Salary + Benefits | | <u>\$101,669.82</u> | | | |

| Step B | | \$4,827.52 /Month | | \$32.18 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|----------------|
| Total Benefits | | \$3,934.83 | 81.51% | \$58.42 | \$18.71 | \$10.68 | \$87.81 |
| | | Annual Salary + Benefits | | <u>\$105,148.23</u> | | | |

| Step C | | \$5,068.90 /Month | | \$33.79 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|----------------|
| Total Benefits | | \$3,997.82 | 78.87% | \$60.44 | \$19.36 | \$11.05 | \$90.85 |
| | | Annual Salary + Benefits | | <u>\$108,800.56</u> | | | |

| Step D | | \$5,322.34 /Month | | \$35.48 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|----------------|
| Total Benefits | | \$4,063.95 | 76.36% | \$62.58 | \$20.04 | \$11.44 | \$94.06 |
| | | Annual Salary + Benefits | | <u>\$112,635.50</u> | | | |

| Step E | | \$5,588.46 /Month | | \$37.26 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|----------------|
| Total Benefits | | \$4,133.39 | 73.96% | \$64.81 | \$20.76 | \$11.85 | \$97.42 |
| | | Annual Salary + Benefits | | <u>\$116,662.19</u> | | | |



Accounting Assistant II
Department: Finance and Information Systems

| Step A | | \$5,068.90 /Month | | \$33.79 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------------------------------|---|---|------------------------------|----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 938.25 | Office Employees | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 61.69 | | | | | |
| Life Insurance | 0.000232 | 21.17 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 249.24 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 73.50 | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$3,999.79 | 78.91% | \$60.46 | \$19.36 | \$11.05 | \$90.87 |
| Annual Salary + Benefits | | | | <u>\$108,824.17</u> | | | |

| Step B | | \$5,322.34 /Month | | \$35.48 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|----------------|
| Total Benefits | | \$4,065.92 | 76.39% | \$62.59 | \$20.05 | \$11.44 | \$94.08 |
| Annual Salary + Benefits | | | | <u>\$112,659.12</u> | | | |

| Step C | | \$5,588.46 /Month | | \$37.26 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|----------------|
| Total Benefits | | \$4,135.36 | 74.00% | \$64.83 | \$20.76 | \$11.85 | \$97.44 |
| Annual Salary + Benefits | | | | <u>\$116,685.81</u> | | | |

| Step D | | \$5,867.88 /Month | | \$39.12 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,208.27 | 71.72% | \$67.17 | \$21.52 | \$12.28 | \$100.97 |
| Annual Salary + Benefits | | | | <u>\$120,913.83</u> | | | |

| Step E | | \$6,161.27 /Month | | \$41.08 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,284.83 | 69.54% | \$69.64 | \$22.31 | \$12.73 | \$104.68 |
| Annual Salary + Benefits | | | | <u>\$125,353.26</u> | | | |



Accounting Manager
Department: Finance and Information Systems

| Step A | | \$9,751.78 /Month | | \$65.01 /Hour | | | | |
|----------------------|-------------------|---------------------------------|---------------------------------------|---|---|------------------------------|-----------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | | |
| PERS - Employer | 0.185100 | 1,805.06 | Non-Sworn Managers / Confidential | | | | | |
| Management Incentive | | 0.00 | | | | | | |
| EAP | | 3.89 | | | | | | |
| Health Insurance | | 1,667.00 | | | | | | |
| Dental Insurance | | 173.10 | | | | | | |
| LTD & STD Insurance | 0.012170 | 118.68 | | | | | | |
| 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 | 402.55 | | | | | | |
| Workers Comp. | 0.049170 | 479.50 | | | | | | |
| Vision Insurance | | 32.95 | | | | | | |
| Medicare | 0.014500 | 141.40 | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | | |
| Total Benefits | | \$5,640.62 | 57.84% | \$102.62 | \$32.87 | \$18.76 | \$154.25 | |
| | | Annual Salary + Benefits | | \$184,708.90 | | | | |
| Step B | | \$10,239.37 /Month | | \$68.26 /Hour | | | | |
| | | Total Benefits | \$5,767.86 | 56.33% | \$106.71 | \$34.18 | \$19.51 | \$160.40 |
| | | Annual Salary + Benefits | | \$192,086.75 | | | | |
| Step C | | \$10,751.34 /Month | | \$71.68 /Hour | | | | |
| | | Total Benefits | \$5,901.45 | 54.89% | \$111.02 | \$35.56 | \$20.29 | \$166.87 |
| | | Annual Salary + Benefits | | \$199,833.49 | | | | |
| Step D | | \$11,288.91 /Month | | \$75.26 /Hour | | | | |
| | | Total Benefits | \$6,041.72 | 53.52% | \$115.54 | \$37.01 | \$21.12 | \$173.67 |
| | | Annual Salary + Benefits | | \$207,967.57 | | | | |
| Step E | | \$11,853.35 /Month | | \$79.02 /Hour | | | | |
| | | Total Benefits | \$6,189.01 | 52.21% | \$120.28 | \$38.53 | \$21.99 | \$180.80 |
| | | Annual Salary + Benefits | | \$216,508.35 | | | | |



Accounting Specialist
Department: Finance and Information Systems

| Step A | | \$6,699.79 /Month | | \$44.67 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------------------------------|---|---|------------------------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,240.13 | Office Employees | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 97.15 | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$4,432.16 | 66.15% | \$74.21 | \$23.77 | \$13.57 | \$111.55 |
| Annual Salary + Benefits | | | | <u>\$133,583.37</u> | | | |

| Step B | | \$7,034.78 /Month | | \$46.90 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,519.57 | 64.25% | \$77.03 | \$24.67 | \$14.08 | \$115.78 |
| Annual Salary + Benefits | | | | <u>\$138,652.19</u> | | | |

| Step C | | \$7,386.52 /Month | | \$49.24 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,611.36 | 62.43% | \$79.99 | \$25.62 | \$14.62 | \$120.23 |
| Annual Salary + Benefits | | | | <u>\$143,974.45</u> | | | |

| Step D | | \$7,755.84 /Month | | \$51.71 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,707.73 | 60.70% | \$83.09 | \$26.61 | \$15.19 | \$124.89 |
| Annual Salary + Benefits | | | | <u>\$149,562.82</u> | | | |

| Step E | | \$8,143.63 /Month | | \$54.29 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,808.92 | 59.05% | \$86.35 | \$27.66 | \$15.78 | \$129.79 |
| Annual Salary + Benefits | | | | <u>\$155,430.61</u> | | | |



Accounting Technician
Department: Finance and Information Systems

| Step A | | \$5,831.00 /Month | | \$38.87 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,079.32 | | | | | |
| 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 | | | | | |
| Medicare | 0.014500 | 84.55 | | | | | |
| | Total Benefits | \$4,201.83 | 72.06% | \$66.89 | \$21.42 | \$12.23 | \$100.54 |
| | | Annual Salary + Benefits | | \$120,393.93 | | | |
| Step B | | | | | | | |
| | | \$6,122.55 /Month | | \$40.82 /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 /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 /Month | | \$47.25 /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 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------------------------------|---|---|------------------------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,079.32 | Office Employees | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 84.55 | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$4,201.83 | 72.06% | \$66.89 | \$26.55 | \$12.23 | \$105.67 |
| Annual Salary + Benefits | | | | <u>\$120,393.93</u> | | | |

| Step B | | \$6,122.55 /Month | | \$40.82 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,277.91 | 69.87% | \$69.34 | \$27.52 | \$12.67 | \$109.53 |
| Annual Salary + Benefits | | | | <u>\$124,805.45</u> | | | |

| Step C | | \$6,428.67 /Month | | \$42.86 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,357.79 | 67.79% | \$71.91 | \$28.54 | \$13.15 | \$113.60 |
| Annual Salary + Benefits | | | | <u>\$129,437.55</u> | | | |

| Step D | | \$6,750.11 /Month | | \$45.00 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,441.66 | 65.80% | \$74.61 | \$29.61 | \$13.64 | \$117.86 |
| Annual Salary + Benefits | | | | <u>\$134,301.25</u> | | | |

| Step E | | \$7,087.61 /Month | | \$47.25 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,529.73 | 63.91% | \$77.45 | \$30.74 | \$14.16 | \$122.35 |
| Annual Salary + Benefits | | | | <u>\$139,408.14</u> | | | |



Administrative Assistant I
Department: City Manager

| Step A | | \$4,352.61 /Month | | \$29.02 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 52.40% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 805.67 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 63.11 | | | | | |
| | Total Benefits | \$3,809.89 | 87.53% | \$54.42 | \$28.51 | \$9.95 | \$92.88 |
| | | Annual Salary + Benefits | | <u>\$97,949.94</u> | | | |
| Step B | | \$4,570.24 /Month | | \$30.47 /Hour | | | |
| | Total Benefits | \$3,866.67 | 84.61% | \$56.25 | \$29.47 | \$10.28 | \$96.00 |
| | | Annual Salary + Benefits | | <u>\$101,242.97</u> | | | |
| Step C | | \$4,798.75 /Month | | \$31.99 /Hour | | | |
| | Total Benefits | \$3,926.30 | 81.82% | \$58.17 | \$30.48 | \$10.63 | \$99.28 |
| | | Annual Salary + Benefits | | <u>\$104,700.65</u> | | | |
| Step D | | \$5,038.69 /Month | | \$33.59 /Hour | | | |
| | Total Benefits | \$3,988.91 | 79.17% | \$60.18 | \$31.54 | \$11.00 | \$102.72 |
| | | Annual Salary + Benefits | | <u>\$108,331.21</u> | | | |
| Step E | | \$5,290.62 /Month | | \$35.27 /Hour | | | |
| | Total Benefits | \$4,054.65 | 76.64% | \$62.30 | \$32.65 | \$11.39 | \$106.34 |
| | | Annual Salary + Benefits | | <u>\$112,143.30</u> | | | |



Administrative Assistant I
Department: Community Development

| Step A | | \$4,352.61 /Month | | \$29.02 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 805.67 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Medicare | 0.014500 | 63.11 | | | | | |
| | Total Benefits | \$3,809.89 | 87.53% | \$54.42 | \$74.96 | \$9.95 | \$139.33 |
| | | Annual Salary + Benefits | | <u>\$97,949.94</u> | | | |
| Step B | | \$4,570.24 /Month | | \$30.47 /Hour | | | |
| | Total Benefits | \$3,866.67 | 84.61% | \$56.25 | \$77.48 | \$10.28 | \$144.01 |
| | | Annual Salary + Benefits | | <u>\$101,242.97</u> | | | |
| Step C | | \$4,798.75 /Month | | \$31.99 /Hour | | | |
| | Total Benefits | \$3,926.30 | 81.82% | \$58.17 | \$80.13 | \$10.63 | \$148.93 |
| | | Annual Salary + Benefits | | <u>\$104,700.65</u> | | | |
| Step D | | \$5,038.69 /Month | | \$33.59 /Hour | | | |
| | Total Benefits | \$3,988.91 | 79.17% | \$60.18 | \$82.90 | \$11.00 | \$154.08 |
| | | Annual Salary + Benefits | | <u>\$108,331.21</u> | | | |
| Step E | | \$5,290.62 /Month | | \$35.27 /Hour | | | |
| | Total Benefits | \$4,054.65 | 76.64% | \$62.30 | \$85.82 | \$11.39 | \$159.51 |
| | | Annual Salary + Benefits | | <u>\$112,143.30</u> | | | |



Administrative Assistant I
Department: Parks and Recreation

| Step A | | \$4,352.61 /Month | | \$29.02 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>98.29% Department Overhead</u> | <u>18.28% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 805.67 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 63.11 | | | | | |
| Total Benefits | | \$3,809.89 | 87.53% | \$54.42 | \$53.49 | \$9.95 | \$117.86 |
| Annual Salary + Benefits | | | | <u>\$97,949.94</u> | | | |
| Step B | | \$4,570.24 /Month | | \$30.47 /Hour | | | |
| Total Benefits | | \$3,866.67 | 84.61% | \$56.25 | \$55.28 | \$10.28 | \$121.81 |
| Annual Salary + Benefits | | | | <u>\$101,242.97</u> | | | |
| Step C | | \$4,798.75 /Month | | \$31.99 /Hour | | | |
| Total Benefits | | \$3,926.30 | 81.82% | \$58.17 | \$57.17 | \$10.63 | \$125.97 |
| Annual Salary + Benefits | | | | <u>\$104,700.65</u> | | | |
| Step D | | \$5,038.69 /Month | | \$33.59 /Hour | | | |
| Total Benefits | | \$3,988.91 | 79.17% | \$60.18 | \$59.15 | \$11.00 | \$130.33 |
| Annual Salary + Benefits | | | | <u>\$108,331.21</u> | | | |
| Step E | | \$5,290.62 /Month | | \$35.27 /Hour | | | |
| Total Benefits | | \$4,054.65 | 76.64% | \$62.30 | \$61.24 | \$11.39 | \$134.93 |
| Annual Salary + Benefits | | | | <u>\$112,143.30</u> | | | |



Administrative Assistant I
Department: Police

| Step A | | \$4,352.61 /Month | | \$29.02 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 805.67 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | 39.69% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 63.11 | | | | | |
| | Total Benefits | \$3,809.89 | 87.53% | \$54.42 | \$21.60 | \$9.95 | \$85.97 |
| | | Annual Salary + Benefits | | <u>\$97,949.94</u> | | | |
| Step B | | \$4,570.24 /Month | | \$30.47 /Hour | | | |
| | Total Benefits | \$3,866.67 | 84.61% | \$56.25 | \$22.32 | \$10.28 | \$88.85 |
| | | Annual Salary + Benefits | | <u>\$101,242.97</u> | | | |
| Step C | | \$4,798.75 /Month | | \$31.99 /Hour | | | |
| | Total Benefits | \$3,926.30 | 81.82% | \$58.17 | \$23.09 | \$10.63 | \$91.89 |
| | | Annual Salary + Benefits | | <u>\$104,700.65</u> | | | |
| Step D | | \$5,038.69 /Month | | \$33.59 /Hour | | | |
| | Total Benefits | \$3,988.91 | 79.17% | \$60.18 | \$23.89 | \$11.00 | \$95.07 |
| | | Annual Salary + Benefits | | <u>\$108,331.21</u> | | | |
| Step E | | \$5,290.62 /Month | | \$35.27 /Hour | | | |
| | Total Benefits | \$4,054.65 | 76.64% | \$62.30 | \$24.73 | \$11.39 | \$98.42 |
| | | Annual Salary + Benefits | | <u>\$112,143.30</u> | | | |



Administrative Assistant I
Department: Public Works

| Step A | | \$4,352.61 /Month | | \$29.02 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 805.67 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 63.11 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,809.89 | 87.53% | \$54.42 | \$80.23 | \$9.95 | \$144.60 |
| | | Annual Salary + Benefits | | <u>\$97,949.94</u> | | | |
| Step B | | \$4,570.24 /Month | | \$30.47 /Hour | | | |
| | Total Benefits | \$3,866.67 | 84.61% | \$56.25 | \$82.93 | \$10.28 | \$149.46 |
| | | Annual Salary + Benefits | | <u>\$101,242.97</u> | | | |
| Step C | | \$4,798.75 /Month | | \$31.99 /Hour | | | |
| | Total Benefits | \$3,926.30 | 81.82% | \$58.17 | \$85.76 | \$10.63 | \$154.56 |
| | | Annual Salary + Benefits | | <u>\$104,700.65</u> | | | |
| Step D | | \$5,038.69 /Month | | \$33.59 /Hour | | | |
| | Total Benefits | \$3,988.91 | 79.17% | \$60.18 | \$88.74 | \$11.00 | \$159.92 |
| | | Annual Salary + Benefits | | <u>\$108,331.21</u> | | | |
| Step E | | \$5,290.62 /Month | | \$35.27 /Hour | | | |
| | Total Benefits | \$4,054.65 | 76.64% | \$62.30 | \$91.86 | \$11.39 | \$165.55 |
| | | Annual Salary + Benefits | | <u>\$112,143.30</u> | | | |



Administrative Assistant II
Department: City Manager

| Step A | | \$4,798.75 /Month | | \$31.99 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 888.25 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Medicare | 0.014500 | 69.58 | | | | | |
| | Total Benefits | \$3,928.17 | 81.86% | \$58.18 | \$30.49 | \$10.64 | \$99.31 |
| | | Annual Salary + Benefits | | <u>\$104,723.00</u> | | | |
| Step B | | \$5,038.69 /Month | | \$33.59 /Hour | | | |
| | Total Benefits | \$3,990.78 | 79.20% | \$60.20 | \$31.54 | \$11.00 | \$102.74 |
| | | Annual Salary + Benefits | | <u>\$108,353.56</u> | | | |
| Step C | | \$5,290.62 /Month | | \$35.27 /Hour | | | |
| | Total Benefits | \$4,056.51 | 76.67% | \$62.31 | \$32.65 | \$11.39 | \$106.35 |
| | | Annual Salary + Benefits | | <u>\$112,165.65</u> | | | |
| Step D | | \$5,555.15 /Month | | \$37.03 /Hour | | | |
| | Total Benefits | \$4,125.54 | 74.27% | \$64.54 | \$33.82 | \$11.80 | \$110.16 |
| | | Annual Salary + Benefits | | <u>\$116,168.35</u> | | | |
| Step E | | \$5,832.91 /Month | | \$38.89 /Hour | | | |
| | Total Benefits | \$4,198.02 | 71.97% | \$66.87 | \$35.04 | \$12.22 | \$114.13 |
| | | Annual Salary + Benefits | | <u>\$120,371.18</u> | | | |



Administrative Assistant II
Department: Community Development

| Step A | | \$4,798.75 /Month | | \$31.99 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 888.25 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 69.58 | | | | | |
| | | | | Hourly Rate & Benefits | 137.75% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,928.17 | 81.86% | \$58.18 | \$80.14 | \$10.64 | \$148.96 |
| | | Annual Salary + Benefits | | <u>\$104,723.00</u> | | | |

| Step B | | \$5,038.69 /Month | | \$33.59 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$3,990.78 | 79.20% | \$60.20 | \$82.92 | \$11.00 | \$154.12 |
| | | Annual Salary + Benefits | | <u>\$108,353.56</u> | | | |

| Step C | | \$5,290.62 /Month | | \$35.27 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,056.51 | 76.67% | \$62.31 | \$85.84 | \$11.39 | \$159.54 |
| | | Annual Salary + Benefits | | <u>\$112,165.65</u> | | | |

| Step D | | \$5,555.15 /Month | | \$37.03 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,125.54 | 74.27% | \$64.54 | \$88.90 | \$11.80 | \$165.24 |
| | | Annual Salary + Benefits | | <u>\$116,168.35</u> | | | |

| Step E | | \$5,832.91 /Month | | \$38.89 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,198.02 | 71.97% | \$66.87 | \$92.12 | \$12.22 | \$171.21 |
| | | Annual Salary + Benefits | | <u>\$120,371.18</u> | | | |



Administrative Assistant II
Department: Parks and Recreation

| Step A | | \$4,798.75 /Month | | \$31.99 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 888.25 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 69.58 | | | | | |
| | | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,928.17 | 81.86% | \$58.18 | \$57.18 | \$10.64 | \$126.00 |
| | | Annual Salary + Benefits | | <u>\$104,723.00</u> | | | |

| Step B | | \$5,038.69 /Month | | \$33.59 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$3,990.78 | 79.20% | \$60.20 | \$59.17 | \$11.00 | \$130.37 |
| | | Annual Salary + Benefits | | <u>\$108,353.56</u> | | | |

| Step C | | \$5,290.62 /Month | | \$35.27 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,056.51 | 76.67% | \$62.31 | \$61.25 | \$11.39 | \$134.95 |
| | | Annual Salary + Benefits | | <u>\$112,165.65</u> | | | |

| Step D | | \$5,555.15 /Month | | \$37.03 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,125.54 | 74.27% | \$64.54 | \$63.43 | \$11.80 | \$139.77 |
| | | Annual Salary + Benefits | | <u>\$116,168.35</u> | | | |

| Step E | | \$5,832.91 /Month | | \$38.89 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,198.02 | 71.97% | \$66.87 | \$65.73 | \$12.22 | \$144.82 |
| | | Annual Salary + Benefits | | <u>\$120,371.18</u> | | | |



Administrative Assistant II

Department: Police

| Step A | | \$4,798.75 /Month | | \$31.99 /Hour | | | |
|----------------------|-------------------|---------------------------------|---------------------------------------|---|---|------------------------------|----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 888.25 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 69.58 | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$3,928.17 | 81.86% | \$58.18 | \$23.09 | \$10.64 | \$91.91 |
| | | Annual Salary + Benefits | | <u>\$104,723.00</u> | | | |

| Step B | | \$5,038.69 /Month | | \$33.59 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|----------------|
| Total Benefits | | \$3,990.78 | 79.20% | \$60.20 | \$23.89 | \$11.00 | \$95.09 |
| | | Annual Salary + Benefits | | <u>\$108,353.56</u> | | | |

| Step C | | \$5,290.62 /Month | | \$35.27 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|----------------|
| Total Benefits | | \$4,056.51 | 76.67% | \$62.31 | \$24.73 | \$11.39 | \$98.43 |
| | | Annual Salary + Benefits | | <u>\$112,165.65</u> | | | |

| Step D | | \$5,555.15 /Month | | \$37.03 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,125.54 | 74.27% | \$64.54 | \$25.62 | \$11.80 | \$101.96 |
| | | Annual Salary + Benefits | | <u>\$116,168.35</u> | | | |

| Step E | | \$5,832.91 /Month | | \$38.89 /Hour | | | |
|----------------|--|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,198.02 | 71.97% | \$66.87 | \$26.54 | \$12.22 | \$105.63 |
| | | Annual Salary + Benefits | | <u>\$120,371.18</u> | | | |



Administrative Assistant II
Department: Public Works

| Step A | | \$4,798.75 /Month | | \$31.99 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 888.25 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 69.58 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,928.17 | 81.86% | \$58.18 | \$85.78 | \$10.64 | \$154.60 |
| | | Annual Salary + Benefits | | <u>\$104,723.00</u> | | | |
| 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 | | <u>\$108,353.56</u> | | | |
| Step C | | \$5,290.62 /Month | | \$35.27 /Hour | | | |
| | Total Benefits | \$4,056.51 | 76.67% | \$62.31 | \$91.88 | \$11.39 | \$165.58 |
| | | Annual Salary + Benefits | | <u>\$112,165.65</u> | | | |
| Step D | | \$5,555.15 /Month | | \$37.03 /Hour | | | |
| | Total Benefits | \$4,125.54 | 74.27% | \$64.54 | \$95.15 | \$11.80 | \$171.49 |
| | | Annual Salary + Benefits | | <u>\$116,168.35</u> | | | |
| Step E | | \$5,832.91 /Month | | \$38.89 /Hour | | | |
| | Total Benefits | \$4,198.02 | 71.97% | \$66.87 | \$98.60 | \$12.22 | \$177.69 |
| | | Annual Salary + Benefits | | <u>\$120,371.18</u> | | | |



Administrative Secretary
Department: City Attorney

| Step A | | \$5,555.15 /Month | | \$37.03 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>28.96% Department Overhead</u> | <u>18.28% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,028.26 | | | | | |
| Management Incentive | | 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 80.55 | | | | | |
| Total Benefits | | \$4,128.70 | 74.32% | \$64.56 | \$18.70 | \$11.80 | \$95.06 |
| Annual Salary + Benefits | | | | <u>\$116,206.25</u> | | | |
| 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 | | | | <u>\$120,409.08</u> | | | |
| Step C | | \$6,124.56 /Month | | \$40.83 /Hour | | | |
| Total Benefits | | \$4,277.28 | 69.84% | \$69.35 | \$20.08 | \$12.68 | \$102.11 |
| Annual Salary + Benefits | | | | <u>\$124,822.06</u> | | | |
| Step D | | \$6,430.79 /Month | | \$42.87 /Hour | | | |
| Total Benefits | | \$4,357.19 | 67.76% | \$71.92 | \$20.83 | \$13.15 | \$105.90 |
| Annual Salary + Benefits | | | | <u>\$129,455.68</u> | | | |
| Step E | | \$6,752.32 /Month | | \$45.02 /Hour | | | |
| Total Benefits | | \$4,441.09 | 65.77% | \$74.62 | \$21.61 | \$13.64 | \$109.87 |
| Annual Salary + Benefits | | | | <u>\$134,320.98</u> | | | |



Administrative Secretary
Department: Community Development

| Step A | | \$5,555.15 /Month | | \$37.03 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,028.26 | | | Office Employees | | |
| Management Incentive | | 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 80.55 | | | | | |
| | | | | Hourly Rate & Benefits | 137.75% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,128.70 | 74.32% | \$64.56 | \$88.93 | \$11.80 | \$165.29 |
| | | Annual Salary + Benefits | | <u>\$116,206.25</u> | | | |
| 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 | | <u>\$120,409.08</u> | | | |
| Step C | | \$6,124.56 /Month | | \$40.83 /Hour | | | |
| | Total Benefits | \$4,277.28 | 69.84% | \$69.35 | \$95.52 | \$12.68 | \$177.55 |
| | | Annual Salary + Benefits | | <u>\$124,822.06</u> | | | |
| 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 | | <u>\$129,455.68</u> | | | |
| Step E | | \$6,752.32 /Month | | \$45.02 /Hour | | | |
| | Total Benefits | \$4,441.09 | 65.77% | \$74.62 | \$102.79 | \$13.64 | \$191.05 |
| | | Annual Salary + Benefits | | <u>\$134,320.98</u> | | | |



Administrative Secretary
Department: Finance and Information Systems

| Step A | | \$5,555.15 /Month | | \$37.03 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,028.26 | | | | | |
| Management Incentive | | 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 | | | 32.03% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 80.55 | | | | | |
| | Total Benefits | \$4,128.70 | 74.32% | \$64.56 | \$20.68 | \$11.80 | \$97.04 |
| | | Annual Salary + Benefits | | <u>\$116,206.25</u> | | | |
| Step B | | \$5,832.91 /Month | | \$38.89 /Hour | | | |
| | Total Benefits | \$4,201.18 | 72.03% | \$66.89 | \$21.43 | \$12.23 | \$100.55 |
| | | Annual Salary + Benefits | | <u>\$120,409.08</u> | | | |
| Step C | | \$6,124.56 /Month | | \$40.83 /Hour | | | |
| | Total Benefits | \$4,277.28 | 69.84% | \$69.35 | \$22.21 | \$12.68 | \$104.24 |
| | | Annual Salary + Benefits | | <u>\$124,822.06</u> | | | |
| Step D | | \$6,430.79 /Month | | \$42.87 /Hour | | | |
| | Total Benefits | \$4,357.19 | 67.76% | \$71.92 | \$23.04 | \$13.15 | \$108.11 |
| | | Annual Salary + Benefits | | <u>\$129,455.68</u> | | | |
| Step E | | \$6,752.32 /Month | | \$45.02 /Hour | | | |
| | Total Benefits | \$4,441.09 | 65.77% | \$74.62 | \$23.90 | \$13.64 | \$112.16 |
| | | Annual Salary + Benefits | | <u>\$134,320.98</u> | | | |



Administrative Secretary
Department: Human Resources

| Step A | | \$5,555.15 /Month | | \$37.03 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,028.26 | | | | | |
| Management Incentive | | 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 80.55 | | | | | |
| | | | | | 39.88% | 18.28% | |
| | | | | | Department Overhead | Citywide Overhead | |
| | | | | | | | Total Hourly Rate |
| | Total Benefits | \$4,128.70 | 74.32% | \$64.56 | \$25.75 | \$11.80 | \$102.11 |
| | | Annual Salary + Benefits | | <u>\$116,206.25</u> | | | |

| Step B | | \$5,832.91 /Month | | \$38.89 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,201.18 | 72.03% | \$66.89 | \$26.68 | \$12.23 | \$105.80 |
| | | Annual Salary + Benefits | | <u>\$120,409.08</u> | | | |

| Step C | | \$6,124.56 /Month | | \$40.83 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,277.28 | 69.84% | \$69.35 | \$27.66 | \$12.68 | \$109.69 |
| | | Annual Salary + Benefits | | <u>\$124,822.06</u> | | | |

| Step D | | \$6,430.79 /Month | | \$42.87 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,357.19 | 67.76% | \$71.92 | \$28.68 | \$13.15 | \$113.75 |
| | | Annual Salary + Benefits | | <u>\$129,455.68</u> | | | |

| Step E | | \$6,752.32 /Month | | \$45.02 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,441.09 | 65.77% | \$74.62 | \$29.76 | \$13.64 | \$118.02 |
| | | Annual Salary + Benefits | | <u>\$134,320.98</u> | | | |



Administrative Secretary
Department: Parks and Recreation

| Step A | | \$5,555.15 /Month | | \$37.03 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------------------------------|---|---|------------------------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,028.26 | Office Employees | | | | |
| Management Incentive | | 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 80.55 | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$4,128.70 | 74.32% | \$64.56 | \$63.46 | \$11.80 | \$139.82 |
| Annual Salary + Benefits | | | | <u>\$116,206.25</u> | | | |

| Step B | | \$5,832.91 /Month | | \$38.89 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,201.18 | 72.03% | \$66.89 | \$65.75 | \$12.23 | \$144.87 |
| Annual Salary + Benefits | | | | <u>\$120,409.08</u> | | | |

| Step C | | \$6,124.56 /Month | | \$40.83 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,277.28 | 69.84% | \$69.35 | \$68.16 | \$12.68 | \$150.19 |
| Annual Salary + Benefits | | | | <u>\$124,822.06</u> | | | |

| Step D | | \$6,430.79 /Month | | \$42.87 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,357.19 | 67.76% | \$71.92 | \$70.69 | \$13.15 | \$155.76 |
| Annual Salary + Benefits | | | | <u>\$129,455.68</u> | | | |

| Step E | | \$6,752.32 /Month | | \$45.02 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,441.09 | 65.77% | \$74.62 | \$73.35 | \$13.64 | \$161.61 |
| Annual Salary + Benefits | | | | <u>\$134,320.98</u> | | | |



Administrative Secretary
Department: Public Works

| Step A | | \$5,555.15 /Month | | \$37.03 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,028.26 | | | | | |
| Management Incentive | | 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 | | | 147.44% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 80.55 | | | | | |
| Total Benefits | | \$4,128.70 | 74.32% | \$64.56 | \$95.19 | \$11.80 | \$171.55 |
| Annual Salary + Benefits | | | | <u>\$116,206.25</u> | | | |
| Step B | | \$5,832.91 /Month | | \$38.89 /Hour | | | |
| Total Benefits | | \$4,201.18 | 72.03% | \$66.89 | \$98.63 | \$12.23 | \$177.75 |
| Annual Salary + Benefits | | | | <u>\$120,409.08</u> | | | |
| Step C | | \$6,124.56 /Month | | \$40.83 /Hour | | | |
| Total Benefits | | \$4,277.28 | 69.84% | \$69.35 | \$102.24 | \$12.68 | \$184.27 |
| Annual Salary + Benefits | | | | <u>\$124,822.06</u> | | | |
| Step D | | \$6,430.79 /Month | | \$42.87 /Hour | | | |
| Total Benefits | | \$4,357.19 | 67.76% | \$71.92 | \$106.04 | \$13.15 | \$191.11 |
| Annual Salary + Benefits | | | | <u>\$129,455.68</u> | | | |
| Step E | | \$6,752.32 /Month | | \$45.02 /Hour | | | |
| Total Benefits | | \$4,441.09 | 65.77% | \$74.62 | \$110.02 | \$13.64 | \$198.28 |
| Annual Salary + Benefits | | | | <u>\$134,320.98</u> | | | |



Administrative Supervisor
Department: Community Development

| Step A | | \$6,111.84 /Month | | \$40.75 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,131.30 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 74.38 | | | | | |
| Life Insurance | 0.000232 | 25.52 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 300.52 | | | 137.75% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 88.62 | | | | | |
| | Total Benefits | \$4,276.29 | 69.97% | \$69.25 | \$95.40 | \$12.66 | \$177.31 |
| | | Annual Salary + Benefits | | <u>\$124,657.49</u> | | | |
| Step B | | \$6,417.43 /Month | | \$42.78 /Hour | | | |
| | Total Benefits | \$4,356.03 | 67.88% | \$71.82 | \$98.94 | \$13.13 | \$183.89 |
| | | Annual Salary + Benefits | | <u>\$129,281.49</u> | | | |
| Step C | | \$6,738.30 /Month | | \$44.92 /Hour | | | |
| | Total Benefits | \$4,439.76 | 65.89% | \$74.52 | \$102.65 | \$13.62 | \$190.79 |
| | | Annual Salary + Benefits | | <u>\$134,136.69</u> | | | |
| Step D | | \$7,075.22 /Month | | \$47.17 /Hour | | | |
| | Total Benefits | \$4,527.67 | 63.99% | \$77.35 | \$106.55 | \$14.14 | \$198.04 |
| | | Annual Salary + Benefits | | <u>\$139,234.64</u> | | | |
| Step E | | \$7,428.98 /Month | | \$49.53 /Hour | | | |
| | Total Benefits | \$4,619.98 | 62.19% | \$80.33 | \$110.65 | \$14.68 | \$205.66 |
| | | Annual Salary + Benefits | | <u>\$144,587.50</u> | | | |



Administrative Supervisor
Department: Finance and Information Systems

| Step A | | \$6,111.84 /Month | | \$40.75 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,131.30 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 74.38 | | | | | |
| Life Insurance | 0.000232 | 25.52 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 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 | | 32.95 | | | | | |
| Medicare | 0.014500 | 88.62 | | | | | |
| Total Benefits | | \$4,276.29 | 69.97% | \$69.25 | \$22.18 | \$12.66 | \$104.09 |
| Annual Salary + Benefits | | | | <u>\$124,657.49</u> | | | |
| Step B | | \$6,417.43 /Month | | \$42.78 /Hour | | | |
| Total Benefits | | \$4,356.03 | 67.88% | \$71.82 | \$23.00 | \$13.13 | \$107.95 |
| Annual Salary + Benefits | | | | <u>\$129,281.49</u> | | | |
| Step C | | \$6,738.30 /Month | | \$44.92 /Hour | | | |
| Total Benefits | | \$4,439.76 | 65.89% | \$74.52 | \$23.87 | \$13.62 | \$112.01 |
| Annual Salary + Benefits | | | | <u>\$134,136.69</u> | | | |
| Step D | | \$7,075.22 /Month | | \$47.17 /Hour | | | |
| Total Benefits | | \$4,527.67 | 63.99% | \$77.35 | \$24.78 | \$14.14 | \$116.27 |
| Annual Salary + Benefits | | | | <u>\$139,234.64</u> | | | |
| Step E | | \$7,428.98 /Month | | \$49.53 /Hour | | | |
| Total Benefits | | \$4,619.98 | 62.19% | \$80.33 | \$25.73 | \$14.68 | \$120.74 |
| Annual Salary + Benefits | | | | <u>\$144,587.50</u> | | | |



Administrative Supervisor
Department: Parks and Recreation

| Step A | | \$6,111.84 /Month | | \$40.75 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>98.29% Department Overhead</u> | <u>18.28% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,131.30 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 74.38 | | | | | |
| Life Insurance | 0.000232 | 25.52 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 300.52 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 88.62 | | | | | |
| | Total Benefits | \$4,276.29 | 69.97% | \$69.25 | \$68.07 | \$12.66 | \$149.98 |
| | | Annual Salary + Benefits | | <u>\$124,657.49</u> | | | |
| Step B | | \$6,417.43 /Month | | \$42.78 /Hour | | | |
| | Total Benefits | \$4,356.03 | 67.88% | \$71.82 | \$70.59 | \$13.13 | \$155.54 |
| | | Annual Salary + Benefits | | <u>\$129,281.49</u> | | | |
| Step C | | \$6,738.30 /Month | | \$44.92 /Hour | | | |
| | Total Benefits | \$4,439.76 | 65.89% | \$74.52 | \$73.25 | \$13.62 | \$161.39 |
| | | Annual Salary + Benefits | | <u>\$134,136.69</u> | | | |
| Step D | | \$7,075.22 /Month | | \$47.17 /Hour | | | |
| | Total Benefits | \$4,527.67 | 63.99% | \$77.35 | \$76.03 | \$14.14 | \$167.52 |
| | | Annual Salary + Benefits | | <u>\$139,234.64</u> | | | |
| Step E | | \$7,428.98 /Month | | \$49.53 /Hour | | | |
| | Total Benefits | \$4,619.98 | 62.19% | \$80.33 | \$78.95 | \$14.68 | \$173.96 |
| | | Annual Salary + Benefits | | <u>\$144,587.50</u> | | | |



Administrative Supervisor
Department: Public Works

| Step A | | \$6,111.84 /Month | | \$40.75 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,131.30 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 74.38 | | | | | |
| Life Insurance | 0.000232 | 25.52 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 300.52 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 88.62 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,276.29 | 69.97% | \$69.25 | \$102.11 | \$12.66 | \$184.02 |
| | | Annual Salary + Benefits | | <u>\$124,657.49</u> | | | |
| Step B | | \$6,417.43 /Month | | \$42.78 /Hour | | | |
| | Total Benefits | \$4,356.03 | 67.88% | \$71.82 | \$105.90 | \$13.13 | \$190.85 |
| | | Annual Salary + Benefits | | <u>\$129,281.49</u> | | | |
| Step C | | \$6,738.30 /Month | | \$44.92 /Hour | | | |
| | Total Benefits | \$4,439.76 | 65.89% | \$74.52 | \$109.87 | \$13.62 | \$198.01 |
| | | Annual Salary + Benefits | | <u>\$134,136.69</u> | | | |
| Step D | | \$7,075.22 /Month | | \$47.17 /Hour | | | |
| | Total Benefits | \$4,527.67 | 63.99% | \$77.35 | \$114.05 | \$14.14 | \$205.54 |
| | | Annual Salary + Benefits | | <u>\$139,234.64</u> | | | |
| Step E | | \$7,428.98 /Month | | \$49.53 /Hour | | | |
| | Total Benefits | \$4,619.98 | 62.19% | \$80.33 | \$118.43 | \$14.68 | \$213.44 |
| | | Annual Salary + Benefits | | <u>\$144,587.50</u> | | | |



Assistant City Attorney
Department: City Attorney

| Step A | | \$13,148.54 /Month | | \$87.66 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>28.96% Department Overhead</u> | <u>18.28% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 2,433.79 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | 4% + \$110 | 635.94 | | | | | |
| Workers Comp. | 0.049170 | 646.51 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 190.65 | | | | | |
| | Total Benefits | \$6,760.36 | 51.42% | \$132.73 | \$38.44 | \$24.26 | \$195.43 |
| | | Annual Salary + Benefits | | <u>\$238,906.84</u> | | | |
| Step B | | | | | | | |
| | | \$13,805.97 /Month | | \$92.04 /Hour | | | |
| | Total Benefits | \$6,931.91 | 50.21% | \$138.25 | \$40.04 | \$25.27 | \$203.56 |
| | | Annual Salary + Benefits | | <u>\$248,854.55</u> | | | |
| Step C | | | | | | | |
| | | \$14,496.27 /Month | | \$96.64 /Hour | | | |
| | Total Benefits | \$7,112.04 | 49.06% | \$144.06 | \$41.72 | \$26.33 | \$212.11 |
| | | Annual Salary + Benefits | | <u>\$259,299.65</u> | | | |
| Step D | | | | | | | |
| | | \$15,221.08 /Month | | \$101.47 /Hour | | | |
| | Total Benefits | \$7,301.17 | 47.97% | \$150.15 | \$43.48 | \$27.45 | \$221.08 |
| | | Annual Salary + Benefits | | <u>\$270,267.00</u> | | | |
| Step E | | | | | | | |
| | | \$15,982.13 /Month | | \$106.55 /Hour | | | |
| | Total Benefits | \$7,499.76 | 46.93% | \$156.55 | \$45.34 | \$28.62 | \$230.51 |
| | | Annual Salary + Benefits | | <u>\$281,782.72</u> | | | |



**Assistant City Clerk
Department: City Manager**

| Step A | | \$7,056.20 /Month | | \$47.04 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,306.10 | | | Non-Sworn Professionals / Supervisors | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 102.31 | | | | | |
| | | | | Hourly Rate & Benefits | 52.40% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,777.78 | 67.71% | \$78.89 | \$41.34 | \$14.42 | \$134.65 |
| | | Annual Salary + Benefits | | <u>\$142,007.74</u> | | | |
| Step B | | \$7,409.01 /Month | | \$49.39 /Hour | | | |
| | Total Benefits | \$4,869.84 | 65.73% | \$81.86 | \$42.89 | \$14.96 | \$139.71 |
| | | Annual Salary + Benefits | | <u>\$147,346.20</u> | | | |
| Step C | | \$7,779.46 /Month | | \$51.86 /Hour | | | |
| | Total Benefits | \$4,966.50 | 63.84% | \$84.97 | \$44.53 | \$15.53 | \$145.03 |
| | | Annual Salary + Benefits | | <u>\$152,951.60</u> | | | |
| Step D | | \$8,168.44 /Month | | \$54.46 /Hour | | | |
| | Total Benefits | \$5,068.00 | 62.04% | \$88.24 | \$46.24 | \$16.13 | \$150.61 |
| | | Annual Salary + Benefits | | <u>\$158,837.26</u> | | | |
| Step E | | \$8,576.86 /Month | | \$57.18 /Hour | | | |
| | Total Benefits | \$5,174.58 | 60.33% | \$91.68 | \$48.04 | \$16.76 | \$156.48 |
| | | Annual Salary + Benefits | | <u>\$165,017.20</u> | | | |



Assistant City Manager
Department: City Manager

| Step A | | \$15,052.02 /Month | | \$100.35 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 232.10 | | | | | |
| | | | | Hourly Rate & Benefits | 52.40% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$7,923.92 | 52.64% | \$153.17 | \$80.26 | \$28.00 | \$261.43 |
| | | Annual Salary + Benefits | | <u>\$275,711.30</u> | | | |
| Step B | | \$15,804.62 /Month | | \$105.36 /Hour | | | |
| | Total Benefits | \$8,120.31 | 51.38% | \$159.50 | \$83.58 | \$29.16 | \$272.24 |
| | | Annual Salary + Benefits | | <u>\$287,099.11</u> | | | |
| Step C | | \$16,594.85 /Month | | \$110.63 /Hour | | | |
| | Total Benefits | \$8,326.51 | 50.18% | \$166.14 | \$87.06 | \$30.37 | \$283.57 |
| | | Annual Salary + Benefits | | <u>\$299,056.32</u> | | | |
| Step D | | \$17,424.59 /Month | | \$116.16 /Hour | | | |
| | Total Benefits | \$8,543.02 | 49.03% | \$173.12 | \$90.71 | \$31.65 | \$295.48 |
| | | Annual Salary + Benefits | | <u>\$311,611.38</u> | | | |
| Step E | | \$18,295.82 /Month | | \$121.97 /Hour | | | |
| | Total Benefits | \$8,770.36 | 47.94% | \$180.44 | \$94.55 | \$32.98 | \$307.97 |
| | | Annual Salary + Benefits | | <u>\$324,794.20</u> | | | |



Assistant Community Development Director
Department: Community Development

| Step A | | \$13,148.54 /Month | | \$87.66 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|--|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 2,433.79 | | Non-Sworn Asst Director / Asst City Attorney | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | 4% + \$110 | 635.94 | | | | | |
| Workers Comp. | 0.049170 | 646.51 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 190.65 | | | | | |
| | | | | Hourly Rate & Benefits | 137.75% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$6,760.36 | 51.42% | \$132.73 | \$182.83 | \$24.26 | \$339.82 |
| | | Annual Salary + Benefits | | <u>\$238,906.84</u> | | | |

| Step B | | \$13,805.97 /Month | | \$92.04 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$6,931.91 | 50.21% | \$138.25 | \$190.44 | \$25.27 | \$353.96 |
| | | Annual Salary + Benefits | | <u>\$248,854.55</u> | | | |

| Step C | | \$14,496.27 /Month | | \$96.64 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$7,112.04 | 49.06% | \$144.06 | \$198.44 | \$26.33 | \$368.83 |
| | | Annual Salary + Benefits | | <u>\$259,299.65</u> | | | |

| Step D | | \$15,221.08 /Month | | \$101.47 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$7,301.17 | 47.97% | \$150.15 | \$206.83 | \$27.45 | \$384.43 |
| | | Annual Salary + Benefits | | <u>\$270,267.00</u> | | | |

| Step E | | \$15,982.13 /Month | | \$106.55 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$7,499.76 | 46.93% | \$156.55 | \$215.64 | \$28.62 | \$400.81 |
| | | Annual Salary + Benefits | | <u>\$281,782.72</u> | | | |



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

| Step A | | \$13,510.24 /Month | | \$90.07 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|--|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 2,500.75 | | Non-Sworn Asst Director / Asst City Attorney | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 195.90 | | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$6,869.21 | 50.84% | \$135.86 | \$43.52 | \$24.84 | \$204.22 |
| | | Annual Salary + Benefits | | <u>\$244,553.45</u> | | | |

| Step B | | \$14,185.75 /Month | | \$94.57 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$7,045.48 | 49.67% | \$141.54 | \$45.34 | \$25.87 | \$212.75 |
| | | Annual Salary + Benefits | | <u>\$254,774.82</u> | | | |

| Step C | | \$14,895.04 /Month | | \$99.30 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$7,230.56 | 48.54% | \$147.50 | \$47.25 | \$26.96 | \$221.71 |
| | | Annual Salary + Benefits | | <u>\$265,507.25</u> | | | |

| Step D | | \$15,639.79 /Month | | \$104.27 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$7,424.90 | 47.47% | \$153.76 | \$49.25 | \$28.11 | \$231.12 |
| | | Annual Salary + Benefits | | <u>\$276,776.30</u> | | | |

| Step E | | \$16,421.78 /Month | | \$109.48 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$7,628.95 | 46.46% | \$160.34 | \$51.36 | \$29.31 | \$241.01 |
| | | Annual Salary + Benefits | | <u>\$288,608.81</u> | | | |



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

| Step A | | \$13,510.24 /Month | | \$90.07 /Hour | | | |
|----------------------|---------------------------------|---------------------------|--------|--|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 2,500.75 | | Non-Sworn Asst Director / Asst City Attorney | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 195.90 | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$6,869.21 | 50.84% | \$135.86 | \$200.32 | \$24.84 | \$361.02 |
| | Annual Salary + Benefits | | | <u>\$244,553.45</u> | | | |

| Step B | | \$14,185.75 /Month | | \$94.57 /Hour | | | |
|---------------|---------------------------------|---------------------------|--------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$7,045.48 | 49.67% | \$141.54 | \$208.69 | \$25.87 | \$376.10 |
| | Annual Salary + Benefits | | | <u>\$254,774.82</u> | | | |

| Step C | | \$14,895.04 /Month | | \$99.30 /Hour | | | |
|---------------|---------------------------------|---------------------------|--------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$7,230.56 | 48.54% | \$147.50 | \$217.48 | \$26.96 | \$391.94 |
| | Annual Salary + Benefits | | | <u>\$265,507.25</u> | | | |

| Step D | | \$15,639.79 /Month | | \$104.27 /Hour | | | |
|---------------|---------------------------------|---------------------------|--------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$7,424.90 | 47.47% | \$153.76 | \$226.71 | \$28.11 | \$408.58 |
| | Annual Salary + Benefits | | | <u>\$276,776.30</u> | | | |

| Step E | | \$16,421.78 /Month | | \$109.48 /Hour | | | |
|---------------|---------------------------------|---------------------------|--------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$7,628.95 | 46.46% | \$160.34 | \$236.40 | \$29.31 | \$426.05 |
| | Annual Salary + Benefits | | | <u>\$288,608.81</u> | | | |



Assistant Engineer
Department: Public Works

| Step A | | \$8,409.93 /Month | | \$56.07 /Hour | | | |
|----------------------|------------|---------------------------------|--------|---------------------------------------|------------|----------|--------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employer | 0.185100 | 1,556.68 | | Non-Sworn Professionals / Supervisors | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 121.94 | | Hourly Rate | 147.44% | 18.28% | Total Hourly |
| | | | | & Benefits | Department | Citywide | Rate |
| | | | | Overhead | Overhead | | |
| Total Benefits | | \$5,163.75 | 61.40% | \$90.49 | \$133.42 | \$16.54 | \$240.45 |
| | | Annual Salary + Benefits | | \$162,884.09 | | | |
| | | | | | | | |
| Step B | | \$8,830.43 /Month | | \$58.87 /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 /Month | | \$61.81 /Hour | | | |
| | | | | | | | |
| Total Benefits | | \$5,388.68 | 58.12% | \$97.74 | \$144.10 | \$17.87 | \$259.71 |
| | | Annual Salary + Benefits | | \$175,927.52 | | | |
| | | | | | | | |
| Step D | | \$9,735.54 /Month | | \$64.90 /Hour | | | |
| | | | | | | | |
| Total Benefits | | \$5,509.65 | 56.59% | \$101.63 | \$149.85 | \$18.58 | \$270.06 |
| | | Annual Salary + Benefits | | \$182,942.34 | | | |
| | | | | | | | |
| Step E | | \$10,222.32 /Month | | \$68.15 /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 /Month | | \$72.74 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 2,019.75 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 158.22 | | | | | |
| | Total Benefits | \$6,087.19 | 55.79% | \$113.33 | \$111.39 | \$20.72 | \$245.44 |
| | | Annual Salary + Benefits | | <u>\$203,986.14</u> | | | |
| Step B | | \$11,457.24 /Month | | \$76.38 /Hour | | | |
| | Total Benefits | \$6,229.56 | 54.37% | \$117.91 | \$115.90 | \$21.55 | \$255.36 |
| | | Annual Salary + Benefits | | <u>\$212,241.50</u> | | | |
| Step C | | \$12,030.10 /Month | | \$80.20 /Hour | | | |
| | Total Benefits | \$6,379.04 | 53.03% | \$122.73 | \$120.63 | \$22.43 | \$265.79 |
| | | Annual Salary + Benefits | | <u>\$220,909.64</u> | | | |
| Step D | | \$12,631.60 /Month | | \$84.21 /Hour | | | |
| | Total Benefits | \$6,536.00 | 51.74% | \$127.78 | \$125.60 | \$23.36 | \$276.74 |
| | | Annual Salary + Benefits | | <u>\$230,011.17</u> | | | |
| Step E | | \$13,263.18 /Month | | \$88.42 /Hour | | | |
| | Total Benefits | \$6,700.80 | 50.52% | \$133.09 | \$130.82 | \$24.33 | \$288.24 |
| | | Annual Salary + Benefits | | <u>\$239,567.79</u> | | | |



Assistant Planner
Department: Community Development

| Step A | | \$7,766.10 /Month | | \$51.77 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------------------------------|--|---|------------------------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,437.50 | Non-Sworn Professionals / Supervisors | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 112.61 | Hourly Rate & Benefits | 137.75% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$4,980.18 | 64.13% | \$84.98 | \$117.05 | \$15.53 | \$217.56 |
| Annual Salary + Benefits | | | | <u>\$152,955.29</u> | | | |
| Step B | | \$8,154.40 /Month | | \$54.36 /Hour | | | |
| Total Benefits | | \$5,081.50 | 62.32% | \$88.24 | \$121.55 | \$16.13 | \$225.92 |
| Annual Salary + Benefits | | | | <u>\$158,830.84</u> | | | |
| Step C | | \$8,562.12 /Month | | \$57.08 /Hour | | | |
| Total Benefits | | \$5,187.89 | 60.59% | \$91.67 | \$126.27 | \$16.76 | \$234.70 |
| Annual Salary + Benefits | | | | <u>\$165,000.16</u> | | | |
| Step D | | \$8,990.23 /Month | | \$59.93 /Hour | | | |
| Total Benefits | | \$5,299.60 | 58.95% | \$95.27 | \$131.23 | \$17.41 | \$243.91 |
| Annual Salary + Benefits | | | | <u>\$171,477.95</u> | | | |
| Step E | | \$9,439.74 /Month | | \$62.93 /Hour | | | |
| Total Benefits | | \$5,416.90 | 57.38% | \$99.04 | \$136.43 | \$18.11 | \$253.58 |
| Annual Salary + Benefits | | | | <u>\$178,279.64</u> | | | |



Associate Engineer
Department: Public Works

| Step A | \$9,271.95 /Month | | \$61.81 /Hour | | | | |
|----------------------|--------------------------|---------------------------------|---------------------------------------|-----------------------------------|--------------------------------|----------------------|----------|
| Benefit | Multiplier | | Category | | | | |
| PERS - Employer | 0.185100 | 1,716.24 | Non-Sworn Professionals / Supervisors | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 134.44 | | | | | |
| | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$5,408.30 | 58.33% | \$97.87 | \$144.30 | \$17.89 | \$260.06 |
| | | Annual Salary + Benefits | | <u>\$176,162.97</u> | | | |

| Step B | \$9,735.54 /Month | | \$64.90 /Hour | | | | |
|----------------|--------------------------|---------------------------------|----------------------|----------------------------|----------|---------|----------|
| Total Benefits | | \$5,529.27 | 56.79% | \$101.77 | \$150.04 | \$18.60 | \$270.41 |
| | | Annual Salary + Benefits | | <u>\$183,177.79</u> | | | |

| Step C | \$10,222.32 /Month | | \$68.15 /Hour | | | | |
|----------------|---------------------------|---------------------------------|----------------------|----------------------------|----------|---------|----------|
| Total Benefits | | \$5,656.29 | 55.33% | \$105.86 | \$156.08 | \$19.35 | \$281.29 |
| | | Annual Salary + Benefits | | <u>\$190,543.35</u> | | | |

| Step D | \$10,733.44 /Month | | \$71.56 /Hour | | | | |
|----------------|---------------------------|---------------------------------|----------------------|----------------------------|----------|---------|----------|
| Total Benefits | | \$5,789.66 | 53.94% | \$110.15 | \$162.41 | \$20.14 | \$292.70 |
| | | Annual Salary + Benefits | | <u>\$198,277.19</u> | | | |

| Step E | \$11,270.11 /Month | | \$75.13 /Hour | | | | |
|----------------|---------------------------|---------------------------------|----------------------|----------------------------|----------|---------|----------|
| Total Benefits | | \$5,929.70 | 52.61% | \$114.67 | \$169.06 | \$20.96 | \$304.69 |
| | | Annual Salary + Benefits | | <u>\$206,397.72</u> | | | |



Associate Planner
Department: Community Development

| Step A | | \$8,562.12 /Month | | \$57.08 /Hour | | | |
|---------------------------------|-------------------|---------------------------|---------------|-----------------------------------|----------------------------|--------------------------|---------------------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,584.85 | | | | | Non-Sworn Professionals / Supervisors |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| 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 | | 32.95 | | | | | |
| Medicare | 0.014500 | 124.15 | | | | | |
| Total Benefits | | \$5,207.14 | 60.82% | \$91.80 | \$126.45 | \$16.78 | \$235.03 |
| Annual Salary + Benefits | | | | <u>\$165,231.10</u> | | | |
| Step B | | \$8,990.23 /Month | | \$59.93 /Hour | | | |
| Total Benefits | | \$5,318.85 | 59.16% | \$95.39 | \$131.40 | \$17.44 | \$244.23 |
| Annual Salary + Benefits | | | | <u>\$171,708.89</u> | | | |
| Step C | | \$9,439.74 /Month | | \$62.93 /Hour | | | |
| Total Benefits | | \$5,436.14 | 57.59% | \$99.17 | \$136.61 | \$18.13 | \$253.91 |
| Annual Salary + Benefits | | | | <u>\$178,510.57</u> | | | |
| Step D | | \$9,911.72 /Month | | \$66.08 /Hour | | | |
| Total Benefits | | \$5,559.30 | 56.09% | \$103.14 | \$142.08 | \$18.85 | \$264.07 |
| Annual Salary + Benefits | | | | <u>\$185,652.34</u> | | | |
| Step E | | \$10,407.31 /Month | | \$69.38 /Hour | | | |
| Total Benefits | | \$5,688.62 | 54.66% | \$107.31 | \$147.81 | \$19.62 | \$274.74 |
| Annual Salary + Benefits | | | | <u>\$193,151.19</u> | | | |



Building Inspector I
Department: Community Development

| Step A | | \$7,083.57 /Month | | \$47.22 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,311.17 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 348.30 | | | 137.75% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 102.71 | | | | | |
| | Total Benefits | \$4,533.91 | 64.01% | \$77.45 | \$106.69 | \$14.16 | \$198.30 |
| | | Annual Salary + Benefits | | <u>\$139,409.73</u> | | | |
| Step B | | \$7,437.75 /Month | | \$49.58 /Hour | | | |
| | Total Benefits | \$4,626.33 | 62.20% | \$80.43 | \$110.79 | \$14.70 | \$205.92 |
| | | Annual Salary + Benefits | | <u>\$144,768.91</u> | | | |
| Step C | | \$7,809.64 /Month | | \$52.06 /Hour | | | |
| | Total Benefits | \$4,723.37 | 60.48% | \$83.55 | \$115.09 | \$15.27 | \$213.91 |
| | | Annual Salary + Benefits | | <u>\$150,396.04</u> | | | |
| Step D | | \$8,200.12 /Month | | \$54.67 /Hour | | | |
| | Total Benefits | \$4,825.26 | 58.84% | \$86.84 | \$119.62 | \$15.87 | \$222.33 |
| | | Annual Salary + Benefits | | <u>\$156,304.53</u> | | | |
| Step E | | \$8,610.12 /Month | | \$57.40 /Hour | | | |
| | Total Benefits | \$4,932.25 | 57.28% | \$90.28 | \$124.36 | \$16.50 | \$231.14 |
| | | Annual Salary + Benefits | | <u>\$162,508.44</u> | | | |



Building Inspector II
Department: Community Development

| Step A | | \$7,809.64 /Month | | \$52.06 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,445.56 | | | | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 384.00 | | | 137.75% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 113.24 | | | | | |
| | Total Benefits | \$4,726.40 | 60.52% | \$83.57 | \$115.12 | \$15.28 | \$213.97 |
| | | Annual Salary + Benefits | | <u>\$150,432.42</u> | | | |
| Step B | | \$8,200.12 /Month | | \$54.67 /Hour | | | |
| | Total Benefits | \$4,828.29 | 58.88% | \$86.86 | \$119.64 | \$15.88 | \$222.38 |
| | | Annual Salary + Benefits | | <u>\$156,340.91</u> | | | |
| Step C | | \$8,610.12 /Month | | \$57.40 /Hour | | | |
| | Total Benefits | \$4,935.28 | 57.32% | \$90.30 | \$124.39 | \$16.51 | \$231.20 |
| | | Annual Salary + Benefits | | <u>\$162,544.83</u> | | | |
| Step D | | \$9,040.63 /Month | | \$60.27 /Hour | | | |
| | Total Benefits | \$5,047.61 | 55.83% | \$93.92 | \$129.38 | \$17.17 | \$240.47 |
| | | Annual Salary + Benefits | | <u>\$169,058.94</u> | | | |
| Step E | | \$9,492.66 /Month | | \$63.28 /Hour | | | |
| | Total Benefits | \$5,165.57 | 54.42% | \$97.72 | \$134.61 | \$17.86 | \$250.19 |
| | | Annual Salary + Benefits | | <u>\$175,898.75</u> | | | |



Chief Building Official
Department: Community Development

| Step A | | \$12,002.82 /Month | | \$80.02 /Hour | | | |
|----------------------|-----------------------|---------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employer | 0.185100 | 2,221.72 | | Non-Sworn Managers / Confidential | | | |
| 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 | | 779.00 | | | | | |
| Deferred Comp. | 3% + \$110 | 470.08 | | | | | |
| Workers Comp. | 0.049170 | 590.18 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 174.04 | | | | | |
| | | | | Hourly Rate & Benefits | 137.75% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$6,295.54 | 52.45% | \$121.99 | \$168.04 | \$22.30 | \$312.33 |
| | | | | Annual Salary + Benefits | <u>\$219,580.29</u> | | |
| Step B | | \$12,602.96 /Month | | \$84.02 /Hour | | | |
| | Total Benefits | \$6,452.14 | 51.20% | \$127.03 | \$174.99 | \$23.22 | \$325.24 |
| | | | | Annual Salary + Benefits | <u>\$228,661.19</u> | | |
| Step C | | \$13,233.11 /Month | | \$88.22 /Hour | | | |
| | Total Benefits | \$6,616.57 | 50.00% | \$132.33 | \$182.29 | \$24.19 | \$338.81 |
| | | | | Annual Salary + Benefits | <u>\$238,196.13</u> | | |
| Step D | | \$13,894.76 /Month | | \$92.63 /Hour | | | |
| | Total Benefits | \$6,789.22 | 48.86% | \$137.89 | \$189.95 | \$25.21 | \$353.05 |
| | | | | Annual Salary + Benefits | <u>\$248,207.83</u> | | |
| Step E | | \$14,589.50 /Month | | \$97.26 /Hour | | | |
| | Total Benefits | \$6,970.51 | 47.78% | \$143.73 | \$197.99 | \$26.27 | \$367.99 |
| | | | | Annual Salary + Benefits | <u>\$258,720.10</u> | | |



Chief Financial Operations Officer
Department: Finance and Information Systems

| Step A | | \$10,725.75 /Month | | \$71.51 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,985.34 | | | Non-Sworn Managers / Confidential | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 155.52 | | | | | |
| | | | | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,923.99 | 55.23% | \$111.00 | \$35.55 | \$20.29 | \$166.84 |
| | | Annual Salary + Benefits | | <u>\$199,796.88</u> | | | |
| Step B | | \$11,262.04 /Month | | \$75.08 /Hour | | | |
| | Total Benefits | \$6,063.93 | 53.84% | \$115.51 | \$37.00 | \$21.11 | \$173.62 |
| | | Annual Salary + Benefits | | <u>\$207,911.60</u> | | | |
| Step C | | \$11,825.14 /Month | | \$78.83 /Hour | | | |
| | Total Benefits | \$6,210.86 | 52.52% | \$120.24 | \$38.51 | \$21.98 | \$180.73 |
| | | Annual Salary + Benefits | | <u>\$216,432.05</u> | | | |
| Step D | | \$12,416.40 /Month | | \$82.78 /Hour | | | |
| | Total Benefits | \$6,365.15 | 51.26% | \$125.21 | \$40.10 | \$22.89 | \$188.20 |
| | | Annual Salary + Benefits | | <u>\$225,378.52</u> | | | |
| Step E | | \$13,037.22 /Month | | \$86.91 /Hour | | | |
| | Total Benefits | \$6,527.14 | 50.07% | \$130.43 | \$41.78 | \$23.84 | \$196.05 |
| | | Annual Salary + Benefits | | <u>\$234,772.32</u> | | | |



Chief Information Systems Officer
Department: Finance and Information Systems

| Step A | | \$11,982.61 /Month | | \$79.88 /Hour | | | |
|---------------------------------|-------------------|---------------------------|--------|---------------------------------------|---|---|------------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 2,217.98 | | Non-Sworn Managers / Confidential | | | |
| 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 | | 779.00 | | | | | |
| Deferred Comp. | 3% + \$110 | 469.48 | | | | | |
| Workers Comp. | 0.049170 | 589.18 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 173.75 | | | | | |
| | | | | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| Total Benefits | | \$6,289.66 | 52.49% | \$121.82 | \$39.02 | \$22.27 | \$183.11 |
| Annual Salary + Benefits | | | | <u>\$219,267.26</u> | | | |
| Step B | | \$12,581.74 /Month | | \$83.88 /Hour | | | |
| | | | | | | | |
| Total Benefits | | \$6,446.00 | 51.23% | \$126.85 | \$40.63 | \$23.19 | \$190.67 |
| Annual Salary + Benefits | | | | <u>\$228,332.87</u> | | | |
| Step C | | \$13,210.83 /Month | | \$88.07 /Hour | | | |
| | | | | | | | |
| Total Benefits | | \$6,610.15 | 50.04% | \$132.14 | \$42.32 | \$24.16 | \$198.62 |
| Annual Salary + Benefits | | | | <u>\$237,851.76</u> | | | |
| Step D | | \$13,871.37 /Month | | \$92.48 /Hour | | | |
| | | | | | | | |
| Total Benefits | | \$6,782.51 | 48.90% | \$137.69 | \$44.10 | \$25.17 | \$206.96 |
| Annual Salary + Benefits | | | | <u>\$247,846.60</u> | | | |
| Step E | | \$14,564.94 /Month | | \$97.10 /Hour | | | |
| | | | | | | | |
| Total Benefits | | \$6,963.49 | 47.81% | \$143.52 | \$45.97 | \$26.24 | \$215.73 |
| Annual Salary + Benefits | | | | <u>\$258,341.18</u> | | | |



City Attorney
Department: City Attorney

| Step E | | \$21,867.74 /Month | \$145.78 /Hour | | | |
|---------------------|-------------------|---------------------------------|-----------------------|-------------------|-----------------|----------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 4,047.72 | | City Attorney | | |
| 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 | | | | |
| Medicare | 0.014500 | <u>328.43</u> | | | | |
| | | | Hourly Rate | 28.96% | 18.28% | Total Hourly |
| | | | & Benefits | Department | Citywide | Rate |
| | | | | Overhead | Overhead | |
| Total Benefits | | \$8,427.37 | | | | |
| | | | 38.54% | \$201.97 | \$58.49 | \$36.92 |
| | | | | | | \$297.38 |
| | | Annual Salary + Benefits | | | | <u>\$363,541.37</u> |



City Clerk
Department: City Manager

| Step A | | \$10,461.04 /Month | | \$69.74 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,936.34 | | Non-Sworn Managers / Confidential | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 151.69 | | | | | |
| | | | | Hourly Rate & Benefits | 52.40% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,846.98 | 55.89% | \$108.72 | \$56.97 | \$19.87 | \$185.56 |
| | | Annual Salary + Benefits | | <u>\$195,696.20</u> | | | |
| Step B | | \$10,984.09 /Month | | \$73.23 /Hour | | | |
| | Total Benefits | \$5,983.46 | 54.47% | \$113.12 | \$59.27 | \$20.68 | \$193.07 |
| | | Annual Salary + Benefits | | <u>\$203,610.65</u> | | | |
| Step C | | \$11,533.30 /Month | | \$76.89 /Hour | | | |
| | Total Benefits | \$6,126.77 | 53.12% | \$117.73 | \$61.69 | \$21.52 | \$200.94 |
| | | Annual Salary + Benefits | | <u>\$211,920.82</u> | | | |
| Step D | | \$12,109.96 /Month | | \$80.73 /Hour | | | |
| | Total Benefits | \$6,277.25 | 51.84% | \$122.58 | \$64.23 | \$22.41 | \$209.22 |
| | | Annual Salary + Benefits | | <u>\$220,646.50</u> | | | |
| Step E | | \$12,715.46 /Month | | \$84.77 /Hour | | | |
| | Total Benefits | \$6,435.24 | 50.61% | \$127.67 | \$66.90 | \$23.34 | \$217.91 |
| | | Annual Salary + Benefits | | <u>\$229,808.46</u> | | | |



City Manager
Department: City Manager

| Step E | | \$20,575.00 /Month | | \$137.17 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|---------------------------------------|---|---|------------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 3,938.00 | | | City Manager | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 308.49 | | | | | |
| | | | | Hourly Rate & Benefits | 52.40% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$8,930.07 | 43.40% | \$196.70 | \$103.07 | \$35.96 | \$335.73 |
| | | Annual Salary + Benefits | | <u>\$354,060.86</u> | | | |



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

| Step A | | \$15,052.02 /Month | | \$100.35 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 232.10 | | | | | |
| | | | | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$7,923.92 | 52.64% | \$153.17 | \$49.06 | \$28.00 | \$230.23 |
| | | Annual Salary + Benefits | | \$275,711.30 | | | |

| Step B | | \$15,804.62 /Month | | \$105.36 /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 | | \$110.63 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|-----------------------|----------------|----------------|-----------------|
| | 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 | | \$116.16 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|-----------------------|----------------|----------------|-----------------|
| | Total Benefits | \$8,543.02 | 49.03% | \$173.12 | \$55.45 | \$31.65 | \$260.22 |
| | | Annual Salary + Benefits | | \$311,611.38 | | | |

| Step E | | \$18,295.82 /Month | | \$121.97 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|-----------------------|----------------|----------------|-----------------|
| | Total Benefits | \$8,770.36 | 47.94% | \$180.44 | \$57.80 | \$32.98 | \$271.22 |
| | | Annual Salary + Benefits | | \$324,794.20 | | | |



Code Enforcement Officer I
Department: Community Development

| Step A | | \$6,640.29 /Month | | \$44.27 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,229.12 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 80.81 | | | | | |
| Life Insurance | 0.000232 | 27.73 | | | | | |
| Holiday Pay | | 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 | | 32.95 | | | | | |
| Medicare | 0.014500 | 96.28 | | | | | |
| | Total Benefits | \$4,416.39 | 66.51% | \$73.71 | \$101.54 | \$13.47 | \$188.72 |
| | | Annual Salary + Benefits | | <u>\$132,680.13</u> | | | |
| Step B | | \$6,972.30 /Month | | \$46.48 /Hour | | | |
| | Total Benefits | \$4,503.02 | 64.58% | \$76.50 | \$105.38 | \$13.98 | \$195.86 |
| | | Annual Salary + Benefits | | <u>\$137,703.93</u> | | | |
| Step C | | \$7,320.92 /Month | | \$48.81 /Hour | | | |
| | Total Benefits | \$4,593.99 | 62.75% | \$79.43 | \$109.42 | \$14.52 | \$203.37 |
| | | Annual Salary + Benefits | | <u>\$142,978.92</u> | | | |
| Step D | | \$7,686.97 /Month | | \$51.25 /Hour | | | |
| | Total Benefits | \$4,689.51 | 61.01% | \$82.51 | \$113.66 | \$15.08 | \$211.25 |
| | | Annual Salary + Benefits | | <u>\$148,517.67</u> | | | |
| Step E | | \$8,071.31 /Month | | \$53.81 /Hour | | | |
| | Total Benefits | \$4,789.80 | 59.34% | \$85.74 | \$118.11 | \$15.67 | \$219.52 |
| | | Annual Salary + Benefits | | <u>\$154,333.35</u> | | | |



Code Enforcement Officer II
Department: Community Development

| Step A | | \$7,320.92 /Month | | \$48.81 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,355.10 | | | | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 359.97 | | | 137.75% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 106.15 | | | | | |
| | Total Benefits | \$4,596.83 | 62.79% | \$79.45 | \$109.44 | \$14.52 | \$203.41 |
| | | Annual Salary + Benefits | | <u>\$143,013.03</u> | | | |
| Step B | | \$7,686.97 /Month | | \$51.25 /Hour | | | |
| | Total Benefits | \$4,692.35 | 61.04% | \$82.53 | \$113.68 | \$15.09 | \$211.30 |
| | | Annual Salary + Benefits | | <u>\$148,551.78</u> | | | |
| Step C | | \$8,071.31 /Month | | \$53.81 /Hour | | | |
| | Total Benefits | \$4,792.64 | 59.38% | \$85.76 | \$118.13 | \$15.68 | \$219.57 |
| | | Annual Salary + Benefits | | <u>\$154,367.46</u> | | | |
| Step D | | \$8,474.88 /Month | | \$56.50 /Hour | | | |
| | Total Benefits | \$4,897.95 | 57.79% | \$89.15 | \$122.81 | \$16.30 | \$228.26 |
| | | Annual Salary + Benefits | | <u>\$160,473.92</u> | | | |
| Step E | | \$8,898.62 /Month | | \$59.32 /Hour | | | |
| | Total Benefits | \$5,008.52 | 56.28% | \$92.71 | \$127.71 | \$16.95 | \$237.37 |
| | | Annual Salary + Benefits | | <u>\$166,885.71</u> | | | |



Collection System Worker I
Department: Public Works

| Step A | | \$5,669.74 /Month | | \$37.80 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,049.47 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 69.00 | | | | | |
| 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 | 278.78 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 82.21 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,140.94 | 73.04% | \$65.40 | \$96.43 | \$11.96 | \$173.79 |
| | | Annual Salary + Benefits | | <u>\$117,728.18</u> | | | |

| Step B | | \$5,953.23 /Month | | \$39.69 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,214.92 | 70.80% | \$67.79 | \$99.95 | \$12.39 | \$180.13 |
| | | Annual Salary + Benefits | | <u>\$122,017.71</u> | | | |

| Step C | | \$6,250.89 /Month | | \$41.67 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,292.59 | 68.67% | \$70.29 | \$103.64 | \$12.85 | \$186.78 |
| | | Annual Salary + Benefits | | <u>\$126,521.70</u> | | | |

| Step D | | \$6,563.43 /Month | | \$43.76 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,374.14 | 66.64% | \$72.92 | \$107.51 | \$13.33 | \$193.76 |
| | | Annual Salary + Benefits | | <u>\$131,250.90</u> | | | |

| Step E | | \$6,891.60 /Month | | \$45.94 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,459.78 | 64.71% | \$75.68 | \$111.58 | \$13.83 | \$201.09 |
| | | Annual Salary + Benefits | | <u>\$136,216.56</u> | | | |



Collection System Worker II
Department: Public Works

| Step A | | \$6,250.89 /Month | | \$41.67 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,157.04 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 307.36 | | | 147.44% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 90.64 | | | | | |
| Total Benefits | | \$4,292.59 | 68.67% | \$70.29 | \$103.64 | \$12.85 | \$186.78 |
| Annual Salary + Benefits | | | | <u>\$126,521.70</u> | | | |
| Step B | | \$6,563.43 /Month | | \$43.76 /Hour | | | |
| Total Benefits | | \$4,374.14 | 66.64% | \$72.92 | \$107.51 | \$13.33 | \$193.76 |
| Annual Salary + Benefits | | | | <u>\$131,250.90</u> | | | |
| Step C | | \$6,891.60 /Month | | \$45.94 /Hour | | | |
| Total Benefits | | \$4,459.78 | 64.71% | \$75.68 | \$111.58 | \$13.83 | \$201.09 |
| Annual Salary + Benefits | | | | <u>\$136,216.56</u> | | | |
| Step D | | \$7,236.18 /Month | | \$48.24 /Hour | | | |
| Total Benefits | | \$4,549.69 | 62.87% | \$78.57 | \$115.85 | \$14.36 | \$208.78 |
| Annual Salary + Benefits | | | | <u>\$141,430.50</u> | | | |
| Step E | | \$7,597.99 /Month | | \$50.65 /Hour | | | |
| Total Benefits | | \$4,644.10 | 61.12% | \$81.61 | \$120.33 | \$14.92 | \$216.86 |
| Annual Salary + Benefits | | | | <u>\$146,905.13</u> | | | |



Community Development Specialist
Department: Community Development

| Step A | | \$7,732.23 /Month | | \$51.55 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,431.24 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 94.10 | | | | | |
| Life Insurance | 0.000232 | 32.29 | | | | | |
| Holiday Pay | | 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 | | 32.95 | | | | | |
| Medicare | 0.014500 | 112.12 | | | | | |
| Total Benefits | | \$4,705.88 | 60.86% | \$82.92 | \$114.22 | \$15.16 | \$212.30 |
| Annual Salary + Benefits | | | | <u>\$149,257.34</u> | | | |
| Step B | | \$8,118.84 /Month | | \$54.13 /Hour | | | |
| Total Benefits | | \$4,806.76 | 59.20% | \$86.17 | \$118.70 | \$15.75 | \$220.62 |
| Annual Salary + Benefits | | | | <u>\$155,107.27</u> | | | |
| Step C | | \$8,524.79 /Month | | \$56.83 /Hour | | | |
| Total Benefits | | \$4,912.69 | 57.63% | \$89.58 | \$123.40 | \$16.38 | \$229.36 |
| Annual Salary + Benefits | | | | <u>\$161,249.70</u> | | | |
| Step D | | \$8,951.03 /Month | | \$59.67 /Hour | | | |
| Total Benefits | | \$5,023.91 | 56.13% | \$93.17 | \$128.34 | \$17.03 | \$238.54 |
| Annual Salary + Benefits | | | | <u>\$167,699.24</u> | | | |
| Step E | | \$9,398.58 /Month | | \$62.66 /Hour | | | |
| Total Benefits | | \$5,140.69 | 54.70% | \$96.93 | \$133.52 | \$17.72 | \$248.17 |
| Annual Salary + Benefits | | | | <u>\$174,471.27</u> | | | |



Community Development Technician
Department: Community Development

| Step A | | \$6,390.66 /Month | | \$42.60 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,182.91 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 314.23 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 92.66 | | | | | |
| | | | | Hourly Rate & Benefits | 137.75% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,350.21 | 68.07% | \$71.61 | \$98.64 | \$13.09 | \$183.34 |
| | | Annual Salary + Benefits | | \$128,890.38 | | | |
| Step B | | \$6,710.19 /Month | | \$44.73 /Hour | | | |
| | Total Benefits | \$4,433.58 | 66.07% | \$74.29 | \$102.34 | \$13.58 | \$190.21 |
| | | Annual Salary + Benefits | | \$133,725.33 | | | |
| Step C | | \$7,045.70 /Month | | \$46.97 /Hour | | | |
| | Total Benefits | \$4,521.13 | 64.17% | \$77.11 | \$106.22 | \$14.10 | \$197.43 |
| | | Annual Salary + Benefits | | \$138,802.02 | | | |
| Step D | | \$7,397.99 /Month | | \$49.32 /Hour | | | |
| | Total Benefits | \$4,613.06 | 62.36% | \$80.07 | \$110.30 | \$14.64 | \$205.01 |
| | | Annual Salary + Benefits | | \$144,132.54 | | | |
| Step E | | \$7,767.89 /Month | | \$51.79 /Hour | | | |
| | Total Benefits | \$4,709.58 | 60.63% | \$83.18 | \$114.58 | \$15.21 | \$212.97 |
| | | Annual Salary + Benefits | | \$149,729.59 | | | |



Community Service Officer I
Department: Police

| Step A | | \$5,036.46 /Month | | \$33.58 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 947.67 | | | Office Employee - CSO | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 61.29 | | | | | |
| Life Insurance | 0.000232 | 21.03 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 83.33 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 251.74 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 74.24 | | | | | |
| | | | | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,095.25 | 81.31% | \$60.88 | \$24.16 | \$11.13 | \$96.17 |
| | | Annual Salary + Benefits | | <u>\$109,580.57</u> | | | |

| Step B | | \$5,288.29 /Month | | \$35.26 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|----------------|
| | Total Benefits | \$4,160.96 | 78.68% | \$62.99 | \$25.00 | \$11.52 | \$99.51 |
| | | Annual Salary + Benefits | | <u>\$113,390.97</u> | | | |

| Step C | | \$5,552.70 /Month | | \$37.02 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,229.96 | 76.18% | \$65.22 | \$25.88 | \$11.92 | \$103.02 |
| | | Annual Salary + Benefits | | <u>\$117,391.90</u> | | | |

| Step D | | \$5,830.34 /Month | | \$38.87 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,302.40 | 73.79% | \$67.55 | \$26.81 | \$12.35 | \$106.71 |
| | | Annual Salary + Benefits | | <u>\$121,592.87</u> | | | |

| Step E | | \$6,121.85 /Month | | \$40.81 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,378.47 | 71.52% | \$70.00 | \$27.78 | \$12.80 | \$110.58 |
| | | Annual Salary + Benefits | | <u>\$126,003.89</u> | | | |



Community Service Officer II

Department: Police

| Step A | | \$5,552.70 /Month | | \$37.02 /Hour | | | |
|---------------------------------|-------------------|--------------------------|--------|---------------------------------------|--------------------------------|------------------------------|------------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,043.23 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 67.58 | | | | | |
| Life Insurance | 0.000232 | 23.19 | | | | | |
| Holiday Pay | | 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 | | 32.95 | | | | | |
| Medicare | 0.014500 | 81.72 | | | | | |
| Total Benefits | | \$4,232.11 | 76.22% | \$65.23 | \$25.89 | \$11.92 | \$103.04 |
| Annual Salary + Benefits | | | | <u>\$117,417.77</u> | | | |
| Step B | | \$5,830.34 /Month | | \$38.87 /Hour | | | |
| Total Benefits | | \$4,304.56 | 73.83% | \$67.57 | \$26.82 | \$12.35 | \$106.74 |
| Annual Salary + Benefits | | | | <u>\$121,618.74</u> | | | |
| Step C | | \$6,121.85 /Month | | \$40.81 /Hour | | | |
| Total Benefits | | \$4,380.63 | 71.56% | \$70.02 | \$27.79 | \$12.80 | \$110.61 |
| Annual Salary + Benefits | | | | <u>\$126,029.76</u> | | | |
| Step D | | \$6,427.94 /Month | | \$42.85 /Hour | | | |
| Total Benefits | | \$4,460.50 | 69.39% | \$72.59 | \$28.81 | \$13.27 | \$114.67 |
| Annual Salary + Benefits | | | | <u>\$130,661.34</u> | | | |
| Step E | | \$6,749.34 /Month | | \$45.00 /Hour | | | |
| Total Benefits | | \$4,544.37 | 67.33% | \$75.29 | \$29.88 | \$13.76 | \$118.93 |
| Annual Salary + Benefits | | | | <u>\$135,524.49</u> | | | |



Construction Inspector I

Department: Parks and Recreation

| Step A | | \$7,083.57 /Month | | \$47.22 /Hour | | | |
|---------------------------------|------------|-------------------|--------|----------------------------|----------------------------------|--------------------------------|-------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,311.17 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 348.30 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | <u>102.71</u> | | | | | |
| Total Benefits | | \$4,533.91 | 64.01% | \$77.45 | \$76.13 | \$14.16 | \$167.74 |
| Annual Salary + Benefits | | | | <u>\$139,409.73</u> | | | |
| Step B | | \$7,437.75 /Month | | \$49.58 /Hour | | | |
| Total Benefits | | \$4,626.33 | 62.20% | \$80.43 | \$79.05 | \$14.70 | \$174.18 |
| Annual Salary + Benefits | | | | <u>\$144,768.91</u> | | | |
| Step C | | \$7,809.64 /Month | | \$52.06 /Hour | | | |
| Total Benefits | | \$4,723.37 | 60.48% | \$83.55 | \$82.12 | \$15.27 | \$180.94 |
| Annual Salary + Benefits | | | | <u>\$150,396.04</u> | | | |
| Step D | | \$8,200.12 /Month | | \$54.67 /Hour | | | |
| Total Benefits | | \$4,825.26 | 58.84% | \$86.84 | \$85.35 | \$15.87 | \$188.06 |
| Annual Salary + Benefits | | | | <u>\$156,304.53</u> | | | |
| Step E | | \$8,610.12 /Month | | \$57.40 /Hour | | | |
| Total Benefits | | \$4,932.25 | 57.28% | \$90.28 | \$88.74 | \$16.50 | \$195.52 |
| Annual Salary + Benefits | | | | <u>\$162,508.44</u> | | | |



Construction Inspector I
Department: Public Works

| Step A | | \$7,083.57 /Month | | \$47.22 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,311.17 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 348.30 | | | 147.44% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 102.71 | | | | | |
| | Total Benefits | \$4,533.91 | 64.01% | \$77.45 | \$114.19 | \$14.16 | \$205.80 |
| | | Annual Salary + Benefits | | <u>\$139,409.73</u> | | | |
| Step B | | \$7,437.75 /Month | | \$49.58 /Hour | | | |
| | Total Benefits | \$4,626.33 | 62.20% | \$80.43 | \$118.58 | \$14.70 | \$213.71 |
| | | Annual Salary + Benefits | | <u>\$144,768.91</u> | | | |
| Step C | | \$7,809.64 /Month | | \$52.06 /Hour | | | |
| | Total Benefits | \$4,723.37 | 60.48% | \$83.55 | \$123.19 | \$15.27 | \$222.01 |
| | | Annual Salary + Benefits | | <u>\$150,396.04</u> | | | |
| Step D | | \$8,200.12 /Month | | \$54.67 /Hour | | | |
| | Total Benefits | \$4,825.26 | 58.84% | \$86.84 | \$128.03 | \$15.87 | \$230.74 |
| | | Annual Salary + Benefits | | <u>\$156,304.53</u> | | | |
| Step E | | \$8,610.12 /Month | | \$57.40 /Hour | | | |
| | Total Benefits | \$4,932.25 | 57.28% | \$90.28 | \$133.11 | \$16.50 | \$239.89 |
| | | Annual Salary + Benefits | | <u>\$162,508.44</u> | | | |



Construction Inspector II
Department: Parks and Recreation

| Step A | | \$7,809.64 /Month | | \$52.06 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,445.56 | | | Office Employees | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 384.00 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 113.24 | | | | | |
| | | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,726.40 | 60.52% | \$83.57 | \$82.14 | \$15.28 | \$180.99 |
| | | Annual Salary + Benefits | | <u>\$150,432.42</u> | | | |

| Step B | | \$8,200.12 /Month | | \$54.67 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,828.29 | 58.88% | \$86.86 | \$85.37 | \$15.88 | \$188.11 |
| | | Annual Salary + Benefits | | <u>\$156,340.91</u> | | | |

| Step C | | \$8,610.12 /Month | | \$57.40 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,935.28 | 57.32% | \$90.30 | \$88.76 | \$16.51 | \$195.57 |
| | | Annual Salary + Benefits | | <u>\$162,544.83</u> | | | |

| Step D | | \$9,040.63 /Month | | \$60.27 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,047.61 | 55.83% | \$93.92 | \$92.32 | \$17.17 | \$203.41 |
| | | Annual Salary + Benefits | | <u>\$169,058.94</u> | | | |

| Step E | | \$9,492.66 /Month | | \$63.28 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,165.57 | 54.42% | \$97.72 | \$96.05 | \$17.86 | \$211.63 |
| | | Annual Salary + Benefits | | <u>\$175,898.75</u> | | | |



Construction Inspector II
Department: Public Works

| Step A | | \$7,809.64 /Month | | \$52.06 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,445.56 | | | Office Employees | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 384.00 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 113.24 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,726.40 | 60.52% | \$83.57 | \$123.22 | \$15.28 | \$222.07 |
| | | Annual Salary + Benefits | | <u>\$150,432.42</u> | | | |

| Step B | | \$8,200.12 /Month | | \$54.67 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,828.29 | 58.88% | \$86.86 | \$128.06 | \$15.88 | \$230.80 |
| | | Annual Salary + Benefits | | <u>\$156,340.91</u> | | | |

| Step C | | \$8,610.12 /Month | | \$57.40 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,935.28 | 57.32% | \$90.30 | \$133.14 | \$16.51 | \$239.95 |
| | | Annual Salary + Benefits | | <u>\$162,544.83</u> | | | |

| Step D | | \$9,040.63 /Month | | \$60.27 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$5,047.61 | 55.83% | \$93.92 | \$138.48 | \$17.17 | \$249.57 |
| | | Annual Salary + Benefits | | <u>\$169,058.94</u> | | | |

| Step E | | \$9,492.66 /Month | | \$63.28 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$5,165.57 | 54.42% | \$97.72 | \$144.08 | \$17.86 | \$259.66 |
| | | Annual Salary + Benefits | | <u>\$175,898.75</u> | | | |



Cross-Connection Control Specialist
Department: Public Works

| Step A | | \$6,565.18 /Month | | \$43.77 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,215.21 | | | Public Works - Maintenance | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 322.81 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 95.20 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,374.60 | 66.63% | \$72.93 | \$107.53 | \$13.33 | \$193.79 |
| | | Annual Salary + Benefits | | <u>\$131,277.30</u> | | | |

| Step B | | \$6,893.44 /Month | | \$45.96 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,460.25 | 64.70% | \$75.69 | \$111.60 | \$13.84 | \$201.13 |
| | | Annual Salary + Benefits | | <u>\$136,244.28</u> | | | |

| Step C | | \$7,238.11 /Month | | \$48.25 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,550.19 | 62.86% | \$78.59 | \$115.87 | \$14.37 | \$208.83 |
| | | Annual Salary + Benefits | | <u>\$141,459.60</u> | | | |

| Step D | | \$7,600.01 /Month | | \$50.67 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,644.63 | 61.11% | \$81.63 | \$120.36 | \$14.92 | \$216.91 |
| | | Annual Salary + Benefits | | <u>\$146,935.69</u> | | | |

| Step E | | \$7,980.01 /Month | | \$53.20 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,743.78 | 59.45% | \$84.83 | \$125.07 | \$15.51 | \$225.41 |
| | | Annual Salary + Benefits | | <u>\$152,685.59</u> | | | |



Deputy City Attorney
Department: City Attorney

| Step A | | \$10,042.76 /Month | | \$66.95 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|--|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,858.92 | | Non-Sworn Asst Director / Asst City Attorney | | | |
| 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 | | 779.00 | | | | | |
| Deferred Comp. | 4% + \$110 | 511.71 | | | | | |
| Workers Comp. | 0.049170 | 493.80 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 145.62 | | | | | |
| | | | | Hourly Rate & Benefits | 28.96% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,825.71 | 58.01% | \$105.79 | \$30.64 | \$19.34 | \$155.77 |
| | | Annual Salary + Benefits | | <u>\$190,421.64</u> | | | |

| 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 | | <u>\$198,019.63</u> | | | |

| Step C | | \$11,072.14 /Month | | \$73.81 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$6,094.32 | 55.04% | \$114.44 | \$33.14 | \$20.92 | \$168.50 |
| | | Annual Salary + Benefits | | <u>\$205,997.53</u> | | | |

| Step D | | \$11,625.75 /Month | | \$77.51 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$6,238.77 | 53.66% | \$119.10 | \$34.49 | \$21.77 | \$175.36 |
| | | Annual Salary + Benefits | | <u>\$214,374.31</u> | | | |

| Step E | | \$12,207.04 /Month | | \$81.38 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$6,390.46 | 52.35% | \$123.98 | \$35.91 | \$22.66 | \$182.55 |
| | | Annual Salary + Benefits | | <u>\$223,169.94</u> | | | |



Deputy Director of Public Works/Operations
Department: Public Works

| Step A | | \$12,291.77 /Month | | \$81.95 /Hour | | | |
|-----------------------|-------------------|---------------------------------|---------------|--|-------------------|-----------------|---------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 2,275.21 | | Non-Sworn Asst Director / Asst City Attorney | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 149.59 | | | | | |
| 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 | 601.67 | | | | | |
| Workers Comp. | 0.049170 | 604.39 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 178.23 | | Hourly Rate | 147.44% | 18.28% | Total Hourly |
| | | | | & Benefits | Department | Citywide | Rate |
| | | | | | Overhead | Overhead | |
| Total Benefits | | \$6,502.53 | 52.90% | \$125.30 | \$184.74 | \$22.90 | \$332.94 |
| | | Annual Salary + Benefits | | <u>\$225,531.61</u> | | | |
| Step B | | \$12,906.36 /Month | | \$86.04 /Hour | | | |
| Total Benefits | | \$6,662.90 | 51.62% | \$130.46 | \$192.35 | \$23.85 | \$346.66 |
| | | Annual Salary + Benefits | | <u>\$234,831.13</u> | | | |
| Step C | | \$13,551.68 /Month | | \$90.34 /Hour | | | |
| Total Benefits | | \$6,831.29 | 50.41% | \$135.89 | \$200.35 | \$24.84 | \$361.08 |
| | | Annual Salary + Benefits | | <u>\$244,595.61</u> | | | |
| Step D | | \$14,229.27 /Month | | \$94.86 /Hour | | | |
| Total Benefits | | \$7,008.10 | 49.25% | \$141.58 | \$208.75 | \$25.88 | \$376.21 |
| | | Annual Salary + Benefits | | <u>\$254,848.33</u> | | | |
| Step E | | \$14,940.73 /Month | | \$99.60 /Hour | | | |
| Total Benefits | | \$7,193.74 | 48.15% | \$147.56 | \$217.57 | \$26.97 | \$392.10 |
| | | Annual Salary + Benefits | | <u>\$265,613.68</u> | | | |



Director of Parks and Recreation
Department: Parks and Recreation

| Step A | | \$14,631.72 /Month | | \$97.54 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 2,880.20 | | | | | |
| 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 | | | 98.29% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 225.62 | | | | | |
| | Total Benefits | \$7,780.94 | 53.18% | \$149.42 | \$146.86 | \$27.31 | \$323.59 |
| | | Annual Salary + Benefits | | <u>\$268,951.92</u> | | | |
| Step B | | \$15,363.30 /Month | | \$102.42 /Hour | | | |
| | Total Benefits | \$7,971.84 | 51.89% | \$155.57 | \$152.91 | \$28.44 | \$336.92 |
| | | Annual Salary + Benefits | | <u>\$280,021.76</u> | | | |
| Step C | | \$16,131.47 /Month | | \$107.54 /Hour | | | |
| | Total Benefits | \$8,172.29 | 50.66% | \$162.03 | \$159.25 | \$29.62 | \$350.90 |
| | | Annual Salary + Benefits | | <u>\$291,645.08</u> | | | |
| Step D | | \$16,938.04 /Month | | \$112.92 /Hour | | | |
| | Total Benefits | \$8,382.76 | 49.49% | \$168.81 | \$165.92 | \$30.86 | \$365.59 |
| | | Annual Salary + Benefits | | <u>\$303,849.57</u> | | | |
| Step E | | \$17,784.94 /Month | | \$118.57 /Hour | | | |
| | Total Benefits | \$8,603.75 | 48.38% | \$175.92 | \$172.92 | \$32.16 | \$381.00 |
| | | Annual Salary + Benefits | | <u>\$316,664.28</u> | | | |



Director of Public Works/City Engineer
Department: Public Works

| Step A | | \$15,539.00 /Month | | \$103.59 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 239.61 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$8,089.59 | 52.06% | \$157.52 | \$232.25 | \$28.80 | \$418.57 |
| | | Annual Salary + Benefits | | <u>\$283,543.07</u> | | | |
| Step B | | \$16,315.95 /Month | | \$108.77 /Hour | | | |
| | Total Benefits | \$8,292.33 | 50.82% | \$164.06 | \$241.88 | \$29.99 | \$435.93 |
| | | Annual Salary + Benefits | | <u>\$295,299.32</u> | | | |
| Step C | | \$17,131.75 /Month | | \$114.21 /Hour | | | |
| | Total Benefits | \$8,505.20 | 49.65% | \$170.91 | \$251.99 | \$31.24 | \$454.14 |
| | | Annual Salary + Benefits | | <u>\$307,643.38</u> | | | |
| Step D | | \$17,988.34 /Month | | \$119.92 /Hour | | | |
| | Total Benefits | \$8,728.72 | 48.52% | \$178.11 | \$262.61 | \$32.56 | \$473.28 |
| | | Annual Salary + Benefits | | <u>\$320,604.64</u> | | | |
| Step E | | \$18,887.75 /Month | | \$125.92 /Hour | | | |
| | Total Benefits | \$8,963.41 | 47.46% | \$185.67 | \$273.76 | \$33.94 | \$493.37 |
| | | Annual Salary + Benefits | | <u>\$334,213.97</u> | | | |



Economic Development Manager
Department: Community Development

| Step A | | \$12,002.82 /Month | | \$80.02 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 2,221.72 | | Non-Sworn Managers / Confidential | | | |
| 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 | | 779.00 | | | | | |
| Deferred Comp. | 3% + \$110 | 470.08 | | | | | |
| Workers Comp. | 0.049170 | 590.18 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 174.04 | | | | | |
| | | | | Hourly Rate & Benefits | 137.75% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$6,295.54 | 52.45% | \$121.99 | \$168.04 | \$22.30 | \$312.33 |
| | | Annual Salary + Benefits | | <u>\$219,580.29</u> | | | |
| Step B | | \$12,602.96 /Month | | \$84.02 /Hour | | | |
| | Total Benefits | \$6,452.14 | 51.20% | \$127.03 | \$174.99 | \$23.22 | \$325.24 |
| | | Annual Salary + Benefits | | <u>\$228,661.19</u> | | | |
| Step C | | \$13,233.11 /Month | | \$88.22 /Hour | | | |
| | Total Benefits | \$6,616.57 | 50.00% | \$132.33 | \$182.29 | \$24.19 | \$338.81 |
| | | Annual Salary + Benefits | | <u>\$238,196.13</u> | | | |
| Step D | | \$13,894.76 /Month | | \$92.63 /Hour | | | |
| | Total Benefits | \$6,789.22 | 48.86% | \$137.89 | \$189.95 | \$25.21 | \$353.05 |
| | | Annual Salary + Benefits | | <u>\$248,207.83</u> | | | |
| Step E | | \$14,589.50 /Month | | \$97.26 /Hour | | | |
| | Total Benefits | \$6,970.51 | 47.78% | \$143.73 | \$197.99 | \$26.27 | \$367.99 |
| | | Annual Salary + Benefits | | <u>\$258,720.10</u> | | | |



Economic Development/Planning Manager
Department: Community Development

| Step A | | \$12,002.82 /Month | | \$80.02 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 2,221.72 | | | Non-Sworn Managers / Confidential | | |
| 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 | | 779.00 | | | | | |
| Deferred Comp. | 3% + \$110 | 470.08 | | | | | |
| Workers Comp. | 0.049170 | 590.18 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 174.04 | | | | | |
| | | | | Hourly Rate & Benefits | 137.75% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$6,295.54 | 52.45% | \$121.99 | \$168.04 | \$22.30 | \$312.33 |
| | | Annual Salary + Benefits | | <u>\$219,580.29</u> | | | |
| Step B | | \$12,602.96 /Month | | \$84.02 /Hour | | | |
| | Total Benefits | \$6,452.14 | 51.20% | \$127.03 | \$174.99 | \$23.22 | \$325.24 |
| | | Annual Salary + Benefits | | <u>\$228,661.19</u> | | | |
| Step C | | \$13,233.11 /Month | | \$88.22 /Hour | | | |
| | Total Benefits | \$6,616.57 | 50.00% | \$132.33 | \$182.29 | \$24.19 | \$338.81 |
| | | Annual Salary + Benefits | | <u>\$238,196.13</u> | | | |
| Step D | | \$13,894.76 /Month | | \$92.63 /Hour | | | |
| | Total Benefits | \$6,789.22 | 48.86% | \$137.89 | \$189.95 | \$25.21 | \$353.05 |
| | | Annual Salary + Benefits | | <u>\$248,207.83</u> | | | |
| Step E | | \$14,589.50 /Month | | \$97.26 /Hour | | | |
| | Total Benefits | \$6,970.51 | 47.78% | \$143.73 | \$197.99 | \$26.27 | \$367.99 |
| | | Annual Salary + Benefits | | <u>\$258,720.10</u> | | | |



Electrician
Department: Public Works

| Step A | | \$6,821.80 /Month | | \$45.48 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,262.72 | | | Public Works - Maintenance | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 335.43 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 98.92 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,441.56 | 65.11% | \$75.09 | \$110.71 | \$13.73 | \$199.53 |
| | | Annual Salary + Benefits | | <u>\$135,160.38</u> | | | |
| Step B | | \$7,162.89 /Month | | \$47.75 /Hour | | | |
| | Total Benefits | \$4,530.57 | 63.25% | \$77.96 | \$114.94 | \$14.25 | \$207.15 |
| | | Annual Salary + Benefits | | <u>\$140,321.51</u> | | | |
| Step C | | \$7,521.04 /Month | | \$50.14 /Hour | | | |
| | Total Benefits | \$4,624.02 | 61.48% | \$80.97 | \$119.38 | \$14.80 | \$215.15 |
| | | Annual Salary + Benefits | | <u>\$145,740.70</u> | | | |
| Step D | | \$7,897.09 /Month | | \$52.65 /Hour | | | |
| | Total Benefits | \$4,722.15 | 59.80% | \$84.13 | \$124.04 | \$15.38 | \$223.55 |
| | | Annual Salary + Benefits | | <u>\$151,430.84</u> | | | |
| Step E | | \$8,291.94 /Month | | \$55.28 /Hour | | | |
| | Total Benefits | \$4,825.18 | 58.19% | \$87.45 | \$128.93 | \$15.99 | \$232.37 |
| | | Annual Salary + Benefits | | <u>\$157,405.50</u> | | | |



Engineering Manager Department: Public Works

| Step A | | \$11,770.44 /Month | | \$78.47 /Hour | | | |
|---------------------------------|------------|---------------------------|--------|----------------------------|-----------------------------------|-------------------|-------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 2,178.71 | | | Non-Sworn Managers / Confidential | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 32.95 | | | | | |
| Medicare | 0.014500 | 170.67 | | | | | |
| Total Benefits | | \$6,227.93 | 52.91% | \$119.99 | \$176.91 | \$21.93 | \$318.83 |
| Annual Salary + Benefits | | | | <u>\$215,980.46</u> | | | |
| Step B | | \$12,358.96 /Month | | \$82.39 /Hour | | | |
| Total Benefits | | \$6,381.50 | 51.63% | \$124.94 | \$184.21 | \$22.84 | \$331.99 |
| Annual Salary + Benefits | | | | <u>\$224,885.55</u> | | | |
| Step C | | \$12,976.91 /Month | | \$86.51 /Hour | | | |
| Total Benefits | | \$6,542.75 | 50.42% | \$130.13 | \$191.87 | \$23.79 | \$345.79 |
| Annual Salary + Benefits | | | | <u>\$234,235.90</u> | | | |
| Step D | | \$13,625.76 /Month | | \$90.84 /Hour | | | |
| Total Benefits | | \$6,712.06 | 49.26% | \$135.59 | \$199.91 | \$24.79 | \$360.29 |
| Annual Salary + Benefits | | | | <u>\$244,053.76</u> | | | |
| Step E | | \$14,307.04 /Month | | \$95.38 /Hour | | | |
| Total Benefits | | \$6,889.83 | 48.16% | \$141.31 | \$208.35 | \$25.83 | \$375.49 |
| Annual Salary + Benefits | | | | <u>\$254,362.52</u> | | | |



Engineering Services Specialist
Department: Public Works

| Step A | | \$8,205.02 /Month | | \$54.70 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,518.75 | | | Office Employees | | |
| 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 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 403.44 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 118.97 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,831.22 | 58.88% | \$86.91 | \$128.14 | \$15.89 | \$230.94 |
| | Annual Salary + Benefits | | | <u>\$156,434.85</u> | | | |

| Step B | | \$8,615.27 /Month | | \$57.44 /Hour | | | |
|---------------|---------------------------------|--------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,938.27 | 57.32% | \$90.36 | \$133.22 | \$16.52 | \$240.10 |
| | Annual Salary + Benefits | | | <u>\$162,642.47</u> | | | |

| Step C | | \$9,046.03 /Month | | \$60.31 /Hour | | | |
|---------------|---------------------------------|--------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$5,050.68 | 55.83% | \$93.98 | \$138.56 | \$17.18 | \$249.72 |
| | Annual Salary + Benefits | | | <u>\$169,160.47</u> | | | |

| Step D | | \$9,498.33 /Month | | \$63.32 /Hour | | | |
|---------------|---------------------------------|--------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$5,168.70 | 54.42% | \$97.78 | \$144.17 | \$17.87 | \$259.82 |
| | Annual Salary + Benefits | | | <u>\$176,004.38</u> | | | |

| Step E | | \$9,973.25 /Month | | \$66.49 /Hour | | | |
|---------------|---------------------------------|--------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$5,292.62 | 53.07% | \$101.77 | \$150.05 | \$18.60 | \$270.42 |
| | Annual Salary + Benefits | | | <u>\$183,190.47</u> | | | |



Engineering Technician
Department: Public Works

| Step A | | \$7,134.18 /Month | | \$47.56 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,320.54 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 86.82 | | | | | |
| Life Insurance | 0.000232 | 29.79 | | | | | |
| Holiday Pay | | 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 | | 32.95 | | | | | |
| Medicare | 0.014500 | 103.45 | | | | | |
| | Total Benefits | \$4,547.33 | 63.74% | \$77.88 | \$114.82 | \$14.24 | \$206.94 |
| | | Annual Salary + Benefits | | <u>\$140,178.09</u> | | | |
| Step B | | \$7,490.89 /Month | | \$49.94 /Hour | | | |
| | Total Benefits | \$4,640.41 | 61.95% | \$80.88 | \$119.24 | \$14.78 | \$214.90 |
| | | Annual Salary + Benefits | | <u>\$145,575.56</u> | | | |
| Step C | | \$7,865.44 /Month | | \$52.44 /Hour | | | |
| | Total Benefits | \$4,738.14 | 60.24% | \$84.02 | \$123.88 | \$15.36 | \$223.26 |
| | | Annual Salary + Benefits | | <u>\$151,242.90</u> | | | |
| Step D | | \$8,258.71 /Month | | \$55.06 /Hour | | | |
| | Total Benefits | \$4,840.76 | 58.61% | \$87.33 | \$128.76 | \$15.96 | \$232.05 |
| | | Annual Salary + Benefits | | <u>\$157,193.60</u> | | | |
| Step E | | \$8,671.64 /Month | | \$57.81 /Hour | | | |
| | Total Benefits | \$4,948.51 | 57.07% | \$90.80 | \$133.88 | \$16.60 | \$241.28 |
| | | Annual Salary + Benefits | | <u>\$163,441.85</u> | | | |



Environmental Compliance Inspector I
Department: Public Works

| Step A | | \$7,083.57 /Month | | \$47.22 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,311.17 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 348.30 | | | 147.44% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 102.71 | | | | | |
| Total Benefits | | \$4,533.91 | 64.01% | \$77.45 | \$114.19 | \$14.16 | \$205.80 |
| Annual Salary + Benefits | | | | <u>\$139,409.73</u> | | | |
| Step B | | \$7,437.75 /Month | | \$49.58 /Hour | | | |
| Total Benefits | | \$4,626.33 | 62.20% | \$80.43 | \$118.58 | \$14.70 | \$213.71 |
| Annual Salary + Benefits | | | | <u>\$144,768.91</u> | | | |
| Step C | | \$7,809.64 /Month | | \$52.06 /Hour | | | |
| Total Benefits | | \$4,723.37 | 60.48% | \$83.55 | \$123.19 | \$15.27 | \$222.01 |
| Annual Salary + Benefits | | | | <u>\$150,396.04</u> | | | |
| Step D | | \$8,200.12 /Month | | \$54.67 /Hour | | | |
| Total Benefits | | \$4,825.26 | 58.84% | \$86.84 | \$128.03 | \$15.87 | \$230.74 |
| Annual Salary + Benefits | | | | <u>\$156,304.53</u> | | | |
| Step E | | \$8,610.12 /Month | | \$57.40 /Hour | | | |
| Total Benefits | | \$4,932.25 | 57.28% | \$90.28 | \$133.11 | \$16.50 | \$239.89 |
| Annual Salary + Benefits | | | | <u>\$162,508.44</u> | | | |



Environmental Compliance Inspector II
Department: Public Works

| Step A | | \$7,809.64 /Month | | \$52.06 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,445.56 | | | Office Employees | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 384.00 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 113.24 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,726.40 | 60.52% | \$83.57 | \$123.22 | \$15.28 | \$222.07 |
| | | Annual Salary + Benefits | | <u>\$150,432.42</u> | | | |

| Step B | | \$8,200.12 /Month | | \$54.67 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,828.29 | 58.88% | \$86.86 | \$128.06 | \$15.88 | \$230.80 |
| | | Annual Salary + Benefits | | <u>\$156,340.91</u> | | | |

| Step C | | \$8,610.12 /Month | | \$57.40 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,935.28 | 57.32% | \$90.30 | \$133.14 | \$16.51 | \$239.95 |
| | | Annual Salary + Benefits | | <u>\$162,544.83</u> | | | |

| Step D | | \$9,040.63 /Month | | \$60.27 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$5,047.61 | 55.83% | \$93.92 | \$138.48 | \$17.17 | \$249.57 |
| | | Annual Salary + Benefits | | <u>\$169,058.94</u> | | | |

| Step E | | \$9,492.66 /Month | | \$63.28 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$5,165.57 | 54.42% | \$97.72 | \$144.08 | \$17.86 | \$259.66 |
| | | Annual Salary + Benefits | | <u>\$175,898.75</u> | | | |



Equipment Mechanic
Department: Public Works

| Step A | | \$6,419.69 /Month | | \$42.80 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,188.28 | | | Public Works - Maintenance | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 93.09 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,336.63 | 67.55% | \$71.71 | \$105.73 | \$13.11 | \$190.55 |
| | | Annual Salary + Benefits | | \$129,075.87 | | | |

| Step B | | \$6,740.67 /Month | | \$44.94 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,420.39 | 65.58% | \$74.41 | \$109.71 | \$13.60 | \$197.72 |
| | | Annual Salary + Benefits | | \$133,932.77 | | | |

| Step C | | \$7,077.71 /Month | | \$47.18 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,508.34 | 63.70% | \$77.24 | \$113.88 | \$14.12 | \$205.24 |
| | | Annual Salary + Benefits | | \$139,032.53 | | | |

| Step D | | \$7,431.59 /Month | | \$49.54 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,600.68 | 61.91% | \$80.22 | \$118.27 | \$14.66 | \$213.15 |
| | | Annual Salary + Benefits | | \$144,387.26 | | | |

| Step E | | \$7,803.17 /Month | | \$52.02 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,697.64 | 60.20% | \$83.34 | \$122.87 | \$15.23 | \$221.44 |
| | | Annual Salary + Benefits | | \$150,009.74 | | | |



Executive Assistant
Department: City Attorney

| Step A | | \$6,719.99 /Month | | \$44.80 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>28.96% Department Overhead</u> | <u>18.28% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,243.87 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 97.44 | | | | | |
| Total Benefits | | \$4,437.52 | 66.03% | \$74.38 | \$21.54 | \$13.60 | \$109.52 |
| Annual Salary + Benefits | | | | <u>\$133,890.10</u> | | | |
| Step B | | \$7,055.99 /Month | | \$47.04 /Hour | | | |
| Total Benefits | | \$4,525.19 | 64.13% | \$77.21 | \$22.36 | \$14.11 | \$113.68 |
| Annual Salary + Benefits | | | | <u>\$138,974.21</u> | | | |
| Step C | | \$7,408.79 /Month | | \$49.39 /Hour | | | |
| Total Benefits | | \$4,617.25 | 62.32% | \$80.17 | \$23.22 | \$14.66 | \$118.05 |
| Annual Salary + Benefits | | | | <u>\$144,312.52</u> | | | |
| Step D | | \$7,779.23 /Month | | \$51.86 /Hour | | | |
| Total Benefits | | \$4,713.91 | 60.60% | \$83.29 | \$24.12 | \$15.22 | \$122.63 |
| Annual Salary + Benefits | | | | <u>\$149,917.74</u> | | | |
| Step E | | \$8,168.19 /Month | | \$54.45 /Hour | | | |
| Total Benefits | | \$4,815.41 | 58.95% | \$86.56 | \$25.07 | \$15.82 | \$127.45 |
| Annual Salary + Benefits | | | | <u>\$155,803.23</u> | | | |



Executive Assistant
Department: City Manager

| Step A | | \$6,719.99 /Month | | \$44.80 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 52.40% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,243.87 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 97.44 | | | | | |
| Total Benefits | | \$4,437.52 | 66.03% | \$74.38 | \$38.98 | \$13.60 | \$126.96 |
| Annual Salary + Benefits | | | | <u>\$133,890.10</u> | | | |
| Step B | | \$7,055.99 /Month | | \$47.04 /Hour | | | |
| Total Benefits | | \$4,525.19 | 64.13% | \$77.21 | \$40.46 | \$14.11 | \$131.78 |
| Annual Salary + Benefits | | | | <u>\$138,974.21</u> | | | |
| Step C | | \$7,408.79 /Month | | \$49.39 /Hour | | | |
| Total Benefits | | \$4,617.25 | 62.32% | \$80.17 | \$42.01 | \$14.66 | \$136.84 |
| Annual Salary + Benefits | | | | <u>\$144,312.52</u> | | | |
| Step D | | \$7,779.23 /Month | | \$51.86 /Hour | | | |
| Total Benefits | | \$4,713.91 | 60.60% | \$83.29 | \$43.64 | \$15.22 | \$142.15 |
| Annual Salary + Benefits | | | | <u>\$149,917.74</u> | | | |
| Step E | | \$8,168.19 /Month | | \$54.45 /Hour | | | |
| Total Benefits | | \$4,815.41 | 58.95% | \$86.56 | \$45.36 | \$15.82 | \$147.74 |
| Annual Salary + Benefits | | | | <u>\$155,803.23</u> | | | |

Executive Assistant

Department: Police

| Step A | | | | \$6,719.99 /Month | | | | \$44.80 /Hour |
|---------------------------------|-------------------|------------|--------|---------------------------------------|---|---|--|------------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | | | | <u>Category</u> |
| PERS - Employer | 0.185100 | 1,243.87 | | | | | | Office Employees |
| 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 | | | | | | |
| Vision Insurance | | 32.95 | | | | | | |
| Medicare | 0.014500 | 97.44 | | | | | | |
| | | | | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | | Total Hourly Rate |
| Total Benefits | | \$4,437.52 | 66.03% | \$74.38 | \$29.52 | \$13.60 | | \$117.50 |
| Annual Salary + Benefits | | | | <u>\$133,890.10</u> | | | | |
| Step B | | | | \$7,055.99 /Month | | | | \$47.04 /Hour |
| Total Benefits | | \$4,525.19 | 64.13% | \$77.21 | \$30.64 | \$14.11 | | \$121.96 |
| Annual Salary + Benefits | | | | <u>\$138,974.21</u> | | | | |
| Step C | | | | \$7,408.79 /Month | | | | \$49.39 /Hour |
| Total Benefits | | \$4,617.25 | 62.32% | \$80.17 | \$31.82 | \$14.66 | | \$126.65 |
| Annual Salary + Benefits | | | | <u>\$144,312.52</u> | | | | |
| Step D | | | | \$7,779.23 /Month | | | | \$51.86 /Hour |
| Total Benefits | | \$4,713.91 | 60.60% | \$83.29 | \$33.06 | \$15.22 | | \$131.57 |
| Annual Salary + Benefits | | | | <u>\$149,917.74</u> | | | | |
| Step E | | | | \$8,168.19 /Month | | | | \$54.45 /Hour |
| Total Benefits | | \$4,815.41 | 58.95% | \$86.56 | \$34.35 | \$15.82 | | \$136.73 |
| Annual Salary + Benefits | | | | <u>\$155,803.23</u> | | | | |



**Facilities Maintenance Supervisor
Department: Public Works**

| Step A | | \$7,320.91 /Month | | \$48.81 /Hour | | | | |
|---------------------------------|-------------------|--------------------------|--------|----------------------|---------------------------------------|--|---|------------------------------|
| Benefit | Multiplier | | | | Category | | | |
| PERS - Employer | 0.185100 | 1,355.10 | | | Non-Sworn Professionals / Supervisors | | | |
| 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 | | | | | | |
| Vision Insurance | | 32.95 | | | | | | |
| Medicare | 0.014500 | <u>106.15</u> | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| Total Benefits | | \$4,853.25 | 66.29% | \$81.16 | \$119.66 | \$14.84 | \$215.66 | |
| Annual Salary + Benefits | | \$146,089.91 | | | | | | |

| Step B | | \$7,686.96 /Month | | \$51.25 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------|-----------------|----------------|-----------------|
| Total Benefits | | \$4,948.76 | 64.38% | \$84.24 | \$124.20 | \$15.40 | \$223.84 |
| Annual Salary + Benefits | | \$151,628.65 | | | | | |

| Step C | | \$8,071.30 /Month | | \$53.81 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------|-----------------|----------------|-----------------|
| Total Benefits | | \$5,049.06 | 62.56% | \$87.47 | \$128.96 | \$15.99 | \$232.42 |
| Annual Salary + Benefits | | \$157,444.32 | | | | | |

| Step D | | \$8,474.87 /Month | | \$56.50 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------|-----------------|----------------|-----------------|
| Total Benefits | | \$5,154.36 | 60.82% | \$90.86 | \$133.97 | \$16.61 | \$241.44 |
| Annual Salary + Benefits | | \$163,550.78 | | | | | |

| Step E | | \$8,898.61 /Month | | \$59.32 /Hour | | | |
|---------------------------------|--|--------------------------|--------|----------------------|-----------------|----------------|-----------------|
| Total Benefits | | \$5,264.93 | 59.17% | \$94.42 | \$139.22 | \$17.26 | \$250.90 |
| Annual Salary + Benefits | | \$169,962.56 | | | | | |



Facilities Maintenance Worker I
Department: Public Works

| Step A | | \$5,034.82 /Month | | \$33.57 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 931.94 | | | Public Works - Maintenance | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 73.00 | | | | | |
| | | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,975.27 | 78.96% | \$60.07 | \$88.56 | \$10.98 | \$159.61 |
| | Annual Salary + Benefits | | | <u>\$108,121.01</u> | | | |

| 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 + Benefits | | | <u>\$111,930.17</u> | | | |

| 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 + Benefits | | | <u>\$115,929.79</u> | | | |

| Step D | | \$5,828.43 /Month | | \$38.86 /Hour | | | |
|---------------|---------------------------------|--------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,182.35 | 71.76% | \$66.74 | \$98.40 | \$12.20 | \$177.34 |
| | Annual Salary + Benefits | | | <u>\$120,129.39</u> | | | |

| 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 + Benefits | | | <u>\$124,538.97</u> | | | |



Facilities Maintenance Worker II
Department: Public Works

| Step A | | \$5,550.89 /Month | | \$37.01 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,027.47 | | | Public Works - Maintenance | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 80.49 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly 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 /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 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------|----------|---------|----------|
| | Total Benefits | \$4,338.24 | 67.51% | \$71.76 | \$105.80 | \$13.12 | \$190.68 |
| | | Annual Salary + Benefits | | \$129,169.03 | | | |

| Step E | | \$6,747.14 /Month | | \$44.98 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------|----------|---------|----------|
| | Total Benefits | \$4,422.08 | 65.54% | \$74.46 | \$109.79 | \$13.61 | \$197.86 |
| | | Annual Salary + Benefits | | \$134,030.59 | | | |



Finance/Special Projects Coordinator
Department: Finance and Information Systems

| Step A | | \$7,126.10 /Month | | \$47.51 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,319.04 | | | | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 350.39 | | | 32.03% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 103.33 | | | | | |
| Total Benefits | | \$4,545.18 | 63.78% | \$77.81 | \$24.92 | \$14.22 | \$116.95 |
| Annual Salary + Benefits | | | | <u>\$140,055.40</u> | | | |
| Step B | | \$7,482.41 /Month | | \$49.88 /Hour | | | |
| Total Benefits | | \$4,638.16 | 61.99% | \$80.80 | \$25.88 | \$14.77 | \$121.45 |
| Annual Salary + Benefits | | | | <u>\$145,446.75</u> | | | |
| Step C | | \$7,856.53 /Month | | \$52.38 /Hour | | | |
| Total Benefits | | \$4,735.78 | 60.28% | \$83.95 | \$26.89 | \$15.35 | \$126.19 |
| Annual Salary + Benefits | | | | <u>\$151,107.67</u> | | | |
| Step D | | \$8,249.35 /Month | | \$55.00 /Hour | | | |
| Total Benefits | | \$4,838.28 | 58.65% | \$87.25 | \$27.95 | \$15.95 | \$131.15 |
| Annual Salary + Benefits | | | | <u>\$157,051.64</u> | | | |
| Step E | | \$8,661.82 /Month | | \$57.75 /Hour | | | |
| Total Benefits | | \$4,945.91 | 57.10% | \$90.72 | \$29.06 | \$16.58 | \$136.36 |
| Annual Salary + Benefits | | | | <u>\$163,292.80</u> | | | |



Fleet/Facilities Maintenance Manager

Department: Public Works

| Step A | | | | | | | | | | | |
|---------------------------------|------------|---------------------------|--------|-----------------------------------|-----------------|----------------|-----------------|-----------------------------------|--|-------------------------------------|--------------------------|
| | | \$9,553.76 /Month | | \$63.69 /Hour | | | | | | | |
| Benefit | Multiplier | | | Category | | | | | | | |
| PERS - Employer | 0.185100 | 1,768.40 | | Non-Sworn Managers / Confidential | | | | | | | |
| Management Incentive | | 0.00 | | | | | | | | | |
| EAP | | 3.89 | | | | | | | | | |
| Health Insurance | | 1,667.00 | | | | | | | | | |
| Dental Insurance | | 173.10 | | | | | | | | | |
| LTD & STD Insurance | 0.012170 | 116.27 | | | | | | | | | |
| 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 | 396.61 | | | | | | | | | |
| Workers Comp. | 0.049170 | 469.76 | | | | | | | | | |
| Vision Insurance | | 32.95 | | | | | | | | | |
| Medicare | 0.014500 | <u>138.53</u> | | | | | | | | | |
| | | | | | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| Total Benefits | | \$5,583.01 | 58.44% | | | | | \$100.91 | \$148.78 | \$18.45 | \$268.14 |
| Annual Salary + Benefits | | | | <u>\$181,641.22</u> | | | | | | | |
| Step B | | | | | | | | | | | |
| | | \$10,031.45 /Month | | \$66.88 /Hour | | | | | | | |
| Total Benefits | | \$5,707.66 | 56.90% | \$104.93 | \$154.70 | \$19.18 | \$278.81 | | | | |
| Annual Salary + Benefits | | | | <u>\$188,869.25</u> | | | | | | | |
| Step C | | | | | | | | | | | |
| | | \$10,533.02 /Month | | \$70.22 /Hour | | | | | | | |
| Total Benefits | | \$5,838.54 | 55.43% | \$109.14 | \$160.92 | \$19.95 | \$290.01 | | | | |
| Annual Salary + Benefits | | | | <u>\$196,458.68</u> | | | | | | | |
| Step D | | | | | | | | | | | |
| | | \$11,059.67 /Month | | \$73.73 /Hour | | | | | | | |
| Total Benefits | | \$5,975.96 | 54.03% | \$113.57 | \$167.45 | \$20.76 | \$301.78 | | | | |
| Annual Salary + Benefits | | | | <u>\$204,427.58</u> | | | | | | | |
| Step E | | | | | | | | | | | |
| | | \$11,612.65 /Month | | \$77.42 /Hour | | | | | | | |
| Total Benefits | | \$6,120.26 | 52.70% | \$118.22 | \$174.30 | \$21.61 | \$314.13 | | | | |
| Annual Salary + Benefits | | | | <u>\$212,794.93</u> | | | | | | | |



Geographic Information Systems Coordinator
Department: Public Works

| Step A | | \$9,725.52 /Month | | \$64.84 /Hour | | | |
|----------------------|-----------------------|---------------------------|---------------|---------------------------------|---------------------------------------|-------------------|---------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,800.19 | | | Non-Sworn Professionals / Supervisors | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | 2% + \$110 | 304.51 | | | | | |
| Workers Comp. | 0.049170 | 478.20 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 141.02 | | | | | |
| | | | | | Hourly Rate | 147.44% | 18.28% |
| | | | | | & Benefits | Department | Citywide |
| | | | | | Overhead | Overhead | Total Hourly |
| | | | | | | | Rate |
| | | | | | | | |
| | 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 /Month | | \$68.08 /Hour | | | |
| | | | | | | | |
| | Total Benefits | \$5,662.62 | 55.45% | \$105.83 | \$156.03 | \$19.35 | \$281.21 |
| | | | | Annual Salary + Benefits | \$190,492.87 | | |
| | | | | | | | |
| Step C | | \$10,722.38 /Month | | \$71.48 /Hour | | | |
| | | | | | | | |
| | Total Benefits | \$5,795.85 | 54.05% | \$110.12 | \$162.36 | \$20.13 | \$292.61 |
| | | | | Annual Salary + Benefits | \$198,218.75 | | |
| | | | | | | | |
| Step D | | \$11,258.50 /Month | | \$75.06 /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 /Month | | \$78.81 /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 /Month | | \$56.54 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,569.79 | | | Non-Sworn Professionals / Supervisors | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | 2% + \$110 | 279.62 | | | | | |
| Workers Comp. | 0.049170 | 417.00 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 122.97 | | | | | |
| | | | | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,183.95 | 61.13% | \$91.10 | \$29.18 | \$16.65 | \$136.93 |
| | | Annual Salary + Benefits | | <u>\$163,976.69</u> | | | |
| Step B | | \$8,904.82 /Month | | \$59.37 /Hour | | | |
| | Total Benefits | \$5,294.59 | 59.46% | \$94.66 | \$30.32 | \$17.30 | \$142.28 |
| | | Annual Salary + Benefits | | <u>\$170,392.95</u> | | | |
| Step C | | \$9,350.06 /Month | | \$62.33 /Hour | | | |
| | Total Benefits | \$5,410.78 | 57.87% | \$98.41 | \$31.52 | \$17.99 | \$147.92 |
| | | Annual Salary + Benefits | | <u>\$177,130.01</u> | | | |
| Step D | | \$9,817.56 /Month | | \$65.45 /Hour | | | |
| | Total Benefits | \$5,532.77 | 56.36% | \$102.34 | \$32.78 | \$18.71 | \$153.83 |
| | | Annual Salary + Benefits | | <u>\$184,203.93</u> | | | |
| Step E | | \$10,308.44 /Month | | \$68.72 /Hour | | | |
| | Total Benefits | \$5,660.86 | 54.91% | \$106.46 | \$34.10 | \$19.46 | \$160.02 |
| | | Annual Salary + Benefits | | <u>\$191,631.54</u> | | | |



Housing Analyst
Department: Community Development

| Step A | | \$8,561.61 /Month | | \$57.08 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,584.75 | | | Non-Sworn Professionals / Supervisors | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 124.14 | | | | | |
| | | | | Hourly Rate & Benefits | 137.75% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,206.99 | 60.82% | \$91.79 | \$126.44 | \$16.78 | \$235.01 |
| | | Annual Salary + Benefits | | <u>\$165,223.16</u> | | | |
| Step B | | \$8,989.69 /Month | | \$59.93 /Hour | | | |
| | Total Benefits | \$5,318.69 | 59.16% | \$95.39 | \$131.40 | \$17.44 | \$244.23 |
| | | Annual Salary + Benefits | | <u>\$171,700.56</u> | | | |
| Step C | | \$9,439.17 /Month | | \$62.93 /Hour | | | |
| | Total Benefits | \$5,435.98 | 57.59% | \$99.17 | \$136.60 | \$18.13 | \$253.90 |
| | | Annual Salary + Benefits | | <u>\$178,501.83</u> | | | |
| Step D | | \$9,911.13 /Month | | \$66.07 /Hour | | | |
| | Total Benefits | \$5,559.14 | 56.09% | \$103.14 | \$142.07 | \$18.85 | \$264.06 |
| | | Annual Salary + Benefits | | <u>\$185,643.17</u> | | | |
| Step E | | \$10,406.69 /Month | | \$69.38 /Hour | | | |
| | Total Benefits | \$5,688.45 | 54.66% | \$107.30 | \$147.81 | \$19.61 | \$274.72 |
| | | Annual Salary + Benefits | | <u>\$193,141.57</u> | | | |



Human Resource Assistant I
Department: Human Resources

| Step A | | \$5,009.73 /Month | | \$33.40 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 927.30 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 60.97 | | | | | |
| Life Insurance | 0.000232 | 20.92 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 246.33 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 72.64 | | | | | |
| | | | | Hourly Rate & Benefits | 39.88% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,984.10 | 79.53% | \$59.96 | \$23.91 | \$10.96 | \$94.83 |
| | Annual Salary + Benefits | | | <u>\$107,925.99</u> | | | |

| Step B | | \$5,260.22 /Month | | \$35.07 /Hour | | | |
|---------------|---------------------------------|--------------------------|--------|----------------------------|---------|---------|---------|
| | Total Benefits | \$4,049.46 | 76.98% | \$62.06 | \$24.75 | \$11.35 | \$98.16 |
| | Annual Salary + Benefits | | | <u>\$111,716.17</u> | | | |

| Step C | | \$5,523.23 /Month | | \$36.82 /Hour | | | |
|---------------|---------------------------------|--------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,118.09 | 74.56% | \$64.28 | \$25.63 | \$11.75 | \$101.66 |
| | Annual Salary + Benefits | | | <u>\$115,695.87</u> | | | |

| Step D | | \$5,799.39 /Month | | \$38.66 /Hour | | | |
|---------------|---------------------------------|--------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,190.15 | 72.25% | \$66.60 | \$26.56 | \$12.17 | \$105.33 |
| | Annual Salary + Benefits | | | <u>\$119,874.54</u> | | | |

| Step E | | \$6,089.36 /Month | | \$40.60 /Hour | | | |
|---------------|---------------------------------|--------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,265.82 | 70.05% | \$69.03 | \$27.53 | \$12.62 | \$109.18 |
| | Annual Salary + Benefits | | | <u>\$124,262.15</u> | | | |



Human Resource Assistant II
Department: Human Resources

| Step A | | \$5,523.23 /Month | | \$36.82 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,022.35 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 67.22 | | | | | |
| Life Insurance | 0.000232 | 23.07 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 271.58 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 80.09 | | | | | |
| | | | | Hourly Rate & Benefits | 39.88% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,120.24 | 74.60% | \$64.29 | \$25.64 | \$11.75 | \$101.68 |
| | | Annual Salary + Benefits | | <u>\$115,721.60</u> | | | |

| Step B | | \$5,799.39 /Month | | \$38.66 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,192.30 | 72.29% | \$66.61 | \$26.56 | \$12.18 | \$105.35 |
| | | Annual Salary + Benefits | | <u>\$119,900.28</u> | | | |

| Step C | | \$6,089.36 /Month | | \$40.60 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,267.96 | 70.09% | \$69.05 | \$27.54 | \$12.62 | \$109.21 |
| | | Annual Salary + Benefits | | <u>\$124,287.89</u> | | | |

| Step D | | \$6,393.83 /Month | | \$42.63 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,347.41 | 67.99% | \$71.61 | \$28.56 | \$13.09 | \$113.26 |
| | | Annual Salary + Benefits | | <u>\$128,894.88</u> | | | |

| Step E | | \$6,713.52 /Month | | \$44.76 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,430.83 | 66.00% | \$74.30 | \$29.63 | \$13.58 | \$117.51 |
| | | Annual Salary + Benefits | | <u>\$133,732.22</u> | | | |



Human Resources Manager
Department: Human Resources

| Step A | | \$10,461.04 /Month | | \$69.74 /Hour | | | |
|---------------------------------|-------------------|---------------------------|-----------------------------------|-----------------------|-------------------|-----------------|---------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employer | 0.185100 | 1,936.34 | Non-Sworn Managers / Confidential | | | | |
| 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 | | | | | |
| Vision Insurance | | | 32.95 | | | | |
| Medicare | 0.014500 | 151.69 | | Hourly Rate | 39.88% | 18.28% | Total Hourly |
| | | | | & Benefits | Department | Citywide | Rate |
| | | | | Overhead | Overhead | | |
| Total Benefits | | | 55.89% | \$108.72 | \$43.36 | \$19.87 | \$171.95 |
| | | \$5,846.98 | | | | | |
| Annual Salary + Benefits | | | | \$195,696.20 | | | |
| Step B | | \$10,984.09 /Month | | \$73.23 /Hour | | | |
| | | | | | | | |
| Total Benefits | | | 54.47% | \$113.12 | \$45.11 | \$20.68 | \$178.91 |
| | | \$5,983.46 | | | | | |
| Annual Salary + Benefits | | | | \$203,610.65 | | | |
| Step C | | \$11,533.30 /Month | | \$76.89 /Hour | | | |
| | | | | | | | |
| Total Benefits | | | 53.12% | \$117.73 | \$46.95 | \$21.52 | \$186.20 |
| | | \$6,126.77 | | | | | |
| Annual Salary + Benefits | | | | \$211,920.82 | | | |
| Step D | | \$12,109.96 /Month | | \$80.73 /Hour | | | |
| | | | | | | | |
| Total Benefits | | | 51.84% | \$122.58 | \$48.89 | \$22.41 | \$193.88 |
| | | \$6,277.25 | | | | | |
| Annual Salary + Benefits | | | | \$220,646.50 | | | |
| Step E | | \$12,715.46 /Month | | \$84.77 /Hour | | | |
| | | | | | | | |
| Total Benefits | | | 50.61% | \$127.67 | \$50.92 | \$23.34 | \$201.93 |
| | | \$6,435.24 | | | | | |
| Annual Salary + Benefits | | | | \$229,808.46 | | | |



Human Resource Specialist
Department: Human Resources

| Step A | | \$7,126.10 /Month | | \$47.51 /Hour | | | |
|-----------------------|-------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 39.88% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,319.04 | | | | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 350.39 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 103.33 | | | | | |
| Total Benefits | | \$4,545.18 | 63.78% | \$77.81 | \$31.03 | \$14.22 | \$123.06 |
| | | Annual Salary + Benefits | | \$140,055.40 | | | |

| Step B | | \$7,482.41 /Month | | \$49.88 /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 /Hour | | | |
|-----------------------|--|---------------------------------|---------------|----------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,735.78 | 60.28% | \$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 | 58.65% | \$87.25 | \$34.80 | \$15.95 | \$138.00 |
| | | Annual Salary + Benefits | | \$157,051.64 | | | |

| Step E | | \$8,661.82 /Month | | \$57.75 /Hour | | | |
|-----------------------|--|---------------------------------|---------------|----------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,945.91 | 57.10% | \$90.72 | \$36.18 | \$16.58 | \$143.48 |
| | | Annual Salary + Benefits | | \$163,292.80 | | | |



Information Systems Specialist Department: Finance and Information Systems

| Step A | | \$8,727.30 /Month | | \$58.18 /Hour | | | |
|----------------------|----------------|---------------------------------|--------|---------------------------------------|-------------------|-----------------|---------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employer | 0.185100 | 1,615.42 | | Non-Sworn Professionals / Supervisors | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 106.21 | | | | | |
| Life Insurance | 0.000232 | 36.45 | | | | | |
| Holiday Pay | | 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 132.98 | | | | | |
| | | | | Hourly Rate | 32.03% | 18.28% | Total Hourly |
| | | | | & Benefits | Department | Citywide | Rate |
| | | | | Overhead | Overhead | | |
| | Total Benefits | \$5,726.09 | 65.61% | \$96.36 | \$30.86 | \$17.61 | \$144.83 |
| | | Annual Salary + Benefits | | <u>\$173,440.73</u> | | | |
| Step B | | \$9,163.67 /Month | | \$61.09 /Hour | | | |
| | Total Benefits | \$5,839.96 | 63.73% | \$100.02 | \$32.04 | \$18.28 | \$150.34 |
| | | Annual Salary + Benefits | | <u>\$180,043.49</u> | | | |
| Step C | | \$9,621.85 /Month | | \$64.15 /Hour | | | |
| | Total Benefits | \$5,959.52 | 61.94% | \$103.88 | \$33.27 | \$18.99 | \$156.14 |
| | | Annual Salary + Benefits | | <u>\$186,976.39</u> | | | |
| Step D | | \$10,102.94 /Month | | \$67.35 /Hour | | | |
| | Total Benefits | \$6,085.05 | 60.23% | \$107.92 | \$34.57 | \$19.73 | \$162.22 |
| | | Annual Salary + Benefits | | <u>\$194,255.93</u> | | | |
| Step E | | \$10,608.09 /Month | | \$70.72 /Hour | | | |
| | Total Benefits | \$6,216.87 | 58.60% | \$112.17 | \$35.93 | \$20.50 | \$168.60 |
| | | Annual Salary + Benefits | | <u>\$201,899.46</u> | | | |



Information Systems Technician
Department: Finance and Information Systems

| Step A | | \$6,984.67 /Month | | \$46.56 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,292.86 | | | Office Employees | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 364.21 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 107.40 | | | | | |
| | | | | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,957.08 | 70.97% | \$79.61 | \$25.50 | \$14.55 | \$119.66 |
| | | Annual Salary + Benefits | | <u>\$143,300.96</u> | | | |

| Step B | | \$7,333.90 /Month | | \$48.89 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,048.21 | 68.83% | \$82.55 | \$26.44 | \$15.09 | \$124.08 |
| | | Annual Salary + Benefits | | <u>\$148,585.31</u> | | | |

| Step C | | \$7,700.60 /Month | | \$51.34 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,143.89 | 66.80% | \$85.63 | \$27.43 | \$15.65 | \$128.71 |
| | | Annual Salary + Benefits | | <u>\$154,133.88</u> | | | |

| Step D | | \$8,085.63 /Month | | \$53.90 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,244.36 | 64.86% | \$88.87 | \$28.46 | \$16.24 | \$133.57 |
| | | Annual Salary + Benefits | | <u>\$159,959.87</u> | | | |

| Step E | | \$8,489.91 /Month | | \$56.60 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,349.85 | 63.01% | \$92.27 | \$29.55 | \$16.87 | \$138.69 |
| | | Annual Salary + Benefits | | <u>\$166,077.17</u> | | | |

**Management Analyst
Department: City Manager**

| Step A | | \$8,547.46 /Month | | \$56.98 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>52.40% Department Overhead</u> | <u>18.28% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,582.14 | | | Non-Sworn Professionals / Supervisors | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 123.94 | | | | | |
| | Total Benefits | \$5,202.96 | 60.87% | \$91.67 | \$48.03 | \$16.76 | \$156.46 |
| | | Annual Salary + Benefits | | <u>\$165,005.03</u> | | | |
| Step B | | \$8,974.83 /Month | | \$59.83 /Hour | | | |
| | Total Benefits | \$5,314.48 | 59.22% | \$95.26 | \$49.92 | \$17.41 | \$162.59 |
| | | Annual Salary + Benefits | | <u>\$171,471.73</u> | | | |
| Step C | | \$9,423.58 /Month | | \$62.82 /Hour | | | |
| | Total Benefits | \$5,431.57 | 57.64% | \$99.03 | \$51.89 | \$18.10 | \$169.02 |
| | | Annual Salary + Benefits | | <u>\$178,261.77</u> | | | |
| Step D | | \$9,894.75 /Month | | \$65.97 /Hour | | | |
| | Total Benefits | \$5,554.52 | 56.14% | \$103.00 | \$53.97 | \$18.83 | \$175.80 |
| | | Annual Salary + Benefits | | <u>\$185,391.30</u> | | | |
| Step E | | \$10,389.49 /Month | | \$69.26 /Hour | | | |
| | Total Benefits | \$5,683.62 | 54.71% | \$107.15 | \$56.15 | \$19.59 | \$182.89 |
| | | Annual Salary + Benefits | | <u>\$192,877.32</u> | | | |



Management Analyst
Department: Finance and Information Systems

| Step A | | \$8,547.46 /Month | | \$56.98 /Hour | | | |
|---------------------------------------|------------|--------------------|--------|----------------------------|----------------------------------|--------------------------------|----------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| Non-Sworn Professionals / Supervisors | | | | | | | |
| PERS - Employer | 0.185100 | 1,582.14 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 123.94 | | | | | |
| Total Benefits | | \$5,202.96 | 60.87% | \$91.67 | \$29.36 | \$16.76 | \$137.79 |
| Annual Salary + Benefits | | | | <u>\$165,005.03</u> | | | |
| Step B | | \$8,974.83 /Month | | \$59.83 /Hour | | | |
| Total Benefits | | \$5,314.48 | 59.22% | \$95.26 | \$30.51 | \$17.41 | \$143.18 |
| Annual Salary + Benefits | | | | <u>\$171,471.73</u> | | | |
| Step C | | \$9,423.58 /Month | | \$62.82 /Hour | | | |
| Total Benefits | | \$5,431.57 | 57.64% | \$99.03 | \$31.72 | \$18.10 | \$148.85 |
| Annual Salary + Benefits | | | | <u>\$178,261.77</u> | | | |
| Step D | | \$9,894.75 /Month | | \$65.97 /Hour | | | |
| Total Benefits | | \$5,554.52 | 56.14% | \$103.00 | \$32.99 | \$18.83 | \$154.82 |
| Annual Salary + Benefits | | | | <u>\$185,391.30</u> | | | |
| Step E | | \$10,389.49 /Month | | \$69.26 /Hour | | | |
| Total Benefits | | \$5,683.62 | 54.71% | \$107.15 | \$34.32 | \$19.59 | \$161.06 |
| Annual Salary + Benefits | | | | <u>\$192,877.32</u> | | | |



Management Analyst
Department: Parks and Recreation

| Step A | | \$8,547.46 /Month | | | \$56.98 /Hour | | |
|---------------------------------|-------------------|---------------------------|---------------------------------------|---------------------------------------|---|---|------------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,582.14 | Non-Sworn Professionals / Supervisors | | | | |
| Management Incentive | | | 0.00 | | | | |
| 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 | | | | | |
| Vision Insurance | | | 32.95 | | | | |
| Medicare | 0.014500 | 123.94 | | | | | |
| | | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| Total Benefits | | \$5,202.96 | 60.87% | \$91.67 | \$90.10 | \$16.76 | \$198.53 |
| Annual Salary + Benefits | | | | <u>\$165,005.03</u> | | | |
| Step B | | \$8,974.83 /Month | | | \$59.83 /Hour | | |
| | | | | | | | |
| Total Benefits | | \$5,314.48 | 59.22% | \$95.26 | \$93.63 | \$17.41 | \$206.30 |
| Annual Salary + Benefits | | | | <u>\$171,471.73</u> | | | |
| Step C | | \$9,423.58 /Month | | | \$62.82 /Hour | | |
| | | | | | | | |
| Total Benefits | | \$5,431.57 | 57.64% | \$99.03 | \$97.34 | \$18.10 | \$214.47 |
| Annual Salary + Benefits | | | | <u>\$178,261.77</u> | | | |
| Step D | | \$9,894.75 /Month | | | \$65.97 /Hour | | |
| | | | | | | | |
| Total Benefits | | \$5,554.52 | 56.14% | \$103.00 | \$101.23 | \$18.83 | \$223.06 |
| Annual Salary + Benefits | | | | <u>\$185,391.30</u> | | | |
| Step E | | \$10,389.49 /Month | | | \$69.26 /Hour | | |
| | | | | | | | |
| Total Benefits | | \$5,683.62 | 54.71% | \$107.15 | \$105.32 | \$19.59 | \$232.06 |
| Annual Salary + Benefits | | | | <u>\$192,877.32</u> | | | |

Management Analyst
Department: Public Works

| Step A | | \$8,547.46 /Month | | \$56.98 /Hour | | | |
|----------------------|-----------------------|---------------------------|---------------|--|--|---|------------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,582.14 | | Non-Sworn Professionals / Supervisors | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 123.94 | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,202.96 | 60.87% | \$91.67 | \$135.16 | \$16.76 | \$243.59 |
| | | | | Annual Salary + Benefits <u><u>\$165,005.03</u></u> | | | |
| Step B | | \$8,974.83 /Month | | \$59.83 /Hour | | | |
| | Total Benefits | \$5,314.48 | 59.22% | \$95.26 | \$140.45 | \$17.41 | \$253.12 |
| | | | | Annual Salary + Benefits <u><u>\$171,471.73</u></u> | | | |
| Step C | | \$9,423.58 /Month | | \$62.82 /Hour | | | |
| | Total Benefits | \$5,431.57 | 57.64% | \$99.03 | \$146.02 | \$18.10 | \$263.15 |
| | | | | Annual Salary + Benefits <u><u>\$178,261.77</u></u> | | | |
| Step D | | \$9,894.75 /Month | | \$65.97 /Hour | | | |
| | Total Benefits | \$5,554.52 | 56.14% | \$103.00 | \$151.86 | \$18.83 | \$273.69 |
| | | | | Annual Salary + Benefits <u><u>\$185,391.30</u></u> | | | |
| Step E | | \$10,389.49 /Month | | \$69.26 /Hour | | | |
| | Total Benefits | \$5,683.62 | 54.71% | \$107.15 | \$157.99 | \$19.59 | \$284.73 |
| | | | | Annual Salary + Benefits <u><u>\$192,877.32</u></u> | | | |



Park Maintenance Manager
Department: Parks and Recreation

| Step A | | \$9,990.22 /Month | | \$66.60 /Hour | | | |
|---------------------------------|-------------------|---------------------------|---------------|---------------------------------------|---|---|------------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,849.19 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 121.58 | | | | | |
| 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 | 409.71 | | | | | |
| Workers Comp. | 0.049170 | 491.22 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 144.86 | | | | | |
| Total Benefits | | \$5,710.00 | 57.16% | \$104.67 | \$102.88 | \$19.13 | \$226.68 |
| Annual Salary + Benefits | | | | <u>\$188,402.64</u> | | | |
| Step B | | \$10,489.74 /Month | | \$69.93 /Hour | | | |
| Total Benefits | | \$5,840.34 | 55.68% | \$108.87 | \$107.01 | \$19.90 | \$235.78 |
| Annual Salary + Benefits | | | | <u>\$195,960.88</u> | | | |
| Step C | | \$11,014.22 /Month | | \$73.43 /Hour | | | |
| Total Benefits | | \$5,977.20 | 54.27% | \$113.28 | \$111.34 | \$20.71 | \$245.33 |
| Annual Salary + Benefits | | | | <u>\$203,897.04</u> | | | |
| Step D | | \$11,564.93 /Month | | \$77.10 /Hour | | | |
| Total Benefits | | \$6,120.90 | 52.93% | \$117.91 | \$115.89 | \$21.55 | \$255.35 |
| Annual Salary + Benefits | | | | <u>\$212,230.00</u> | | | |
| Step E | | \$12,143.18 /Month | | \$80.95 /Hour | | | |
| Total Benefits | | \$6,271.79 | 51.65% | \$122.77 | \$120.67 | \$22.44 | \$265.88 |
| Annual Salary + Benefits | | | | <u>\$220,979.61</u> | | | |



Park Maintenance Supervisor
Department: Parks and Recreation

| Step A | | \$7,320.91 /Month | | \$48.81 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,355.10 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 106.15 | | | | | |
| | Total Benefits | \$4,853.25 | 66.29% | \$81.16 | \$79.77 | \$14.84 | \$175.77 |
| | | Annual Salary + Benefits | | <u>\$146,089.91</u> | | | |
| Step B | | \$7,686.96 /Month | | \$51.25 /Hour | | | |
| | Total Benefits | \$4,948.76 | 64.38% | \$84.24 | \$82.80 | \$15.40 | \$182.44 |
| | | Annual Salary + Benefits | | <u>\$151,628.65</u> | | | |
| Step C | | \$8,071.30 /Month | | \$53.81 /Hour | | | |
| | Total Benefits | \$5,049.06 | 62.56% | \$87.47 | \$85.97 | \$15.99 | \$189.43 |
| | | Annual Salary + Benefits | | <u>\$157,444.32</u> | | | |
| Step D | | \$8,474.87 /Month | | \$56.50 /Hour | | | |
| | Total Benefits | \$5,154.36 | 60.82% | \$90.86 | \$89.31 | \$16.61 | \$196.78 |
| | | Annual Salary + Benefits | | <u>\$163,550.78</u> | | | |
| Step E | | \$8,898.61 /Month | | \$59.32 /Hour | | | |
| | Total Benefits | \$5,264.93 | 59.17% | \$94.42 | \$92.81 | \$17.26 | \$204.49 |
| | | Annual Salary + Benefits | | <u>\$169,962.56</u> | | | |



Park Maintenance Worker I
Department: Parks and Recreation

| Step A | | \$5,034.82 /Month | | \$33.57 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 931.94 | | | Public Works - Maintenance | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 73.00 | | | | | |
| | | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,975.27 | 78.96% | \$60.07 | \$59.04 | \$10.98 | \$130.09 |
| | | Annual Salary + Benefits | | \$108,121.01 | | | |
| Step B | | \$5,286.56 /Month | | \$35.24 /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 /Month | | \$37.01 /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 /Month | | \$38.86 /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 /Month | | \$40.80 /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

| Step A | | \$5,550.89 /Month | | \$37.01 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,027.47 | | | Public Works - Maintenance | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 80.49 | | | | | |
| | | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,109.93 | 74.04% | \$64.41 | \$63.30 | \$11.77 | \$139.48 |
| | | Annual Salary + Benefits | | \$115,929.79 | | | |

| Step B | | \$5,828.43 /Month | | \$38.86 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,182.35 | 71.76% | \$66.74 | \$65.60 | \$12.20 | \$144.54 |
| | | Annual Salary + Benefits | | \$120,129.39 | | | |

| Step C | | \$6,119.85 /Month | | \$40.80 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,258.39 | 69.58% | \$69.19 | \$68.01 | \$12.65 | \$149.85 |
| | | Annual Salary + Benefits | | \$124,538.97 | | | |

| Step D | | \$6,425.85 /Month | | \$42.84 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,338.24 | 67.51% | \$71.76 | \$70.53 | \$13.12 | \$155.41 |
| | | Annual Salary + Benefits | | \$129,169.03 | | | |

| Step E | | \$6,747.14 /Month | | \$44.98 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,422.08 | 65.54% | \$74.46 | \$73.19 | \$13.61 | \$161.26 |
| | | Annual Salary + Benefits | | \$134,030.59 | | | |



Parks Planner
Department: Parks and Recreation

| Step A | | \$8,561.61 /Month | | \$57.08 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,584.75 | | | Non-Sworn Professionals / Supervisors | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 124.14 | | | | | |
| | | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,206.99 | 60.82% | \$91.79 | \$90.22 | \$16.78 | \$198.79 |
| | | Annual Salary + Benefits | | \$165,223.16 | | | |

| Step B | | \$8,989.69 /Month | | \$59.93 /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 /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 /Month | | \$66.07 /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 /Month | | \$69.38 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$5,688.45 | 54.66% | \$107.30 | \$105.47 | \$19.61 | \$232.38 |
| | | Annual Salary + Benefits | | \$193,141.57 | | | |



Parks Planning Technician
Department: Parks and Recreation

| Step A | | \$6,390.66 /Month | | \$42.60 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>98.29% Department Overhead</u> | <u>18.28% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,182.91 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 314.23 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 92.66 | | | | | |
| | Total Benefits | \$4,350.21 | 68.07% | \$71.61 | \$70.38 | \$13.09 | \$155.08 |
| | | Annual Salary + Benefits | | <u>\$128,890.38</u> | | | |

| Step B | | \$6,710.19 /Month | | \$44.73 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,433.58 | 66.07% | \$74.29 | \$73.02 | \$13.58 | \$160.89 |
| | | Annual Salary + Benefits | | <u>\$133,725.33</u> | | | |

| Step C | | \$7,045.70 /Month | | \$46.97 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,521.13 | 64.17% | \$77.11 | \$75.79 | \$14.10 | \$167.00 |
| | | Annual Salary + Benefits | | <u>\$138,802.02</u> | | | |

| Step D | | \$7,397.99 /Month | | \$49.32 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,613.06 | 62.36% | \$80.07 | \$78.70 | \$14.64 | \$173.41 |
| | | Annual Salary + Benefits | | <u>\$144,132.54</u> | | | |

| Step E | | \$7,767.89 /Month | | \$51.79 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,709.58 | 60.63% | \$83.18 | \$81.76 | \$15.21 | \$180.15 |
| | | Annual Salary + Benefits | | <u>\$149,729.59</u> | | | |



Permit Services Specialist
Department: Community Development

| Step A | | \$7,809.01 /Month | | \$52.06 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,445.45 | | | | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 383.97 | | | 137.75% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 113.23 | | | | | |
| | 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 | | \$54.66 /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 | | \$57.40 /Hour | | | |
| | Total Benefits | \$4,935.10 | 57.32% | \$90.30 | \$124.38 | \$16.51 | \$231.19 |
| | | Annual Salary + Benefits | | \$162,534.35 | | | |
| Step D | | \$9,039.91 /Month | | \$60.27 /Hour | | | |
| | Total Benefits | \$5,047.42 | 55.83% | \$93.92 | \$129.37 | \$17.17 | \$240.46 |
| | | Annual Salary + Benefits | | \$169,047.94 | | | |
| Step E | | \$9,491.90 /Month | | \$63.28 /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 | | \$57.26 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,589.81 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 422.32 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 124.54 | | | | | |
| | | | | Hourly Rate & Benefits | 137.75% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,932.99 | 57.43% | \$90.15 | \$124.18 | \$16.48 | \$230.81 |
| | | Annual Salary + Benefits | | <u>\$162,262.75</u> | | | |
| Step B | | \$9,018.35 /Month | | \$60.12 /Hour | | | |
| | Total Benefits | \$5,045.05 | 55.94% | \$93.76 | \$129.15 | \$17.14 | \$240.05 |
| | | Annual Salary + Benefits | | <u>\$168,760.80</u> | | | |
| Step C | | \$9,469.26 /Month | | \$63.13 /Hour | | | |
| | Total Benefits | \$5,162.72 | 54.52% | \$97.55 | \$134.37 | \$17.83 | \$249.75 |
| | | Annual Salary + Benefits | | <u>\$175,583.76</u> | | | |
| Step D | | \$9,942.73 /Month | | \$66.28 /Hour | | | |
| | Total Benefits | \$5,286.26 | 53.17% | \$101.53 | \$139.85 | \$18.56 | \$259.94 |
| | | Annual Salary + Benefits | | <u>\$182,747.86</u> | | | |
| Step E | | \$10,439.86 /Month | | \$69.60 /Hour | | | |
| | Total Benefits | \$5,415.98 | 51.88% | \$105.71 | \$145.61 | \$19.32 | \$270.64 |
| | | Annual Salary + Benefits | | <u>\$190,270.17</u> | | | |



Planning Manager
Department: Community Development

| Step A | | \$12,002.82 /Month | | \$80.02 /Hour | | | |
|----------------------|---------------------------------|---------------------------|--------|----------------------------|-----------------------------------|-------------------|---------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 2,221.72 | | | Non-Sworn Managers / Confidential | | |
| 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 | | 779.00 | | | | | |
| Deferred Comp. | 3% + \$110 | 470.08 | | | | | |
| Workers Comp. | 0.049170 | 590.18 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | <u>174.04</u> | | | Hourly Rate | 137.75% | 18.28% |
| | | | | | <u>& Benefits</u> | <u>Department</u> | <u>Citywide</u> |
| | | | | | | <u>Overhead</u> | <u>Overhead</u> |
| | | | | | | | <u>Total Hourly</u> |
| | | | | | | | <u>Rate</u> |
| | Total Benefits | \$6,295.54 | 52.45% | <u>\$121.99</u> | <u>\$168.04</u> | <u>\$22.30</u> | <u>\$312.33</u> |
| | Annual Salary + Benefits | | | <u>\$219,580.29</u> | | | |
| Step B | | \$12,602.96 /Month | | \$84.02 /Hour | | | |
| | Total Benefits | \$6,452.14 | 51.20% | <u>\$127.03</u> | <u>\$174.99</u> | <u>\$23.22</u> | <u>\$325.24</u> |
| | Annual Salary + Benefits | | | <u>\$228,661.19</u> | | | |
| Step C | | \$13,233.11 /Month | | \$88.22 /Hour | | | |
| | Total Benefits | \$6,616.57 | 50.00% | <u>\$132.33</u> | <u>\$182.29</u> | <u>\$24.19</u> | <u>\$338.81</u> |
| | Annual Salary + Benefits | | | <u>\$238,196.13</u> | | | |
| Step D | | \$13,894.76 /Month | | \$92.63 /Hour | | | |
| | Total Benefits | \$6,789.22 | 48.86% | <u>\$137.89</u> | <u>\$189.95</u> | <u>\$25.21</u> | <u>\$353.05</u> |
| | Annual Salary + Benefits | | | <u>\$248,207.83</u> | | | |
| Step E | | \$14,589.50 /Month | | \$97.26 /Hour | | | |
| | Total Benefits | \$6,970.51 | 47.78% | <u>\$143.73</u> | <u>\$197.99</u> | <u>\$26.27</u> | <u>\$367.99</u> |
| | Annual Salary + Benefits | | | <u>\$258,720.10</u> | | | |



Police Assistant - Regular Part Time
Department: Police

| Step A | | \$2,029.22 /Month | | \$27.06 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 379.46 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 833.50 | | | | | |
| Dental Insurance | | 86.55 | | | | | |
| LTD & STD Insurance | 0.012170 | 24.70 | | | | | |
| Life Insurance | 0.000232 | 8.47 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 20.83 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 389.50 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 100.80 | | | 39.69% | 18.28% | |
| Vision Insurance | | 16.48 | | | | | |
| Medicare | 0.014500 | 29.73 | | | | | |
| | Total Benefits | \$1,893.91 | 93.33% | \$26.15 | \$10.38 | \$4.78 | \$41.31 |
| | | Annual Salary + Benefits | | <u>\$47,077.54</u> | | | |
| Step B | | \$2,079.79 /Month | | \$27.73 /Hour | | | |
| | Total Benefits | \$1,907.11 | 91.70% | \$26.58 | \$10.55 | \$4.86 | \$41.99 |
| | | Annual Salary + Benefits | | <u>\$47,842.72</u> | | | |
| Step C | | \$2,131.28 /Month | | \$28.42 /Hour | | | |
| | Total Benefits | \$1,920.54 | 90.11% | \$27.01 | \$10.72 | \$4.94 | \$42.67 |
| | | Annual Salary + Benefits | | <u>\$48,621.82</u> | | | |
| Step D | | \$2,185.52 /Month | | \$29.14 /Hour | | | |
| | Total Benefits | \$1,934.70 | 88.52% | \$27.47 | \$10.90 | \$5.02 | \$43.39 |
| | | Annual Salary + Benefits | | <u>\$49,442.65</u> | | | |
| Step E | | \$2,239.77 /Month | | \$29.86 /Hour | | | |
| | Total Benefits | \$1,948.85 | 87.01% | \$27.92 | \$11.08 | \$5.10 | \$44.10 |
| | | Annual Salary + Benefits | | <u>\$50,263.48</u> | | | |



Police Liaison - Regular Part Time
Department: Police

| Step A | | \$3,826.78 /Month | | \$51.02 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 712.19 | | | Office Employee Records | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 833.50 | | | | | |
| Dental Insurance | | 86.55 | | | | | |
| LTD & STD Insurance | 0.012170 | 46.57 | | | | | |
| Life Insurance | 0.000232 | 15.98 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 20.83 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 389.50 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 189.19 | | | | | |
| Vision Insurance | | 16.48 | | | | | |
| Medicare | 0.014500 | 55.79 | | | | | |
| | | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$2,370.47 | 61.94% | \$41.32 | \$16.40 | \$7.55 | \$65.27 |
| | Annual Salary + Benefits | | | <u>\$74,367.09</u> | | | |
| Step B | | \$4,018.12 /Month | | \$53.57 /Hour | | | |
| | Total Benefits | \$2,420.40 | 60.24% | \$42.92 | \$17.04 | \$7.85 | \$67.81 |
| | Annual Salary + Benefits | | | <u>\$77,262.30</u> | | | |
| Step C | | \$4,219.03 /Month | | \$56.25 /Hour | | | |
| | Total Benefits | \$2,472.83 | 58.61% | \$44.61 | \$17.71 | \$8.16 | \$70.48 |
| | Annual Salary + Benefits | | | <u>\$80,302.27</u> | | | |
| Step D | | \$4,429.98 /Month | | \$59.07 /Hour | | | |
| | Total Benefits | \$2,527.87 | 57.06% | \$46.39 | \$18.41 | \$8.48 | \$73.28 |
| | Annual Salary + Benefits | | | <u>\$83,494.23</u> | | | |
| Step E | | \$4,651.48 /Month | | \$62.02 /Hour | | | |
| | Total Benefits | \$2,585.67 | 55.59% | \$48.25 | \$19.15 | \$8.82 | \$76.22 |
| | Annual Salary + Benefits | | | <u>\$86,845.80</u> | | | |



Police Captain
Department: Police

| Step A | | | | | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| | | \$13,697.19 /Month | | \$91.31 /Hour | | | |
| <u>Benefit</u> | <u>Multiplier</u> | | | | | | <u>Category</u> |
| PERS - Employer | 0.333200 | 4,605.55 | | | | | Captains |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | <u>200.42</u> | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| | Total Benefits | \$9,932.70 | 72.52% | \$157.53 | \$62.52 | \$28.80 | \$248.85 |
| | | Annual Salary + Benefits | | <u>\$283,558.68</u> | | | |
| Step B | | | | | | | |
| | | \$14,382.05 /Month | | \$95.88 /Hour | | | |
| | Total Benefits | \$10,212.84 | 71.01% | \$163.97 | \$65.08 | \$29.97 | \$259.02 |
| | | Annual Salary + Benefits | | <u>\$295,138.63</u> | | | |
| Step C | | | | | | | |
| | | \$15,101.15 /Month | | \$100.67 /Hour | | | |
| | Total Benefits | \$10,506.98 | 69.58% | \$170.72 | \$67.76 | \$31.21 | \$269.69 |
| | | Annual Salary + Benefits | | <u>\$307,297.54</u> | | | |
| Step D | | | | | | | |
| | | \$15,856.21 /Month | | \$105.71 /Hour | | | |
| | Total Benefits | \$10,815.83 | 68.21% | \$177.81 | \$70.57 | \$32.50 | \$280.88 |
| | | Annual Salary + Benefits | | <u>\$320,064.40</u> | | | |
| Step E | | | | | | | |
| | | \$16,649.01 /Month | | \$110.99 /Hour | | | |
| | Total Benefits | \$11,140.12 | 66.91% | \$185.26 | \$73.53 | \$33.87 | \$292.66 |
| | | Annual Salary + Benefits | | <u>\$333,469.56</u> | | | |



Police Chief
Department: Police

| Step A | | \$16,121.14 /Month | | \$107.47 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | | | |
| PERS - Employer | 0.333200 | 5,754.09 | | | | | |
| Management Incentive | | 1,023.03 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,998.07 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 196.19 | | | | | |
| Life Insurance | 0.000232 | 37.50 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 125.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 1,252.00 | | | | | |
| Deferred Comp. | | 110.00 | | | | | |
| Workers Comp. | 0.049170 | 849.13 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 250.40 | | | | | |
| | | | | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$11,805.35 | 73.23% | \$186.18 | \$73.89 | \$34.03 | \$294.10 |
| | | Annual Salary + Benefits | | <u>\$335,117.87</u> | | | |
| Step B | | \$16,927.20 /Month | | \$112.85 /Hour | | | |
| | Total Benefits | \$12,135.06 | 71.69% | \$193.75 | \$76.90 | \$35.42 | \$306.07 |
| | | Annual Salary + Benefits | | <u>\$348,747.12</u> | | | |
| Step C | | \$17,773.55 /Month | | \$118.49 /Hour | | | |
| | Total Benefits | \$12,481.26 | 70.22% | \$201.70 | \$80.05 | \$36.87 | \$318.62 |
| | | Annual Salary + Benefits | | <u>\$363,057.68</u> | | | |
| Step D | | \$18,662.23 /Month | | \$124.41 /Hour | | | |
| | Total Benefits | \$12,844.76 | 68.83% | \$210.05 | \$83.37 | \$38.40 | \$331.82 |
| | | Annual Salary + Benefits | | <u>\$378,083.93</u> | | | |
| Step E | | \$19,595.34 /Month | | \$130.64 /Hour | | | |
| | Total Benefits | \$13,226.44 | 67.50% | \$218.81 | \$86.85 | \$40.00 | \$345.66 |
| | | Annual Salary + Benefits | | <u>\$393,861.38</u> | | | |



Police Dispatcher I
Department: Police

| Step A | | \$5,603.11 /Month | | \$37.35 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,048.70 | | | Office Employees Dispatch | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 68.19 | | | | | |
| Life Insurance | 0.000232 | 23.40 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 62.50 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 278.58 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 82.15 | | | | | |
| | | | | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,219.46 | 75.31% | \$65.48 | \$25.99 | \$11.97 | \$103.44 |
| | | Annual Salary + Benefits | | <u>\$117,870.89</u> | | | |
| Step B | | \$5,883.26 /Month | | \$39.22 /Hour | | | |
| | Total Benefits | \$4,292.57 | 72.96% | \$67.84 | \$26.93 | \$12.40 | \$107.17 |
| | | Annual Salary + Benefits | | <u>\$122,109.95</u> | | | |
| Step C | | \$6,177.43 /Month | | \$41.18 /Hour | | | |
| | Total Benefits | \$4,369.33 | 70.73% | \$70.31 | \$27.91 | \$12.85 | \$111.07 |
| | | Annual Salary + Benefits | | <u>\$126,561.06</u> | | | |
| Step D | | \$6,486.30 /Month | | \$43.24 /Hour | | | |
| | Total Benefits | \$4,449.92 | 68.60% | \$72.91 | \$28.94 | \$13.33 | \$115.18 |
| | | Annual Salary + Benefits | | <u>\$131,234.66</u> | | | |
| Step E | | \$6,810.62 /Month | | \$45.40 /Hour | | | |
| | Total Benefits | \$4,534.55 | 66.58% | \$75.63 | \$30.02 | \$13.83 | \$119.48 |
| | | Annual Salary + Benefits | | <u>\$136,142.00</u> | | | |



Police Dispatcher II
Department: Police

| Step A | | \$6,180.85 /Month | | \$41.21 /Hour | | | |
|----------------------|-----------------------|--------------------------|--------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,155.64 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 75.22 | | | | | |
| Life Insurance | 0.000232 | 25.81 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 62.50 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 306.99 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 90.53 | | | | | |
| | | | | | 39.69% | 18.28% | |
| | | | | | Department Overhead | Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,372.63 | 70.74% | \$70.36 | \$27.92 | \$12.86 | \$111.14 |
| | | | | Annual Salary + Benefits | <u>\$126,641.71</u> | | |
| Step B | | \$6,489.89 /Month | | \$43.27 /Hour | | | |
| | Total Benefits | \$4,453.27 | 68.62% | \$72.95 | \$28.96 | \$13.34 | \$115.25 |
| | | | | Annual Salary + Benefits | <u>\$131,317.91</u> | | |
| Step C | | \$6,814.38 /Month | | \$45.43 /Hour | | | |
| | Total Benefits | \$4,537.94 | 66.59% | \$75.68 | \$30.04 | \$13.83 | \$119.55 |
| | | | | Annual Salary + Benefits | <u>\$136,227.89</u> | | |
| Step D | | \$7,155.10 /Month | | \$47.70 /Hour | | | |
| | Total Benefits | \$4,626.85 | 64.67% | \$78.55 | \$31.18 | \$14.36 | \$124.09 |
| | | | | Annual Salary + Benefits | <u>\$141,383.45</u> | | |
| Step E | | \$7,512.86 /Month | | \$50.09 /Hour | | | |
| | Total Benefits | \$4,720.20 | 62.83% | \$81.55 | \$32.37 | \$14.91 | \$128.83 |
| | | | | Annual Salary + Benefits | <u>\$146,796.74</u> | | |



Police Dispatch Supervisor
Department: Police

| Step A | | \$7,475.07 /Month | | \$49.83 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,395.20 | | | Office Employees Dispatch | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 90.97 | | | | | |
| Life Insurance | 0.000232 | 31.22 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 62.50 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 370.62 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 109.29 | | | | | |
| | | | | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly 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 /Month | | \$52.33 /Hour | | | |
| | Total Benefits | \$4,813.28 | 61.32% | \$84.41 | \$33.50 | \$15.43 | \$133.34 |
| | | Annual Salary + Benefits | | \$151,945.19 | | | |
| Step C | | \$8,241.27 /Month | | \$54.94 /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 /Month | | \$57.69 /Hour | | | |
| | Total Benefits | \$5,023.20 | 58.05% | \$91.18 | \$36.19 | \$16.67 | \$144.04 |
| | | Annual Salary + Benefits | | \$164,118.34 | | | |
| Step E | | \$9,085.99 /Month | | \$60.57 /Hour | | | |
| | Total Benefits | \$5,136.10 | 56.53% | \$94.81 | \$37.63 | \$17.33 | \$149.77 |
| | | Annual Salary + Benefits | | \$170,665.15 | | | |



Police Lieutenant
Department: Police

| Step A | | \$11,935.63 /Month | | \$79.57 /Hour | | | |
|----------------------|---------------------------------|---------------------------|---------------|---------------------------------------|---|---|------------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | | | |
| PERS - Employer | 0.333200 | 4,018.60 | | | | | Lieutenants |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,998.07 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 145.26 | | | | | |
| Life Insurance | 0.000232 | 37.50 | | | | | |
| Holiday Pay | | 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 174.88 | | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$9,022.34 | 75.59% | \$139.72 | \$55.45 | \$25.54 | \$220.71 |
| | Annual Salary + Benefits | | | <u>\$251,495.67</u> | | | |

| Step B | | \$12,532.41 /Month | | \$83.55 /Hour | | | |
|---------------|---------------------------------|---------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$9,266.44 | 73.94% | \$145.33 | \$57.68 | \$26.57 | \$229.58 |
| | Annual Salary + Benefits | | | <u>\$261,586.27</u> | | | |

| Step C | | \$13,159.03 /Month | | \$87.73 /Hour | | | |
|---------------|---------------------------------|---------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$9,522.76 | 72.37% | \$151.21 | \$60.02 | \$27.64 | \$238.87 |
| | Annual Salary + Benefits | | | <u>\$272,181.50</u> | | | |

| Step D | | \$13,816.98 /Month | | \$92.11 /Hour | | | |
|---------------|---------------------------------|---------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$9,791.88 | 70.87% | \$157.39 | \$62.47 | \$28.77 | \$248.63 |
| | Annual Salary + Benefits | | | <u>\$283,306.35</u> | | | |

| Step E | | \$14,507.84 /Month | | \$96.72 /Hour | | | |
|---------------|---------------------------------|---------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$10,074.47 | 69.44% | \$163.88 | \$65.04 | \$29.96 | \$258.88 |
| | Annual Salary + Benefits | | | <u>\$294,987.69</u> | | | |



Police Officer
Department: Police

| Step A | | \$7,876.94 /Month | | \$52.51 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.333200 | 2,797.52 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,998.07 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | | 34.00 | | | | | |
| Life Insurance | | 8.24 | | | | | |
| Holiday Pay | 8.67 | 393.96 | | | | | |
| Uniform Allowance | | 125.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 1,252.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 412.83 | | | 39.69% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 121.74 | | | | | |
| Total Benefits | | \$7,353.30 | 93.35% | \$101.53 | \$40.30 | \$18.56 | \$160.39 |
| Annual Salary + Benefits | | | | <u>\$182,762.85</u> | | | |
| Step B | | \$8,270.79 /Month | | \$55.14 /Hour | | | |
| Total Benefits | | \$7,503.10 | 90.72% | \$105.16 | \$41.74 | \$19.22 | \$166.12 |
| Annual Salary + Benefits | | | | <u>\$189,286.70</u> | | | |
| Step C | | \$8,684.33 /Month | | \$57.90 /Hour | | | |
| Total Benefits | | \$7,696.16 | 88.62% | \$109.20 | \$43.34 | \$19.96 | \$172.50 |
| Annual Salary + Benefits | | | | <u>\$196,565.90</u> | | | |
| Step D | | \$9,118.55 /Month | | \$60.79 /Hour | | | |
| Total Benefits | | \$7,898.77 | 86.62% | \$113.45 | \$45.03 | \$20.74 | \$179.22 |
| Annual Salary + Benefits | | | | <u>\$204,207.75</u> | | | |
| Step E | | \$9,574.48 /Month | | \$63.83 /Hour | | | |
| Total Benefits | | \$8,111.68 | 84.72% | \$117.91 | \$46.80 | \$21.55 | \$186.26 |
| Annual Salary + Benefits | | | | <u>\$212,233.92</u> | | | |



Police Officer/Special Assignment
Department: Police

| Step A | | \$8,270.79 /Month | | \$55.14 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.333200 | 2,935.30 | | | Sworn Police | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,998.07 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | | 34.00 | | | | | |
| Life Insurance | | 8.24 | | | | | |
| Holiday Pay | 8.67 | 413.65 | | | | | |
| Uniform Allowance | | 125.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 1,252.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 433.16 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 127.74 | | | | | |
| | | | | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$7,537.10 | 91.13% | \$105.39 | \$41.83 | \$19.26 | \$166.48 |
| | | Annual Salary + Benefits | | <u>\$189,694.59</u> | | | |

| Step B | | \$8,684.33 /Month | | \$57.90 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$7,696.16 | 88.62% | \$109.20 | \$43.34 | \$19.96 | \$172.50 |
| | | Annual Salary + Benefits | | <u>\$196,565.98</u> | | | |

| Step C | | \$9,118.55 /Month | | \$60.79 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$7,898.77 | 86.62% | \$113.45 | \$45.03 | \$20.74 | \$179.22 |
| | | Annual Salary + Benefits | | <u>\$204,207.76</u> | | | |

| Step D | | \$9,574.47 /Month | | \$63.83 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$8,111.68 | 84.72% | \$117.91 | \$46.80 | \$21.55 | \$186.26 |
| | | Annual Salary + Benefits | | <u>\$212,233.87</u> | | | |

| Step E | | \$10,053.20 /Month | | \$67.02 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$8,335.10 | 82.91% | \$122.59 | \$48.66 | \$22.41 | \$193.66 |
| | | Annual Salary + Benefits | | <u>\$220,659.61</u> | | | |



Police Records Clerk I

Department: Police

| Step A | | \$4,795.89 /Month | | \$31.97 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------------------------------|---|---|------------------------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 895.43 | Office Employee Records | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 58.37 | | | | | |
| Life Insurance | 0.000232 | 20.03 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 41.67 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 237.86 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 70.14 | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$3,979.44 | 82.98% | \$58.50 | \$23.22 | \$10.69 | \$92.41 |
| Annual Salary + Benefits | | | | <u>\$105,303.93</u> | | | |
| Step B | | \$5,035.68 /Month | | \$33.57 /Hour | | | |
| Total Benefits | | \$4,042.01 | 80.27% | \$60.52 | \$24.02 | \$11.06 | \$95.60 |
| Annual Salary + Benefits | | | | <u>\$108,932.33</u> | | | |
| Step C | | \$5,287.47 /Month | | \$35.25 /Hour | | | |
| Total Benefits | | \$4,107.71 | 77.69% | \$62.63 | \$24.86 | \$11.45 | \$98.94 |
| Annual Salary + Benefits | | | | <u>\$112,742.15</u> | | | |
| Step D | | \$5,551.84 /Month | | \$37.01 /Hour | | | |
| Total Benefits | | \$4,176.70 | 75.23% | \$64.86 | \$25.74 | \$11.86 | \$102.46 |
| Annual Salary + Benefits | | | | <u>\$116,742.45</u> | | | |
| Step E | | \$5,829.43 /Month | | \$38.86 /Hour | | | |
| Total Benefits | | \$4,249.13 | 72.89% | \$67.19 | \$26.67 | \$12.28 | \$106.14 |
| Annual Salary + Benefits | | | | <u>\$120,942.78</u> | | | |



Police Records Clerk II
Department: Police

| Step A | | \$5,287.47 /Month | | \$35.25 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 986.42 | | | Office Employee Records | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 262.03 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 77.27 | | | | | |
| | | | | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,109.76 | 77.73% | \$62.65 | \$24.87 | \$11.45 | \$98.97 |
| | | Annual Salary + Benefits | | <u>\$112,766.78</u> | | | |

| Step B | | \$5,551.84 /Month | | \$37.01 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,178.75 | 75.27% | \$64.87 | \$25.75 | \$11.86 | \$102.48 |
| | | Annual Salary + Benefits | | <u>\$116,767.09</u> | | | |

| Step C | | \$5,829.43 /Month | | \$38.86 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,251.18 | 72.93% | \$67.20 | \$26.67 | \$12.28 | \$106.15 |
| | | Annual Salary + Benefits | | <u>\$120,967.41</u> | | | |

| Step D | | \$6,120.90 /Month | | \$40.81 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,327.24 | 70.70% | \$69.65 | \$27.65 | \$12.73 | \$110.03 |
| | | Annual Salary + Benefits | | <u>\$125,377.75</u> | | | |

| Step E | | \$6,426.95 /Month | | \$42.85 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,407.10 | 68.57% | \$72.23 | \$28.67 | \$13.20 | \$114.10 |
| | | Annual Salary + Benefits | | <u>\$130,008.60</u> | | | |



Police Sergeant
Department: Police

| Step A | | \$9,348.25 /Month | | \$62.32 /Hour | | | |
|----------------------|---------------------------------|---------------------------|--------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.333200 | 3,312.28 | | | Sworn Police | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,998.07 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | | 34.00 | | | | | |
| Life Insurance | | 8.24 | | | | | |
| Holiday Pay | 8.67 | 467.57 | | | | | |
| Uniform Allowance | | 125.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 1,252.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 488.79 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 144.14 | | | | | |
| | | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$8,040.04 | 86.01% | \$115.92 | \$46.01 | \$21.19 | \$183.12 |
| | Annual Salary + Benefits | | | <u>\$208,659.41</u> | | | |
| Step B | | \$9,815.66 /Month | | \$65.44 /Hour | | | |
| | Total Benefits | \$8,224.24 | 83.79% | \$120.27 | \$47.73 | \$21.98 | \$189.98 |
| | Annual Salary + Benefits | | | <u>\$216,478.77</u> | | | |
| Step C | | \$10,306.44 /Month | | \$68.71 /Hour | | | |
| | Total Benefits | \$8,453.29 | 82.02% | \$125.06 | \$49.64 | \$22.86 | \$197.56 |
| | Annual Salary + Benefits | | | <u>\$225,116.79</u> | | | |
| Step D | | \$10,821.76 /Month | | \$72.15 /Hour | | | |
| | Total Benefits | \$8,693.77 | 80.34% | \$130.10 | \$51.64 | \$23.78 | \$205.52 |
| | Annual Salary + Benefits | | | <u>\$234,186.36</u> | | | |
| Step E | | \$11,362.85 /Month | | \$75.75 /Hour | | | |
| | Total Benefits | \$8,946.30 | 78.73% | \$135.39 | \$53.74 | \$24.75 | \$213.88 |
| | Annual Salary + Benefits | | | <u>\$243,709.85</u> | | | |



Police Sergeant/Special Assignment
Department: Police

| Step A | | \$9,815.66 /Month | | \$65.44 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.333200 | 3,475.82 | | | Sworn Police | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,998.07 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | | 34.00 | | | | | |
| Life Insurance | | 8.24 | | | | | |
| Holiday Pay | 8.67 | 490.98 | | | | | |
| Uniform Allowance | | 125.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 1,252.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 512.92 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 151.26 | | | | | |
| | | | | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$8,258.24 | 84.13% | \$120.49 | \$47.82 | \$22.03 | \$190.34 |
| | | Annual Salary + Benefits | | <u>\$216,886.78</u> | | | |

| Step B | | \$10,306.44 /Month | | \$68.71 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$8,453.29 | 82.02% | \$125.06 | \$49.64 | \$22.86 | \$197.56 |
| | | Annual Salary + Benefits | | <u>\$225,116.77</u> | | | |

| Step C | | \$10,821.77 /Month | | \$72.15 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$8,693.77 | 80.34% | \$130.10 | \$51.64 | \$23.78 | \$205.52 |
| | | Annual Salary + Benefits | | <u>\$234,186.48</u> | | | |

| Step D | | \$11,362.85 /Month | | \$75.75 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$8,946.30 | 78.73% | \$135.39 | \$53.74 | \$24.75 | \$213.88 |
| | | Annual Salary + Benefits | | <u>\$243,709.74</u> | | | |

| Step E | | \$11,931.00 /Month | | \$79.54 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$9,211.50 | 77.21% | \$140.95 | \$55.94 | \$25.77 | \$222.66 |
| | | Annual Salary + Benefits | | <u>\$253,710.00</u> | | | |



Principal Planner
Department: Community Development

| Step A | | \$10,853.82 /Month | | \$72.36 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 2,009.04 | | | Non-Sworn Professionals / Supervisors | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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 | | 779.00 | | | | | |
| Deferred Comp. | 2% + \$110 | 327.08 | | | | | |
| Workers Comp. | 0.049170 | 533.68 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 157.38 | | | | | |
| | | | | Hourly Rate & Benefits | 137.75% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,852.71 | 53.92% | \$111.38 | \$153.42 | \$20.36 | \$285.16 |
| | | Annual Salary + Benefits | | <u>\$200,478.40</u> | | | |
| Step B | | \$11,396.51 /Month | | \$75.98 /Hour | | | |
| | Total Benefits | \$5,994.32 | 52.60% | \$115.94 | \$159.71 | \$21.19 | \$296.84 |
| | | Annual Salary + Benefits | | <u>\$208,690.01</u> | | | |
| Step C | | \$11,966.34 /Month | | \$79.78 /Hour | | | |
| | Total Benefits | \$6,143.01 | 51.34% | \$120.73 | \$166.30 | \$22.07 | \$309.10 |
| | | Annual Salary + Benefits | | <u>\$217,312.20</u> | | | |
| Step D | | \$12,564.65 /Month | | \$83.76 /Hour | | | |
| | Total Benefits | \$6,299.14 | 50.13% | \$125.76 | \$173.23 | \$22.99 | \$321.98 |
| | | Annual Salary + Benefits | | <u>\$226,365.50</u> | | | |
| Step E | | \$13,192.89 /Month | | \$87.95 /Hour | | | |
| | Total Benefits | \$6,463.07 | 48.99% | \$131.04 | \$180.51 | \$23.95 | \$335.50 |
| | | Annual Salary + Benefits | | <u>\$235,871.46</u> | | | |



Project Manager/Economic Development
Department: Community Development

| Step A | | \$9,842.71 /Month | | \$65.62 /Hour | | | |
|-----------------------|-------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|--------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,821.89 | | | Non-Sworn Professionals / Supervisors | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 119.79 | | | | | |
| 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 | 306.85 | | | | | |
| Workers Comp. | 0.049170 | 483.97 | | | 137.75% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 142.72 | | | | | |
| Total Benefits | | \$5,568.65 | 56.58% | \$102.74 | \$141.53 | \$18.78 | \$263.05 |
| | | Annual Salary + Benefits | | \$184,936.40 | | | |
| Step B | | \$10,334.85 /Month | | \$68.90 /Hour | | | |
| Total Benefits | | \$5,697.07 | 55.12% | \$106.88 | \$147.23 | \$19.54 | \$273.65 |
| | | Annual Salary + Benefits | | \$192,383.05 | | | |
| Step C | | \$10,851.59 /Month | | \$72.34 /Hour | | | |
| Total Benefits | | \$5,831.91 | 53.74% | \$111.22 | \$153.21 | \$20.33 | \$284.76 |
| | | Annual Salary + Benefits | | \$200,202.02 | | | |
| Step D | | \$11,394.17 /Month | | \$75.96 /Hour | | | |
| Total Benefits | | \$5,973.49 | 52.43% | \$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 | 51.17% | \$120.57 | \$166.09 | \$22.04 | \$308.70 |
| | | Annual Salary + Benefits | | \$217,032.37 | | | |



Project Services Specialist
Department: Finance and Information Systems

| Step A | | \$7,457.45 /Month | | \$49.72 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,380.37 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 366.68 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 108.13 | | | | | |
| | | | | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,633.03 | 62.13% | \$80.60 | \$25.82 | \$14.73 | \$121.15 |
| | | Annual Salary + Benefits | | <u>\$145,085.80</u> | | | |

| Step B | | \$7,830.33 /Month | | \$52.20 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,730.33 | 60.41% | \$83.74 | \$26.82 | \$15.31 | \$125.87 |
| | | Annual Salary + Benefits | | <u>\$150,727.84</u> | | | |

| Step C | | \$8,221.84 /Month | | \$54.81 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,832.49 | 58.78% | \$87.03 | \$27.88 | \$15.91 | \$130.82 |
| | | Annual Salary + Benefits | | <u>\$156,651.98</u> | | | |

| Step D | | \$8,632.93 /Month | | \$57.55 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,939.76 | 57.22% | \$90.48 | \$28.98 | \$16.54 | \$136.00 |
| | | Annual Salary + Benefits | | <u>\$162,872.33</u> | | | |

| Step E | | \$9,064.58 /Month | | \$60.43 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,052.39 | 55.74% | \$94.11 | \$30.14 | \$17.20 | \$141.45 |
| | | Annual Salary + Benefits | | <u>\$169,403.69</u> | | | |



Project Services Specialist
Department: Public Works

| Step A | | \$7,457.45 /Month | | \$49.72 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,380.37 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 366.68 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 108.13 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,633.03 | 62.13% | \$80.60 | \$118.84 | \$14.73 | \$214.17 |
| | | Annual Salary + Benefits | | <u>\$145,085.80</u> | | | |
| Step B | | \$7,830.33 /Month | | \$52.20 /Hour | | | |
| | Total Benefits | \$4,730.33 | 60.41% | \$83.74 | \$123.46 | \$15.31 | \$222.51 |
| | | Annual Salary + Benefits | | <u>\$150,727.84</u> | | | |
| Step C | | \$8,221.84 /Month | | \$54.81 /Hour | | | |
| | Total Benefits | \$4,832.49 | 58.78% | \$87.03 | \$128.32 | \$15.91 | \$231.26 |
| | | Annual Salary + Benefits | | <u>\$156,651.98</u> | | | |
| Step D | | \$8,632.93 /Month | | \$57.55 /Hour | | | |
| | Total Benefits | \$4,939.76 | 57.22% | \$90.48 | \$133.41 | \$16.54 | \$240.43 |
| | | Annual Salary + Benefits | | <u>\$162,872.33</u> | | | |
| Step E | | \$9,064.58 /Month | | \$60.43 /Hour | | | |
| | Total Benefits | \$5,052.39 | 55.74% | \$94.11 | \$138.76 | \$17.20 | \$250.07 |
| | | Annual Salary + Benefits | | <u>\$169,403.69</u> | | | |



Purchasing Assistant
Department: Public Works

| Step A | | \$6,411.61 /Month | | \$42.74 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,186.79 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 78.03 | | | | | |
| 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 | 315.26 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 92.97 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,334.52 | 67.60% | \$71.64 | \$105.63 | \$13.10 | \$190.37 |
| | | Annual Salary + Benefits | | <u>\$128,953.57</u> | | | |

| Step B | | \$6,732.19 /Month | | \$44.88 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,418.18 | 65.63% | \$74.34 | \$109.60 | \$13.59 | \$197.53 |
| | | Annual Salary + Benefits | | <u>\$133,804.36</u> | | | |

| Step C | | \$7,068.80 /Month | | \$47.13 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,506.01 | 63.75% | \$77.17 | \$113.77 | \$14.11 | \$205.05 |
| | | Annual Salary + Benefits | | <u>\$138,897.69</u> | | | |

| Step D | | \$7,422.24 /Month | | \$49.48 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,598.24 | 61.95% | \$80.14 | \$118.15 | \$14.65 | \$212.94 |
| | | Annual Salary + Benefits | | <u>\$144,245.68</u> | | | |

| Step E | | \$7,793.35 /Month | | \$51.96 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,695.08 | 60.24% | \$83.26 | \$122.75 | \$15.22 | \$221.23 |
| | | Annual Salary + Benefits | | <u>\$149,861.08</u> | | | |



Records Supervisor
Department: Police

| Step A | | \$6,687.66 /Month | | \$44.58 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,237.89 | | | Office Employee Records | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 328.83 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 96.97 | | | | | |
| | | | | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,428.95 | 66.23% | \$74.11 | \$29.41 | \$13.55 | \$117.07 |
| | | Annual Salary + Benefits | | <u>\$133,399.33</u> | | | |

| Step B | | \$7,022.05 /Month | | \$46.81 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,516.20 | 64.31% | \$76.92 | \$30.53 | \$14.06 | \$121.51 |
| | | Annual Salary + Benefits | | <u>\$138,458.98</u> | | | |

| Step C | | \$7,373.15 /Month | | \$49.15 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,607.82 | 62.49% | \$79.87 | \$31.70 | \$14.60 | \$126.17 |
| | | Annual Salary + Benefits | | <u>\$143,771.61</u> | | | |

| Step D | | \$7,741.81 /Month | | \$51.61 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,704.01 | 60.76% | \$82.97 | \$32.93 | \$15.17 | \$131.07 |
| | | Annual Salary + Benefits | | <u>\$149,349.87</u> | | | |

| 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 | | <u>\$155,207.04</u> | | | |



Recreation Coordinator
Department: Parks and Recreation

| Step A | | \$6,350.25 /Month | | \$42.34 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>98.29% Department Overhead</u> | <u>18.28% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,175.43 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 77.28 | | | | | |
| Life Insurance | 0.000232 | 26.52 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 312.24 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 92.08 | | | | | |
| | Total Benefits | \$4,339.49 | 68.34% | \$71.26 | \$70.05 | \$13.03 | \$154.34 |
| | | Annual Salary + Benefits | | <u>\$128,276.92</u> | | | |
| Step B | | \$6,667.76 /Month | | \$44.45 /Hour | | | |
| | Total Benefits | \$4,422.34 | 66.32% | \$73.93 | \$72.67 | \$13.52 | \$160.12 |
| | | Annual Salary + Benefits | | <u>\$133,081.29</u> | | | |
| Step C | | \$7,001.15 /Month | | \$46.67 /Hour | | | |
| | Total Benefits | \$4,509.34 | 64.41% | \$76.74 | \$75.42 | \$14.03 | \$166.19 |
| | | Annual Salary + Benefits | | <u>\$138,125.88</u> | | | |
| Step D | | \$7,351.21 /Month | | \$49.01 /Hour | | | |
| | Total Benefits | \$4,600.68 | 62.58% | \$79.68 | \$78.32 | \$14.57 | \$172.57 |
| | | Annual Salary + Benefits | | <u>\$143,422.70</u> | | | |
| Step E | | \$7,718.77 /Month | | \$51.46 /Hour | | | |
| | Total Benefits | \$4,696.59 | 60.85% | \$82.77 | \$81.35 | \$15.13 | \$179.25 |
| | | Annual Salary + Benefits | | <u>\$148,984.36</u> | | | |



Regulatory Compliance Supervisor
Department: Public Works

| Step A | | \$8,561.61 /Month | | \$57.08 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,584.75 | | | Non-Sworn Professionals / Supervisors | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 124.14 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,206.99 | 60.82% | \$91.79 | \$135.34 | \$16.78 | \$243.91 |
| | | Annual Salary + Benefits | | <u>\$165,223.16</u> | | | |

| Step B | | \$8,989.69 /Month | | \$59.93 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$5,318.69 | 59.16% | \$95.39 | \$140.64 | \$17.44 | \$253.47 |
| | | Annual Salary + Benefits | | <u>\$171,700.56</u> | | | |

| Step C | | \$9,439.17 /Month | | \$62.93 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$5,435.98 | 57.59% | \$99.17 | \$146.21 | \$18.13 | \$263.51 |
| | | Annual Salary + Benefits | | <u>\$178,501.83</u> | | | |

| Step D | | \$9,911.13 /Month | | \$66.07 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$5,559.14 | 56.09% | \$103.14 | \$152.06 | \$18.85 | \$274.05 |
| | | Annual Salary + Benefits | | <u>\$185,643.17</u> | | | |

| Step E | | \$10,406.69 /Month | | \$69.38 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$5,688.45 | 54.66% | \$107.30 | \$158.20 | \$19.61 | \$285.11 |
| | | Annual Salary + Benefits | | <u>\$193,141.57</u> | | | |



Right-of-Way Specialist
Department: Public Works

| Step A | | \$7,732.23 /Month | | \$51.55 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,431.24 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 94.10 | | | | | |
| Life Insurance | 0.000232 | 32.29 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 380.19 | | | 147.44% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 112.12 | | | | | |
| | Total Benefits | \$4,705.88 | 60.86% | \$82.92 | \$122.26 | \$15.16 | \$220.34 |
| | | Annual Salary + Benefits | | <u>\$149,257.34</u> | | | |
| Step B | | \$8,118.84 /Month | | \$54.13 /Hour | | | |
| | Total Benefits | \$4,806.76 | 59.20% | \$86.17 | \$127.05 | \$15.75 | \$228.97 |
| | | Annual Salary + Benefits | | <u>\$155,107.27</u> | | | |
| Step C | | \$8,524.79 /Month | | \$56.83 /Hour | | | |
| | Total Benefits | \$4,912.69 | 57.63% | \$89.58 | \$132.08 | \$16.38 | \$238.04 |
| | | Annual Salary + Benefits | | <u>\$161,249.70</u> | | | |
| Step D | | \$8,951.03 /Month | | \$59.67 /Hour | | | |
| | Total Benefits | \$5,023.91 | 56.13% | \$93.17 | \$137.36 | \$17.03 | \$247.56 |
| | | Annual Salary + Benefits | | <u>\$167,699.24</u> | | | |
| Step E | | \$9,398.58 /Month | | \$62.66 /Hour | | | |
| | Total Benefits | \$5,140.69 | 54.70% | \$96.93 | \$142.91 | \$17.72 | \$257.56 |
| | | Annual Salary + Benefits | | <u>\$174,471.27</u> | | | |



Safety/Special Projects Coordinator
Department: Human Resources

| Step A | | \$7,126.10 /Month | | \$47.51 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,319.04 | | | | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 350.39 | | | 39.88% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 103.33 | | | | | |
| Total Benefits | | \$4,545.18 | 63.78% | \$77.81 | \$31.03 | \$14.22 | \$123.06 |
| Annual Salary + Benefits | | | | <u>\$140,055.40</u> | | | |
| Step B | | \$7,482.41 /Month | | \$49.88 /Hour | | | |
| Total Benefits | | \$4,638.16 | 61.99% | \$80.80 | \$32.22 | \$14.77 | \$127.79 |
| Annual Salary + Benefits | | | | <u>\$145,446.75</u> | | | |
| Step C | | \$7,856.53 /Month | | \$52.38 /Hour | | | |
| Total Benefits | | \$4,735.78 | 60.28% | \$83.95 | \$33.48 | \$15.35 | \$132.78 |
| Annual Salary + Benefits | | | | <u>\$151,107.67</u> | | | |
| Step D | | \$8,249.35 /Month | | \$55.00 /Hour | | | |
| Total Benefits | | \$4,838.28 | 58.65% | \$87.25 | \$34.80 | \$15.95 | \$138.00 |
| Annual Salary + Benefits | | | | <u>\$157,051.64</u> | | | |
| Step E | | \$8,661.82 /Month | | \$57.75 /Hour | | | |
| Total Benefits | | \$4,945.91 | 57.10% | \$90.72 | \$36.18 | \$16.58 | \$143.48 |
| Annual Salary + Benefits | | | | <u>\$163,292.80</u> | | | |



Senior Accountant
Department: Finance and Information Systems

| Step A | | \$8,535.57 /Month | | \$56.90 /Hour | | | | |
|----------------------|-------------------|---------------------------------|---------------------------------------|---|---|------------------------------|-----------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | | |
| PERS - Employer | 0.185100 | 1,579.93 | Non-Sworn Professionals / Supervisors | | | | | |
| Management Incentive | | 0.00 | | | | | | |
| 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 | | 0.00 | | | | | | |
| Uniform Allowance | | 0.00 | | | | | | |
| Standby | | 0.00 | | | | | | |
| Retiree Medical | | 779.00 | | | | | | |
| Deferred Comp. | 2% + \$110 | 280.71 | | | | | | |
| Workers Comp. | 0.049170 | 419.69 | | | | | | |
| Vision Insurance | | 32.95 | | | | | | |
| Medicare | 0.014500 | 123.77 | Hourly Rate & Benefits | 32.03% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | | |
| Total Benefits | | \$5,199.57 | 60.92% | \$91.57 | \$29.33 | \$16.74 | \$137.64 | |
| | | Annual Salary + Benefits | | <u>\$164,821.66</u> | | | | |
| Step B | | \$8,962.35 /Month | | \$59.75 /Hour | | | | |
| | | Total Benefits | \$5,310.93 | 59.26% | \$95.16 | \$30.48 | \$17.39 | \$143.03 |
| | | Annual Salary + Benefits | | <u>\$171,279.36</u> | | | | |
| Step C | | \$9,410.47 /Month | | \$62.74 /Hour | | | | |
| | | Total Benefits | \$5,427.86 | 57.68% | \$98.92 | \$31.68 | \$18.08 | \$148.68 |
| | | Annual Salary + Benefits | | <u>\$178,059.95</u> | | | | |
| Step D | | \$9,880.99 /Month | | \$65.87 /Hour | | | | |
| | | Total Benefits | \$5,550.64 | 56.17% | \$102.88 | \$32.95 | \$18.81 | \$154.64 |
| | | Annual Salary + Benefits | | <u>\$185,179.57</u> | | | | |
| Step E | | \$10,375.04 /Month | | \$69.17 /Hour | | | | |
| | | Total Benefits | \$5,679.56 | 54.74% | \$107.03 | \$34.28 | \$19.57 | \$160.88 |
| | | Annual Salary + Benefits | | <u>\$192,655.17</u> | | | | |



Senior Analyst
Department: City Manager

| Step A | | \$9,844.74 /Month | | \$65.63 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,822.26 | | | Non-Sworn Professionals / Supervisors | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 142.75 | | | | | |
| | | | | Hourly Rate & Benefits | 52.40% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,569.22 | 56.57% | \$102.76 | \$53.85 | \$18.78 | \$175.39 |
| | | Annual Salary + Benefits | | \$184,967.46 | | | |
| Step B | | \$10,336.97 /Month | | \$68.91 /Hour | | | |
| | Total Benefits | \$5,697.66 | 55.12% | \$106.90 | \$56.01 | \$19.54 | \$182.45 |
| | | Annual Salary + Benefits | | \$192,415.63 | | | |
| Step C | | \$10,853.82 /Month | | \$72.36 /Hour | | | |
| | Total Benefits | \$5,832.53 | 53.74% | \$111.24 | \$58.29 | \$20.34 | \$189.87 |
| | | Annual Salary + Benefits | | \$200,236.22 | | | |
| Step D | | \$11,396.51 /Month | | \$75.98 /Hour | | | |
| | Total Benefits | \$5,974.14 | 52.42% | \$115.80 | \$60.68 | \$21.17 | \$197.65 |
| | | Annual Salary + Benefits | | \$208,447.83 | | | |
| Step E | | \$11,966.34 /Month | | \$79.78 /Hour | | | |
| | Total Benefits | \$6,122.83 | 51.17% | \$120.59 | \$63.19 | \$22.04 | \$205.82 |
| | | Annual Salary + Benefits | | \$217,070.02 | | | |



Senior Analyst
Department: Community Development

| Step A | | \$9,844.74 /Month | | \$65.63 /Hour | | | |
|---------------------------------|-------------------|---------------------------|--------|---------------------------------------|--------------------------------|------------------------------|------------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,822.26 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 142.75 | | | | | |
| | | | | | 137.75% | 18.28% | |
| Total Benefits | | \$5,569.22 | 56.57% | \$102.76 | \$141.55 | \$18.78 | \$263.09 |
| Annual Salary + Benefits | | | | <u>\$184,967.46</u> | | | |
| Step B | | \$10,336.97 /Month | | \$68.91 /Hour | | | |
| Total Benefits | | \$5,697.66 | 55.12% | \$106.90 | \$147.25 | \$19.54 | \$273.69 |
| Annual Salary + Benefits | | | | <u>\$192,415.63</u> | | | |
| Step C | | \$10,853.82 /Month | | \$72.36 /Hour | | | |
| Total Benefits | | \$5,832.53 | 53.74% | \$111.24 | \$153.24 | \$20.34 | \$284.82 |
| Annual Salary + Benefits | | | | <u>\$200,236.22</u> | | | |
| Step D | | \$11,396.51 /Month | | \$75.98 /Hour | | | |
| Total Benefits | | \$5,974.14 | 52.42% | \$115.80 | \$159.52 | \$21.17 | \$296.49 |
| Annual Salary + Benefits | | | | <u>\$208,447.83</u> | | | |
| Step E | | \$11,966.34 /Month | | \$79.78 /Hour | | | |
| Total Benefits | | \$6,122.83 | 51.17% | \$120.59 | \$166.12 | \$22.04 | \$308.75 |
| Annual Salary + Benefits | | | | <u>\$217,070.02</u> | | | |



Senior Analyst
Department: Public Works

| Step A | | \$9,844.74 /Month | | \$65.63 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,822.26 | | | Non-Sworn Professionals / Supervisors | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 142.75 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,569.22 | 56.57% | \$102.76 | \$151.51 | \$18.78 | \$273.05 |
| | | Annual Salary + Benefits | | <u>\$184,967.46</u> | | | |
| Step B | | \$10,336.97 /Month | | \$68.91 /Hour | | | |
| | Total Benefits | \$5,697.66 | 55.12% | \$106.90 | \$157.61 | \$19.54 | \$284.05 |
| | | Annual Salary + Benefits | | <u>\$192,415.63</u> | | | |
| Step C | | \$10,853.82 /Month | | \$72.36 /Hour | | | |
| | Total Benefits | \$5,832.53 | 53.74% | \$111.24 | \$164.02 | \$20.34 | \$295.60 |
| | | Annual Salary + Benefits | | <u>\$200,236.22</u> | | | |
| Step D | | \$11,396.51 /Month | | \$75.98 /Hour | | | |
| | Total Benefits | \$5,974.14 | 52.42% | \$115.80 | \$170.74 | \$21.17 | \$307.71 |
| | | Annual Salary + Benefits | | <u>\$208,447.83</u> | | | |
| Step E | | \$11,966.34 /Month | | \$79.78 /Hour | | | |
| | Total Benefits | \$6,122.83 | 51.17% | \$120.59 | \$177.80 | \$22.04 | \$320.43 |
| | | Annual Salary + Benefits | | <u>\$217,070.02</u> | | | |



Senior Associate Engineer
Department: Public Works

| Step A | | \$9,735.54 /Month | | \$64.90 /Hour | | | |
|----------------------|-----------------------|---------------------------|--------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,802.05 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | 2% + \$110 | 304.71 | | | | | |
| Workers Comp. | 0.049170 | 478.70 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 141.17 | | | | | |
| | | | | | 147.44% | 18.28% | |
| | | | | | Department | Citywide | Total Hourly |
| | | | | | Overhead | Overhead | Rate |
| | Total Benefits | \$5,538.54 | 56.89% | \$101.83 | \$150.13 | \$18.61 | \$270.57 |
| | | | | Annual Salary + Benefits | <u>\$183,289.05</u> | | |
| Step B | | \$10,222.32 /Month | | \$68.15 /Hour | | | |
| | Total Benefits | \$5,665.56 | 55.42% | \$105.92 | \$156.17 | \$19.36 | \$281.45 |
| | | | | Annual Salary + Benefits | <u>\$190,654.61</u> | | |
| Step C | | \$10,733.44 /Month | | \$71.56 /Hour | | | |
| | Total Benefits | \$5,798.93 | 54.03% | \$110.22 | \$162.50 | \$20.15 | \$292.87 |
| | | | | Annual Salary + Benefits | <u>\$198,388.45</u> | | |
| Step D | | \$11,270.11 /Month | | \$75.13 /Hour | | | |
| | Total Benefits | \$5,938.97 | 52.70% | \$114.73 | \$169.15 | \$20.97 | \$304.85 |
| | | | | Annual Salary + Benefits | <u>\$206,508.98</u> | | |
| Step E | | \$11,833.61 /Month | | \$78.89 /Hour | | | |
| | Total Benefits | \$6,086.01 | 51.43% | \$119.46 | \$176.14 | \$21.84 | \$317.44 |
| | | | | Annual Salary + Benefits | <u>\$215,035.54</u> | | |



Senior Building Inspector
Department: Community Development

| Step A | | \$8,588.90 /Month | | \$57.26 /Hour | | | |
|---------------------------------|-------------------|---------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,589.81 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 422.32 | | | 137.75% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 124.54 | | | | | |
| Total Benefits | | \$4,932.99 | 57.43% | \$90.15 | \$124.18 | \$16.48 | \$230.81 |
| Annual Salary + Benefits | | | | <u>\$162,262.75</u> | | | |
| Step B | | \$9,018.35 /Month | | \$60.12 /Hour | | | |
| Total Benefits | | \$5,045.05 | 55.94% | \$93.76 | \$129.15 | \$17.14 | \$240.05 |
| Annual Salary + Benefits | | | | <u>\$168,760.80</u> | | | |
| Step C | | \$9,469.26 /Month | | \$63.13 /Hour | | | |
| Total Benefits | | \$5,162.72 | 54.52% | \$97.55 | \$134.37 | \$17.83 | \$249.75 |
| Annual Salary + Benefits | | | | <u>\$175,583.76</u> | | | |
| Step D | | \$9,942.73 /Month | | \$66.28 /Hour | | | |
| Total Benefits | | \$5,286.26 | 53.17% | \$101.53 | \$139.85 | \$18.56 | \$259.94 |
| Annual Salary + Benefits | | | | <u>\$182,747.86</u> | | | |
| Step E | | \$10,439.86 /Month | | \$69.60 /Hour | | | |
| Total Benefits | | \$5,415.98 | 51.88% | \$105.71 | \$145.61 | \$19.32 | \$270.64 |
| Annual Salary + Benefits | | | | <u>\$190,270.17</u> | | | |



Senior Code Enforcement Officer
Department: Community Development

| Step A | | \$8,049.44 /Month | | \$53.66 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,489.95 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Medicare | 0.014500 | 116.72 | | | | | |
| | Total Benefits | \$4,789.98 | 59.51% | \$85.60 | \$117.91 | \$15.65 | \$219.16 |
| | | Annual Salary + Benefits | | <u>\$154,073.02</u> | | | |
| Step B | | \$8,451.91 /Month | | \$56.35 /Hour | | | |
| | Total Benefits | \$4,895.00 | 57.92% | \$88.98 | \$122.57 | \$16.27 | \$227.82 |
| | | Annual Salary + Benefits | | <u>\$160,162.94</u> | | | |
| Step C | | \$8,874.51 /Month | | \$59.16 /Hour | | | |
| | Total Benefits | \$5,005.27 | 56.40% | \$92.53 | \$127.46 | \$16.91 | \$236.90 |
| | | Annual Salary + Benefits | | <u>\$166,557.35</u> | | | |
| Step D | | \$9,318.24 /Month | | \$62.12 /Hour | | | |
| | Total Benefits | \$5,121.05 | 54.96% | \$96.26 | \$132.60 | \$17.60 | \$246.46 |
| | | Annual Salary + Benefits | | <u>\$173,271.49</u> | | | |
| Step E | | \$9,784.15 /Month | | \$65.23 /Hour | | | |
| | Total Benefits | \$5,242.63 | 53.58% | \$100.18 | \$138.00 | \$18.31 | \$256.49 |
| | | Annual Salary + Benefits | | <u>\$180,321.33</u> | | | |



Senior Collection System Worker
Department: Public Works

| Step A | | \$6,891.60 /Month | | \$45.94 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,275.64 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 83.87 | | | | | |
| 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 | 338.86 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 99.93 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,459.78 | 64.71% | \$75.68 | \$111.58 | \$13.83 | \$201.09 |
| | | Annual Salary + Benefits | | <u>\$136,216.56</u> | | | |
| Step B | | \$7,236.18 /Month | | \$48.24 /Hour | | | |
| | Total Benefits | \$4,549.69 | 62.87% | \$78.57 | \$115.85 | \$14.36 | \$208.78 |
| | | Annual Salary + Benefits | | <u>\$141,430.50</u> | | | |
| Step C | | \$7,597.99 /Month | | \$50.65 /Hour | | | |
| | Total Benefits | \$4,644.10 | 61.12% | \$81.61 | \$120.33 | \$14.92 | \$216.86 |
| | | Annual Salary + Benefits | | <u>\$146,905.13</u> | | | |
| Step D | | \$7,977.89 /Month | | \$53.19 /Hour | | | |
| | Total Benefits | \$4,743.23 | 59.45% | \$84.81 | \$125.04 | \$15.50 | \$225.35 |
| | | Annual Salary + Benefits | | <u>\$152,653.50</u> | | | |
| Step E | | \$8,376.79 /Month | | \$55.85 /Hour | | | |
| | Total Benefits | \$4,847.32 | 57.87% | \$88.16 | \$129.98 | \$16.12 | \$234.26 |
| | | Annual Salary + Benefits | | <u>\$158,689.29</u> | | | |



Senior Construction Inspector
Department: Public Works

| Step A | | \$8,588.90 /Month | | \$57.26 /Hour | | | |
|---------------------------------|-------------------|---------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,589.81 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 422.32 | | | 147.44% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 124.54 | | | | | |
| Total Benefits | | \$4,932.99 | 57.43% | \$90.15 | \$132.91 | \$16.48 | \$239.54 |
| Annual Salary + Benefits | | | | <u>\$162,262.75</u> | | | |
| Step B | | \$9,018.35 /Month | | \$60.12 /Hour | | | |
| Total Benefits | | \$5,045.05 | 55.94% | \$93.76 | \$138.23 | \$17.14 | \$249.13 |
| Annual Salary + Benefits | | | | <u>\$168,760.80</u> | | | |
| Step C | | \$9,469.26 /Month | | \$63.13 /Hour | | | |
| Total Benefits | | \$5,162.72 | 54.52% | \$97.55 | \$143.82 | \$17.83 | \$259.20 |
| Annual Salary + Benefits | | | | <u>\$175,583.76</u> | | | |
| Step D | | \$9,942.73 /Month | | \$66.28 /Hour | | | |
| Total Benefits | | \$5,286.26 | 53.17% | \$101.53 | \$149.69 | \$18.56 | \$269.78 |
| Annual Salary + Benefits | | | | <u>\$182,747.86</u> | | | |
| Step E | | \$10,439.86 /Month | | \$69.60 /Hour | | | |
| Total Benefits | | \$5,415.98 | 51.88% | \$105.71 | \$155.85 | \$19.32 | \$280.88 |
| Annual Salary + Benefits | | | | <u>\$190,270.17</u> | | | |



Senior Engineer
Department: Public Works

| Step A | | \$10,699.48 /Month | | \$71.33 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|---------------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employer | 0.185100 | 1,980.47 | | Non-Sworn Professionals / Supervisors | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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 | | 779.00 | | | | | |
| Deferred Comp. | 2% + \$110 | 323.99 | | | | | |
| Workers Comp. | 0.049170 | 526.09 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 155.14 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,809.35 | 54.30% | \$110.06 | \$162.27 | \$20.12 | \$292.45 |
| | | Annual Salary + Benefits | | <u>\$198,106.00</u> | | | |
| Step B | | \$11,234.46 /Month | | \$74.90 /Hour | | | |
| | Total Benefits | \$5,948.95 | 52.95% | \$114.56 | \$168.90 | \$20.94 | \$304.40 |
| | | Annual Salary + Benefits | | <u>\$206,200.85</u> | | | |
| Step C | | \$11,796.18 /Month | | \$78.64 /Hour | | | |
| | Total Benefits | \$6,095.52 | 51.67% | \$119.28 | \$175.86 | \$21.80 | \$316.94 |
| | | Annual Salary + Benefits | | <u>\$214,700.43</u> | | | |
| Step D | | \$12,385.99 /Month | | \$82.57 /Hour | | | |
| | Total Benefits | \$6,249.43 | 50.46% | \$124.24 | \$183.17 | \$22.71 | \$330.12 |
| | | Annual Salary + Benefits | | <u>\$223,624.99</u> | | | |
| Step E | | \$13,005.29 /Month | | \$86.70 /Hour | | | |
| | Total Benefits | \$6,411.03 | 49.30% | \$129.44 | \$190.85 | \$23.66 | \$343.95 |
| | | Annual Salary + Benefits | | <u>\$232,995.79</u> | | | |



Senior Equipment Mechanic
Department: Public Works

| Step A | | \$7,077.71 /Month | | \$47.18 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,310.08 | | | Public Works - Maintenance | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 348.01 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 102.63 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,508.34 | 63.70% | \$77.24 | \$113.88 | \$14.12 | \$205.24 |
| | | Annual Salary + Benefits | | <u>\$139,032.53</u> | | | |
| Step B | | \$7,431.59 /Month | | \$49.54 /Hour | | | |
| | Total Benefits | \$4,600.68 | 61.91% | \$80.22 | \$118.27 | \$14.66 | \$213.15 |
| | | Annual Salary + Benefits | | <u>\$144,387.26</u> | | | |
| Step C | | \$7,803.17 /Month | | \$52.02 /Hour | | | |
| | Total Benefits | \$4,697.64 | 60.20% | \$83.34 | \$122.87 | \$15.23 | \$221.44 |
| | | Annual Salary + Benefits | | <u>\$150,009.74</u> | | | |
| Step D | | \$8,193.33 /Month | | \$54.62 /Hour | | | |
| | Total Benefits | \$4,799.45 | 58.58% | \$86.62 | \$127.71 | \$15.83 | \$230.16 |
| | | Annual Salary + Benefits | | <u>\$155,913.34</u> | | | |
| Step E | | \$8,603.00 /Month | | \$57.35 /Hour | | | |
| | Total Benefits | \$4,906.35 | 57.03% | \$90.06 | \$132.79 | \$16.46 | \$239.31 |
| | | Annual Salary + Benefits | | <u>\$162,112.12</u> | | | |



Senior Park/Maintenance Worker
Department: Parks and Recreation

| Step A | | \$6,119.85 /Month | | \$40.80 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,132.78 | | | Public Works - Maintenance | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 88.74 | | | | | |
| | | | | Hourly Rate & Benefits | 98.29% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,258.39 | 69.58% | \$69.19 | \$68.01 | \$12.65 | \$149.85 |
| | | Annual Salary + Benefits | | <u>\$124,538.97</u> | | | |

| Step B | | \$6,425.85 /Month | | \$42.84 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,338.24 | 67.51% | \$71.76 | \$70.53 | \$13.12 | \$155.41 |
| | | Annual Salary + Benefits | | <u>\$129,169.03</u> | | | |

| Step C | | \$6,747.14 /Month | | \$44.98 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,422.08 | 65.54% | \$74.46 | \$73.19 | \$13.61 | \$161.26 |
| | | Annual Salary + Benefits | | <u>\$134,030.59</u> | | | |

| Step D | | \$7,084.49 /Month | | \$47.23 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,510.11 | 63.66% | \$77.30 | \$75.98 | \$14.13 | \$167.41 |
| | | Annual Salary + Benefits | | <u>\$139,135.24</u> | | | |

| Step E | | \$7,438.72 /Month | | \$49.59 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,602.54 | 61.87% | \$80.28 | \$78.90 | \$14.67 | \$173.85 |
| | | Annual Salary + Benefits | | <u>\$144,495.11</u> | | | |



Senior Police Records Clerk
Department: Police

| Step A | | \$6,121.94 /Month | | \$40.81 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,140.88 | | | Office Employee Records | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 74.50 | | | | | |
| Life Insurance | 0.000232 | 25.57 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 41.67 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 303.06 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 89.37 | | | | | |
| | | | | Hourly Rate & Benefits | 39.69% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,331.00 | 70.75% | \$69.69 | \$27.66 | \$12.74 | \$110.09 |
| | | Annual Salary + Benefits | | <u>\$125,435.20</u> | | | |

| Step B | | \$6,428.04 /Month | | \$42.85 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,410.87 | 68.62% | \$72.26 | \$28.68 | \$13.21 | \$114.15 |
| | | Annual Salary + Benefits | | <u>\$130,066.95</u> | | | |

| Step C | | \$6,749.43 /Month | | \$45.00 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,494.73 | 66.59% | \$74.96 | \$29.75 | \$13.70 | \$118.41 |
| | | Annual Salary + Benefits | | <u>\$134,930.02</u> | | | |

| Step D | | \$7,086.91 /Month | | \$47.25 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,582.80 | 64.67% | \$77.80 | \$30.88 | \$14.22 | \$122.90 |
| | | Annual Salary + Benefits | | <u>\$140,036.50</u> | | | |

| Step E | | \$7,441.26 /Month | | \$49.61 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,675.26 | 62.83% | \$80.78 | \$32.06 | \$14.77 | \$127.61 |
| | | Annual Salary + Benefits | | <u>\$145,398.21</u> | | | |



Senior Solid Waste Equipment Operator
Department: Public Works

| Step A | | \$6,742.67 /Month | | \$44.95 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,248.07 | | | | | |
| 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 | | | | | |
| Medicare | 0.014500 | 97.77 | | | | | |
| Total Benefits | | \$4,420.91 | 65.57% | \$74.42 | \$109.73 | \$13.60 | \$197.75 |
| Annual Salary + Benefits | | | | <u>\$133,962.99</u> | | | |
| Step B | | \$7,079.80 /Month | | \$47.20 /Hour | | | |
| Total Benefits | | \$4,508.88 | 63.69% | \$77.26 | \$113.91 | \$14.12 | \$205.29 |
| Annual Salary + Benefits | | | | <u>\$139,064.25</u> | | | |
| Step C | | \$7,433.79 /Month | | \$49.56 /Hour | | | |
| Total Benefits | | \$4,601.25 | 61.90% | \$80.23 | \$118.30 | \$14.67 | \$213.20 |
| Annual Salary + Benefits | | | | <u>\$144,420.57</u> | | | |
| Step D | | \$7,805.48 /Month | | \$52.04 /Hour | | | |
| Total Benefits | | \$4,698.24 | 60.19% | \$83.36 | \$122.90 | \$15.24 | \$221.50 |
| Annual Salary + Benefits | | | | <u>\$150,044.71</u> | | | |
| Step E | | \$8,195.76 /Month | | \$54.64 /Hour | | | |
| Total Benefits | | \$4,800.08 | 58.57% | \$86.64 | \$127.74 | \$15.84 | \$230.22 |
| Annual Salary + Benefits | | | | <u>\$155,950.06</u> | | | |



Senior Street Maintenance Worker
Department: Public Works

| Step A | | \$6,379.28 /Month | | \$42.53 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,180.80 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 77.64 | | | | | |
| 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 | 313.67 | | | 147.44% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 92.50 | | | | | |
| Total Benefits | | \$4,326.09 | 67.81% | \$71.37 | \$105.23 | \$13.05 | \$189.65 |
| Annual Salary + Benefits | | | | <u>\$128,464.36</u> | | | |
| Step B | | \$6,698.24 /Month | | \$44.65 /Hour | | | |
| Total Benefits | | \$4,409.32 | 65.83% | \$74.05 | \$109.18 | \$13.54 | \$196.77 |
| Annual Salary + Benefits | | | | <u>\$133,290.69</u> | | | |
| Step C | | \$7,033.15 /Month | | \$46.89 /Hour | | | |
| Total Benefits | | \$4,496.71 | 63.94% | \$76.87 | \$113.33 | \$14.05 | \$204.25 |
| Annual Salary + Benefits | | | | <u>\$138,358.34</u> | | | |
| Step D | | \$7,384.81 /Month | | \$49.23 /Hour | | | |
| Total Benefits | | \$4,588.47 | 62.13% | \$79.82 | \$117.69 | \$14.59 | \$212.10 |
| Annual Salary + Benefits | | | | <u>\$143,679.37</u> | | | |
| Step E | | \$7,754.05 /Month | | \$51.69 /Hour | | | |
| Total Benefits | | \$4,684.82 | 60.42% | \$82.93 | \$122.27 | \$15.16 | \$220.36 |
| Annual Salary + Benefits | | | | <u>\$149,266.45</u> | | | |



Senior Technician
Department: City Manager

| Step A | | \$7,027.10 /Month | | \$46.85 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,300.72 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 85.52 | | | | | |
| Life Insurance | 0.000232 | 29.35 | | | | | |
| Holiday Pay | | 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 | | | | | |
| Medicare | 0.014500 | 101.89 | | | | | |
| | Total Benefits | \$4,518.94 | 64.31% | \$76.97 | \$40.33 | \$14.07 | \$131.37 |
| | | Annual Salary + Benefits | | <u>\$138,552.42</u> | | | |
| Step B | | \$7,378.45 /Month | | \$49.19 /Hour | | | |
| | Total Benefits | \$4,610.62 | 62.49% | \$79.93 | \$41.88 | \$14.61 | \$136.42 |
| | | Annual Salary + Benefits | | <u>\$143,868.87</u> | | | |
| Step C | | \$7,747.38 /Month | | \$51.65 /Hour | | | |
| | Total Benefits | \$4,706.89 | 60.75% | \$83.03 | \$43.51 | \$15.18 | \$141.72 |
| | | Annual Salary + Benefits | | <u>\$149,451.14</u> | | | |
| Step D | | \$8,134.75 /Month | | \$54.23 /Hour | | | |
| | Total Benefits | \$4,807.97 | 59.10% | \$86.28 | \$45.21 | \$15.77 | \$147.26 |
| | | Annual Salary + Benefits | | <u>\$155,312.53</u> | | | |
| Step E | | \$8,541.48 /Month | | \$56.94 /Hour | | | |
| | Total Benefits | \$4,914.10 | 57.53% | \$89.70 | \$47.00 | \$16.40 | \$153.10 |
| | | Annual Salary + Benefits | | <u>\$161,466.98</u> | | | |



Senior Technician
Department: Community Development

| Step A | | \$7,027.10 /Month | | \$46.85 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,300.72 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 85.52 | | | | | |
| Life Insurance | 0.000232 | 29.35 | | | | | |
| Holiday Pay | | 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 | | 32.95 | | | | | |
| Medicare | 0.014500 | 101.89 | | | | | |
| | Total Benefits | \$4,518.94 | 64.31% | \$76.97 | \$106.03 | \$14.07 | \$197.07 |
| | | Annual Salary + Benefits | | <u>\$138,552.42</u> | | | |
| Step B | | \$7,378.45 /Month | | \$49.19 /Hour | | | |
| | Total Benefits | \$4,610.62 | 62.49% | \$79.93 | \$110.10 | \$14.61 | \$204.64 |
| | | Annual Salary + Benefits | | <u>\$143,868.87</u> | | | |
| Step C | | \$7,747.38 /Month | | \$51.65 /Hour | | | |
| | Total Benefits | \$4,706.89 | 60.75% | \$83.03 | \$114.37 | \$15.18 | \$212.58 |
| | | Annual Salary + Benefits | | <u>\$149,451.14</u> | | | |
| Step D | | \$8,134.75 /Month | | \$54.23 /Hour | | | |
| | Total Benefits | \$4,807.97 | 59.10% | \$86.28 | \$118.86 | \$15.77 | \$220.91 |
| | | Annual Salary + Benefits | | <u>\$155,312.53</u> | | | |
| Step E | | \$8,541.48 /Month | | \$56.94 /Hour | | | |
| | Total Benefits | \$4,914.10 | 57.53% | \$89.70 | \$123.57 | \$16.40 | \$229.67 |
| | | Annual Salary + Benefits | | <u>\$161,466.98</u> | | | |



Senior Water Distribution Worker
Department: Public Works

| Step A | | \$7,243.63 /Month | | \$48.29 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,340.80 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 356.17 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 105.03 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,551.63 | 62.84% | \$78.64 | \$115.94 | \$14.37 | \$208.95 |
| | | Annual Salary + Benefits | | <u>\$141,543.18</u> | | | |

| Step B | | \$7,605.81 /Month | | \$50.71 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,646.14 | 61.09% | \$81.68 | \$120.43 | \$14.93 | \$217.04 |
| | | Annual Salary + Benefits | | <u>\$147,023.45</u> | | | |

| Step C | | \$7,986.10 /Month | | \$53.24 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,745.37 | 59.42% | \$84.88 | \$125.14 | \$15.52 | \$225.54 |
| | | Annual Salary + Benefits | | <u>\$152,777.73</u> | | | |

| Step D | | \$8,385.41 /Month | | \$55.90 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,849.57 | 57.83% | \$88.23 | \$130.09 | \$16.13 | \$234.45 |
| | | Annual Salary + Benefits | | <u>\$158,819.73</u> | | | |

| Step E | | \$8,804.68 /Month | | \$58.70 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,958.97 | 56.32% | \$91.76 | \$135.29 | \$16.77 | \$243.82 |
| | | Annual Salary + Benefits | | <u>\$165,163.83</u> | | | |



Senior Water Service Worker
Department: Public Works

| Step A | | \$6,563.95 /Month | | \$43.76 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,214.99 | | | Public Works - Maintenance | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 322.75 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 95.18 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,374.28 | 66.64% | \$72.92 | \$107.52 | \$13.33 | \$193.77 |
| | | Annual Salary + Benefits | | <u>\$131,258.70</u> | | | |

| Step B | | \$6,892.15 /Month | | \$45.95 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,459.92 | 64.71% | \$75.68 | \$111.58 | \$13.83 | \$201.09 |
| | | Annual Salary + Benefits | | <u>\$136,224.75</u> | | | |

| Step C | | \$7,236.75 /Month | | \$48.25 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,549.84 | 62.87% | \$78.58 | \$115.85 | \$14.36 | \$208.79 |
| | | Annual Salary + Benefits | | <u>\$141,439.10</u> | | | |

| Step D | | \$7,598.59 /Month | | \$50.66 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,644.26 | 61.12% | \$81.62 | \$120.34 | \$14.92 | \$216.88 |
| | | Annual Salary + Benefits | | <u>\$146,914.17</u> | | | |

| Step E | | \$7,978.52 /Month | | \$53.19 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,743.40 | 59.45% | \$84.81 | \$125.05 | \$15.50 | \$225.36 |
| | | Annual Salary + Benefits | | <u>\$152,662.99</u> | | | |



Solid Waste Equipment Operator I
Department: Public Works

| Step A | | \$5,547.21 /Month | | \$36.98 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,026.79 | | Public Works - Maintenance | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 67.51 | | | | | |
| 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 | 272.76 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 80.43 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,108.97 | 74.07% | \$64.37 | \$94.91 | \$11.77 | \$171.05 |
| | | Annual Salary + Benefits | | <u>\$115,874.17</u> | | | |
| Step B | | \$5,824.57 /Month | | \$38.83 /Hour | | | |
| | Total Benefits | \$4,181.34 | 71.79% | \$66.71 | \$98.35 | \$12.19 | \$177.25 |
| | | Annual Salary + Benefits | | <u>\$120,070.99</u> | | | |
| Step C | | \$6,115.80 /Month | | \$40.77 /Hour | | | |
| | Total Benefits | \$4,257.34 | 69.61% | \$69.15 | \$101.96 | \$12.64 | \$183.75 |
| | | Annual Salary + Benefits | | <u>\$124,477.65</u> | | | |
| Step D | | \$6,421.59 /Month | | \$42.81 /Hour | | | |
| | Total Benefits | \$4,337.13 | 67.54% | \$71.72 | \$105.75 | \$13.11 | \$190.58 |
| | | Annual Salary + Benefits | | <u>\$129,104.64</u> | | | |
| Step E | | \$6,742.67 /Month | | \$44.95 /Hour | | | |
| | Total Benefits | \$4,420.91 | 65.57% | \$74.42 | \$109.73 | \$13.60 | \$197.75 |
| | | Annual Salary + Benefits | | <u>\$133,962.99</u> | | | |



Solid Waste Equipment Operator II
Department: Public Works

| Step A | | \$6,115.80 /Month | | \$40.77 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,132.03 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 74.43 | | | | | |
| 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 | 300.71 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 88.68 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,257.34 | 69.61% | \$69.15 | \$101.96 | \$12.64 | \$183.75 |
| | | Annual Salary + Benefits | | <u>\$124,477.65</u> | | | |

| Step B | | \$6,421.59 /Month | | \$42.81 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,337.13 | 67.54% | \$71.72 | \$105.75 | \$13.11 | \$190.58 |
| | | Annual Salary + Benefits | | <u>\$129,104.64</u> | | | |

| Step C | | \$6,742.67 /Month | | \$44.95 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,420.91 | 65.57% | \$74.42 | \$109.73 | \$13.60 | \$197.75 |
| | | Annual Salary + Benefits | | <u>\$133,962.99</u> | | | |

| Step D | | \$7,079.80 /Month | | \$47.20 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,508.88 | 63.69% | \$77.26 | \$113.91 | \$14.12 | \$205.29 |
| | | Annual Salary + Benefits | | <u>\$139,064.25</u> | | | |

| Step E | | \$7,433.79 /Month | | \$49.56 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,601.25 | 61.90% | \$80.23 | \$118.30 | \$14.67 | \$213.20 |
| | | Annual Salary + Benefits | | <u>\$144,420.57</u> | | | |



Solid Waste Manager
Department: Public Works

| Step A | | \$9,685.10 /Month | | \$64.57 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,792.71 | | Non-Sworn Managers / Confidential | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 140.43 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,621.22 | 58.04% | \$102.04 | \$150.45 | \$18.65 | \$271.14 |
| | | Annual Salary + Benefits | | <u>\$183,675.90</u> | | | |
| Step B | | \$10,169.36 /Month | | \$67.80 /Hour | | | |
| | Total Benefits | \$5,747.59 | 56.52% | \$106.11 | \$156.45 | \$19.40 | \$281.96 |
| | | Annual Salary + Benefits | | <u>\$191,003.30</u> | | | |
| Step C | | \$10,677.82 /Month | | \$71.19 /Hour | | | |
| | Total Benefits | \$5,880.26 | 55.07% | \$110.39 | \$162.75 | \$20.18 | \$293.32 |
| | | Annual Salary + Benefits | | <u>\$198,697.07</u> | | | |
| Step D | | \$11,211.72 /Month | | \$74.74 /Hour | | | |
| | Total Benefits | \$6,019.58 | 53.69% | \$114.88 | \$169.37 | \$21.00 | \$305.25 |
| | | Annual Salary + Benefits | | <u>\$206,775.53</u> | | | |
| Step E | | \$11,772.30 /Month | | \$78.48 /Hour | | | |
| | Total Benefits | \$6,165.86 | 52.38% | \$119.59 | \$176.32 | \$21.86 | \$317.77 |
| | | Annual Salary + Benefits | | <u>\$215,257.91</u> | | | |



Solid Waste Supervisor
Department: Public Works

| Step A | | \$8,072.60 /Month | | \$53.82 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|---------------------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,494.24 | | | Non-Sworn Professionals / Supervisors | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | | | | |
| Medicare | 0.014500 | 117.05 | | | | | |
| Total Benefits | | \$5,067.57 | 62.77% | \$87.60 | \$129.16 | \$16.01 | \$232.77 |
| Annual Salary + Benefits | | | | <u>\$157,682.04</u> | | | |
| Step B | | \$8,476.23 /Month | | \$56.51 /Hour | | | |
| Total Benefits | | \$5,172.89 | 61.03% | \$90.99 | \$134.16 | \$16.63 | \$241.78 |
| Annual Salary + Benefits | | | | <u>\$163,789.48</u> | | | |
| Step C | | \$8,900.04 /Month | | \$59.33 /Hour | | | |
| Total Benefits | | \$5,283.48 | 59.36% | \$94.56 | \$139.41 | \$17.28 | \$251.25 |
| Annual Salary + Benefits | | | | <u>\$170,202.29</u> | | | |
| Step D | | \$9,345.05 /Month | | \$62.30 /Hour | | | |
| Total Benefits | | \$5,399.60 | 57.78% | \$98.30 | \$144.93 | \$17.97 | \$261.20 |
| Annual Salary + Benefits | | | | <u>\$176,935.75</u> | | | |
| Step E | | \$9,812.30 /Month | | \$65.42 /Hour | | | |
| Total Benefits | | \$5,521.52 | 56.27% | \$102.23 | \$150.72 | \$18.69 | \$271.64 |
| Annual Salary + Benefits | | | | <u>\$184,005.87</u> | | | |



Street Maintenance Worker I
Department: Public Works

| Step A | | \$5,034.82 /Month | | \$33.57 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 931.94 | | | Public Works - Maintenance | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 73.00 | | | | | |
| | | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,975.27 | 78.96% | \$60.07 | \$88.56 | \$10.98 | \$159.61 |
| | Annual Salary + Benefits | | | \$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 + Benefits | | | \$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 + Benefits | | | \$115,929.79 | | | |
| Step D | | \$5,828.43 /Month | | \$38.86 /Hour | | | |
| | Total Benefits | \$4,182.35 | 71.76% | \$66.74 | \$98.40 | \$12.20 | \$177.34 |
| | Annual Salary + Benefits | | | \$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 + Benefits | | | \$124,538.97 | | | |



Street Maintenance Worker II
Department: Public Works

| Step A | | \$5,550.89 /Month | | \$37.01 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,027.47 | | | Public Works - Maintenance | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 80.49 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,109.93 | 74.04% | \$64.41 | \$94.96 | \$11.77 | \$171.14 |
| | | Annual Salary + Benefits | | <u>\$115,929.79</u> | | | |

| Step B | | \$5,828.43 /Month | | \$38.86 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,182.35 | 71.76% | \$66.74 | \$98.40 | \$12.20 | \$177.34 |
| | | Annual Salary + Benefits | | <u>\$120,129.39</u> | | | |

| 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 | | <u>\$124,538.97</u> | | | |

| Step D | | \$6,425.85 /Month | | \$42.84 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,338.24 | 67.51% | \$71.76 | \$105.80 | \$13.12 | \$190.68 |
| | | Annual Salary + Benefits | | <u>\$129,169.03</u> | | | |

| Step E | | \$6,747.14 /Month | | \$44.98 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,422.08 | 65.54% | \$74.46 | \$109.79 | \$13.61 | \$197.86 |
| | | Annual Salary + Benefits | | <u>\$134,030.59</u> | | | |



Street Sweeper Operator Department: Public Works

| Step A | | \$5,825.61 /Month | | \$38.84 /Hour | | | |
|----------------------|----------------|---------------------------------|--------|---------------------------------------|--|---|------------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employer | 0.185100 | 1,078.32 | | Public Works - Maintenance | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 84.47 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,181.61 | 71.78% | \$66.71 | \$98.36 | \$12.20 | \$177.27 |
| | | Annual Salary + Benefits | | <u>\$120,086.70</u> | | | |
| Step B | | \$6,116.89 /Month | | \$40.78 /Hour | | | |
| | Total Benefits | \$4,257.62 | 69.60% | \$69.16 | \$101.97 | \$12.64 | \$183.77 |
| | | Annual Salary + Benefits | | <u>\$124,494.14</u> | | | |
| Step C | | \$6,422.73 /Month | | \$42.82 /Hour | | | |
| | Total Benefits | \$4,337.43 | 67.53% | \$71.73 | \$105.77 | \$13.11 | \$190.61 |
| | | Annual Salary + Benefits | | <u>\$129,121.96</u> | | | |
| Step D | | \$6,743.87 /Month | | \$44.96 /Hour | | | |
| | Total Benefits | \$4,421.23 | 65.56% | \$74.43 | \$109.75 | \$13.61 | \$197.79 |
| | | Annual Salary + Benefits | | <u>\$133,981.17</u> | | | |
| Step E | | \$7,081.07 /Month | | \$47.21 /Hour | | | |
| | Total Benefits | \$4,509.21 | 63.68% | \$77.27 | \$113.92 | \$14.12 | \$205.31 |
| | | Annual Salary + Benefits | | <u>\$139,083.34</u> | | | |



Streets Manager

Department: Public Works

| Step A | | \$9,553.76 /Month | | \$63.69 /Hour | | | | |
|----------------------|-------------------|---------------------------------|---------------------------------------|--|---|------------------------------|-----------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | | |
| PERS - Employer | 0.185100 | 1,768.40 | Non-Sworn Managers / Confidential | | | | | |
| Management Incentive | | 0.00 | | | | | | |
| EAP | | 3.89 | | | | | | |
| Health Insurance | | 1,667.00 | | | | | | |
| Dental Insurance | | 173.10 | | | | | | |
| LTD & STD Insurance | 0.012170 | 116.27 | | | | | | |
| 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 | 396.61 | | | | | | |
| Workers Comp. | 0.049170 | 469.76 | | | | | | |
| Vision Insurance | | 32.95 | | | | | | |
| Medicare | 0.014500 | 138.53 | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | | |
| Total Benefits | | \$5,583.01 | 58.44% | \$100.91 | \$148.78 | \$18.45 | \$268.14 | |
| | | Annual Salary + Benefits | | <u>\$181,641.22</u> | | | | |
| Step B | | \$10,031.45 /Month | | \$66.88 /Hour | | | | |
| | | Total Benefits | \$5,707.66 | 56.90% | \$104.93 | \$154.70 | \$19.18 | \$278.81 |
| | | Annual Salary + Benefits | | <u>\$188,869.25</u> | | | | |
| Step C | | \$10,533.02 /Month | | \$70.22 /Hour | | | | |
| | | Total Benefits | \$5,838.54 | 55.43% | \$109.14 | \$160.92 | \$19.95 | \$290.01 |
| | | Annual Salary + Benefits | | <u>\$196,458.68</u> | | | | |
| Step D | | \$11,059.67 /Month | | \$73.73 /Hour | | | | |
| | | Total Benefits | \$5,975.96 | 54.03% | \$113.57 | \$167.45 | \$20.76 | \$301.78 |
| | | Annual Salary + Benefits | | <u>\$204,427.58</u> | | | | |
| Step E | | \$11,612.65 /Month | | \$77.42 /Hour | | | | |
| | | Total Benefits | \$6,120.26 | 52.70% | \$118.22 | \$174.30 | \$21.61 | \$314.13 |
| | | Annual Salary + Benefits | | <u>\$212,794.93</u> | | | | |



Streets Supervisor
Department: Public Works

| Step A | | \$8,311.04 /Month | | \$55.41 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|---------------------------------------|-------------------|-----------------|---------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,538.37 | | Non-Sworn Professionals / Supervisors | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | 2% + \$110 | 276.22 | | | | | |
| Workers Comp. | 0.049170 | 408.65 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 120.51 | | Hourly Rate | Department | Citywide | Total Hourly |
| | | | | & Benefits | Overhead | Overhead | Rate |
| | Total Benefits | \$5,135.55 | 61.79% | \$89.64 | \$132.17 | \$16.39 | \$238.20 |
| | | Annual Salary + Benefits | | <u>\$161,359.12</u> | | | |
| Step B | | \$8,726.59 /Month | | \$58.18 /Hour | | | |
| | Total Benefits | \$5,243.99 | 60.09% | \$93.14 | \$137.32 | \$17.03 | \$247.49 |
| | | Annual Salary + Benefits | | <u>\$167,646.95</u> | | | |
| Step C | | \$9,162.92 /Month | | \$61.09 /Hour | | | |
| | Total Benefits | \$5,357.84 | 58.47% | \$96.81 | \$142.73 | \$17.70 | \$257.24 |
| | | Annual Salary + Benefits | | <u>\$174,249.18</u> | | | |
| Step D | | \$9,621.07 /Month | | \$64.14 /Hour | | | |
| | Total Benefits | \$5,477.39 | 56.93% | \$100.66 | \$148.41 | \$18.40 | \$267.47 |
| | | Annual Salary + Benefits | | <u>\$181,181.52</u> | | | |
| Step E | | \$10,102.12 /Month | | \$67.35 /Hour | | | |
| | Total Benefits | \$5,602.92 | 55.46% | \$104.70 | \$154.37 | \$19.14 | \$278.21 |
| | | Annual Salary + Benefits | | <u>\$188,460.47</u> | | | |



Technical Assistant I
Department: Finance and Information Systems

| Step A | | \$5,259.22 /Month | | \$35.06 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 973.48 | | | | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 258.60 | | | 32.03% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 76.26 | | | | | |
| | Total Benefits | \$4,050.24 | 77.01% | \$62.06 | \$19.88 | \$11.35 | \$93.29 |
| | | Annual Salary + Benefits | | <u>\$111,713.51</u> | | | |
| Step B | | \$5,522.18 /Month | | \$36.81 /Hour | | | |
| | Total Benefits | \$4,118.86 | 74.59% | \$64.27 | \$20.59 | \$11.75 | \$96.61 |
| | | Annual Salary + Benefits | | <u>\$115,692.44</u> | | | |
| Step C | | \$5,798.29 /Month | | \$38.66 /Hour | | | |
| | Total Benefits | \$4,190.91 | 72.28% | \$66.59 | \$21.33 | \$12.17 | \$100.09 |
| | | Annual Salary + Benefits | | <u>\$119,870.32</u> | | | |
| Step D | | \$6,088.20 /Month | | \$40.59 /Hour | | | |
| | Total Benefits | \$4,266.56 | 70.08% | \$69.03 | \$22.11 | \$12.62 | \$103.76 |
| | | Annual Salary + Benefits | | <u>\$124,257.10</u> | | | |
| Step E | | \$6,392.61 /Month | | \$42.62 /Hour | | | |
| | Total Benefits | \$4,345.99 | 67.98% | \$71.59 | \$22.93 | \$13.09 | \$107.61 |
| | | Annual Salary + Benefits | | <u>\$128,863.21</u> | | | |



Technical Assistant I
Department: Public Works

| Step A | | \$5,259.22 /Month | | \$35.06 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 973.48 | | | Office Employees | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 258.60 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 76.26 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,050.24 | 77.01% | \$62.06 | \$91.51 | \$11.35 | \$164.92 |
| | | Annual Salary + Benefits | | <u>\$111,713.51</u> | | | |

| Step B | | \$5,522.18 /Month | | \$36.81 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,118.86 | 74.59% | \$64.27 | \$94.76 | \$11.75 | \$170.78 |
| | | Annual Salary + Benefits | | <u>\$115,692.44</u> | | | |

| Step C | | \$5,798.29 /Month | | \$38.66 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$4,190.91 | 72.28% | \$66.59 | \$98.19 | \$12.17 | \$176.95 |
| | | Annual Salary + Benefits | | <u>\$119,870.32</u> | | | |

| Step D | | \$6,088.20 /Month | | \$40.59 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,266.56 | 70.08% | \$69.03 | \$101.78 | \$12.62 | \$183.43 |
| | | Annual Salary + Benefits | | <u>\$124,257.10</u> | | | |

| Step E | | \$6,392.61 /Month | | \$42.62 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,345.99 | 67.98% | \$71.59 | \$105.55 | \$13.09 | \$190.23 |
| | | Annual Salary + Benefits | | <u>\$128,863.21</u> | | | |



Technical Assistant II
Department: Finance and Information Systems

| Step A | | \$5,798.29 /Month | | \$38.66 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>Department Overhead</u> | <u>Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employer | 0.185100 | 1,073.26 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 70.57 | | | | | |
| Life Insurance | 0.000232 | 24.21 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 285.10 | | | 32.03% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 84.08 | | | | | |
| | Total Benefits | \$4,193.16 | 72.32% | \$66.61 | \$21.34 | \$12.18 | \$100.13 |
| | | Annual Salary + Benefits | | <u>\$119,897.34</u> | | | |
| Step B | | \$6,088.20 /Month | | \$40.59 /Hour | | | |
| | Total Benefits | \$4,268.81 | 70.12% | \$69.05 | \$22.12 | \$12.62 | \$103.79 |
| | | Annual Salary + Benefits | | <u>\$124,284.11</u> | | | |
| Step C | | \$6,392.61 /Month | | \$42.62 /Hour | | | |
| | Total Benefits | \$4,348.24 | 68.02% | \$71.61 | \$22.94 | \$13.09 | \$107.64 |
| | | Annual Salary + Benefits | | <u>\$128,890.23</u> | | | |
| Step D | | \$6,712.24 /Month | | \$44.75 /Hour | | | |
| | Total Benefits | \$4,431.65 | 66.02% | \$74.29 | \$23.80 | \$13.58 | \$111.67 |
| | | Annual Salary + Benefits | | <u>\$133,726.64</u> | | | |
| Step E | | \$7,047.85 /Month | | \$46.99 /Hour | | | |
| | Total Benefits | \$4,519.22 | 64.12% | \$77.11 | \$24.70 | \$14.10 | \$115.91 |
| | | Annual Salary + Benefits | | <u>\$138,804.88</u> | | | |



Technical Assistant II
Department: Public Works

| Step A | | \$5,798.29 /Month | | \$38.66 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,073.26 | | | Office Employees | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 70.57 | | | | | |
| Life Insurance | 0.000232 | 24.21 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 285.10 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 84.08 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly 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 /Month | | \$40.59 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------|----------|---------|----------|
| | Total Benefits | \$4,268.81 | 70.12% | \$69.05 | \$101.80 | \$12.62 | \$183.47 |
| | | Annual Salary + Benefits | | \$124,284.11 | | | |

| Step C | | \$6,392.61 /Month | | \$42.62 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------|----------|---------|----------|
| | Total Benefits | \$4,348.24 | 68.02% | \$71.61 | \$105.58 | \$13.09 | \$190.28 |
| | | Annual Salary + Benefits | | \$128,890.23 | | | |

| Step D | | \$6,712.24 /Month | | \$44.75 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------|----------|---------|----------|
| | Total Benefits | \$4,431.65 | 66.02% | \$74.29 | \$109.54 | \$13.58 | \$197.41 |
| | | Annual Salary + Benefits | | \$133,726.64 | | | |

| Step E | | \$7,047.85 /Month | | \$46.99 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------|----------|---------|----------|
| | Total Benefits | \$4,519.22 | 64.12% | \$77.11 | \$113.70 | \$14.10 | \$204.91 |
| | | Annual Salary + Benefits | | \$138,804.88 | | | |



Utilities Maintenance Mechanic
Department: Public Works

| Step A | | \$7,278.48 /Month | | \$48.52 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,347.25 | | | Public Works - Maintenance | | |
| 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 357.88 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 105.54 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,560.73 | 62.66% | \$78.93 | \$116.37 | \$14.43 | \$209.73 |
| | | Annual Salary + Benefits | | <u>\$142,070.42</u> | | | |

| Step B | | \$7,642.40 /Month | | \$50.95 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,655.69 | 60.92% | \$81.99 | \$120.88 | \$14.99 | \$217.86 |
| | | Annual Salary + Benefits | | <u>\$147,577.06</u> | | | |

| Step C | | \$8,024.52 /Month | | \$53.50 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,755.40 | 59.26% | \$85.20 | \$125.62 | \$15.57 | \$226.39 |
| | | Annual Salary + Benefits | | <u>\$153,359.02</u> | | | |

| Step D | | \$8,425.75 /Month | | \$56.17 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,860.09 | 57.68% | \$88.57 | \$130.59 | \$16.19 | \$235.35 |
| | | Annual Salary + Benefits | | <u>\$159,430.08</u> | | | |

| Step E | | \$8,847.03 /Month | | \$58.98 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,970.02 | 56.18% | \$92.11 | \$135.81 | \$16.84 | \$244.76 |
| | | Annual Salary + Benefits | | <u>\$165,804.70</u> | | | |



Wastewater Laboratory Technician I

Department: Public Works

| Step A | | \$6,184.36 /Month | | \$41.23 /Hour | | | |
|---------------------------------|------------|--------------------------|--------|----------------------------|------------------------|----------------------|----------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,144.73 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 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. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 304.09 | | | 147.44% | 18.28% | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 89.67 | | | | | |
| Total Benefits | | \$4,275.23 | 69.13% | \$69.73 | \$102.81 | \$12.75 | \$185.29 |
| Annual Salary + Benefits | | | | <u>\$125,515.06</u> | | | |
| Step B | | \$6,493.58 /Month | | \$43.29 /Hour | | | |
| Total Benefits | | \$4,355.91 | 67.08% | \$72.33 | \$106.64 | \$13.22 | \$192.19 |
| Annual Salary + Benefits | | | | <u>\$130,193.92</u> | | | |
| Step C | | \$6,818.26 /Month | | \$45.46 /Hour | | | |
| Total Benefits | | \$4,440.64 | 65.13% | \$75.06 | \$110.67 | \$13.72 | \$199.45 |
| Annual Salary + Benefits | | | | <u>\$135,106.73</u> | | | |
| Step D | | \$7,159.17 /Month | | \$47.73 /Hour | | | |
| Total Benefits | | \$4,529.59 | 63.27% | \$77.93 | \$114.89 | \$14.24 | \$207.06 |
| Annual Salary + Benefits | | | | <u>\$140,265.18</u> | | | |
| Step E | | \$7,517.13 /Month | | \$50.11 /Hour | | | |
| Total Benefits | | \$4,623.00 | 61.50% | \$80.93 | \$119.33 | \$14.79 | \$215.05 |
| Annual Salary + Benefits | | | | <u>\$145,681.55</u> | | | |



Wastewater Laboratory Technician II
Department: Public Works

| Step A | | \$6,818.26 /Month | | \$45.46 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,262.06 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 82.98 | | | | | |
| 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 | 335.25 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 98.86 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,440.64 | 65.13% | \$75.06 | \$110.67 | \$13.72 | \$199.45 |
| | | Annual Salary + Benefits | | <u>\$135,106.73</u> | | | |
| Step B | | \$7,159.17 /Month | | \$47.73 /Hour | | | |
| | Total Benefits | \$4,529.59 | 63.27% | \$77.93 | \$114.89 | \$14.24 | \$207.06 |
| | | Annual Salary + Benefits | | <u>\$140,265.18</u> | | | |
| Step C | | \$7,517.13 /Month | | \$50.11 /Hour | | | |
| | Total Benefits | \$4,623.00 | 61.50% | \$80.93 | \$119.33 | \$14.79 | \$215.05 |
| | | Annual Salary + Benefits | | <u>\$145,681.55</u> | | | |
| Step D | | \$7,892.99 /Month | | \$52.62 /Hour | | | |
| | Total Benefits | \$4,721.08 | 59.81% | \$84.09 | \$123.99 | \$15.37 | \$223.45 |
| | | Annual Salary + Benefits | | <u>\$151,368.74</u> | | | |
| Step E | | \$8,287.64 /Month | | \$55.25 /Hour | | | |
| | Total Benefits | \$4,824.06 | 58.21% | \$87.41 | \$128.88 | \$15.98 | \$232.27 |
| | | Annual Salary + Benefits | | <u>\$157,340.29</u> | | | |



Wastewater Operations Manager

Department: Public Works

| Step A | | \$9,771.99 /Month | | \$65.15 /Hour | | | |
|----------------------|------------|---------------------------------|--------|----------------------------|-----------------------------------|--------------------------------|----------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,808.80 | | | Non-Sworn Managers / Confidential | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | 3% + \$110 | 403.16 | | | | | |
| Workers Comp. | 0.049170 | 480.49 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 141.69 | | | | | |
| Total Benefits | | \$5,646.50 | 57.78% | \$102.79 | \$151.55 | \$18.79 | \$273.13 |
| | | Annual Salary + Benefits | | <u>\$185,021.93</u> | | | |
| Step B | | \$10,260.59 /Month | | \$68.40 /Hour | | | |
| Total Benefits | | \$5,774.00 | 56.27% | \$106.90 | \$157.61 | \$19.54 | \$284.05 |
| | | Annual Salary + Benefits | | <u>\$192,415.06</u> | | | |
| Step C | | \$10,773.62 /Month | | \$71.82 /Hour | | | |
| Total Benefits | | \$5,907.87 | 54.84% | \$111.21 | \$163.97 | \$20.33 | \$295.51 |
| | | Annual Salary + Benefits | | <u>\$200,177.86</u> | | | |
| Step D | | \$11,312.30 /Month | | \$75.42 /Hour | | | |
| Total Benefits | | \$6,048.43 | 53.47% | \$115.74 | \$170.64 | \$21.16 | \$307.54 |
| | | Annual Salary + Benefits | | <u>\$208,328.79</u> | | | |
| Step E | | \$11,877.92 /Month | | \$79.19 /Hour | | | |
| Total Benefits | | \$6,196.02 | 52.16% | \$120.49 | \$177.65 | \$22.03 | \$320.17 |
| | | Annual Salary + Benefits | | <u>\$216,887.27</u> | | | |



Wastewater Treatment Plant Operator II
Department: Public Works

| Step A | | \$6,493.54 /Month | | \$43.29 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,201.95 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 79.03 | | | | | |
| 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 | 319.29 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 94.16 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,355.91 | 67.08% | \$72.33 | \$106.64 | \$13.22 | \$192.19 |
| | | Annual Salary + Benefits | | <u>\$130,193.38</u> | | | |

| Step B | | \$6,818.22 /Month | | \$45.45 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,440.63 | 65.13% | \$75.06 | \$110.67 | \$13.72 | \$199.45 |
| | | Annual Salary + Benefits | | <u>\$135,106.16</u> | | | |

| Step C | | \$7,159.13 /Month | | \$47.73 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,529.58 | 63.27% | \$77.92 | \$114.89 | \$14.24 | \$207.05 |
| | | Annual Salary + Benefits | | <u>\$140,264.58</u> | | | |

| Step D | | \$7,517.09 /Month | | \$50.11 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,622.99 | 61.50% | \$80.93 | \$119.33 | \$14.79 | \$215.05 |
| | | Annual Salary + Benefits | | <u>\$145,680.92</u> | | | |

| Step E | | \$7,892.94 /Month | | \$52.62 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,721.06 | 59.81% | \$84.09 | \$123.99 | \$15.37 | \$223.45 |
| | | Annual Salary + Benefits | | <u>\$151,368.08</u> | | | |



Wastewater Treatment Plant Operator III
Department: Public Works

| Step A | | \$7,159.13 /Month | | \$47.73 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,386.31 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 87.13 | | | | | |
| Life Insurance | | 5.54 | | | | | |
| Holiday Pay | 8.0 | 330.40 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.049170 | 368.26 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 108.60 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,942.18 | 69.03% | \$80.68 | \$118.95 | \$14.75 | \$214.38 |
| | | Annual Salary + Benefits | | <u>\$145,215.71</u> | | | |

| Step B | | \$7,517.09 /Month | | \$50.11 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$5,056.26 | 67.26% | \$83.82 | \$123.59 | \$15.32 | \$222.73 |
| | | Annual Salary + Benefits | | <u>\$150,880.20</u> | | | |

| Step C | | \$7,892.94 /Month | | \$52.62 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$5,175.92 | 65.58% | \$87.13 | \$128.46 | \$15.93 | \$231.52 |
| | | Annual Salary + Benefits | | <u>\$156,826.31</u> | | | |

| Step D | | \$8,287.59 /Month | | \$55.25 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$5,301.67 | 63.97% | \$90.60 | \$133.57 | \$16.56 | \$240.73 |
| | | Annual Salary + Benefits | | <u>\$163,071.15</u> | | | |

| Step E | | \$8,701.97 /Month | | \$58.01 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$5,433.68 | 62.44% | \$94.24 | \$138.94 | \$17.23 | \$250.41 |
| | | Annual Salary + Benefits | | <u>\$169,627.76</u> | | | |



Water Distribution Worker I
Department: Public Works

| Step A | | \$5,959.35 /Month | | \$39.73 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,103.08 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 72.53 | | | | | |
| 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 | 293.02 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 86.41 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,216.51 | 70.75% | \$67.84 | \$100.02 | \$12.40 | \$180.26 |
| | | Annual Salary + Benefits | | <u>\$122,110.41</u> | | | |

| Step B | | \$6,257.32 /Month | | \$41.72 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,294.27 | 68.63% | \$70.34 | \$103.72 | \$12.86 | \$186.92 |
| | | Annual Salary + Benefits | | <u>\$126,619.04</u> | | | |

| Step C | | \$6,570.19 /Month | | \$43.80 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,375.90 | 66.60% | \$72.97 | \$107.59 | \$13.34 | \$193.90 |
| | | Annual Salary + Benefits | | <u>\$131,353.10</u> | | | |

| Step D | | \$6,898.70 /Month | | \$45.99 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,461.63 | 64.67% | \$75.74 | \$111.66 | \$13.84 | \$201.24 |
| | | Annual Salary + Benefits | | <u>\$136,323.87</u> | | | |

| Step E | | \$7,243.63 /Month | | \$48.29 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,551.63 | 62.84% | \$78.64 | \$115.94 | \$14.37 | \$208.95 |
| | | Annual Salary + Benefits | | <u>\$141,543.18</u> | | | |



Water Distribution Worker II
Department: Public Works

| Step A | | \$6,570.19 /Month | | \$43.80 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|----------------------------|--------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| PERS - Employer | 0.185100 | 1,216.14 | | | | | |
| 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 | | | | | |
| Medicare | 0.014500 | 95.27 | | | | | |
| Total Benefits | | \$4,375.90 | 66.60% | \$72.97 | \$107.59 | \$13.34 | \$193.90 |
| Annual Salary + Benefits | | | | <u>\$131,353.10</u> | | | |
| Step B | | \$6,898.70 /Month | | \$45.99 /Hour | | | |
| Total Benefits | | \$4,461.63 | 64.67% | \$75.74 | \$111.66 | \$13.84 | \$201.24 |
| Annual Salary + Benefits | | | | <u>\$136,323.87</u> | | | |
| Step C | | \$7,243.63 /Month | | \$48.29 /Hour | | | |
| Total Benefits | | \$4,551.63 | 62.84% | \$78.64 | \$115.94 | \$14.37 | \$208.95 |
| Annual Salary + Benefits | | | | <u>\$141,543.18</u> | | | |
| Step D | | \$7,605.81 /Month | | \$50.71 /Hour | | | |
| Total Benefits | | \$4,646.14 | 61.09% | \$81.68 | \$120.43 | \$14.93 | \$217.04 |
| Annual Salary + Benefits | | | | <u>\$147,023.45</u> | | | |
| Step E | | \$7,986.10 /Month | | \$53.24 /Hour | | | |
| Total Benefits | | \$4,745.37 | 59.42% | \$84.88 | \$125.14 | \$15.52 | \$225.54 |
| Annual Salary + Benefits | | | | <u>\$152,777.73</u> | | | |



Water Operations Manager

Department: Public Works

| Step A | | \$9,771.99 /Month | | \$65.15 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------------------------------|--|---|------------------------------|-----------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Category</u> | | | |
| PERS - Employer | 0.185100 | 1,808.80 | Non-Sworn Managers / Confidential | | | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | 3% + \$110 | 403.16 | | | | | |
| Workers Comp. | 0.049170 | 480.49 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 141.69 | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate | |
| Total Benefits | | \$5,646.50 | 57.78% | \$102.79 | \$151.55 | \$18.79 | \$273.13 |
| Annual Salary + Benefits | | | | \$185,021.93 | | | |

| Step B | | \$10,260.59 /Month | | \$68.40 /Hour | | | |
|---------------------------------|--|---------------------------|--------|----------------------|-----------------|----------------|-----------------|
| Total Benefits | | \$5,774.00 | 56.27% | \$106.90 | \$157.61 | \$19.54 | \$284.05 |
| Annual Salary + Benefits | | | | \$192,415.06 | | | |

| Step C | | \$10,773.62 /Month | | \$71.82 /Hour | | | |
|---------------------------------|--|---------------------------|--------|----------------------|-----------------|----------------|-----------------|
| Total Benefits | | \$5,907.87 | 54.84% | \$111.21 | \$163.97 | \$20.33 | \$295.51 |
| Annual Salary + Benefits | | | | \$200,177.86 | | | |

| Step D | | \$11,312.30 /Month | | \$75.42 /Hour | | | |
|---------------------------------|--|---------------------------|--------|----------------------|-----------------|----------------|-----------------|
| Total Benefits | | \$6,048.43 | 53.47% | \$115.74 | \$170.64 | \$21.16 | \$307.54 |
| Annual Salary + Benefits | | | | \$208,328.79 | | | |

| Step E | | \$11,877.92 /Month | | \$79.19 /Hour | | | |
|---------------------------------|--|---------------------------|--------|----------------------|-----------------|----------------|-----------------|
| Total Benefits | | \$6,196.02 | 52.16% | \$120.49 | \$177.65 | \$22.03 | \$320.17 |
| Annual Salary + Benefits | | | | \$216,887.27 | | | |



Water Production Supervisor

Department: Public Works

| Step A | | \$8,561.61 /Month | | \$57.08 /Hour | | | |
|----------------------|------------|---------------------------------|--------|---------------------------------------|-----------------|----------------|-----------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employer | 0.185100 | 1,584.75 | | Non-Sworn Professionals / Supervisors | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 124.14 | | Hourly Rate | 147.44% | 18.28% | Total Hourly |
| | | | | & Benefits | Department | Citywide | Rate |
| | | | | Overhead | Overhead | | |
| Total Benefits | | \$5,206.99 | 60.82% | \$91.79 | \$135.34 | \$16.78 | \$243.91 |
| | | Annual Salary + Benefits | | <u>\$165,223.16</u> | | | |
| Step B | | \$8,989.69 /Month | | \$59.93 /Hour | | | |
| Total Benefits | | \$5,318.69 | 59.16% | \$95.39 | \$140.64 | \$17.44 | \$253.47 |
| | | Annual Salary + Benefits | | <u>\$171,700.56</u> | | | |
| Step C | | \$9,439.17 /Month | | \$62.93 /Hour | | | |
| Total Benefits | | \$5,435.98 | 57.59% | \$99.17 | \$146.21 | \$18.13 | \$263.51 |
| | | Annual Salary + Benefits | | <u>\$178,501.83</u> | | | |
| Step D | | \$9,911.13 /Month | | \$66.07 /Hour | | | |
| Total Benefits | | \$5,559.14 | 56.09% | \$103.14 | \$152.06 | \$18.85 | \$274.05 |
| | | Annual Salary + Benefits | | <u>\$185,643.17</u> | | | |
| Step E | | \$10,406.69 /Month | | \$69.38 /Hour | | | |
| Total Benefits | | \$5,688.45 | 54.66% | \$107.30 | \$158.20 | \$19.61 | \$285.11 |
| | | Annual Salary + Benefits | | <u>\$193,141.57</u> | | | |



Water Production Worker I
Department: Public Works

| Step A | | \$5,674.20 /Month | | \$37.83 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,050.29 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 69.05 | | | | | |
| 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 | 279.00 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 82.28 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,142.10 | 73.00% | \$65.44 | \$96.49 | \$11.96 | \$173.89 |
| | | Annual Salary + Benefits | | <u>\$117,795.60</u> | | | |

| Step B | | \$5,957.91 /Month | | \$39.72 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,216.14 | 70.77% | \$67.83 | \$100.00 | \$12.40 | \$180.23 |
| | | Annual Salary + Benefits | | <u>\$122,088.50</u> | | | |

| Step C | | \$6,255.80 /Month | | \$41.71 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,293.87 | 68.64% | \$70.33 | \$103.70 | \$12.86 | \$186.89 |
| | | Annual Salary + Benefits | | <u>\$126,596.03</u> | | | |

| Step D | | \$6,568.59 /Month | | \$43.79 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,375.49 | 66.61% | \$72.96 | \$107.57 | \$13.34 | \$193.87 |
| | | Annual Salary + Benefits | | <u>\$131,328.95</u> | | | |

| Step E | | \$6,897.02 /Month | | \$45.98 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,461.19 | 64.68% | \$75.72 | \$111.64 | \$13.84 | \$201.20 |
| | | Annual Salary + Benefits | | <u>\$136,298.50</u> | | | |



Water Production Worker II
Department: Public Works

| Step A | | \$6,255.80 /Month | | \$41.71 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employer | 0.185100 | 1,157.95 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 76.13 | | | | | |
| 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 | 307.60 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 90.71 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,293.87 | 68.64% | \$70.33 | \$103.70 | \$12.86 | \$186.89 |
| | | Annual Salary + Benefits | | <u>\$126,596.03</u> | | | |

| Step B | | \$6,568.59 /Month | | \$43.79 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,375.49 | 66.61% | \$72.96 | \$107.57 | \$13.34 | \$193.87 |
| | | Annual Salary + Benefits | | <u>\$131,328.95</u> | | | |

| Step C | | \$6,897.02 /Month | | \$45.98 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,461.19 | 64.68% | \$75.72 | \$111.64 | \$13.84 | \$201.20 |
| | | Annual Salary + Benefits | | <u>\$136,298.50</u> | | | |

| Step D | | \$7,241.87 /Month | | \$48.28 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,551.17 | 62.85% | \$78.62 | \$115.92 | \$14.37 | \$208.91 |
| | | Annual Salary + Benefits | | <u>\$141,516.54</u> | | | |

| Step E | | \$7,603.96 /Month | | \$50.69 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|-----------------|----------------|-----------------|
| | Total Benefits | \$4,645.66 | 61.10% | \$81.66 | \$120.41 | \$14.93 | \$217.00 |
| | | Annual Salary + Benefits | | <u>\$146,995.48</u> | | | |



Water Service Worker I
Department: Public Works

| Step A | | \$5,400.18 /Month | | \$36.00 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 999.57 | | | Public Works - Maintenance | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 3.89 | | | | | |
| Health Insurance | | 1,667.00 | | | | | |
| Dental Insurance | | 173.10 | | | | | |
| LTD & STD Insurance | 0.012170 | 65.72 | | | | | |
| 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 | 265.53 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 78.30 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,070.60 | 75.38% | \$63.14 | \$93.09 | \$11.54 | \$167.77 |
| | | Annual Salary + Benefits | | <u>\$113,649.35</u> | | | |

| Step B | | \$5,670.19 /Month | | \$37.80 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,141.06 | 73.03% | \$65.41 | \$96.44 | \$11.96 | \$173.81 |
| | | Annual Salary + Benefits | | <u>\$117,734.93</u> | | | |

| Step C | | \$5,953.69 /Month | | \$39.69 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|---------|---------|----------|
| | Total Benefits | \$4,215.04 | 70.80% | \$67.79 | \$99.95 | \$12.39 | \$180.13 |
| | | Annual Salary + Benefits | | <u>\$122,024.78</u> | | | |

| Step D | | \$6,251.38 /Month | | \$41.68 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,292.72 | 68.67% | \$70.29 | \$103.64 | \$12.85 | \$186.78 |
| | | Annual Salary + Benefits | | <u>\$126,529.14</u> | | | |

| Step E | | \$6,563.95 /Month | | \$43.76 /Hour | | | |
|---------------|----------------|---------------------------------|--------|----------------------------|----------|---------|----------|
| | Total Benefits | \$4,374.28 | 66.64% | \$72.92 | \$107.52 | \$13.33 | \$193.77 |
| | | Annual Salary + Benefits | | <u>\$131,258.70</u> | | | |



Water Service Worker II
Department: Public Works

| Step A | | \$5,953.69 /Month | | \$39.69 /Hour | | | |
|----------------------|----------------|---------------------------------|--------|---------------------------------------|--|---|------------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employer | 0.185100 | 1,102.03 | | Public Works - Maintenance | | | |
| 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 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 86.33 | | | | | |
| | | | | Hourly Rate & Benefits | 147.44% Department Overhead | 18.28% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,215.04 | 70.80% | \$67.79 | \$99.95 | \$12.39 | \$180.13 |
| | | Annual Salary + Benefits | | <u>\$122,024.78</u> | | | |
| Step B | | \$6,251.38 /Month | | \$41.68 /Hour | | | |
| | Total Benefits | \$4,292.72 | 68.67% | \$70.29 | \$103.64 | \$12.85 | \$186.78 |
| | | Annual Salary + Benefits | | <u>\$126,529.14</u> | | | |
| Step C | | \$6,563.95 /Month | | \$43.76 /Hour | | | |
| | Total Benefits | \$4,374.28 | 66.64% | \$72.92 | \$107.52 | \$13.33 | \$193.77 |
| | | Annual Salary + Benefits | | <u>\$131,258.70</u> | | | |
| Step D | | \$6,892.15 /Month | | \$45.95 /Hour | | | |
| | Total Benefits | \$4,459.92 | 64.71% | \$75.68 | \$111.58 | \$13.83 | \$201.09 |
| | | Annual Salary + Benefits | | <u>\$136,224.75</u> | | | |
| Step E | | \$7,236.75 /Month | | \$48.25 /Hour | | | |
| | Total Benefits | \$4,549.84 | 62.87% | \$78.58 | \$115.85 | \$14.36 | \$208.79 |
| | | Annual Salary + Benefits | | <u>\$141,439.10</u> | | | |



Webmaster

Department: Finance and Information Systems

| Step A | | \$7,333.03 /Month | | \$48.89 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|---------------------------------------|---------------------------------------|------------------------------|------------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | | <u>Category</u> | | |
| PERS - Employer | 0.185100 | 1,357.34 | | | Non-Sworn Professionals / Supervisors | | |
| Management Incentive | | 0.00 | | | | | |
| 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 | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Standby | | 0.00 | | | | | |
| Retiree Medical | | 779.00 | | | | | |
| Deferred Comp. | 2% + \$110 | 256.66 | | | | | |
| Workers Comp. | 0.049170 | 360.57 | | | | | |
| Vision Insurance | | 32.95 | | | | | |
| Medicare | 0.014500 | 106.33 | | | 32.03% | 18.28% | |
| | | | | Hourly Rate & Benefits | Department Overhead | Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,856.71 | 66.23% | \$81.26 | \$26.03 | \$14.86 | \$122.15 |
| | | Annual Salary + Benefits | | <u>\$146,276.88</u> | | | |
| Step B | | \$7,699.69 /Month | | \$51.33 /Hour | | | |
| | Total Benefits | \$4,952.38 | 64.32% | \$84.35 | \$27.02 | \$15.42 | \$126.79 |
| | | Annual Salary + Benefits | | <u>\$151,824.79</u> | | | |
| Step C | | \$8,084.67 /Month | | \$53.90 /Hour | | | |
| | Total Benefits | \$5,052.84 | 62.50% | \$87.58 | \$28.05 | \$16.01 | \$131.64 |
| | | Annual Salary + Benefits | | <u>\$157,650.10</u> | | | |
| Step D | | \$8,488.90 /Month | | \$56.59 /Hour | | | |
| | Total Benefits | \$5,158.32 | 60.77% | \$90.98 | \$29.14 | \$16.63 | \$136.75 |
| | | Annual Salary + Benefits | | <u>\$163,766.67</u> | | | |
| Step E | | \$8,913.35 /Month | | \$59.42 /Hour | | | |
| | Total Benefits | \$5,269.07 | 59.11% | \$94.55 | \$30.28 | \$17.28 | \$142.11 |
| | | Annual Salary + Benefits | | <u>\$170,189.07</u> | | | |

Fees:

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



City Manager Administration Fees

| Fee Description | Fee |
|--|-------------|
| Agenda Packet Subscription | Actual Cost |
| Annual Paper copy (deposit) | \$400.00 |
| Annual Email copy | No Charge |
| 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 1, 2017:³ | |
| Promoter: | |
| Non-Profit | \$0.00 |
| Profit | \$100.00 per event |
| Events held on property owned by other Governmental or Religious Organizations | \$0.00 |
| Vendor Booth cost to ALL Promoters: | |
| Events held on property owned by other Governmental or Religious Organizations | \$0.00 |
| Open 4 hours or less | \$0.00 |
| Open over 4 hours with 5 or fewer total booths | \$10.00 per event/per booth |
| Open over 4 hours with over 5 total booths | \$25.00 per event/per booth |

¹ Per Brentwood Municipal Code § 5.04.060

² 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

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 Caltrans Published Rates, Labor Surcharge and Equipment Rental, in effect at the time of Cost Allocation Plan adoption

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

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

² Excludes Citywide Overhead and Benefits



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

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

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



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

| Fee Description Type of Building | Fee ¹ Valuation Per Square Foot |
|-------------------------------------|---|
| A-3 PUBLIC BUILDINGS: | |
| Type IA & IB | \$107.40 |
| Type IIA | \$80.10 |
| Type IIB | \$76.60 |
| Type IIIA | \$89.70 |
| Type IIIB | \$85.70 |
| Type IV & VA | \$79.30 |
| Type VB | \$76.10 |
| A-3 BOWLING ALLEYS: | |
| Type IA, IB & IIA | \$42.90 |
| Type IIB | \$89.10 |
| Type IIIA | \$47.10 |
| Type IIIB | \$44.80 |
| Type IV, VA & VB | \$40.10 |
| B BANKS: | |
| Type IA & IB | \$128.40 |
| Type IIA | \$92.20 |
| Type IIB | \$87.80 |
| Type IIIA | \$104.50 |
| Type IIIB | \$99.80 |
| Type IV & VA | \$92.20 |
| Type VB | \$87.70 |
| B OFFICES: | |
| Type IA & IB | \$92.20 |
| Type IIA | \$59.70 |
| Type IIB | \$56.90 |
| Type IIIA | \$65.70 |
| Type IIIB | \$62.70 |
| Type IV & VA | \$60.80 |
| Type VB | \$58.00 |
| E SCHOOLS: | |
| Type IA & IB | \$96.30 |
| Type IIA & IIB | \$68.70 |
| Type IIIA | \$69.20 |
| Type IIIB | \$65.60 |
| Type IV & VA | \$63.30 |
| Type VB | \$69.90 |

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



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

| Fee Description Type of Building | Fee ¹ 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



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

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

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



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

| Fee Description Type of Building | Fee ¹ 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



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

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

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



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

| Fee Description | Fee |
|---|--------------------------|
| <u>BUILDING PERMIT FEES:</u> Fees based on Valuation and Rate Schedule | |
| PLAN REVIEW: | |
| Standard Plan Check - 65% of permit fee | |
| Master Plan Check Program | |
| Single Family - 50% of permit fee no Initial Plan Check | |
| Multi Family - 25% of permit fee + Initial Plan Check | |
| Energy Plan Check - per building | \$109.20 |
| OFFICE AUTOMATION (PER PERMIT): | \$3.37 |
| or 1% of the Building Permit Fee, whichever is greater | |
| DEMOLITION PERMIT: | 1 hour ¹ |
| INVESTIGATION WITH REPORT: | |
| Up to 5,000 sq. ft. | 1 hour ¹ |
| 5,001 to 10,000 sq. ft. | 1 1/2 hours ¹ |
| 10,001 to 100,000 sq. ft. | 2 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 side of the dwelling | 1 hour ¹ |
| Remove and replace windows of the same size and in the same location | 2 hours ¹ |
| Each additional story over a single story | 1 hour ¹ |
| MOBILE HOME SET-UP: | |
| (Does not include plumbing, electrical and mechanical) | 1 hour ¹ |
| CHANGE OF OCCUPANCY INVESTIGATION WITH REPORT: | |
| Up to 5,000 sq. ft. | 1 hour ¹ |
| 5,001 to 10,000 sq. ft. | 1 1/2 hours ¹ |
| 10,001 to 100,000 sq. ft. | 2 1/2 hours ¹ |
| 100,001 sq. ft. and above | 3 1/2 hours ¹ |

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



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

| Fee Description | Fee |
|---|--|
| <u>APPLICATION AND INSPECTION FEES:</u> | |
| FOR RELOCATED BUILDINGS: | |
| Up to 5,000 sq. ft. | 1 1/2 hours ¹ |
| 5,001 sq. ft. and above | 1 1/2 hours ¹ |
| POOLS/SPAS/OUTDOOR KITCHENS: | |
| Swimming pool, including Electrical and Plumbing - (per gunite or fiberglass pool) | \$1,124.25 |
| Swimming pool deposit | \$500.00 |
| Liner Type, including Electrical and Plumbing - (per in ground pool) | \$472.11 |
| Above Ground, including Electrical and Plumbing - (no plan check fee) - (per pool) | \$389.99 |
| Gazebo with Self Contained Spa, including Electrical - (no plan check fee) - (per spa) | \$265.59 |
| Outdoor BBQ with Kitchen - (no plan check fee) - (per unit) | \$274.19 |
| Self Contained Spa or Above Ground Doughboy Style Pool - Only requires electrical permit | |
| OTHER INSPECTIONS AND FEES:² | |
| Inspections outside of normal business hours - (Minimum charge - 2 hours) | Hourly Rate ¹ |
| Above rate to be charged at 1 1/2 times for overtime and weekends, and 2 times for Holidays | |
| Re-inspection | Hourly Rate ¹ |
| Inspections for which no fee is specifically indicated (Minimum charge - 1/2 hour) | Hourly Rate ¹ |
| Certified Access Specialist Program (CASP) Inspection, Reinspection and Reports - Per Request | \$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



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

| 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: or 1% of the Electrical Permit Fee, whichever is greater | \$3.37 |
| <u>SYSTEM FEE SCHEDULE:</u> | |
| NEW BUILDINGS: | |
| The following fees shall include all wiring and electrical equipment in or on each building, or other electrical equipment on the same premises constructed at the same time except swimming pools. | |
| New residential, non-residential buildings - (per sq. ft.) | \$0.0596 |
| ALTERATIONS & ADDITIONS: | |
| Alterations, additions and modifications to existing buildings | |
| <500 sq. ft. ¹ | \$0.1671 |
| >500 and < 1,000 sq. ft. ¹ | \$0.1358 |
| SPA: | |
| Self Contained Spa - (per spa) ² | 1/2 Hour |
| Other types of swimming pools, therapeutic whirlpools, spas and alterations to existing swimming pools | Use Unit Fee Schedule |
| CARNIVALS AND CIRCUSES: | |
| Carnivals, circuses and other traveling shows or exhibitions utilizing transportable type rides, booths, displays and attractions | |
| Electric generators and electrically driven rides | \$25.81 |
| Mechanically driven rides and walk-through attractions or displays having electrical lighting | \$7.72 |
| Permanently installed rides, booths, displays and attractions | Use Unit Fee Schedule |
| TEMPORARY POWER SERVICE: | |
| Temporary service power pole or pedestal, including all pole or pedestal-mounted receptacle outlets & appurtenances | \$25.81 |
| COMBINATION ELECTRICAL, PLUMBING and MECHANICAL: | |
| For residential permits only, where the works 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 Option to Use Unit Fee Schedule

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



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

| Fee Description | Fee |
|-----------------|-----|
|-----------------|-----|

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 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

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



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

| Fee Description | Fee |
|--|----------|
| The following fees will be charged in addition to the permit issuance fee: | |
| POWER APPARATUS:^{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): | |
| Electrical apparatus, conduits and conductors for which a permit is required but for which no fees herein set forth ⁴ | \$18.93 |

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



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

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

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

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



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

| Fee Description | Fee |
|--|-----------------------------|
| PERMIT ISSUANCE: | |
| For issuing each permit | \$96.99 |
| For issuing each supplemental permit | \$17.32 |
| Plan Review | 65% of the total permit fee |
| OFFICE AUTOMATION - PER PERMIT: | |
| or 1% of the Plumbing Permit Fee, whichever is greater | \$3.37 |
| <u>SYSTEM FEE SCHEDULE:</u> | |
| 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, drainage piping and backflow protection device therefore) | \$12.03 |
| For each building sewer and each trailer park sewer | \$25.81 |
| Rainwater systems - (each drain inside building) | \$12.07 |
| For each cesspool - (where permitted) | \$43.02 |
| For each private sewage disposal system | \$68.87 |
| For each water heater and/or vent | \$12.07 |
| For each gas-piping system: | |
| 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 |



**Community Development
Building Fees
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) 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 & 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



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

| 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 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: | |
| <u>UNIT FEE SCHEDULE:</u> | |
| 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 including 1,750,000 Btu/h | \$57.68 |



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

| Fee Description | Fee |
|---|---------|
| The following fees will be charged in addition to the permit issuance fee: | |
| <u>UNIT FEE SCHEDULE (continued):</u> | |
| For the installation or relocation of each boiler or refrigeration compressor over 50 horsepower, or each absorption system over 1,750,000 Btu/h | \$96.41 |
| For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto ¹ | \$11.34 |
| For each air-handling unit over 10,000 cfm | \$18.93 |
| For each evaporative cooler other than portable type | \$11.22 |
| 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



**Community Development
Building Fees
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: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 AND MECHANICAL:

| | |
|--|-----------------------------------|
| For residential permits only, where the works 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



**Community Development
Building Fees**

**Building Permit Fee
Rate Schedule**

| Valuation | | Fee | |
|----------------|-----------------|-----------------|--------------------|
| Range | | Increment | |
| 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 Development
Building 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 Application ² | \$3,507.00 |

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

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 |

¹ 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 permanently 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 Fee ¹ - The Fee is based upon land cover type, unit of impact, compensation ratio and fee boundary method (see below). | | | |
| | | Required Compensation Ratio for | |
| Land Cover Type | Fee per unit of Impact ² | Restoration / | Method 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 Habitat Conservancy

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

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

⁴ Impact fee for wider streams is 1.5 times the base stream fee to account for higher construction costs on wider streams



Community Development Habitat Conservation Plan (HCP) Fees

| Administration Fee | 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 |

¹ Fees may be adjusted annually on July 1 by CPI

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



Community Development Planning Fees

| Fee Description | Fee |
|---|------------------------------|
| 1. Annexations | Actual Cost |
| Deposit | \$5,800.00 |
| 2. General/Specific Plan Amendment | Actual Cost |
| Deposit | \$5,800.00 |
| 3. Rezoning/Zoning Ordinance Amendment | Actual Cost |
| Deposit | \$4,900.00 |
| 4. Design Review | |
| Residential - (Less than 5 Units) | Actual Cost |
| Deposit | \$500/per unit up to \$2,000 |
| Residential and Non-Residential - (5 or More Units) | Actual Cost |
| Deposit | \$6,600.00 |
| 5. Conditional Use Permit | |
| Residential | Actual Cost |
| Deposit | \$500/per unit up to \$2,000 |
| Non-Residential | Actual Cost |
| Deposit | \$2,200.00 |
| Daycare - (single family residence) | \$246.00 |
| 6. Tentative Maps | Actual Cost |
| Deposit | \$6,000.00 |
| Tentative Parcel Map Waiver | \$2,971.00 |
| 7. Variance | Actual Cost |
| Deposit | \$1,700.00 |
| Admin Variance | \$959.00 |
| 8. Sign Permit/Review | |
| Administrative | \$309.00 |
| Master Sign Program | Actual Cost |
| Master Sign Program - Deposit | \$2,600.00 |
| Planning Commission Approval Permit | Actual Cost |
| Planning Commission Approval Permit - Deposit | \$900.00 |
| Temporary Permit for Signs and Banners | No Charge |

Actual Cost: Contractor costs and/or labor cost for 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 |
| Deposit | Actual Cost |
| Mitigated Negative Declaration - (prepared by staff) | \$3,500.00 |
| Deposit | Actual Cost |
| Mitigated Negative Declaration - (prepared by consultant) | \$4,900.00 |
| Deposit | Actual Cost + 25% |
| | Actual Cost + 25% |
| 10. Administrative Oil Permit | |
| Deposit | Actual Cost |
| | \$2,500.00 |
| 11. Development Agreement | |
| Deposit | Actual Cost |
| | \$4,200.00 |
| 12. Affordable Housing - (Legal review or consulting) | |
| Deposit | Actual Cost + 25% |
| | Actual Cost + 25% |
| 13. Appeals | |
| | \$371.00 |
| 14. Categorical Exemption | |
| | \$204.00 |
| 15. Temporary Use Permit - (TUP) | |
| Universal TUP | \$855.00 |
| Minor TUP | \$66.00 |
| 16. Amendments | |
| Deposit | Actual Cost |
| | \$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 Fees² | Actual Cost |
| 21. Residential Street Addressing | |
| Subdivisions | \$204.00 |
| Secondary Units | \$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 | Actual Cost |
| Deposit | \$2,200.00 |
| 26. Preliminary Application Review | No Charge |
| 27. Outdoor Dining/Merchandise Display Review | No Charge |
| 28. Home Occupation Zoning Review | \$50.00 |
| 29. Archival Fee | \$186.00 |
| (No charge if provided in acceptable electronic format) | |
| 30. Landscape Review - (Private Landscaping) | |
| Plan Check and Inspection Fee - (by Staff) | Actual Cost |
| Plan Check - (by Consultant) | Actual Cost + 25% |
| Deposit | \$3,000.00 |
| 31. Consultant Planning Services | Actual Cost + 25% |

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

² Contra Costa County Clerk Filing Fees

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 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 temporarily 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, 2020.¹

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

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

Note: The Developer is directed to Section 17.725 of the Municipal Code for details of the Ordinance and is encouraged to negotiate the specifics of how the particular development will comply with the Ordinance.



Community Development Affordable Housing Monthly Rent

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

| Number Of Bedrooms | Calculation of Affordable Monthly Rent | | | | | | |
|---|--|----------------|----------------|----------------|----------------|----------------|----------------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| Family Size ² | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Area Median Income (AMI) ³ | \$78,200 | \$89,350 | \$100,550 | \$111,700 | \$120,650 | \$129,550 | \$138,500 |
| Very Low Income Households: Maximum Affordable Cost = 30% of 50% of AMI | | | | | | | |
| Annual Income @ 50% of AMI | \$39,100 | \$44,650 | \$50,250 | \$55,850 | \$60,300 | \$64,750 | \$69,250 |
| Affordable Monthly Housing Cost | \$978 | \$1,116 | \$1,256 | \$1,396 | \$1,508 | \$1,619 | \$1,731 |
| Less: Utility Allowance ⁴ | \$172 | \$181 | \$222 | \$231 | \$284 | \$320 | \$343 |
| Maximum Affordable Monthly Rent | \$806 | \$935 | \$1,034 | \$1,165 | \$1,224 | \$1,299 | \$1,388 |
| Low Income Households: Maximum Affordable Cost = 30% of 60% of AMI | | | | | | | |
| Annual Income @ 60% of AMI | \$46,900 | \$53,600 | \$60,300 | \$67,000 | \$72,350 | \$77,700 | \$83,100 |
| Affordable Monthly Housing Cost | \$1,173 | \$1,340 | \$1,508 | \$1,675 | \$1,809 | \$1,943 | \$2,078 |
| Less: Utility Allowance ⁴ | \$172 | \$181 | \$222 | \$231 | \$284 | \$320 | \$343 |
| Maximum Affordable Monthly Rent | \$1,001 | \$1,159 | \$1,286 | \$1,444 | \$1,525 | \$1,623 | \$1,735 |
| Moderate Income Households: Maximum Affordable Cost = 30% of 110% of AMI | | | | | | | |
| Annual Income @ 110% of AMI | \$86,000 | \$98,300 | \$110,600 | \$122,850 | \$132,700 | \$142,500 | \$152,350 |
| Affordable Monthly Housing Cost | \$2,150 | \$2,458 | \$2,765 | \$3,071 | \$3,318 | \$3,563 | \$3,809 |
| Less: Utility Allowance ⁴ | \$172 | \$181 | \$222 | \$231 | \$284 | \$320 | \$343 |
| Maximum Affordable Monthly Rent | \$1,978 | \$2,277 | \$2,543 | \$2,840 | \$3,034 | \$3,243 | \$3,466 |

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

| Number Of Bedrooms | Calculation of Affordable Monthly Rent | | | | | | |
|---|--|----------------|----------------|----------------|----------------|----------------|----------------|
| | 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 |
| Low Income Households: Maximum Affordable Cost = 30% of 60% of AMI | | | | | | | |
| Annual Income @ 60% of AMI | \$50,050 | \$57,200 | \$64,350 | \$71,500 | \$77,250 | \$82,950 | \$88,650 |
| Affordable Monthly Housing Cost | \$1,251 | \$1,430 | \$1,609 | \$1,788 | \$1,931 | \$2,074 | \$2,216 |
| Less: Utility Allowance ⁴ | \$172 | \$181 | \$222 | \$231 | \$284 | \$320 | \$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 | \$172 | \$181 | \$222 | \$231 | \$284 | \$320 | \$343 |
| Maximum Affordable Monthly Rent | \$2,123 | \$2,442 | \$2,729 | \$3,047 | \$3,257 | \$3,483 | \$3,722 |

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 |
|---|-------------|
| 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



Parks and Recreation Fees

| Fee Description | Fee |
|---|-------------|
| Bingo Permit (annual) | \$50.00 |
| City Run Youth Sports Non-Resident Fee 10% of Registration fee, minimum \$5 | |
| Non-Resident Fee for Adult Sport Leagues (per person) <i>Non-Resident 50% cost recovery (excluding aquatic and youth sports)</i> | \$13.00 |
| 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



Parks and Recreation Fees

| 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 | |
| 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 |



Parks and Recreation Fees

| 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 Triathlon | \$15.00 |

¹ Non-Resident Fee does not apply to these programs



Parks and Recreation Fees

| 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 |

¹ Non-Resident Fee does not apply to these programs



Parks and Recreation Fees

| 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 Rentals¹ | |
| 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 submitted) | |
| 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 Rentals¹ | |
| 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



Parks and Recreation Fees

| Fee Description | Fee |
|--|------------|
| Brentwood Family Aquatic Complex² | |
| Competitive Pool (per hour) (3 hours minimum) | \$399.00 |
| 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: | |
| 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 | \$1,982.00 |
| 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) | \$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) | \$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-Resident (per hour) | \$121.00 |

² See Facility Rentals/Tournament Cancellation Policy - Page 251



Parks and Recreation Fees

| 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



Parks and Recreation Fees

| 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



Parks and Recreation Fees

| 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 Parks² | |
| 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 Parks² | |
| 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 Parks² | |
| 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 Complex² | |
| 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



Parks and Recreation Fees

| 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 Park² | |
| 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 Parks² | |
| 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 Park² | |
| 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



Parks and Recreation Fees

| 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 Park² | |
| 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 Complex² | |
| 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 Park² | |
| 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 |
| <i>(Activities Guide - 20% Discount per issue for 3+ issues)</i> | |
| Flag Banner (per six month season) | \$1,300.00 |
| 3 ft x3 ft Sign (per six month season) | \$1,000.00 |

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.



Police Department

| Fee/Fine Description | Fee/Fine |
|---|----------------------|
| Photocopy Fee | |
| Pages 1-20 | \$0.31 |
| Pages 21 and on | \$0.11 |
| ABC Permit | \$65.00 |
| Record Review | \$44.25 |
| Visa Clearance | \$37.50 |
| Loss Verification Letter | \$30.25 |
| Restitution - Determined by Court | Actual Cost |
| Police and Accident Reports (Victim) | No Charge |
| Police and Accident Reports (Non-Victim) | \$11.25 |
| VIN Verification | \$101.50 |
| 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 (Excluding Vehicle Code Sections 22651 (c) and (g)) | \$173.75 |
| 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



Police Department

| 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 Permits³ | |
| 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 Fines⁴ 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

⁴ City Of Brentwood Resolution 2011-29 authorized by Cal. Veh. Code §40203.5



Police Department

| Fee/Fine Description | Fee/Fine |
|---|----------|
| Parking Fines¹ 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 Fines¹ 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



Police Department

| Fee/Fine Description | Fee/Fine |
|--|----------|
| Parking Fines¹ 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 |

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



Public Works Engineering Fees

| Fee Description | Fee |
|--|------------|
| I. ENGINEERING/INFRASTRUCTURE REVIEW FEE | |
| A. Tentative Subdivision Map Review - Fee plus \$10.00 per lot | \$3,436.00 |
| 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 ¹ as necessary or required for project processing, approvals and acceptance | |
| A. Final Map Checking - Deposit for Actual Cost | |
| 1. Deposit at the time of first submittal for actual cost of labor and materials Fee plus \$30.00 per lot | \$3,436.00 |
| 2. Parcel Map Waiver Review | \$1,735.00 |
| 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, plus | |
| c. 2% of construction cost over \$1,000,000, plus | |
| d. Additional deposit of 0.5% of construction cost if costs exceed fees collected | |
| e. Plan revisions after approval - per sheet | \$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 | |
| c. Plan revisions after approval - per sheet | \$161.00 |
| C. Document Review | |
| 1. Legal description and plat for abandonment | \$161.00 |
| 2. Certificate of Correction | \$161.00 |
| 3. 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



**Public Works
Engineering Fees**

| Fee Description | Fee |
|---|----------------------------|
| III. PERMIT FEES | |
| A. Encroachment Permit (EP) Processing Fee | |
| 1. Subdivision/Development | \$162.00 |
| 2. General (All Other) | \$78.00 |
| 3. EP – Utilities Cost of Work > \$10,000 | \$435.00 |
| 4. EP – Utilities Cost of Work < \$10,000 | \$160.00 |
| B. Grading Permit Processing Fees | |
| 1. 10,000 cubic yards or less | \$162.00 |
| 2. Over 10,000 cubic yards | \$849.00 |
| C. Transportation Permit Processing Fee | \$16.00 |
| IV. INSPECTION FEES | |
| A. Publicly Maintained Improvements (Streets, Water, Sewer, Storm Drains) | % of Value for Improvement |
| 1. 5% first \$100,000, plus | |
| 2. 4.5% second \$100,000, plus | |
| 3. 4% next \$300,000, plus | |
| 4. 3.5% over \$500,000 | |
| B. Privately Maintained Improvements | % of Value for Improvement |
| 1. 2% first \$100,000, plus | |
| 2. 1.5% second \$100,000, plus | |
| 3. 1% next \$300,000, plus | |
| 4. 0.5% over \$500,000 | |
| C. Grading Inspection Fees | |
| 3.5% of estimated cost of grading and associated improvements | |
| D. Miscellaneous Inspections (Per Hour) | Hourly Rate ¹ |
| To be charged at the Public Works Construction Inspector II step E total hourly rate per current Cost Allocation Plan | |
| E. Inspection Fees - Miscellaneous² | |
| 1. Trenching for Utilities | Hourly Rate ¹ |
| 2. Curb Cut/Driveway and Curb/Gutter Installation - hours/linear foot | 0.0155 |
| 3. Curb Drain - hours/each | 0.0800 |
| 4. Excavation - hours/linear ft | 0.0079 |
| 5. Paving | |
| a. Conform Paving - hours/square ft | 0.0089 |
| b. Minor Pavement Repair hourly -hours/square ft x 3% cost | 0.5000 |
| c. Street Lane - hours/sq ft x 3% cost | 0.0105 |
| 6. Install Sidewalk - hours/linear ft | 0.0017 |
| 7. Install Access Ramp - hours/each | 0.2800 |
| 8. Sewer Tap or Cap at Main - hours/each | 0.6700 |
| 9. Sewer Cap at Property Line - hours/each | 0.2100 |
| 10. Sewer Line Repair | Hourly Rate ¹ |
| 11. Water Service Repair or Abandonment | 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



**Public Works
Engineering Fees**

| 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



**Public Works
Engineering Fees**

| DEVELOPMENT IMPACT FEE PROGRAM | | | | | |
|---------------------------------------|-----------------------------|---------------------|--|----------------|--------------------------------------|
| General Plan Build Out | | | | | |
| Fee Category | RESIDENTIAL per Unit | | NON-RESIDENTIAL per Building SF | | |
| | Single-Family | Multi-Family | Commercial | Office | Industrial/ Institutional |
| 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



**Public Works
Engineering Fees**

| EAST CONTRA COSTA REGIONAL FEE AND FINANCING AUTHORITY (ECCRFFA) | | | | | | | | |
|--|-------------------------------------|----------------------------------|---------------|----------------------------------|---------------------------------|---------------------|---------------|---------------------|
| Regional Traffic Mitigation | | | | | | | | |
| Type of Use | Fee Units | Fee | Admin Fee | Total Fee | | Fee | Admin Fee | Total Fee |
| | | New Fee (Effective Jan. 1, 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



Public Works

**Solid Waste Fees
NON-SCHEDULED SERVICES**

| Bin Service¹ | |
|--|-------------------|
| DEPOSIT (Required on all bin rentals)³ | \$700.00 per bin |
| BIN SERVICE CHARGE | |
| 1 to 8 Cubic Yards (frontload) | \$131.00 per haul |
| 10 to 40 Cubic Yards (roll-off) | \$318.00 per haul |
| DISPOSAL CHARGE (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 CHARGES | |
| 40 Yard Compactor Rental | \$74.00 per month |
| Haul Materials Outside City Limits | \$530.00 per haul |
| Compactor Special Handling Charge | \$37.00 per haul |

| Extra Cart Service Charges¹ | | | | |
|---|----------------|----------------|----------------|--|
| | 32 Gal. | 64 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} | | | | | | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Front-load Bin | 1 yd. | 2 yd. | 3 yd. | 4 yd. | 5 yd. | 6 yd. | 8 yd. |
| Garbage, Organics | \$30.00 | \$62.00 | \$88.00 | \$115.00 | \$136.00 | \$164.00 | \$218.00 |
| 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 Charges¹ | | | |
|---|--|---|--|
| Level 1 Bulky Materials (per item) | | \$42.00 | |
| Level 2 Bulky 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, no rims) | | - Tires (up to 4 tires, 20" or less, with our without rims) | |
| - Loose bagged trash/recyclables (up to 6 bags) | | - Items with special handling required (e.g. Refrigerator w/CFCs) | |

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

| Special Charges¹ | | | | | | |
|---|-------------|--------------|-------------|------------------------|-------------|------------------------|
| | Time | Carts | Time | FL Bins | Time | Roll-off Bins |
| Container Removal/Wash/Exchange/Disconnect | | \$ 42.00 | | Cost/Varies by Size | | Cost/Varies by Size |
| Container Replacement/with Delivery | | \$ 84.00 | | Cost/Varies by Size | | Cost/Varies by 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 | | Actual Cost | | Actual 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



Public Works

| Solid Waste Fees ¹ | | | | | | | | |
|-----------------------------------|------------|----------------|----------------|----------------|---|------------|------------|------------|
| SCHEDULED SERVICES | | | | | | | | |
| Cart Service | | | | | | | | |
| Service Per Week | | 32 Gal. | 64 Gal. | 96 Gal. | The rate is based on the garbage cart size and may include up to two each of the recycling/yard waste carts serviced every other week at no additional charge. Rate for the 3rd Recycle cart up to \$7.06/month per cart and the rate for the 3rd Yardwaste Cart up to \$7.76/month per cart. | | | |
| | 1 | \$28.90 | \$39.81 | \$52.46 | | | | |
| | 2 | \$54.48 | \$76.28 | \$101.59 | | | | |
| | 3 | \$80.04 | \$112.74 | \$150.72 | | | | |
| | 4 | \$105.63 | \$149.22 | \$199.85 | | | | |
| | 5 | \$131.19 | \$185.69 | \$248.98 | | | | |
| 6 | \$156.77 | \$222.16 | \$298.11 | | | | | |
| Commercial Front-Load Bin Service | | | | | | | | |
| Garbage, Organics | | | | | | | | |
| Non-compacted Rates | | | | | | | | |
| Service Per Week | | Container Size | | | | | | |
| | | 1 Yard | 2 Yard | 3 Yard | 4 Yard | 5 Yard | 6 Yard | 8 Yard |
| | 1 | \$145.56 | \$252.72 | \$383.75 | \$492.31 | \$600.87 | \$776.84 | \$1,016.42 |
| | 2 | \$304.39 | \$518.71 | \$780.76 | \$997.89 | \$1,215.03 | \$1,566.94 | \$2,046.13 |
| | 3 | \$463.21 | \$784.70 | \$1,177.78 | \$1,503.48 | \$1,829.18 | \$2,357.04 | \$3,075.84 |
| | 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 | |
| Garbage, Organics | | | | | | | | |
| Compacted Rates | | | | | | | | |
| Service Per Week | | Container Size | | | | | | |
| | | 1 Yard | 2 Yard | 3 Yard | 4 Yard | 5 Yard | 6 Yard | 8 Yard |
| | 1 | \$271.42 | \$529.72 | \$832.95 | \$1,091.25 | N/A | \$1,877.43 | N/A |
| | 2 | \$556.12 | \$1,072.71 | \$1,679.18 | \$2,195.78 | N/A | \$3,768.13 | N/A |
| | 3 | \$840.82 | \$1,615.72 | \$2,525.41 | \$3,300.32 | N/A | \$5,658.84 | N/A |
| | 4 | \$1,125.51 | \$2,158.72 | \$3,371.63 | \$4,404.85 | N/A | \$7,549.56 | N/A |
| 5 | \$1,410.21 | \$2,701.72 | \$4,217.86 | \$5,509.37 | N/A | \$9,440.26 | N/A | |
| Mixed Recyclables | | | | | | | | |
| Non-compacted Rates | | | | | | | | |
| Service Per Week | | Container Size | | | | | | |
| | | 1 Yard | 2 Yard | 3 Yard | 4 Yard | 5 Yard | 6 Yard | 8 Yard |
| | 1 | \$68.00 | \$152.24 | \$228.36 | \$341.58 | \$426.97 | \$512.36 | \$757.35 |
| | 2 | \$207.33 | \$375.81 | \$528.04 | \$754.49 | \$925.26 | \$1,096.05 | \$1,586.01 |
| | 3 | \$346.66 | \$599.37 | \$827.73 | \$1,167.38 | \$1,423.56 | \$1,679.74 | \$2,414.69 |
| | 4 | \$485.98 | \$822.93 | \$1,127.41 | \$1,580.28 | \$1,921.86 | \$2,263.44 | \$3,243.37 |
| 5 | \$625.32 | \$1,046.49 | \$1,427.10 | \$1,993.17 | \$2,420.15 | \$2,847.13 | \$4,072.03 | |
| Mixed Recyclables | | | | | | | | |
| Compacted Rates | | | | | | | | |
| Service Per Week | | Container Size | | | | | | |
| | | 1 Yard | 2 Yard | 3 Yard | 4 Yard | 5 Yard | 6 Yard | 8 Yard |
| | 1 | \$152.24 | \$341.58 | \$512.36 | \$757.35 | N/A | \$1,247.31 | N/A |
| | 2 | \$375.81 | \$754.49 | \$1,096.05 | \$1,586.01 | N/A | \$2,565.95 | N/A |
| | 3 | \$599.37 | \$1,167.38 | \$1,679.74 | \$2,414.69 | N/A | \$3,884.58 | N/A |
| | 4 | \$822.93 | \$1,580.28 | \$2,263.44 | \$3,243.37 | N/A | \$5,203.22 | N/A |
| 5 | \$1,046.49 | \$1,993.17 | \$2,847.13 | \$4,072.03 | N/A | \$6,521.86 | N/A | |

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



Public Works

Wastewater Fees¹

| Customer Category | July 1, 2018 | July 1, 2019 | July 1, 2020 | July 1, 2021 | July 1, 2022 |
|---|--------------|--------------|--------------|--------------|--------------|
| 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 | \$3.03 | \$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) | \$5.90 | \$6.08 | \$6.27 | \$6.46 | \$6.66 |
| Medium High Strength (801-1400 mg/l) | \$12.10 | \$12.47 | \$12.85 | \$13.24 | \$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



Public Works

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 | \$34.00 | \$35.19 | \$36.43 | \$37.71 | \$39.03 |
| 1.5" Meter | \$54.93 | \$58.90 | \$60.97 | \$63.11 | \$65.32 | \$67.61 |
| 2" Meter | \$81.83 | \$88.79 | \$91.90 | \$95.12 | \$98.45 | \$101.90 |
| 3" Meter | \$167.00 | \$183.44 | \$189.87 | \$196.52 | \$203.40 | \$210.52 |
| 4" Meter | \$292.65 | \$322.91 | \$292.65 | \$293.65 | \$294.65 | \$295.65 |
| 6" Meter | \$592.85 | \$656.65 | \$679.64 | \$703.43 | \$728.06 | \$753.55 |
| Potable Consumption Charge¹ | | | | | | |
| Residential | | | | | | |
| Tier 1: Units 1-5 | \$2.72 | \$2.84 | \$2.94 | \$3.05 | \$3.16 | \$3.28 |
| Tier 2: Units 6-14 | \$5.41 | \$5.48 | \$5.68 | \$5.88 | \$6.09 | \$6.31 |
| Tier 3: Units 15-20 | \$6.47 | \$6.43 | \$6.66 | \$6.90 | \$7.15 | \$7.41 |
| Tier 4: Units 21+ | \$7.11 | \$6.64 | \$6.88 | \$7.13 | \$7.38 | \$7.64 |
| Non Residential | | | | | | |
| Tier 1: Units 1-5 | \$2.52 | \$2.93 | \$3.04 | \$3.15 | \$3.27 | \$3.39 |
| Tier 2: Units 6+ | \$5.02 | \$5.97 | \$6.18 | \$6.40 | \$6.63 | \$6.87 |
| Non Potable Consumption Charge¹ | | | | | | |
| All Units | \$1.43 | \$1.43 | \$1.47 | \$1.51 | \$1.56 | \$1.60 |
| Hydrant¹ | | | | | | |
| All Units | \$6.59 | \$8.72 | \$9.03 | \$9.35 | \$9.68 | \$10.02 |
| Drought Surcharge² | | | | | | |
| 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 | | | | | |
| <i>(Rate is based on \$2.00 per inch of the Fire Service Line)</i> | | | | | | |
| Hydrant Meter Deposit | \$2,500.00 | | | | | |
| Public Outreach/Educational Items | No Charge | | | | | |
| Irrigation Sign (Non-potable) | Actual Cost Per (12" x 18") Sign | | | | | |

¹ 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

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



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

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



**Public Works
Laboratory**

Wastewater Analysis Fees

| Fee Description | Fee |
|---|-------------------|
| Microbiology: | |
| Colilert (P/A and Quanti-Tray) ¹ | \$23.10 |
| Membrane Filtration ¹ | \$25.30 |
| MPN ¹ | \$51.10 |
| Heterotrophic Plate Count | \$38.90 |
| Fecal Coliform or Confirmation ² | \$20.60 |
| General Mineral and Physical: | |
| Alkalinity | \$21.70 |
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| 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 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



Certificate of Cost Allocation Plan

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

- (1) All costs included in this proposal of July 1, 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.

I declare that the foregoing is true and correct.

Governmental Unit: City Of Brentwood

Signature: 

Name of Official: Kerry Breen

Title: Director of Finance and Information Systems

Date of Execution: 7/1/2020

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.

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



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