# COST ALLOCATION PLAN AND SCHEDULE OF CITY FEES

2021/22







### **City Council**

Joel R. Bryant	Mayor
Johnny Rodriguez	Vice Mayor
Jovita Mendoza	Council Member
Susannah Meyer	Council Member
Karen Rarey	Council Member

#### **Executive Team**

Tim Y. Ogden	City Manager
	City Attorney
Sukari Beshears	Director of Human Resources/Risk Manager
Kerry Breen	City Treasurer/Director of Finance and Information Systems
Tom Hansen	Chief of Police
Alexis Morris	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.

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

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

- Department Overhead
- Citywide Overhead

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

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

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

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

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



#### **Exhibit A**

Assumptions Supporting Overhead Calculations							
Management Positions/Support	Non-Personnel Costs						
Community	Development						
Director of Community Development (90%)	Building						
Chief Building Official (90%)	Community Enrichment						
Senior Planner (60%)	Planning						
Associate Planner (40%) – 2 Positions	Housing						
Planning Manager (100%)							
Development Services Manager (100%)							
Administrative Supervisor (75%)							
Administrative Secretary (100%)							
Administrative Assistant (95%) – 2 Positions							
Public	Works						
Director of Public Works (PW)/City Engineer (98%)	Development Engineering						
Assistant Director of PW/Engineering (98%)	Traffic and Transportation						
Assistant Director of PW/Operations (90%)	Capital Improvement Program Administration						
Project Services Specialist – Engineering * (100%)	Street Maintenance						
Administrative Supervisor – PW (80%)	Solid Waste Enterprise						
	Water Enterprise						
Wastewater Enterprise							
Parks and	Recreation						
Director of Parks and Recreation (95%)	Recreation Administration						
Park/Maintenance Manager (33%)	City Pool						
Administrative Supervisor (100%)	Community Center						
Parks Planner (85%)	Senior Programs						
	Brentwood Senior Activity Center						
	Landscape Operations						
	Parks Planning						
Po	ice						
Police Chief (100%)	Police						
Police Captain (100%) – 2 Positions	Dispatch						
Executive Assistant (100%)							
Accounting Technician (100%)							
Administrative Assistant (100%)							
Other Citywide							
City Manager ** City Att	•						
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	s Services Non-Departmental						
1 /	al Services						
Human Resources							

<sup>\*</sup>One full-time employee

<sup>\*\*</sup>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	121.73%				
Public Works	145.10%				
Parks and Recreation	98.86%				
Police	36.65%				
Other Citywide	17.95%				

#### <u>Direct Cost Allocation – Position Assumptions</u>

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.

Retirement 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 40 hours per year
- Holidays assumed at 120 hours per year

#### **Economic Considerations**

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

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

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



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

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

#### Methodology

Based upon time estimates, a model of departmental activities is developed and then reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the City's 2021/22 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.

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 273 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 <sup>(a)</sup>	802,749	167,655	2,169	972,573				
City Attorney <sup>(a)</sup>	1,143,665	624,201	-	1,767,866				
Economic Development <sup>(a)</sup>	572,500	784,442	-	1,356,942				
City Clerk <sup>(a)</sup>	372,624	274,007	5,779	652,410				
Human Resources <sup>(a)</sup>	871,681	496,730	-	1,368,411				
Business Services <sup>(a)</sup>	982,662	402,598	100	1,385,360				
Financial Services <sup>(a)</sup>	871,980	316,019	-	1,187,999				
Community Services <sup>(a)</sup>	-	880,788	-	880,788				
Non-Departmental <sup>(a)</sup>	-	825,531	-	825,531				
Community Development								
Building	1,870,398	843,315	43,082	2,756,795				
Planning	1,216,635	334,894	-	1,551,529				
Community Enrichment	627,675	232,166	2,000	861,841				
Housing	459,076	286,615	1,000	746,691				
Police								
Police	19,642,877	6,536,189	295,850	26,474,916				
Dispatch	2,573,086	1,125,781	12,254	3,711,121				
Parks and Recreation								
Recreation Administration	1,973,725	660,493	-	2,634,218				
City Pool	552,168	543,975	-	1,096,143				
Park Planning	146,047	36,539	-	182,586				
Community Center	71,654	689,842	-	761,496				
Senior Programs	260,407	135,710	840	396,957				
Brentwood Senior Activity Center	96,258	264,441	25,000	385,699				
Landscape Operations	589,289	601,588	-	1,190,877				
Public Works								
Solid Waste Enterprise	4,542,029	11,044,586	251,990	15,838,605				
Water Enterprise	4,734,919	21,133,325	1,526,596	27,394,840				
Wastewater Enterprise	4,289,899	11,432,011	1,170,023	16,891,933				
Street Maintenance	2,304,512	2,062,141	125,000	4,491,653				
Development Engineering	1,400,749	625,769	1,000	2,027,518				
Traffic and Transportation	323,535	224,741	-	548,276				
Capital Improvement Program Administration	905,914	329,074	1,500	1,236,488				

<sup>(</sup>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 (40) and holidays (120) 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. Certain positions require an employee to work on a holiday and are compensated per their Memorandum of Understanding.

**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							
		\$6,905.20 /	Month	\$46.03	3 /Hour		
<u>Benefit</u>	Multiplier				Catego	rv	
PERS - Employer	0.200800	1,386.56		Non-	Sworn Profession		ors
Management Incentive		0.00				,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	55.72					
Life Insurance	0.000213	26.47					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	248.10					
Workers Comp.	0.046430	320.61			31.28%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	100.13	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,962.10	71.86%	\$79.12	\$24.75	\$14.20	\$118.07
		Annual Salary	+ Benefits	\$142,407.58	_		
Step B		4 (-					
		<b>\$7,250.46</b> /Month		\$48.34 /Hour			
	Total Benefits	\$5,055.25	69.72%	\$82.04	\$25.66	\$14.73	\$122.43
		Annual Salary -	+ Benefits _	\$147,668.51	=		
Step C							
		\$ <b>7,612.98</b> /N	Month	\$50.7	5 /Hour		
	Total Benefits	\$5,153.06	67.69%	\$85.11	\$26.62	\$15.28	\$127.01
		Annual Salary -	+ Renefits	\$153,192.49			
			=	7	=		
Step D							
		\$7,993.63 /1	Month	\$53.29	9 /Hour		
	Total Benefits	\$5,255.76	65.75%	\$88.33	\$27.63	\$15.86	\$131.82
		Annual Salary -	+ Benefits =	\$158,992.67	=		
Step E							
		\$8,393.31 /	Month	\$55.90	6 /Hour		
	Total Benefits	\$5,363.59	63.90%	\$91.71	\$28.69	\$16.46	\$136.86
		Annual Salary -	+ Benefits	\$165,082.85	=		



Accountant I
Department: Parks and Recreation

Step A							
		\$6,905.20 /	Month	\$46.03	3 /Hour		
<u>Benefit</u>	Multiplier				Catego	rv	
PERS - Employer	0.200800	1,386.56		Non-	-Sworn Profession		ors
Management Incentive		0.00				,	-
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	55.72					
Life Insurance	0.000213	26.47					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	248.10					
Workers Comp.	0.046430	320.61			98.86%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	100.13	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,962.10	71.86%	\$79.12	\$78.21	\$14.20	\$171.53
		Annual Salary -	+ Benefits _	\$142,407.58	=		
Step B	_						
этер в		\$ <b>7,250.4</b> 6 /N	Month	¢18.3	4 /Hour		
		\$7 <b>,230.40</b> /1	VIOTICII	Ş <del>4</del> 0.3	4 /11001		
	Total Benefits	\$5,055.25	69.72%	\$82.04	\$81.10	\$14.73	\$177.87
		Annual Salary -	+ Benefits _	\$147,668.51	=		
Step C							
		\$ <b>7,612.98</b> /N	Month	\$50.7	5 /Hour		
	Total Benefits	\$5,153.06	67.69%	\$85.11	\$84.14	\$15.28	\$184.53
		Annual Salary -	+ Benefits	\$153,192.49			
				,,	=		
Step D							
		\$7,993.63 /1	Month	\$53.2	9 /Hour		
	Total Benefits	\$5,255.76	65.75%	\$88.33	\$87.32	\$15.86	\$191.51
		Annual Salary -	+ Benefits =	\$158,992.67	=		
Step E							
		\$8,393.31 /	Month	\$55.9	6 /Hour		
	Total Benefits	\$5,363.59	63.90%	\$91.71	\$90.67	\$16.46	\$198.84
		Annual Salary	+ Benefits _	\$165,082.85	=		
			_				



Accountant II
Department: Finance and Information Systems

Benefit         Multiplier         Category           PERS - Employer         0.200800         1,528.69         Non-Sworn Professionals / Supervisors           Management Incentive         0.00         Non-Sworn Professionals / Supervisors           EAP         3.89         Non-Sworn Professionals / Supervisors           Health Insurance         1,846.13         Non-Sworn Professionals / Supervisors           Dental Insurance         1,846.13         Non-Sworn Professionals / Supervisors           LTD & STD Insurance         0.008070         61.44           Life Insurance         0.0000013         29.19           Holiday Pay         0.00           Uniform Allowance         0.00           Standby         0.00           Retiree Medical         794.80           Deferred Comp.         2% + \$110         262.26           Workers Comp.         0.046430         353.47         31.28%         17.95%	Step A							
PERS - Employer			<b>\$7,612.98</b> /N	<b>Month</b>	\$50.75	5 /Hour		
PERS	Benefit	Multiplier				Catego	rv	
Management Incentive	<u> </u>		1.528.69		Non-	· · · · · · · · · · · · · · · · · · ·	<del></del> "	ors
Realth Insurance			•				, ,	
Dental Insurance								
LTD & STD Insurance	Health Insurance		1,846.13					
Life Insurance	Dental Insurance		155.99					
Holiday Pay	LTD & STD Insurance	0.008070	61.44					
Uniform Allowance Standby 0.00 Retiree Medical 794.80 Deferred Comp. 2% + \$110 262.26 Workers Comp. 0.046430 353.47 Wision Insurance Medicare 0.014500 110.39 Medicare 0.014500 110.39 Medicare Total Benefits \$55,169.93 67.91% \$85.22 \$26.66 \$15.30 \$127.18    Total Benefits   \$55,169.93 67.91% \$85.22 \$26.66 \$15.30 \$127.18   Step B   \$7,993.63   Month   \$53.29   Hour	Life Insurance	0.000213	29.19					
Standby	Holiday Pay		0.00					
Retiree Medical Deferred Comp.         29k + \$110         262.26 befored Comp.         29k + \$110         262.26 befored Comp.         29k + \$110         262.26 befored Comp.         29k + \$110         262.26 before Comp.         20.046430         353.47 before Comp.         31.28k before Comp.         17.99k before Citywide Aber Citywide Aber Coverhead         Total Hour Overhead         Total Hour Overhead         Total Hour Overhead         Total Hour Overhead         \$127.18 before Citywide Aber Citywid	Uniform Allowance		0.00					
Deferred Comp.   2% + \$110   262.26   353.47   31.28%   17.95%   Total Benefits   23.69   Medicare   0.014500   110.39	Standby		0.00					
Workers Comp. Vision Insurance Nedicare         0.046430         353.47 23.69 23.69 23.69 367.91%         Hourly Rate & Department Citywide Overhead         17.95% Citywide Overhead         Total Hour Rate Overhead         Step E         \$15.30         \$127.18           Step B         \$7,993.63 /Month         \$53.29 /Hour         \$53.29 /Hour           Total Benefits         \$5,272.63 65.96%         \$88.44 \$27.66         \$15.88 \$131.98           Annual Salary + Benefits         \$159,195.10           Step C           \$8,393.31 /Month         \$55.96 /Hour           Total Benefits         \$5,380.46 64.10% \$91.83 \$28.72 \$16.48 \$137.03           Annual Salary + Benefits         \$165,285.29           Step D           \$8,812.98 /Month         \$58.75 /Hour           Total Benefits         \$5,493.69 62.34% \$95.38 \$29.83 \$17.12 \$142.33           Annual Salary + Benefits           \$171,679.98	Retiree Medical		794.80					
Vision Insurance Medicare         23.69 110.39         Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hour Rate Overhead           Total Benefits         \$5,169.93         67.91%         \$85.22         \$26.66         \$15.30         \$127.18           Annual Salary + Benefits         \$153,394.92           Step B         \$7,993.63 /Month         \$53.29 /Hour           Total Benefits         \$5,272.63         65.96%         \$88.44         \$27.66         \$15.88         \$131.98           Annual Salary + Benefits         \$159,195.10           Step C           \$8,393.31 /Month         \$55.96 /Hour           Total Benefits         \$5,380.46         64.10%         \$91.83         \$28.72         \$16.48         \$137.03           Step D           \$8,812.98 /Month         \$58.75 /Hour           Total Benefits         \$5,493.69         62.34%         \$95.38         \$29.83         \$17.12         \$142.33           Annual Salary + Benefits         \$171,679.98	Deferred Comp.	2% + \$110	262.26					
Medicare         0.014500         110.39         & Benefits         Overhead         Overhead         Rate           Step B         \$7,993.63 /Month         \$53,29 /Hour           Total Benefits         \$5,272.63 /65.96%         \$88.44 /827.66         \$15.88 /813.98           Annual Salary + Benefits         \$159,195.10           Step C         \$8,393.31 /Month         \$55.96 /Hour           Total Benefits         \$5,380.46 /64.10%         \$91.83 /82.72         \$16.48 /8137.03           Annual Salary + Benefits         \$165,285.29           Step D         \$8,812.98 /Month         \$58.75 /Hour           Total Benefits         \$5,493.69 /62.34%         \$95.38 /829.83 /817.12 /8142.33           Annual Salary + Benefits         \$171,679.98	<b>∤■</b>	0.046430	353.47			31.28%	17.95%	
Total Benefits \$5,169.93 67.91% \$85.22 \$26.66 \$15.30 \$127.18  Annual Salary + Benefits \$153,394.92  Step B \$7,993.63 /Month \$53.29 /Hour  Total Benefits \$5,272.63 65.96% \$88.44 \$27.66 \$15.88 \$131.98  Annual Salary + Benefits \$159,195.10  Step C \$8,393.31 /Month \$55.96 /Hour  Total Benefits \$5,380.46 64.10% \$91.83 \$28.72 \$16.48 \$137.03  Annual Salary + Benefits \$165,285.29  Step D \$8,812.98 /Month \$58.75 /Hour  Total Benefits \$5,493.69 62.34% \$95.38 \$29.83 \$17.12 \$142.33  Annual Salary + Benefits \$171,679.98	Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Step B   \$7,993.63   Month   \$53.29   Hour	Medicare	0.014500	110.39	_	& Benefits	Overhead	Overhead	Rate
Step B   \$7,993.63   Month   \$53.29   Hour		Total Benefits	\$5,169.93	67.91%	\$85.22	\$26.66	\$15.30	\$127.18
\$7,993.63 /Month \$53.29 /Hour  Total Benefits \$5,272.63 65.96% \$88.44 \$27.66 \$15.88 \$131.98  Annual Salary + Benefits \$159,195.10  Step C  \$8,393.31 /Month \$55.96 /Hour  Total Benefits \$5,380.46 64.10% \$91.83 \$28.72 \$16.48 \$137.03  Annual Salary + Benefits \$165,285.29  Step D  \$8,812.98 /Month \$58.75 /Hour  Total Benefits \$5,493.69 62.34% \$95.38 \$29.83 \$17.12 \$142.33  Annual Salary + Benefits \$171,679.98			Annual Salary	Benefits _	\$153,394.92	=		
\$7,993.63 /Month \$53.29 /Hour  Total Benefits \$5,272.63 65.96% \$88.44 \$27.66 \$15.88 \$131.98  Annual Salary + Benefits \$159,195.10  Step C  \$8,393.31 /Month \$55.96 /Hour  Total Benefits \$5,380.46 64.10% \$91.83 \$28.72 \$16.48 \$137.03  Annual Salary + Benefits \$165,285.29  Step D  \$8,812.98 /Month \$58.75 /Hour  Total Benefits \$5,493.69 62.34% \$95.38 \$29.83 \$17.12 \$142.33  Annual Salary + Benefits \$171,679.98	Step B							
Step C   \$8,393.31   Month   \$55.96   Hour     Total Benefits   \$5,380.46   64.10%   \$91.83   \$28.72   \$16.48   \$137.03     Annual Salary + Benefits   \$165,285.29     Step D   \$8,812.98   Month   \$58.75   Hour     Total Benefits   \$5,493.69   62.34%   \$95.38   \$29.83   \$17.12   \$142.33     Annual Salary + Benefits   \$171,679.98			\$ <b>7,993.63</b> /N	Month	\$53.29	9 /Hour		
Step C   \$8,393.31   Month   \$55.96   Hour     Total Benefits   \$5,380.46   64.10%   \$91.83   \$28.72   \$16.48   \$137.03     Annual Salary + Benefits   \$165,285.29     Step D   \$8,812.98   Month   \$58.75   Hour     Total Benefits   \$5,493.69   62.34%   \$95.38   \$29.83   \$17.12   \$142.33     Annual Salary + Benefits   \$171,679.98		Total Benefits	\$5,272.63	65.96%	\$88.44	\$27.66	\$15.88	\$131.98
\$8,393.31 /Month \$55.96 /Hour  Total Benefits \$5,380.46 64.10% \$91.83 \$28.72 \$16.48 \$137.03  Annual Salary + Benefits \$165,285.29  Step D  \$8,812.98 /Month \$58.75 /Hour  Total Benefits \$5,493.69 62.34% \$95.38 \$29.83 \$17.12 \$142.33  Annual Salary + Benefits \$171,679.98			Annual Salary +	Benefits _	\$159,195.10	=		
Total Benefits \$5,380.46 64.10% \$91.83 \$28.72 \$16.48 \$137.03  Annual Salary + Benefits \$165,285.29  Step D  \$8,812.98 /Month \$58.75 /Hour  Total Benefits \$5,493.69 62.34% \$95.38 \$29.83 \$17.12 \$142.33  Annual Salary + Benefits \$171,679.98	Step C							
Annual Salary + Benefits \$\frac{\$165,285.29}{\$165,285.29}\$  Step D  \$8,812.98 / Month \$58.75 / Hour  Total Benefits \$5,493.69 62.34% \$95.38 \$29.83 \$17.12 \$142.33  Annual Salary + Benefits \$\frac{\$171,679.98}{\$171,679.98}\$			\$8,393.31 /	Month	\$55.96 /Hour			
\$8,812.98 /Month \$58.75 /Hour  Total Benefits \$5,493.69 62.34% \$95.38 \$29.83 \$17.12 \$142.33  Annual Salary + Benefits \$171,679.98		Total Benefits	\$5,380.46	64.10%	\$91.83	\$28.72	\$16.48	\$137.03
\$8,812.98 /Month \$58.75 /Hour  Total Benefits \$5,493.69 62.34% \$95.38 \$29.83 \$17.12 \$142.33  Annual Salary + Benefits \$171,679.98  Step E			Annual Salary	Benefits =	\$165,285.29	=		
\$8,812.98 /Month \$58.75 /Hour  Total Benefits \$5,493.69 62.34% \$95.38 \$29.83 \$17.12 \$142.33  Annual Salary + Benefits \$171,679.98  Step E	Step D							
Annual Salary + Benefits \$171,679.98  Step E			\$8,812.98 /	Month	\$58.75	5 /Hour		
Step E		Total Benefits	\$5,493.69	62.34%	\$95.38	\$29.83	\$17.12	\$142.33
·			Annual Salary	Benefits =	\$171,679.98	=		
\$ <b>9,253.63</b> /Month \$61.69 /Hour	Step E							
			\$9,253.63 /	Month	\$61.69	9 /Hour		
Total Benefits \$5,612.58 60.65% \$99.11 \$31.00 \$17.79 \$147.90		Total Benefits	\$5,612.58	60.65%	\$99.11	\$31.00	\$17.79	\$147.90
Annual Salary + Benefits \$178,394.41			Annual Salary +	Benefits =	\$178,394.41	=		



Accountant II
Department: Parks and Recreation

Step A							
		<b>\$7,612.98</b> /N	∕lonth	\$50.75	5 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,528.69		Non-	Sworn Profession		ors
Management Incentive		0.00				,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	61.44					
Life Insurance	0.000213	29.19					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	262.26					
Workers Comp.	0.046430	353.47			98.86%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	110.39	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,169.93	67.91%	\$85.22	\$84.25	\$15.30	\$184.77
		Annual Salary +	Benefits _	\$153,394.92	=		
Step B							
этер в		\$ <b>7,993.63</b> /N	∕lonth	\$53.29	9 /Hour		
	Total Benefits	\$5,272.63	65.96%	\$88.44	\$87.43	\$15.88	\$191.75
		Annual Salary +	Benefits =	\$159,195.10	=		
Step C							
0.000		\$8,393.31 /	Иonth	\$55.96	6 /Hour		
	Total Benefits	\$5,380.46	64.10%	\$91.83	\$90.78	\$16.48	\$199.09
		Annual Salary +	Benefits =	\$165,285.29	=		
Step D							
		\$8,812.98 /	Month	\$58.75	5 /Hour		
	Total Benefits	\$5,493.69	62.34%	\$95.38	\$94.29	\$17.12	\$206.79
		Annual Salary +	Benefits _	\$171,679.98	=		
Step E							
		<b>\$9,253.63</b> /N	<b>Month</b>	\$61.69	9 /Hour		
	Total Benefits	\$5,612.58	60.65%	\$99.11	\$97.98	\$17.79	\$214.88
		Annual Salary +	Benefits _	\$178,394.41	=		



# Accounting Assistant I Department: Finance and Information Systems

Step A							
		<b>\$4,747.06</b> /Mo	nth	\$31.65	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	av.	
PERS - Employer	0.200800	953.21			Office Empl		
Management Incentive	0.200800	0.00			Office Empi	Oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	38.31					
Life Insurance	0.000070	18.20					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	220.41			24 200/	47.050/	
Vision Insurance	0.040430	23.69		<b>Hourly Rate</b>	31.28% Department	17.95% Citywide	Total Hourly
Medicare	0.014500	68.83		& Benefits	Overhead	Overhead	Rate
Medicare	0.014500	08.83	_	& benefits	Overnead	Overnead	Kate
	Total Benefits	\$4,123.46	86.86%	\$59.14	\$18.50	\$10.62	\$88.26
		Annual Salary + Bo	enefits =	\$106,446.22	=		
Step B							
Step 5		<b>\$4,984.41</b> /Mo	nth	\$33.23	/Hour		
	Total Benefits	\$4,187.50	84.01%	\$61.15	\$19.13	\$10.98	\$91.26
		Annual Salary + Bo	enefits _	\$110,062.91	=		
Step C							
		<b>\$5,233.63</b> /Mo	nth	\$34.89	/Hour		
	Total Benefits	\$4,254.73	81.30%	\$63.26	\$19.79	\$11.35	\$94.40
			<b></b>	4442.000.44			
		Annual Salary + Bo	enerits =	\$113,860.44	=		
Step D							
		<b>\$5,495.32</b> /Mo	nth	\$36.64	/Hour		
	Total Benefits	\$4,325.34	78.71%	\$65.47	\$20.48	\$11.75	\$97.70
		Annual Salary + Bo	enefits =	\$117,847.84	=		
Step E							
		<b>\$5,770.08</b> /Mo	nth	\$38.47	/ /Hour		
	Total Benefits	\$4,399.47	76.25%	\$67.80	\$21.21	\$12.17	\$101.18
		Annual Salary + Bo	enefits	\$122,034.61	_		
		•		·	=		



# Accounting Assistant II Department: Finance and Information Systems

Step A							
		\$ <b>5,233.63</b> /N	∕Ionth	\$34.89	Hour		
Donofit.	N.A. JAirelian				Catana		
Benefit	Multiplier 0.200800	1 050 01			Catego		
PERS - Employer	0.200800	1,050.91			Office Empl	oyees	
Management Incentive EAP		0.00 3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	42.24					
Life Insurance	0.000213	20.07					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	243.00			31.28%	17.95%	
Vision Insurance	0.040450	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	75.89		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.02 1500	73.03	_	G Delicino	••••••	- Cremeda	11010
	Total Benefits	\$4,256.60	81.33%	\$63.27	\$19.79	\$11.36	\$94.42
		Annual Salary +	Benefits _	\$113,882.82	=		
Step B							
3300		\$ <b>5,495.32</b> /N	/lonth	\$36.64	4 /Hour		
	Total Benefits	\$4,327.20	78.74%	\$65.48	\$20.48	\$11.75	\$97.71
		Annual Salary +	Benefits =	\$117,870.23	=		
Step C							
		\$5,770.08 /N	Лonth	\$38.47	7 /Hour		
	Total Benefits	\$4,401.33	76.28%	\$67.81	\$21.21	\$12.17	\$101.19
		Annual Salary +	· Benefits _	\$122,057.00	=		
Step D							
Step B		\$6,058.59 /N	/lonth	\$40.39	9 /Hour		
	Total Benefits	\$4,479.17	73.93%	\$70.25	\$21.97	\$12.61	\$104.83
			_				
		Annual Salary +	· Benefits =	\$126,453.11	=		
Step E							
		\$6,361.52 /N	/lonth	\$42.43	1 /Hour		
	Total Benefits	\$4,560.90	71.70%	\$72.82	\$22.78	\$13.07	\$108.67
		Annual Salary +	Benefits _	\$131,069.02	=		



# Accounting Manager Department: Finance and Information Systems

Signatur	Step A							
PERS - Employer   0.200800   2.021.80   Non-Sworn Managers / Confidential Management Incentive   0.00   2.021.80   Non-Sworn Managers / Confidential Management Incentive   0.00   3.83   4			<b>\$10,068.72</b> /Mont	h	\$67.12	: /Hour		
PERS - Employer   0.200800   2.021.80   Non-Sworn Managers / Confidential Management Incentive   0.00   2.021.80   Non-Sworn Managers / Confidential Management Incentive   0.00   3.83   4	Benefit	Multiplier				Catego	rv	
Management Incentive	·		2.021.80					al
Health Insurance			•				.,	
Dental Insurance								
LTD & STD Insurance Ufe Insurance Uffe Insu	Health Insurance		1,846.13					
Life Insurance   0.000213   31.95   Holiday Pay   0.00	Dental Insurance		155.99					
Holiday Pay Uniform Allowance	LTD & STD Insurance	0.008070	81.25					
Uniform Allowance   Canaday   Can	Life Insurance	0.000213	31.95					
Standby   Retire Medical   794.80   Deferred Comp.   3% + \$110   794.80   Deferred Comp.   3% + \$110   412.06   Workers Comp.   0.046430   467.49   Hourly Rate & Department Citywide (Noverhead Rate   Department (Noverhead Rate   Departmen	Holiday Pay		0.00					
Retire Medical Deferred Comp. 3% + \$110	Uniform Allowance		0.00					
Deferred Comp.   3% + \$110	Standby		0.00					
Workers Comp. Vision Insurance Medicare         0.046430 0.014500         467.49 23.69 146.00         Hourly Rate & Benefits         31.28% Department Overhead         17.95% Citywide Overhead         Total Hourly Rate           Total Benefits         \$5,985.05         \$9.44%         \$107.03         \$33.48         \$19.21         \$159.72           Step B         \$10,572.15 /Month         \$70.48 /Hour         \$19.98         \$166.08           Total Benefits         \$6,120.88         \$7.90%         \$111.29         \$34.81         \$19.98         \$166.08           Step C         \$11,100.76 /Month         \$72.0316.38         \$19.98         \$166.08           Step C         \$11,00.76 /Month         \$74.01 /Hour         \$20.78         \$172.75           Step D         \$11,655.80 /Month         \$77.71 /Hour         \$20.78         \$21.62         \$179.76           Step E         \$12,238.59 /Month         \$81.59 /Hour         \$187.12         \$187.12	Retiree Medical		794.80					
Vision Insurance   Medicare	Deferred Comp.	3% + \$110	412.06					
Medicare         0.014500         146.00         & Benefits         Overhead         Overhead         Rate           Step B         Total Benefits         \$5,985.05         59.44%         \$107.03         \$33.48         \$19.21         \$159.72           Step B         \$10,572.15 /Month         \$70.48 /Hour         \$70.48 /Hour           Total Benefits         \$6,120.88         57.90%         \$111.29         \$34.81         \$19.98         \$166.08           Annual Salary + Benefits         \$200,316.38         \$11,100.76 /Month         \$74.01 /Hour           Total Benefits         \$6,263.50         56.42%         \$115.76         \$36.21         \$20.78         \$172.75           Annual Salary + Benefits         \$208,371.09         \$11,655.80 /Month         \$777.71 /Hour           Total Benefits         \$6,413.25         55.02%         \$120.46         \$37.68         \$21.62         \$179.76           Step E         \$12,238.59 /Month         \$81.59 /Hour           Total Benefits         \$6,570.48         53.69%         \$125.39         \$39.22         \$22.51         \$187.12	Workers Comp.	0.046430	467.49			31.28%	17.95%	
Total Benefits	Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Step B	Medicare	0.014500	146.00		& Benefits	Overhead	Overhead	Rate
Step B   \$10,572.15   Month   \$70.48   Hour		Total Benefits	\$5,985.05 59	.44%	\$107.03	\$33.48	\$19.21	\$159.72
\$10,572.15 / Month \$70.48 / Hour  Total Benefits \$6,120.88 \$7.90% \$111.29 \$34.81 \$19.98 \$166.08  Annual Salary + Benefits \$200,316.38   \$11,100.76 / Month \$74.01 / Hour  Total Benefits \$6,263.50 \$6.42% \$115.76 \$36.21 \$20.78 \$172.75  Annual Salary + Benefits \$208,371.09   \$11,655.80 / Month \$77.71 / Hour  Total Benefits \$6,413.25 \$55.02% \$120.46 \$37.68 \$21.62 \$179.76  Annual Salary + Benefits \$216,828.54   \$12,238.59 / Month \$81.59 / Hour  Total Benefits \$6,570.48 \$33.69% \$125.39 \$39.22 \$22.51 \$187.12			Annual Salary + Bend	efits _	\$192,645.22	=		
\$10,572.15 / Month \$70.48 / Hour  Total Benefits \$6,120.88 \$7.90% \$111.29 \$34.81 \$19.98 \$166.08  Annual Salary + Benefits \$200,316.38   \$11,100.76 / Month \$74.01 / Hour  Total Benefits \$6,263.50 \$6.42% \$115.76 \$36.21 \$20.78 \$172.75  Annual Salary + Benefits \$208,371.09   \$11,655.80 / Month \$77.71 / Hour  Total Benefits \$6,413.25 \$55.02% \$120.46 \$37.68 \$21.62 \$179.76  Annual Salary + Benefits \$216,828.54   \$12,238.59 / Month \$81.59 / Hour  Total Benefits \$6,570.48 \$33.69% \$125.39 \$39.22 \$22.51 \$187.12	Step B							
Annual Salary + Benefits       \$200,316.38         \$11,100.76 /Month       \$74.01 /Hour         Total Benefits       \$6,263.50       56.42%       \$115.76       \$36.21       \$20.78       \$172.75         Annual Salary + Benefits       \$208,371.09         Step D         Total Benefits       \$6,413.25       55.02%       \$120.46       \$37.68       \$21.62       \$179.76         Annual Salary + Benefits       \$216,828.54         Step E         Total Benefits       \$6,570.48       53.69%       \$125.39       \$39.22       \$22.51       \$187.12	·		<b>\$10,572.15</b> /Month		\$70.48	3 /Hour		
Step C         \$11,100.76 /Month       \$74.01 /Hour         Total Benefits       \$6,263.50       \$56.42%       \$115.76       \$36.21       \$20.78       \$172.75         Annual Salary + Benefits       \$208,371.09         \$11,655.80 /Month       \$77.71 /Hour         Total Benefits       \$6,413.25       \$5.02%       \$120.46       \$37.68       \$21.62       \$179.76         Annual Salary + Benefits       \$216,828.54       \$216,828.54       \$41.59 /Hour         Total Benefits       \$6,570.48       \$33.69%       \$125.39       \$39.22       \$22.51       \$187.12		Total Benefits	\$6,120.88 57	.90%	\$111.29	\$34.81	\$19.98	\$166.08
\$11,100.76 /Month \$74.01 /Hour  Total Benefits \$6,263.50 \$56.42% \$115.76 \$36.21 \$20.78 \$172.75  Annual Salary + Benefits \$208,371.09  \$11,655.80 /Month \$77.71 /Hour  Total Benefits \$6,413.25 \$55.02% \$120.46 \$37.68 \$21.62 \$179.76  Annual Salary + Benefits \$216,828.54  \$12,238.59 /Month \$81.59 /Hour  Total Benefits \$6,570.48 \$53.69% \$125.39 \$39.22 \$22.51 \$187.12			Annual Salary + Bend	efits _	\$200,316.38	=		
Total Benefits \$6,263.50 56.42% \$115.76 \$36.21 \$20.78 \$172.75  Annual Salary + Benefits \$208,371.09  \$11,655.80 / Month \$77.71 / Hour  Total Benefits \$6,413.25 55.02% \$120.46 \$37.68 \$21.62 \$179.76  Annual Salary + Benefits \$216,828.54  \$12,238.59 / Month \$81.59 / Hour  Total Benefits \$6,570.48 53.69% \$125.39 \$39.22 \$22.51 \$187.12	Step C							
Annual Salary + Benefits       \$208,371.09         \$11,655.80 /Month       \$77.71 /Hour         Total Benefits       \$6,413.25       \$55.02%       \$120.46       \$37.68       \$21.62       \$179.76         Annual Salary + Benefits       \$216,828.54         Step E         Total Benefits       \$6,570.48       53.69%       \$125.39       \$39.22       \$22.51       \$187.12			<b>\$11,100.76</b> /Mont	h	\$74.01 /Hour			
Step D         \$11,655.80 /Month       \$77.71 /Hour         Total Benefits       \$6,413.25       55.02%       \$120.46       \$37.68       \$21.62       \$179.76         Annual Salary + Benefits       \$216,828.54       \$216,828.54       \$12,238.59 /Month       \$81.59 /Hour         Total Benefits       \$6,570.48       53.69%       \$125.39       \$39.22       \$22.51       \$187.12		Total Benefits	\$6,263.50 56	.42%	\$115.76	\$36.21	\$20.78	\$172.75
\$11,655.80 /Month \$77.71 /Hour  Total Benefits \$6,413.25 \$55.02% \$120.46 \$37.68 \$21.62 \$179.76  Annual Salary + Benefits \$216,828.54  Step E  \$12,238.59 /Month \$81.59 /Hour  Total Benefits \$6,570.48 \$53.69% \$125.39 \$39.22 \$22.51 \$187.12			Annual Salary + Bend	efits _	\$208,371.09	=		
Total Benefits \$6,413.25 55.02% \$120.46 \$37.68 \$21.62 \$179.76  Annual Salary + Benefits \$216,828.54  Step E  \$12,238.59 /Month \$81.59 /Hour  Total Benefits \$6,570.48 53.69% \$125.39 \$39.22 \$22.51 \$187.12	Step D							
Annual Salary + Benefits         \$216,828.54           Step E           \$12,238.59 / Month         \$81.59 / Hour           Total Benefits         \$6,570.48         53.69%         \$125.39         \$39.22         \$22.51         \$187.12			<b>\$11,655.80</b> /Mont	h	\$77.71	. /Hour		
Step E           \$12,238.59 / Month         \$81.59 / Hour           Total Benefits         \$6,570.48         53.69%         \$125.39         \$39.22         \$22.51         \$187.12		Total Benefits	\$6,413.25 55	.02%	\$120.46	\$37.68	\$21.62	\$179.76
\$12,238.59 /Month \$81.59 /Hour  Total Benefits \$6,570.48 53.69% \$125.39 \$39.22 \$22.51 \$187.12			Annual Salary + Bend	efits =	\$216,828.54	=		
Total Benefits \$6,570.48 53.69% <b>\$125.39 \$39.22 \$22.51 \$187.12</b>	Step E							
			<b>\$12,238.59</b> /Mont	h	\$81.59	Hour		
Annual Salary + Benefits \$225,708.86		Total Benefits	\$6,570.48 53	.69%	\$125.39	\$39.22	\$22.51	\$187.12
			Annual Salary + Bend	efits _	\$225,708.86	=		



# Accounting Specialist Department: Finance and Information Systems

Step A							
		\$6,917.53 /N	<b>Jonth</b>	<b>\$46.12</b> /Hour			
Donofit	N.A. JAirelian				Catana		
Benefit	Multiplier 0.200800	1,389.04			<u>Catego</u> Office Empl		
PERS - Employer	0.200600	0.00			Office Empi	oyees	
Management Incentive EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	55.82					
Life Insurance	0.000213	26.52					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	321.18			31.28%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	100.30	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,717.37	68.19%	\$77.57	\$24.26	\$13.92	\$115.75
		Annual Salary +	Benefits =	\$139,618.82	=		
Step B							
		<b>\$7,263.41</b> /N	<b>Month</b>	\$48.42	2 /Hour		
	Total Benefits	\$4,810.69	66.23%	\$80.49	\$25.18	\$14.45	\$120.12
		Annual Salary +	Benefits _	\$144,889.15	=		
Step C							
		\$ <b>7,626.58</b> /N	∕lonth	\$50.84 /Hour			
	Total Benefits	\$4,908.67	64.36%	\$83.57	\$26.14	\$15.00	\$124.71
		Annual Salary +	Benefits =	\$150,422.99	=		
Step D		Ć0 007 04 <i>/</i> *	ما خصم ا	450.5	0 /11		
		\$8,007.91 /	vionth	\$53.39	9 /Hour		
	Total Benefits	\$5,011.55	62.58%	\$86.80	\$27.15	\$15.58	\$129.53
		Annual Salary +	Benefits =	\$156,233.53	=		
Step E							
		\$8,408.30 /	Иonth	\$56.06	6 /Hour		
	Total Benefits	\$5,119.58	60.89%	\$90.19	\$28.21	\$16.19	\$134.59
		Annual Salary +	Benefits =	\$162,334.59	=		



# Accounting Supervisor Department: Finance and Information Systems

Step A							
		\$ <b>7,537.9</b> 8 /I	Month	\$50.25	5 /Hour		
Benefit	<u>Multiplier</u>				Catego	ry	
PERS - Employer	0.200800	1,513.63		Non-	-Sworn Profession		ors
Management Incentive		0.00				•	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	60.83					
Life Insurance	0.000213	28.90					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	110.00					
Workers Comp.	0.046430	349.99		Harrie Bata	31.28%	17.95%	Takal Hanniba
Vision Insurance	0.014500	23.69		Hourly Rate	Department Overhead	Citywide	Total Hourly
Medicare	0.014500	109.30	_	& Benefits	Overnead	Overhead	Rate
	Total Benefits	\$4,997.15	66.29%	\$83.57	\$26.14	\$15.00	\$124.71
		Annual Salary	+ Benefits _	\$150,421.48	=		
Step B							
3.00		\$ <b>7,914.88</b> /I	Month	\$52.7	7 /Hour		
	Total Benefits	\$5,098.83	64.42%	\$86.76	\$27.14	\$15.57	\$129.47
		Annual Salary	+ Benefits _	\$156,164.51	=		
Step C							
		\$8,310.62 /I	Month	\$55.40 /Hour			
	Total Benefits	\$5,205.61	62.64%	\$90.11	\$28.19	\$16.17	\$134.47
		Annual Salary	+ Benefits _	\$162,194.70	=		
Step D							
		\$ <b>8,726.15</b> /I	Month	\$58.1	7 /Hour		
	Total Benefits	\$5,317.72	60.94%	\$93.63	\$29.29	\$16.81	\$139.73
		Annual Salary	+ Benefits _	\$168,526.39	=		
Step E							
	_	\$9,162.46 /	Month	\$61.08	8 /Hour		
	Total Benefits	\$5,435.43	59.32%	\$97.32	\$30.44	\$17.47	\$145.23



# Accounting Technician Department: Finance and Information Systems

Step A							
		\$6,020.50 /N	∕lonth	<b>\$40.14</b> /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,208.92			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	48.59					
Life Insurance	0.000213	23.08					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	279.53			31.28%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	87.30	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,471.91	74.28%	\$69.95	\$21.88	\$12.56	\$104.39
		Annual Salary +	Benefits _	\$125,909.03	=		
Step B							
Step B		\$ <b>6,321.53</b> /N	/lonth	\$42.14	4 /Hour		
	Total Benefits	\$4,553.13	72.03%	\$72.50	\$22.68	\$13.01	\$108.19
		Annual Salary +	Benefits =	\$130,495.93	=		
Step C							
		\$6,637.61 /N	Лonth	\$44.25 /Hour			
	Total Benefits	\$4,638.41	69.88%	\$75.17	\$23.51	\$13.49	\$112.17
		Annual Salary +	· Benefits =	\$135,312.17	=		
Step D							
		\$ <b>6,969.49</b> /N	/lonth	\$46.40	6 /Hour		
	Total Benefits	\$4,727.95	67.84%	\$77.98	\$24.39	\$14.00	\$116.37
		Annual Salary +	Benefits =	\$140,369.23	=		
Step E							
		\$ <b>7,317.96</b> /N	⁄lonth	\$48.79	9 /Hour		
	Total Benefits	\$4,821.97	65.89%	\$80.93	\$25.32	\$14.53	\$120.78
		Annual Salary +	Benefits =	\$145,679.14	=		



#### **Accounting Technician**

**Department: Police** 

\$6,020.50 /Month         \$40.14 /Hour           Benefit         Multiplier         Category           PERS - Employer         0.200800         1,208.92         Office Employees           Management Incentive         0.00         48.59         48.60 <t< th=""><th>Total Hourly Rate \$108.15</th></t<>	Total Hourly Rate \$108.15
PERS - Employer         0.200800         1,208.92         Office Employees           Management Incentive         0.00         EAP         3.89           Health Insurance         1,846.13         Dental Insurance         155.99           LTD & STD Insurance         0.008070         48.59         48.59           Life Insurance         0.000213         23.08         48.59           Holiday Pay         0.00         0.00           Uniform Allowance         0.00         0.00           Standby         0.00         0.00           Retiree Medical         794.80         794.80           Deferred Comp.         0.00         0.00           Workers Comp.         0.046430         279.53         36.65%         17.95%           Vision Insurance         23.69         Hourly Rate         Department         Citywide           Medicare         0.014500         87.30         & Benefits         Overhead         Overhead	Rate
PERS - Employer         0.200800         1,208.92         Office Employees           Management Incentive         0.00         6.00 <td< th=""><th>Rate</th></td<>	Rate
Management Incentive       0.00         EAP       3.89         Health Insurance       1,846.13         Dental Insurance       155.99         LTD & STD Insurance       0.008070       48.59         Life Insurance       0.000213       23.08         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       0.00         Workers Comp.       0.046430       279.53         Vision Insurance       23.69       Hourly Rate       Department       Citywide         Medicare       0.014500       87.30       & Benefits       Overhead       Overhead	Rate
EAP       3.89         Health Insurance       1,846.13         Dental Insurance       155.99         LTD & STD Insurance       0.008070       48.59         Life Insurance       0.000213       23.08         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       0.00         Workers Comp.       0.046430       279.53         Vision Insurance       23.69       Hourly Rate       Department       Citywide         Medicare       0.014500       87.30       & Benefits       Overhead       Overhead	Rate
Health Insurance	Rate
Dental Insurance       155.99         LTD & STD Insurance       0.008070       48.59         Life Insurance       0.000213       23.08         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       0.00         Workers Comp.       0.046430         Vision Insurance       23.69         Medicare       0.014500         87.30       & Benefits         Overhead       Overhead	Rate
Life Insurance       0.000213       23.08         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       0.00         Workers Comp.       0.046430         Vision Insurance       23.69         Medicare       0.014500         87.30       & Benefits         Overhead       Overhead	Rate
Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       0.00         Workers Comp.       0.046430         Vision Insurance       23.69         Medicare       0.014500         87.30       & Benefits         Overhead	Rate
Uniform Allowance         0.00           Standby         0.00           Retiree Medical         794.80           Deferred Comp.         0.00           Workers Comp.         0.046430         279.53           Vision Insurance         23.69         Hourly Rate         Department         Citywide           Medicare         0.014500         87.30         & Benefits         Overhead         Overhead	Rate
Standby         0.00           Retiree Medical         794.80           Deferred Comp.         0.00           Workers Comp.         0.046430         279.53         36.65%         17.95%           Vision Insurance         23.69         Hourly Rate         Department         Citywide           Medicare         0.014500         87.30         & Benefits         Overhead         Overhead	Rate
Retiree Medical       794.80         Deferred Comp.       0.00         Workers Comp.       0.046430       279.53       36.65%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide         Medicare       0.014500       87.30       & Benefits       Overhead       Overhead	Rate
Deferred Comp. 0.00 Workers Comp. 0.046430 279.53 36.65% 17.95% Vision Insurance 23.69 Hourly Rate Department Citywide Medicare 0.014500 87.30 & Benefits Overhead Overhead	Rate
Workers Comp.0.046430279.5336.65%17.95%Vision Insurance23.69Hourly RateDepartmentCitywideMedicare0.01450087.30& BenefitsOverhead	Rate
Vision Insurance23.69Hourly RateDepartmentCitywideMedicare0.01450087.30& BenefitsOverheadOverhead	Rate
Medicare 0.014500 87.30 & Benefits Overhead Overhead	Rate
Total Benefits \$4.471.91 74.28% \$69.95 \$25.64 \$12.56	\$108.15
Annual Salary + Benefits \$125,909.03	
Step B	
\$6,321.53 /Month \$42.14 /Hour	
Total Benefits \$4,553.13 72.03% \$72.50 \$26.57 \$13.01	\$112.08
Annual Salary + Benefits \$130,495.93	
Step C	
<b>\$6,637.61</b> /Month \$44.25 /Hour	
Total Benefits \$4,638.41 69.88% \$75.17 \$27.55 \$13.49	\$116.21
Annual Salary + Benefits \$135,312.17	
Step D	
<b>\$6,969.49</b> /Month \$46.46 /Hour	
Total Benefits \$4,727.95 67.84% \$77.98 \$28.58 \$14.00	\$120.56
Annual Salary + Benefits \$140,369.23	
Step E	
<b>\$7,317.96</b> /Month \$48.79 /Hour	
Total Benefits \$4,821.97 65.89% <b>\$80.93 \$29.66 \$14.53</b>	\$125.12
Annual Salary + Benefits \$145,679.14	



#### Administrative Assistant I Department: City Manager

Step A         \$4,494.07 /Month         \$29.96 /Hour           Benefit         Multiplier         Category           PERS - Employer         0.200800         902.41         Office Employees           Management Incentive         0.00         EAP         3.89           Health Insurance         1,846.13         Personance         Personance           LTD & STD Insurance         0.008070         36.27         Personance         Personance           Life Insurance         0.000213         17.23         Personance         Persona	Total Hourly Rate \$96.62
PERS - Employer         0.200800         902.41         Office Employees           Management Incentive         0.00         EAP         3.89           Health Insurance         1,846.13         Dental Insurance         155.99           LTD & STD Insurance         0.008070         36.27           Life Insurance         0.000213         17.23           Holiday Pay         0.00           Uniform Allowance         0.00           Standby         0.00           Retiree Medical         794.80           Deferred Comp.         0.00           Workers Comp.         0.046430         208.66           Vision Insurance         23.69         Hourly Rate         Department         Citywide           Medicare         0.014500         65.16         & Benefits         Overhead         Overhead	Rate
PERS - Employer         0.200800         902.41         Office Employees           Management Incentive         0.00         6.00         6.00           EAP         3.89         3.89         6.00           Health Insurance         1,846.13         6.00         6.00           LTD & STD Insurance         0.008070         36.27         6.00         6.00           Life Insurance         0.000         6.00	Rate
Management Incentive       0.00         EAP       3.89         Health Insurance       1,846.13         Dental Insurance       155.99         LTD & STD Insurance       0.008070       36.27         Life Insurance       0.000213       17.23         Holiday Pay       0.00       0.00         Uniform Allowance       0.00       0.00         Standby       0.00       0.00         Retiree Medical       794.80       0.00         Deferred Comp.       0.00       51.59%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide         Medicare       0.014500       65.16       & Benefits       Overhead       Overhead	Rate
EAP       3.89         Health Insurance       1,846.13         Dental Insurance       155.99         LTD & STD Insurance       0.008070       36.27         Life Insurance       0.000213       17.23         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       0.00         Workers Comp.       0.046430         Vision Insurance       23.69         Medicare       0.014500         65.16       & Benefits         Overhead       Overhead	Rate
Health Insurance	Rate
Dental Insurance       155.99         LTD & STD Insurance       0.008070       36.27         Life Insurance       0.000213       17.23         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       0.00         Workers Comp.       0.046430         Vision Insurance       23.69         Medicare       0.014500         65.16       & Benefits         Overhead       Overhead	Rate
Life Insurance       0.000213       17.23         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       0.00         Workers Comp.       0.046430         Vision Insurance       23.69         Medicare       0.014500         65.16       & Benefits         Overhead       Overhead	Rate
Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       0.00         Workers Comp.       0.046430         Vision Insurance       23.69         Medicare       0.014500         65.16       & Benefits         Workerad       Overhead	Rate
Uniform Allowance         0.00           Standby         0.00           Retiree Medical         794.80           Deferred Comp.         0.00           Workers Comp.         0.046430           Vision Insurance         23.69           Medicare         0.014500           65.16         & Benefits           Overhead           Overhead	Rate
Standby         0.00           Retiree Medical         794.80           Deferred Comp.         0.00           Workers Comp.         0.046430           Vision Insurance         23.69         Hourly Rate         Department         Citywide           Medicare         0.014500         65.16         & Benefits         Overhead         Overhead	Rate
Retiree Medical         794.80           Deferred Comp.         0.00           Workers Comp.         0.046430         208.66         51.59%         17.95%           Vision Insurance         23.69         Hourly Rate         Department         Citywide           Medicare         0.014500         65.16         & Benefits         Overhead         Overhead	Rate
Deferred Comp.         0.00           Workers Comp.         0.046430         208.66         51.59%         17.95%           Vision Insurance         23.69         Hourly Rate         Department         Citywide           Medicare         0.014500         65.16         & Benefits         Overhead         Overhead	Rate
Workers Comp.0.046430208.6651.59%17.95%Vision Insurance23.69Hourly RateDepartmentCitywideMedicare0.01450065.16& BenefitsOverheadOverhead	Rate
Vision Insurance23.69Hourly RateDepartmentCitywideMedicare0.01450065.16& BenefitsOverheadOverhead	Rate
Medicare 0.014500 65.16 & Benefits Overhead Overhead	Rate
Total Benefits \$4.054.23 90.21% \$56.99 \$29.40 \$10.23	\$96.62
Annual Salary + Benefits \$102,579.58	
Step B	
\$4,718.77 /Month \$31.46 /Hour	
Total Benefits \$4,114.85 87.20% \$58.89 \$30.38 \$10.57	\$99.84
Annual Salary + Benefits \$106,003.52	
Step C	
<b>\$4,954.71</b> /Month \$33.03 /Hour	
Total Benefits \$4,178.51 84.33% <b>\$60.89 \$31.41 \$10.93</b>	\$103.23
Annual Salary + Benefits\$109,598.66	
Step D	
<b>\$5,202.45</b> /Month \$34.68 /Hour	
Total Benefits \$4,245.35 81.60% <b>\$62.99 \$32.49 \$11.31</b>	\$106.79
Annual Salary + Benefits \$113,373.56	
Step E	
<b>\$5,462.57</b> /Month \$36.42 /Hour	
Total Benefits \$4,315.53 79.00% <b>\$65.19 \$33.63 \$11.70</b>	\$110.52
Annual Salary + Benefits \$117,337.20	



## Administrative Assistant I Department: Community Development

Senefit   Multiplier   PERS Employer   0.200800   902.4	Step A							
PERS - Employer   0.200800   902.41   0.000   Management Incentive   2.000   0.000			\$ <b>4,494.07</b> /M	onth	<b>\$29.96</b> /Hour			
PERS - Employer   0.200800   902.41   0.000   Management Incentive   2.000   0.000	Ponofit	Multiplion				Catago	m.,	
Management Incentive   Fap	· · · · · · · · · · · · · · · · · · ·		002.41					
Health Insurance		0.200600				Office Empi	oyees	
Health Insurance   1,846.13   17.25   17.23   17.25   17.23   17.25   17.23   17.25   17.23   17.25   17.23   17.25   17.23   17.25   17.23   17.25   17.23   17.25   17.23   17.25   17.23   17.25								
Dental Insurance								
LTD & STD Insurance Uife Insurance Uife Insurance Uife Insurance Uniform Allowance								
Life Insurance Holiday Pay Holiday Pay Uniform Allowance Standby Retrier Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  Total Benefits  S4,054.23  Annual Salary + Benefits  S4,114.85  Annual Salary + Benefits  S4,954.71 /Month S31.46 /Hour  Total Benefits S4,178.51  Step C  Step D  Step D  Step C  S5,202.45 /Month Total Benefits S4,245.35 S1,365.57 /Month S36.42 /Hour  Total Benefits S4,245.57 /Month S36.42 /Hour  Total Benefits S5,462.57 /Month S36.42 /Hour  Total Benefits S5,462.57 /Month S36.42 /Hour  Total Benefits S5,462.57 /Month Total Benefits S5,462.57 /Month S36.42 /Hour		0.008070						
Holiday Pay Uniform Allowance								
Dufform Allowance   Canadby   Can								
Retire Medical Deferred Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Vision Insurance Medicare         0.046430 208.66 233.69 233.69 233.69 233.69 248.86 8 Benefits         Hourly Rate Benefits Pepartment Pepar	•							
Retire Medical Deferred Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Vision Insurance Medicare         0.046430 208.66 233.69 233.69 233.69 233.69 248.86 8 Benefits         Hourly Rate Benefits Pepartment Pepar	Standby		0.00					
Workers Comp. Vision Insurance Medicare         0.046430 0.014500         228,66 65.16         Hourly Rate & Benefits         121,73% Department Overhead         Total Hourly Citywide Overhead         Total Hourly Rate           Total Benefits         \$4,054.23         90.21%         \$56.99         \$69.37         \$10.23         \$136.59           Step B         \$4,718.77 /Worth         \$31.46 /Hour         \$10.57         \$141.15           Total Benefits         \$4,114.85         87.20%         \$58.89         \$71.69         \$10.57         \$141.15           Step C         \$4,954.71 /Worth         \$33.03 /Hour         \$10.93         \$145.94           Total Benefits         \$4,178.51         84.33%         \$60.89         \$74.12         \$10.93         \$145.94           Step D         \$5,202.45 /Worth         \$34.68 /Hour         \$11.31         \$150.97           Step E         \$5,462.57 /Worth         \$36.29         \$76.67         \$11.31         \$150.97           Step E         \$5,462.57 /Worth         \$36.24 /Hour         \$79.35         \$11.70         \$156.24	· · · · · · · · · · · · · · · · · · ·		794.80					
Vision Insurance   Medicare	Deferred Comp.		0.00					
Medicare   0.014500   65.16   8. Benefits   Overhead   Overhead   Overhead   National	Workers Comp.	0.046430	208.66			121.73%	17.95%	
Total Benefits	Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Annual Salary + Benefits       \$102,579.58         \$4,718.77 /Month       \$31.46 /Hour         Total Benefits       \$4,114.85       87.20%       \$58.89       \$71.69       \$10.57       \$141.15         Annual Salary + Benefits       \$106,003.52         Step C         \$4,954.71 /Month       \$33.03 /Hour         Annual Salary + Benefits       \$109,598.66         Step D         \$5,202.45 /Month       \$34.68 /Hour         Total Benefits       \$4,245.35       81.60%       \$62.99       \$76.67       \$11.31       \$150.97         Annual Salary + Benefits         \$113,373.56         Step E         \$5,462.57 /Month       \$36.42 /Hour         Total Benefits       \$4,315.53       79.00%       \$65.19       \$79.35       \$11.70       \$156.24	Medicare	0.014500	65.16		& Benefits	Overhead	Overhead	Rate
Step B       \$4,718.77 /Month       \$31.46 /Hour         Total Benefits       \$4,114.85       87.20%       \$58.89       \$71.69       \$105.77       \$141.15         Step C         \$4,954.71 /Month       \$33.03 /Hour         Total Benefits       \$4,178.51       84.33%       \$60.89       \$74.12       \$10.93       \$145.94         Step D         Total Benefits       \$5,202.45 /Month       \$34.68 /Hour         Annual Salary + Benefits       \$113,373.56         Step E         \$5,462.57 /Month       \$36.42 /Hour         Total Benefits       \$4,315.53       79.00%       \$65.19       \$79.35       \$11.70       \$156.24		Total Benefits	\$4,054.23	90.21%	\$56.99	\$69.37	\$10.23	\$136.59
\$4,718.77 /Month       \$31.46 /Hour         Total Benefits       \$4,114.85       87.20%       \$58.89       \$71.69       \$10.57       \$141.15         Annual Salary + Benefits       \$106,003.52         Step C         \$4,954.71 /Month       \$33.03 /Hour         Total Benefits       \$4,178.51       84.33%       \$60.89       \$74.12       \$10.93       \$145.94         Annual Salary + Benefits       \$109,598.66         Step D         \$5,202.45 /Month       \$34.68 /Hour         Annual Salary + Benefits       \$113,373.56         Step E         \$5,462.57 /Month       \$36.42 /Hour         Total Benefits       \$4,315.53       79.00%       \$65.19       \$79.35       \$11.70       \$156.24			Annual Salary +	Benefits =	\$102,579.58	=		
Total Benefits	Step B							
Annual Salary + Benefits       \$106,003.52         \$4,954.71 /Month       \$33.03 /Hour         Total Benefits       \$4,178.51       84.33%       \$60.89       \$74.12       \$10.93       \$145.94         Annual Salary + Benefits       \$109,598.66         Step D         Total Benefits       \$4,245.35       81.60%       \$62.99       \$76.67       \$11.31       \$150.97         Annual Salary + Benefits       \$113,373.56       \$11.31       \$150.97         Step E         Total Benefits       \$4,315.53       79.00%       \$65.19       \$79.35       \$11.70       \$156.24			\$ <b>4,718.77</b> /M	onth	\$31.46	5 /Hour		
Step C         \$4,954.71 /Month       \$33.03 /Hour         Total Benefits       \$4,178.51       84.33%       \$60.89       \$74.12       \$10.93       \$145.94         Annual Salary + Benefits       \$109,598.66         Total Benefits       \$5,202.45 /Month       \$34.68 /Hour         Annual Salary + Benefits       \$113,373.56         \$5,462.57 /Month       \$36.42 /Hour         Total Benefits       \$4,315.53       79.00%       \$65.19       \$79.35       \$11.70       \$156.24		Total Benefits	\$4,114.85	87.20%	\$58.89	\$71.69	\$10.57	\$141.15
\$4,954.71 /Month \$33.03 /Hour  Total Benefits \$4,178.51 84.33% \$60.89 \$74.12 \$10.93 \$145.94  Annual Salary + Benefits \$109,598.66   \$5,202.45 /Month \$34.68 /Hour  Total Benefits \$4,245.35 81.60% \$62.99 \$76.67 \$11.31 \$150.97  Annual Salary + Benefits \$113,373.56   \$5,462.57 /Month \$36.42 /Hour  Total Benefits \$4,315.53 79.00% \$65.19 \$79.35 \$11.70 \$156.24			Annual Salary +	Benefits =	\$106,003.52	=		
Total Benefits \$4,178.51 84.33% \$60.89 \$74.12 \$10.93 \$145.94  Annual Salary + Benefits \$109,598.66   \$5,202.45 / Month \$34.68 / Hour  Total Benefits \$4,245.35 81.60% \$62.99 \$76.67 \$11.31 \$150.97  Annual Salary + Benefits \$113,373.56   Step E  \$5,462.57 / Month \$36.42 / Hour  Total Benefits \$4,315.53 79.00% \$65.19 \$79.35 \$11.70 \$156.24	Step C							
Annual Salary + Benefits       \$109,598.66         \$5,202.45 /Month       \$34.68 /Hour         Total Benefits       \$4,245.35       81.60%       \$62.99       \$76.67       \$11.31       \$150.97         Annual Salary + Benefits       \$113,373.56         Step E         Total Benefits       \$4,315.53       79.00%       \$65.19       \$79.35       \$11.70       \$156.24			\$ <b>4,954.71</b> /M	onth	\$33.03 /Hour			
Step D         \$5,202.45 /Month       \$34.68 /Hour         Total Benefits       \$4,245.35       81.60%       \$62.99       \$76.67       \$11.31       \$150.97         Annual Salary + Benefits       \$113,373.56       \$11.31       \$150.97         Step E       \$5,462.57 /Month       \$36.42 /Hour         Total Benefits       \$4,315.53       79.00%       \$65.19       \$79.35       \$11.70       \$156.24		Total Benefits	\$4,178.51	84.33%	\$60.89	\$74.12	\$10.93	\$145.94
\$5,202.45 /Month \$34.68 /Hour  Total Benefits \$4,245.35 81.60% \$62.99 \$76.67 \$11.31 \$150.97  Annual Salary + Benefits \$113,373.56  Step E  \$5,462.57 /Month \$36.42 /Hour  Total Benefits \$4,315.53 79.00% \$65.19 \$79.35 \$11.70 \$156.24			Annual Salary +	Benefits =	\$109,598.66	=		
Total Benefits \$4,245.35 81.60% \$62.99 \$76.67 \$11.31 \$150.97  Annual Salary + Benefits \$113,373.56  Step E  \$5,462.57 / Month \$36.42 / Hour  Total Benefits \$4,315.53 79.00% \$65.19 \$79.35 \$11.70 \$156.24	Step D							
Annual Salary + Benefits \$\frac{\\$113,373.56}{\}\$  Step E  \$5,462.57 / Month \$\\$36.42 / Hour  Total Benefits \$\\$4,315.53  79.00% \$\\$65.19 \$\\$79.35 \$\\$11.70 \$\\$156.24			\$ <b>5,202.45</b> /M	onth	\$34.68	3 /Hour		
\$5,462.57 /Month \$36.42 /Hour  Total Benefits \$4,315.53 79.00% \$65.19 \$79.35 \$11.70 \$156.24		Total Benefits	\$4,245.35	81.60%	\$62.99	\$76.67	\$11.31	\$150.97
\$5,462.57 /Month \$36.42 /Hour  Total Benefits \$4,315.53 79.00% \$65.19 \$79.35 \$11.70 \$156.24			Annual Salary +	Benefits =	\$113,373.56	=		
Total Benefits \$4,315.53 79.00% \$65.19 \$79.35 \$11.70 \$156.24	Step E							
			<b>\$5,462.57</b> /M	onth	\$36.42	2 /Hour		
Annual Salary + Benefits \$117,337.20		Total Benefits	\$4,315.53	79.00%	\$65.19	\$79.35	\$11.70	\$156.24
			Annual Salary +	Benefits =	\$117,337.20	=		



### Administrative Assistant I Department: Parks and Recreation

Step A							
		<b>\$4,494.07</b> /M	onth	<b>\$29.96</b> /Hour			
Panafit	Multiplion				Catago	m.,	
<u>Benefit</u> PERS - Employer	Multiplier 0.200800	902.41			<u>Catego</u> Office Empl		
Management Incentive	0.200600	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	36.27					
Life Insurance	0.000213	17.23					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	208.66			98.86%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	65.16		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,054.23	90.21%	\$56.99	\$56.34	\$10.23	\$123.56
		Annual Salary +	Benefits =	\$102,579.58	=		
Step B							
		<b>\$4,718.77</b> /Month		\$31.46	5 /Hour		
	Total Benefits	\$4,114.85	87.20%	\$58.89	\$58.22	\$10.57	\$127.68
		Annual Salary +	Benefits =	\$106,003.52	=		
Step C							
		\$ <b>4,954.71</b> /M	onth	\$33.03 /Hour			
	Total Benefits	\$4,178.51	84.33%	\$60.89	\$60.19	\$10.93	\$132.01
		Annual Salary +	Benefits =	\$109,598.66	=		
Step D							
		<b>\$5,202.45</b> /M	onth	\$34.68	3 /Hour		
	Total Benefits	\$4,245.35	81.60%	\$62.99	\$62.27	\$11.31	\$136.57
		Annual Salary +	Benefits _	\$113,373.56	=		
Step E							
		\$ <b>5,462.57</b> /M	onth	\$36.42	2 /Hour		
	Total Benefits	\$4,315.53	79.00%	\$65.19	\$64.44	\$11.70	\$141.33
		Annual Salary +	Benefits =	\$117,337.20	=		



### Administrative Assistant I Department: Police

Step A						
		<b>\$4,494.07</b> /Month	\$29.9	<b>6</b> /Hour		
Day of the	n a lat It			0-4		
<u>Benefit</u>	<u>Multiplier</u>	002.44		Catego		
PERS - Employer	0.200800	902.41		Office Emp	ioyees	
Management Incentive		0.00				
EAP Health Insurance		3.89				
Dental Insurance		1,846.13 155.99				
LTD & STD Insurance	0.008070	36.27				
Life Insurance	0.000213	17.23				
Holiday Pay	0.000213	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	208.66		36.65%	17.95%	
Vision Insurance	0.0 10 100	23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	65.16	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,054.23 90.21%	\$56.99	\$20.89	\$10.23	\$88.11
		Annual Calamy   Danafita	ć102 F70 F0			
		Annual Salary + Benefits	\$102,579.58	_		
Step B						
		<b>\$4,718.77</b> /Month	\$31.4	6 /Hour		
	Total Benefits	\$4,114.85 87.20%	\$58.89	\$21.58	\$10.57	\$91.04
		Annual Salary + Benefits	\$106,003.52	=		
Step C						
		<b>\$4,954.71</b> /Month	\$33.0	\$33.03 /Hour		
	Total Benefits	\$4,178.51 84.33%	\$60.89	\$22.32	\$10.93	\$94.14
		Annual Salary + Benefits	\$109,598.66			
		Aiman Jaiai y + Delicills	7107,330.00			
Step D		<u> </u>				
		<b>\$5,202.45</b> /Month	\$34.6	8 /Hour		
	Total Benefits	\$4,245.35 81.60%	\$62.99	\$23.08	\$11.31	\$97.38
		Annual Salary + Benefits	\$113,373.56	_		
Ston F	_			_		
Step E		<b>\$5,462.57</b> /Month	\$36.4	2 /Hour		
	Total Benefits			\$23.89	\$11.70	\$100.78
	TOTAL BELIEFITS	\$4,315.53 79.00%	<b>\$65.19</b>	3 <b>23.0</b> 3	311.70	3100.70
		Annual Salary + Benefits	\$117,337.20	=		



#### Administrative Assistant I Department: Public Works

Step A							
		\$4,494.07 /	Month	<b>\$29.96</b> /Hour			
Benefit	<u>Multiplier</u>				<u>Catego</u>	rv.	
PERS - Employer	0.200800	902.41			Office Empl		
Management Incentive	0.200800	0.00			Office Liftpi	Oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	36.27					
Life Insurance	0.000213	17.23					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	208.66			145.10%	17.95%	
Vision Insurance	0.0 10 100	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	65.16		& Benefits	Overhead	Overhead	Rate
Wedicare	0.02 1500	03.10	_	G Delicitio	0.10111000	010	
	Total Benefits	\$4,054.23	90.21%	\$56.99	\$82.69	\$10.23	\$149.91
		Annual Salary	+ Renefits	\$102,579.58			
		Ailliuai Salai y	=	<b>7102,37 7.30</b>	=		
Step B							
		\$4,718.77 /	Month	\$31.4	6 /Hour		
	Total Benefits	\$4,114.85	87.20%	\$58.89	\$85.45	\$10.57	\$154.91
		Annual Salary	+ Benefits =	\$106,003.52	=		
Step C							
		\$4,954.71 /	Month	\$33.03 /Hour			
	Total Benefits	\$4,178.51	84.33%	\$60.89	\$88.35	\$10.93	\$160.17
		Annual Calani	. Donofita	¢100 F09 66			
		Annual Salary	+ benefits =	\$103,336.00	=		
Step D							
		\$ <b>5,202.45</b> /I	Month	\$34.6	8 /Hour		
	Total Benefits	\$4,245.35	81.60%	\$62.99	\$91.39	\$11.31	\$165.69
		Appeal Calari	. Donofita	¢112 272 FC			
		Annual Salary	+ benefits =	\$113,3/3.56	=		
Step E							
		\$ <b>5,462.57</b> /I	Month	\$36.4	2 /Hour		
	Total Benefits	\$4,315.53	79.00%	\$65.19	\$94.59	\$11.70	\$171.48
		Annual Salary	+ Benefits _	\$117,337.20	=		



## Administrative Assistant II Department: City Manager

PERS - Employer Management Incentive	<u>ultiplier</u> 0.200800	\$ <b>4,954.71</b> / \\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	Month	\$33.03	3 /Hour		
PERS - Employer Management Incentive		994.91					
PERS - Employer Management Incentive		994.91			Catago	n.	
Management Incentive	0.200800	234.71			<u>Categor</u> Office Empl		
		0.00			Office Lilipi	Oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	39.98					
Life Insurance	0.000213	19.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	230.05			51.59%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	71.84	_	& Benefits	Overhead	Overhead	Rate
Tota	al Benefits	\$4,180.28	84.37%	\$60.90	\$31.42	\$10.93	\$103.25
		Annual Salary -	+ Benefits _	\$109,619.85	=		
Step B							
		\$5,202.45 /	Month	\$34.68	3 /Hour		
Tota	al Benefits	\$4,247.12	81.64%	\$63.00	\$32.50	\$11.31	\$106.81
		Annual Salary -	+ Benefits =	\$113,394.75	=		
Step C							
		\$ <b>5,462.57</b> /N	Month	\$36.42 /Hour			
Tota	al Benefits	\$4,317.30	79.03%	\$65.20	\$33.64	\$11.70	\$110.54
		Annual Salary -	+ Benefits _	\$117,358.39	=		
Step D							
211,6		\$5,735.70 /	Month	\$38.24	1 /Hour		
Tota	al Benefits	\$4,390.99	76.56%	\$67.51	\$34.83	\$12.12	\$114.46
		Annual Salary -	+ Benefits _	\$121,520.21	=		
Step E							
		\$6,022.48 /	Month	\$40.15	5 /Hour		
Tota	al Benefits	\$4,468.36	74.19%	\$69.94	\$36.08	\$12.55	\$118.57
		Annual Salary -	+ Benefits _	\$125,890.12	=		



## Administrative Assistant II Department: Community Development

Step A							
		<b>\$4,954.71</b> /M	onth	<b>\$33.03</b> /Hour			
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	994.91			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	39.98					
Life Insurance	0.000213	19.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	230.05			121.73%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	71.84		& Benefits	Overhead	Overhead	Rate
		_					
	Total Benefits	\$4,180.28	84.37%	\$60.90	\$74.13	\$10.93	\$145.96
		Annual Salary + E	Benefits	\$109,619.85			
		,, ,, ,	=	,,	=		
Step B							
		<b>\$5,202.45</b> /Month		\$34.68	3 /Hour		
	Total Benefits	\$4,247.12	81.64%	\$63.00	\$76.69	\$11.31	\$151.00
		Annual Salary + E	Benefits _	\$113,394.75	=		
Step C							
		\$5,462.57 /M	onth	\$36.42 /Hour			
							4
	Total Benefits	\$4,317.30	79.03%	\$65.20	\$79.37	\$11.70	\$156.27
		Annual Salary + E	Benefits =	\$117,358.39	=		
Step D							
		\$5,735.70 /M	onth	\$38.24	l/Hour		
	Total Benefits	\$4,390.99	76.56%	\$67.51	\$82.18	\$12.12	\$161.81
	233. 2 3				, <del></del>	+ <b>-</b>	+ <b></b>
		Annual Salary + E	Benefits _	\$121,520.21	=		
Step E							
		\$6,022.48 /M	onth	\$40.15	5 /Hour		
	Total Benefits	\$4,468.36	74.19%	\$69.94	\$85.14	\$12.55	\$167.63
		Annual Salary + E	Benefits =	\$125,890.12	=		
L							



### Administrative Assistant II Department: Parks and Recreation

Step A							
		<b>\$4,954.71</b> /Month		<b>\$33.03</b> /Hour			
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	994.91			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	39.98					
Life Insurance	0.000213	19.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	230.05			98.86%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	71.84		& Benefits	Overhead	Overhead	Rate
		_	_				
	Total Benefits	\$4,180.28	84.37%	\$60.90	\$60.21	\$10.93	\$132.04
		Annual Salary +	Renefits	\$109,619.85			
		Ailliuai Salai y	=	\$103,013.8 <b>3</b>	=		
Step B							
		\$5,202.45 /M	lonth	\$34.68 /Hour			
	Total Benefits	\$4,247.12	81.64%	\$63.00	\$62.28	\$11.31	\$136.59
		Annual Salary +	Benefits =	\$113,394.75	=		
Step C							
		\$ <b>5,462.57</b> /M	lonth	\$36.42	2 /Hour		
	Total Benefits	\$4,317.30	79.03%	\$65.20	\$64.46	\$11.70	\$141.36
		Annual Salary +	Benefits _	\$117,358.39	=		
Step D							
		\$5,735.70 /M	lonth	\$38.24	1 /Hour		
	Total Donofits	¢4 200 00	76 560/	¢67.51	\$66.7A	ć12.12	¢146 27
	Total Benefits	\$4,390.99	76.56%	\$67.51	\$66.74	\$12.12	\$146.37
		Annual Salary +	Benefits =	\$121,520.21	=		
Step E							
		\$6,022.48 /M	lonth	\$40.15	5 /Hour		
	Total Benefits	\$4,468.36	74.19%	\$69.94	\$69.14	\$12.55	\$151.63
	2 2 0 0 0			, ·	, '	,	,
		Annual Salary +	Benefits =	\$125,890.12	=		



### Administrative Assistant II Department: Police

Step A							
		<b>\$4,954.71</b> /Month		<b>\$33.03</b> /Hour			
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	994.91			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	39.98					
Life Insurance	0.000213	19.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	230.05			36.65%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	71.84		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$4,180.28	84.37%	\$60.90	\$22.32	\$10.93	\$94.15
		Annual Salary + E	Benefits	\$109,619.85			
			=		=		
Step B							
		\$ <b>5,202.45</b> /Mo	onth	\$34.68	3 /Hour		
	Total Benefits	\$4,247.12	81.64%	\$63.00	\$23.09	\$11.31	\$97.40
		Annual Salary + E	Benefits =	\$113,394.75	=		
Step C							
		\$5,462.57 /M	onth	\$36.42	2 /Hour		
	Total Benefits	\$4,317.30	79.03%	\$65.20	\$23.90	\$11.70	\$100.80
		Annual Salary + E	Benefits =	\$117,358.39	=		
Step D							
		\$ <b>5,735.70</b> /M	onth	\$38.24	l /Hour		
	Total Benefits	\$4,390.99	76.56%	\$67.51	\$24.74	\$12.12	\$104.37
		Ammus I Cult	) am a fit	6424 520 24			
		Annual Salary + E	senefits =	\$121,520.21	=		
Step E		40.000 /					
		\$ <b>6,022.48</b> /M	onth	\$40.15	5 /Hour		
	Total Benefits	\$4,468.36	74.19%	\$69.94	\$25.63	\$12.55	\$108.12
		Annual Salary + E	Benefits	\$125,890.12			
		-			=		



## Administrative Assistant II Department: Public Works

Step A							
		<b>\$4,954.71</b> /Month		<b>\$33.03</b> /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	994.91			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	39.98					
Life Insurance	0.000213	19.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	230.05			145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	71.84	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,180.28	84.37%	\$60.90	\$88.37	\$10.93	\$160.20
		Annual Salary + E	Benefits =	\$109,619.85	=		
Step B							
Otop B		\$5,202.45 /M	onth	\$34.68 /Hour			
	Total Benefits	\$4,247.12	81.64%	\$63.00	\$91.41	\$11.31	\$165.72
		Annual Salary + E	Benefits =	\$113,394.75	=		
Step C							
		\$ <b>5,462.57</b> /M	onth	\$36.42	2 /Hour		
	Total Benefits	\$4,317.30	79.03%	\$65.20	\$94.60	\$11.70	\$171.50
		Annual Salary + E	Benefits =	\$117,358.39	=		
Step D							
		\$5,735.70 /M	onth	\$38.24	1 /Hour		
	Total Benefits	\$4,390.99	76.56%	\$67.51	\$97.96	\$12.12	\$177.59
		Annual Salary + E	Benefits =	\$121,520.21	=		
Step E							
		\$ <b>6,022.48</b> /M	onth	\$40.15	5 /Hour		
	Total Benefits	\$4,468.36	74.19%	\$69.94	\$101.48	\$12.55	\$183.97
		Annual Salary + E	Benefits =	\$125,890.12	=		



# Administrative Secretary Department: City Attorney

Benefit Multiplier PERS - Employer 0.20080 Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance 0.00022 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. 0.04643 Vision Insurance Medicare 0.01450	00 1,151.73 0.00 3.89 1,846.13 155.99 70 46.29 13 21.99 0.00 0.00 0.00 794.80 0.00 30 266.31 23.69 00 83.17			4 /Hour  Catego  Office Empl	oyees	
PERS - Employer 0.20080 Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance 0.00802 Life Insurance 0.00022 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. 0.04643 Vision Insurance Medicare 0.01450	00 1,151.73 0.00 3.89 1,846.13 155.99 70 46.29 13 21.99 0.00 0.00 0.00 794.80 0.00 30 266.31 23.69 00 83.17			Office Empl	oyees	
PERS - Employer 0.20080  Management Incentive  EAP  Health Insurance  Dental Insurance  LTD & STD Insurance 0.00802  Life Insurance 0.00022  Holiday Pay  Uniform Allowance  Standby  Retiree Medical  Deferred Comp.  Workers Comp. 0.04643  Vision Insurance  Medicare 0.01450	00 1,151.73 0.00 3.89 1,846.13 155.99 70 46.29 13 21.99 0.00 0.00 0.00 794.80 0.00 30 266.31 23.69 00 83.17			Office Empl	oyees	
Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  0.00802	0.00 3.89 1,846.13 155.99 70 46.29 13 21.99 0.00 0.00 794.80 0.00 30 266.31 23.69 00 83.17					
EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.00807	1,846.13 155.99 70 46.29 13 21.99 0.00 0.00 794.80 0.00 30 266.31 23.69			36.72%		
Dental Insurance LTD & STD Insurance Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.00807	155.99 70 46.29 13 21.99 0.00 0.00 794.80 0.00 30 266.31 23.69 00 83.17			36.72%		
LTD & STD Insurance 0.00807 Life Insurance 0.00023 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. 0.04643 Vision Insurance Medicare 0.01450	70 46.29 13 21.99 0.00 0.00 0.00 794.80 0.00 30 266.31 23.69 00 83.17			36.72%		
Life Insurance 0.00022 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. 0.04643 Vision Insurance Medicare 0.01450	13 21.99 0.00 0.00 794.80 0.00 30 266.31 23.69 00 83.17			36.72%		
Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.01450	0.00 0.00 0.00 794.80 0.00 30 266.31 23.69 00 83.17			36.72%		
Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.01450	0.00 0.00 794.80 0.00 30 266.31 23.69 00 83.17			36.72%		
Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.01450	0.00 794.80 0.00 30 266.31 23.69 00 83.17			36.72%		
Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.01450	794.80 0.00 30 266.31 23.69 00 83.17			36.72%		
Deferred Comp.  Workers Comp.  Vision Insurance  Medicare  0.01450	0.00 30 266.31 23.69 00 83.17			36.72%		
Workers Comp. 0.04643 Vision Insurance Medicare 0.01450	30 266.31 23.69 00 83.17			36.72%		
Vision Insurance Medicare 0.01450	23.69			36.72%		
Medicare 0.01450	0083.17				17.95%	
			Hourly Rate	Department	Citywide	<b>Total Hourly</b>
Total Benefi	tr \$4.202.00	· -	& Benefits	Overhead	Overhead	Rate
	11.5 34,333.30	76.61%	\$67.53	\$24.80	\$12.12	\$104.45
	Annual Salar	ry + Benefits =	\$121,556.14	=		
Step B						
Step B	\$6,022.48	/Month	\$40.1	5 /Hour		
Total Benefi	its \$4,471.36	74.24%	\$69.96	\$25.69	\$12.56	\$108.21
	Annual Salar	ry + Benefits =	\$125,926.05	=		
Step C						
	\$6,323.61	/Month	\$42.10	6 /Hour		
Total Benefi	its \$4,552.60	71.99%	\$72.51	\$26.62	\$13.02	\$112.15
	Annual Salar	ry + Benefits	\$130,514.46	=		
Ston D						
Step D	\$6,639.79	/Month	\$44.2	7 /Hour		
Total Benefi	its \$4,637.90	69.85%	\$75.18	\$27.61	\$13.50	\$116.29
	Annual Salar	ry + Benefits =	\$135,332.29	=		
Step E						
	\$6,971.78	/Month	\$46.48	8 /Hour		
Total Benefi	its \$4,727.48	67.81%	\$78.00	\$28.64	\$14.00	\$120.64
	Annual Salar	ry + Benefits _	\$140,391.01	=		



## Administrative Secretary Department: Community Development

Step A							
·		<b>\$5,735.70</b> /Month	<b>\$38.24</b> /Hour				
<u>Benefit</u>	Multiplier			Catego	n.		
PERS - Employer	0.200800	1,151.73		Office Emp	<del></del>		
Management Incentive	0.200800	0.00		Office Lift	loyees		
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	46.29					
Life Insurance	0.000213	21.99					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	266.31		121.73%	17.95%		
Vision Insurance	0.040430	23.69	Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	83.17	& Benefits	Overhead	Overhead	Rate	
ivieuicare	0.014300	83.17	& Delients	Overneau	Overneau	Nate	
	Total Benefits	\$4,393.98 76.61%	\$67.53	\$82.21	\$12.12	\$161.86	
		Annual Salary + Benefits	\$121,556.14	=			
Step B							
otep D		<b>\$6,022.48</b> /Month	\$40.1	5 /Hour			
	Total Benefits	\$4,471.36 74.24%	\$69.96	\$85.16	\$12.56	\$167.68	
		Annual Salary + Benefits	\$125,926.05	=			
Step C							
		<b>\$6,323.61</b> /Month	\$42.10	6 /Hour			
	Total Benefits	\$4,552.60 71.99%	\$72.51	\$88.26	\$13.02	\$173.79	
		Annual Salary + Benefits	\$130,514.46	=			
Step D							
		<b>\$6,639.79</b> /Month	\$44.2	7 /Hour			
	Total Benefits	\$4,637.90 69.85%	\$75.18	\$91.52	\$13.50	\$180.20	
		Annual Salary + Benefits	\$135,332.29	=			
Step E							
		<b>\$6,971.78</b> /Month	\$46.48	8 /Hour			
	Total Benefits	\$4,727.48 67.81%	\$78.00	\$94.94	\$14.00	\$186.94	
		Annual Salary + Benefits	\$140,391.01	=			



# Administrative Secretary Department: Finance and Information Systems

Step A							
		<b>\$5,735.70</b> /Month		<b>\$38.24</b> /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	m.	
PERS - Employer	0.200800	1,151.73			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	46.29					
Life Insurance	0.000213	21.99					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	266.31			31.28%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	83.17	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,393.98	76.61%	\$67.53	\$21.12	\$12.12	\$100.77
		Annual Salary +	Benefits _	\$121,556.14	=		
Step B							
		\$ <b>6,022.48</b> /N	lonth	\$40.15 /Hour			
	Total Benefits	\$4,471.36	74.24%	\$69.96	\$21.88	\$12.56	\$104.40
		Annual Salary +	Benefits =	\$125,926.05	=		
Step C							
		\$6,323.61 /N	1onth	\$42.16	6 /Hour		
	Total Benefits	\$4,552.60	71.99%	\$72.51	\$22.68	\$13.02	\$108.21
		Annual Salary +	Benefits _	\$130,514.46	=		
Step D							
		\$ <b>6,639.79</b> /N	lonth	\$44.27	7 /Hour		
	Total Benefits	\$4,637.90	69.85%	\$75.18	\$23.52	\$13.50	\$112.20
		Annual Salary +	Benefits _	\$135,332.29	=		
Step E							
		\$ <b>6,971.78</b> /N	lonth	\$46.48	3 /Hour		
	Total Benefits	\$4,727.48	67.81%	\$78.00	\$24.40	\$14.00	\$116.40
		Annual Salary +	Benefits =	\$140,391.01	=		



# Administrative Secretary Department: Human Resources

Step A							
		\$5,735.70 /M	lonth	\$38.24	l /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	m.	
PERS - Employer	0.200800	1,151.73			Office Empl		
Management Incentive	0.200800	0.00			Office Liftpi	Oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	46.29					
Life Insurance	0.000213	21.99					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	266.31			39.52%	17.95%	
Vision Insurance	0.040450	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	83.17		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	03.17	_	& Delicino	Overneau	Overneau	nate
	Total Benefits	\$4,393.98	76.61%	\$67.53	\$26.69	\$12.12	\$106.34
		Annual Salary +	Benefits _	\$121,556.14	=		
Step B							
		\$6,022.48 /M	lonth	\$40.15	5 /Hour		
	Total Benefits	\$4,471.36	74.24%	\$69.96	\$27.65	\$12.56	\$110.17
		Annual Salary +	Benefits _	\$125,926.05	=		
Step C							
		\$6,323.61 /M	lonth	\$42.16	5 /Hour		
	Total Benefits	\$4,552.60	71.99%	\$72.51	\$28.66	\$13.02	\$114.19
		Annual Salary +	Benefits _	\$130,514.46	=		
Step D							
		\$6,639.79 /M	lonth	\$44.27	7 /Hour		
	Total Benefits	\$4,637.90	69.85%	\$75.18	\$29.71	\$13.50	\$118.39
		Annual Salary +	Benefits =	\$135,332.29	=		
Step E							
	_	<b>\$6,971.78</b> /M	lonth	\$46.48	3 /Hour		
	Total Benefits	\$4,727.48	67.81%	\$78.00	\$30.82	\$14.00	\$122.82
		Annual Salary +	Benefits =	\$140,391.01	=		



# Administrative Secretary Department: Parks and Recreation

Step A							
		\$ <b>5,735.70</b> /Mo	onth	\$38.24	Hour		
<u>Benefit</u>	Multiplier				Catego	rv.	
PERS - Employer	0.200800	1,151.73			Office Empl		
Management Incentive	0.200000	0.00			Office Linpi	Oyces	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	46.29					
Life Insurance	0.000213	21.99					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	266.31			98.86%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	83.17		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,393.98	76.61%	\$67.53	\$66.76	\$12.12	\$146.41
		Annual Salary + B	enefits =	\$121,556.14	=		
Step B							
		<b>\$6,022.48</b> /Mo	onth	\$40.15	5 /Hour		
	Total Benefits	\$4,471.36	74.24%	\$69.96	\$69.16	\$12.56	\$151.68
		Annual Salary + B	enefits =	\$125,926.05	=		
Step C							
		<b>\$6,323.61</b> /Mo	onth	\$42.16	6 /Hour		
	Total Benefits	\$4,552.60	71.99%	\$72.51	\$71.68	\$13.02	\$157.21
		Annual Salary + B	enefits _	\$130,514.46	=		
Step D							
		\$ <b>6,639.79</b> /Mo	onth	\$44.27	7 /Hour		
	Total Benefits	\$4,637.90	69.85%	\$75.18	\$74.33	\$13.50	\$163.01
		Annual Salary + B	enefits =	\$135,332.29	=		
Step E							
		\$ <b>6,971.78</b> /Mo	onth	\$46.48	3 /Hour		
	Total Benefits	\$4,727.48	67.81%	\$78.00	\$77.11	\$14.00	\$169.11
		Annual Salary + B	enefits =	\$140,391.01	=		



# Administrative Secretary Department: Public Works

Step A							
		\$ <b>5,735.70</b> /Mo	onth	\$38.24	Hour		
<u>Benefit</u>	Multiplier				Catego	rv.	
PERS - Employer	0.200800	1,151.73			Office Empl		
Management Incentive	0.200000	0.00			Office Linpi	Oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	46.29					
Life Insurance	0.000213	21.99					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	266.31			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	83.17		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,393.98	76.61%	\$67.53	\$97.99	\$12.12	\$177.64
		Annual Salary + B	enefits =	\$121,556.14	=		
Step B							
		\$ <b>6,022.48</b> /Mo	onth	\$40.15	5 /Hour		
	Total Benefits	\$4,471.36	74.24%	\$69.96	\$101.51	\$12.56	\$184.03
		Annual Salary + B	enefits =	\$125,926.05	=		
Step C							
		\$6,323.61 /Md	onth	\$42.16	5 /Hour		
	Total Benefits	\$4,552.60	71.99%	\$72.51	\$105.21	\$13.02	\$190.74
		Annual Salary + B	enefits =	\$130,514.46	=		
Step D							
		\$6,639.79 /Md	onth	\$44.27	7 /Hour		
	Total Benefits	\$4,637.90	69.85%	\$75.18	\$109.09	\$13.50	\$197.77
		Annual Salary + B	enefits =	\$135,332.29	=		
Step E							
		\$ <b>6,971.78</b> /Mo	onth	\$46.48	3 /Hour		
	Total Benefits	\$4,727.48	67.81%	\$78.00	\$113.17	\$14.00	\$205.17
		Annual Salary + B	enefits =	\$140,391.01	=		



# Administrative Supervisor Department: Community Development

Step A							
		\$6,310.47 /	Month	<b>\$42.07</b> /Hour			
Benefit	<u>Multiplier</u>				<u>Catego</u>	rv.	
PERS - Employer	0.200800	1,267.14			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	Oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	50.93					
Life Insurance	0.000213	24.19					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	293.00			121.73%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	91.50		& Benefits	Overhead	Overhead	Rate
		_	_				
	Total Benefits	\$4,551.26	72.12%	\$72.41	\$88.15	\$13.00	\$173.56
		Annual Salary	+ Ronofits	\$130,340.80			
		Ailliuai Salai y	=	\$150,540.80	=		
Step B							
		\$6,626.00 /	Month	\$44.1	7 /Hour		
	Total Benefits	\$4,636.39	69.97%	\$75.08	\$91.40	\$13.48	\$179.96
		Annual Salary	+ Benefits =	\$135,148.62	=		
Step C							
		\$6,957.30 /	Month	\$46.3	8 /Hour		
	Total Benefits	\$4,725.77	67.93%	\$77.89	\$94.81	\$13.98	\$186.68
				****			
		Annual Salary	+ Benefits =	\$140,196.83	=		
Step D							
		\$ <b>7,305.16</b> /	Month	\$48.70	0 /Hour		
	Total Benefits	\$4,819.63	65.98%	\$80.83	\$98.40	\$14.51	\$193.74
		Americal Calar	. Donafia	61 AE AOZ AC			
		Annual Salary	+ Benefits =	\$145,497.46	=		
Step E							
		\$7,670.42 /I	Month	\$51.1	4 /Hour		
	Total Benefits	\$4,918.17	64.12%	\$83.92	\$102.16	\$15.06	\$201.14
		Annual Salary	+ Benefits	\$151,063,11			
		Aimadi Salai y	=	7131,003.11	=		



# Administrative Supervisor Department: Finance and Information Systems

Sendit   Multiplier   Category   Office Employees   PERS - Employer   O.200800   1,267.14   Office Employees   Office Employe	Step A								
PERS - Employer Management Incentive EAP Health Insurance 1,846.13 Dental Insurance 1,846.13 Deferred Comp. Workers Comp. 10,004630 Polymore Comp. Workers Comp. 10,14500			<b>\$6,310.47</b> /N	1onth	<b>\$42.07</b> /Hour				
PERS - Employer Management Incentive EAP Health Insurance 1,846.13 Dental Insurance 1,846.13 Deferred Comp. Workers Comp. 10,004630 Polymore Comp. Workers Comp. 10,14500	Ronofit	Multiplier				Catego	ru.		
Management Incentive EAP			1 267 1/						
Back		0.200000	•			Office Empi	oyees .		
Health Insurance   1,846,13   155,99   150,000   150,									
Dental Insurance									
Life Insurance Holiday Pay Uniform Allowance Standby 0.00 Uniform Allowance Standby 0.00 Retiree Medical 794.80 Deferred Comp. 0.000 Vorkers Comp. 0.046430 293.00 Plant Park 125.00 Plant Park									
Life Insurance Holiday Pay Uniform Allowance Standby Retriee Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  Total Benefits  S4,551.26  Annual Salary + Benefits  S46,626.00 /Month Total Benefits  S4,7305.16 /Month  Total Benefits  S7,305.16 /Month  Total Benefits S4,918.73  Step C  Step C  Step C  S7,670.42 /Month Total Benefits S4,000  Total Benefits S4,918.77  S51.14 /Hour  S51.14 /Hour  S51.14 /Hour  S51.14 /Hour  Total Benefits S4,000 S125.23 S15.06 S125.23 S15.06 S125.23 S15.06 S125.23 S15.06 S125.23	LTD & STD Insurance	0.008070	50.93						
Uniform Allowance	Life Insurance		24.19						
Standby	Holiday Pay		0.00						
Retire Medical Deferred Comp.   0.00	Uniform Allowance		0.00						
Deferred Comp.   0.00   293.09   293.09   293.69   293	Standby		0.00						
Workers Comp. Vision Insurance Note (Insurance Note) (Insurance Not	Retiree Medical		794.80						
Vision Insurance   Medicare	Deferred Comp.		0.00						
Medicare       0.014500       91.50       & Benefits       Overhead       Overhead       Rate         Step B       Step B       \$6,626.00 /Month       \$4,636.39       69.97%       \$130,340.80       \$130,340.80       \$130,340.80       \$130,340.80         Step B       \$6,626.00 /Month       \$44.17 /Hour         Total Benefits       \$4,636.39       69.97%       \$75.08       \$23.49       \$13.48       \$112.05         Step C       \$6,957.30 /Month       \$46.38 /Hour         Total Benefits       \$4,725.77       67.93%       \$77.89       \$24.36       \$13.98       \$116.23         Step D       \$7,305.16 /Month       \$48.70 /Hour         Total Benefits       \$4,819.63       65.98%       \$80.83       \$25.28       \$14.51       \$120.62         Step E       \$7,670.42 /Month       \$51.14 /Hour         Total Benefits       \$4,918.17       64.12% <td rowspa<="" td=""><td>Workers Comp.</td><td>0.046430</td><td>293.00</td><td></td><td></td><td>31.28%</td><td>17.95%</td><td></td></td>	<td>Workers Comp.</td> <td>0.046430</td> <td>293.00</td> <td></td> <td></td> <td>31.28%</td> <td>17.95%</td> <td></td>	Workers Comp.	0.046430	293.00			31.28%	17.95%	
Total Benefits       \$4,551.26       72.12%       \$72.41       \$22.65       \$13.00       \$108.06         Step B         \$6,626.00 /Month       \$44.17 /Hour         Total Benefits       \$4,636.39       69.97%       \$75.08       \$23.49       \$13.48       \$112.05         Annual Salary + Benefits       \$135,148.62         Step C         \$6,957.30 /Month       \$46.38 /Hour         Total Benefits       \$4,725.77       67.93%       \$77.89       \$24.36       \$13.98       \$116.23         Annual Salary + Benefits       \$140,196.83         Step D         \$7,305.16 /Month       \$48.70 /Hour         Total Benefits       \$4,819.63       65.98%       \$80.83       \$25.28       \$14.51       \$120.62         Annual Salary + Benefits         \$7,670.42 /Month       \$51.14 /Hour         Total Benefits       \$4,918.17       64.12%       \$83.92       \$26.25       \$15.06       \$125.23	Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>	
Step B	Medicare	0.014500	91.50	_	& Benefits	Overhead	Overhead	Rate	
\$6,626.00 /Month \$44.17 /Hour  Total Benefits \$4,636.39 69.97% \$75.08 \$23.49 \$13.48 \$112.05  Annual Salary + Benefits \$135,148.62   \$6,957.30 /Month \$46.38 /Hour  Total Benefits \$4,725.77 67.93% \$77.89 \$24.36 \$13.98 \$116.23  Annual Salary + Benefits \$140,196.83   \$7,305.16 /Month \$48.70 /Hour  Total Benefits \$4,819.63 65.98% \$80.83 \$25.28 \$14.51 \$120.62  Annual Salary + Benefits \$145,497.46   \$7,670.42 /Month \$51.14 /Hour  Total Benefits \$4,918.17 64.12% \$83.92 \$26.25 \$15.06 \$125.23		Total Benefits	\$4,551.26	72.12%	\$72.41	\$22.65	\$13.00	\$108.06	
Step C			Annual Salary +	Benefits =	\$130,340.80	=			
Step C	Step B								
Annual Salary + Benefits       \$135,148.62         \$6,957.30 /Month       \$46.38 /Hour         Total Benefits       \$4,725.77       67.93%       \$77.89       \$24.36       \$13.98       \$116.23         Annual Salary + Benefits       \$140,196.83         \$7,305.16 /Month       \$48.70 /Hour         Total Benefits       \$4,819.63       65.98%       \$80.83       \$25.28       \$14.51       \$120.62         Annual Salary + Benefits         \$7,670.42 /Month       \$51.14 /Hour         Total Benefits       \$4,918.17       64.12%       \$83.92       \$26.25       \$15.06       \$125.23	330, 2		\$6,626.00 /N	<b>l</b> onth	\$44.17	7 /Hour			
Step C   \$6,957.30 /Month   \$46.38 /Hour     \$4,725.77   67.93%   \$77.89   \$24.36   \$13.98   \$116.23     \$140,196.83     \$140,196.83     \$140,196.83     \$148.70 /Hour     \$7,305.16 /Month   \$48.70 /Hour   \$145,497.46     \$145,497.46     \$145,497.46     \$145,497.46     \$145,497.46     \$15.23   \$15.06   \$125.23   \$15.06   \$125.23   \$14.51   \$120.62     \$145,497.46     \$145,497.4		Total Benefits	\$4,636.39	69.97%	\$75.08	\$23.49	\$13.48	\$112.05	
\$6,957.30 /Month \$46.38 /Hour  Total Benefits \$4,725.77 67.93% \$77.89 \$24.36 \$13.98 \$116.23  Annual Salary + Benefits \$140,196.83  Step D  \$7,305.16 /Month \$48.70 /Hour  Total Benefits \$4,819.63 65.98% \$80.83 \$25.28 \$14.51 \$120.62  Annual Salary + Benefits \$145,497.46  Step E  \$7,670.42 /Month \$51.14 /Hour  Total Benefits \$4,918.17 64.12% \$83.92 \$26.25 \$15.06 \$125.23			Annual Salary +	Benefits _	\$135,148.62	=			
Total Benefits       \$4,725.77       67.93%       \$77.89       \$24.36       \$13.98       \$116.23         Annual Salary + Benefits       \$140,196.83       \$48.70 /Hour         Total Benefits       \$4,819.63       65.98%       \$80.83       \$25.28       \$14.51       \$120.62         Annual Salary + Benefits       \$145,497.46         Step E         \$7,670.42 /Month       \$51.14 /Hour         Total Benefits       \$4,918.17       64.12%       \$83.92       \$26.25       \$15.06       \$125.23	Step C								
Step D   \$7,305.16   Month   \$48.70   Hour			\$ <b>6,957.30</b> /N	1onth	\$46.38	3 /Hour			
Step D         \$7,305.16 /Month       \$48.70 /Hour         Total Benefits       \$4,819.63 65.98%       \$80.83 \$25.28 \$14.51 \$120.62         Annual Salary + Benefits       \$145,497.46         Step E       \$7,670.42 /Month       \$51.14 /Hour         Total Benefits       \$4,918.17 64.12%       \$83.92 \$26.25 \$15.06 \$125.23		Total Benefits	\$4,725.77	67.93%	\$77.89	\$24.36	\$13.98	\$116.23	
\$7,305.16 /Month \$48.70 /Hour  Total Benefits \$4,819.63 65.98% \$80.83 \$25.28 \$14.51 \$120.62  Annual Salary + Benefits \$145,497.46  Step E  \$7,670.42 /Month \$51.14 /Hour  Total Benefits \$4,918.17 64.12% \$83.92 \$26.25 \$15.06 \$125.23			Annual Salary +	Benefits _	\$140,196.83	=			
\$7,305.16 /Month \$48.70 /Hour  Total Benefits \$4,819.63 65.98% \$80.83 \$25.28 \$14.51 \$120.62  Annual Salary + Benefits \$145,497.46  Step E  \$7,670.42 /Month \$51.14 /Hour  Total Benefits \$4,918.17 64.12% \$83.92 \$26.25 \$15.06 \$125.23	Step D								
Annual Salary + Benefits \$\frac{\$145,497.46}{\$145,497.46}\$  Step E  \$7,670.42 /Month \$51.14 /Hour  Total Benefits \$4,918.17 64.12% \$83.92 \$26.25 \$15.06 \$125.23			<b>\$7,305.16</b> /N	/lonth	\$48.70	) /Hour			
\$7,670.42 /Month \$51.14 /Hour  Total Benefits \$4,918.17 64.12% \$83.92 \$26.25 \$15.06 \$125.23		Total Benefits	\$4,819.63	65.98%	\$80.83	\$25.28	\$14.51	\$120.62	
\$7,670.42 /Month \$51.14 /Hour  Total Benefits \$4,918.17 64.12% \$83.92 \$26.25 \$15.06 \$125.23			Annual Salary +	Benefits =	\$145,497.46	=			
Total Benefits \$4,918.17 64.12% \$83.92 \$26.25 \$15.06 \$125.23	Step E								
			<b>\$7,670.42</b> /N	1onth	\$51.14	1 /Hour			
Annual Salary + Benefits \$151,063.11		Total Benefits	\$4,918.17	64.12%	\$83.92	\$26.25	\$15.06	\$125.23	
			Annual Salary +	Benefits =	\$151,063.11	=			



# Administrative Supervisor Department: Parks and Recreation

Step A							
		\$6,310.47 /N	/lonth	\$42.07	/ /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,267.14			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	50.93					
Life Insurance	0.000213	24.19					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	293.00			98.86%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	91.50	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,551.26	72.12%	\$72.41	\$71.59	\$13.00	\$157.00
		Annual Salary +	Benefits =	\$130,340.80	=		
Step B							
Step 5		\$6,626.00 /N	/lonth	\$44.17	7 /Hour		
	Total Benefits	\$4,636.39	69.97%	\$75.08	\$74.23	\$13.48	\$162.79
		Annual Salary +	Benefits =	\$135,148.62	=		
Step C							
		\$6,957.30 /N	/lonth	\$46.38	3 /Hour		
	Total Benefits	\$4,725.77	67.93%	\$77.89	\$77.00	\$13.98	\$168.87
		Annual Salary +	Benefits =	\$140,196.83	=		
Step D							
		\$ <b>7,305.16</b> /N	/lonth	\$48.70	) /Hour		
	Total Benefits	\$4,819.63	65.98%	\$80.83	\$79.91	\$14.51	\$175.25
		Annual Salary +	Benefits =	\$145,497.46	=		
Step E							
		<b>\$7,670.42</b> /N	/lonth	\$51.14	1 /Hour		
	Total Benefits	\$4,918.17	64.12%	\$83.92	\$82.97	\$15.06	\$181.95
		Annual Salary +	Benefits _	\$151,063.11	=		



### Administrative Supervisor Department: Public Works

Step A							
		<b>\$6,310.47</b> /N	/lonth	\$42.07	/ /Hour		
<u>Benefit</u>	Multiplier				<u>Catego</u>	rv.	
PERS - Employer	0.200800	1,267.14			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	50.93					
Life Insurance	0.000213	24.19					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	293.00			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	91.50	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,551.26	72.12%	\$72.41	\$105.07	\$13.00	\$190.48
		Annual Salary +	Benefits _	\$130,340.80	=		
Step B							
Step B		<b>\$6,626.00</b> /N	1onth	\$44.17	7 /Hour		
	Total Benefits	\$4,636.39	69.97%	\$75.08	\$108.94	\$13.48	\$197.50
		Annual Salary +	Benefits _	\$135,148.62	=		
Step C							
		\$ <b>6,957.30</b> /N	<b>l</b> onth	\$46.38	3 /Hour		
	Total Benefits	\$4,725.77	67.93%	\$77.89	\$113.01	\$13.98	\$204.88
		Annual Salary +	Benefits _	\$140,196.83	=		
Step D							
		<b>\$7,305.16</b> /N	1onth	\$48.70	) /Hour		
	Total Benefits	\$4,819.63	65.98%	\$80.83	\$117.29	\$14.51	\$212.63
		Annual Salary +	Benefits _	\$145,497.46	=		
Step E							
		<b>\$7,670.42</b> /N	<b>l</b> onth	\$51.14	1 /Hour		
	Total Benefits	\$4,918.17	64.12%	\$83.92	\$121.77	\$15.06	\$220.75
		Annual Salary +	Benefits _	\$151,063.11	=		



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

Step A							
		\$13,575.87 /N	/lonth	\$90.51	<b>1</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	2,726.03		Non-Sw	orn Asst Director		ornev
Management Incentive		0.00				,	<b>-</b>
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	109.56					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	4% + \$110	653.03					
Workers Comp.	0.046430	630.33			36.72%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	196.85	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,172.25	52.83%	\$138.32	\$50.79	\$24.83	\$213.94
		Annual Salary +	Benefits _	\$248,977.47	=		
Step B							
Step 5		\$14,254.66 /N	/lonth	\$95.03	3 /Hour		
	Total Benefits	\$7,355.39	51.60%	\$144.07	\$52.90	\$25.86	\$222.83
		Annual Salary +	Benefits =	\$259,320.66	=		
Step C							
		\$14,967.40 /N	⁄lonth	\$99.78	8 /Hour		
	Total Benefits	\$7,547.69	50.43%	\$150.10	\$55.12	\$26.94	\$232.16
		Annual Salary +	Benefits =	\$270,181.00	=		
Step D							
		\$15,715.77 /N	/lonth	\$104.7	7 /Hour		
	Total Benefits	\$7,749.60	49.31%	\$156.44	\$57.44	\$28.08	\$241.96
		Annual Salary +	Benefits =	\$281,584.36	=		
Step E							
		\$16,501.55 /N	/lonth	\$110.0	1 /Hour		
	Total Benefits	\$7,961.60	48.25%	\$163.09	\$59.89	\$29.27	\$252.25
		Annual Salary +	Benefits =	\$293,557.89	=		



### Assistant City Clerk Department: City Manager

Step A						
		<b>\$7,285.53</b> /Month	\$48.57	<b>\$48.57</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.200800	1,462.93	Non-	-Sworn Professior		ors
Management Incentive	0.20000	0.00	110	3.011.11.01.033.01	idis / Superviso	
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	58.79				
Life Insurance	0.000213	27.93				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.	2% + \$110	255.71				
Workers Comp.	0.046430	338.27		51.59%	17.95%	
Vision Insurance		23.69	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	105.64	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,073.78 69.64%	\$82.40	\$42.51	\$14.79	\$139.70
		Annual Salary + Benefits	\$148,311.69	=		
Cham D						
Step B		¢7.640.90 /Month	¢54.0	0 /11		
		<b>\$7,649.80</b> /Month	\$51.0	0 /Hour		
	Total Benefits	\$5,172.06 67.61%	\$85.48	\$44.10	\$15.34	\$144.92
		Annual Salary + Benefits	\$153,862.39	=		
Step C						
·		<b>\$8,032.30</b> /Month	\$53.5	5 /Hour		
	Total Benefits	\$5,275.26 65.68%	\$88.72	\$45.77	\$15.92	\$150.41
		Annual Calamy   Banafita	¢150 600 63			
		Annual Salary + Benefits	\$159,690.62	=		
Step D						
		<b>\$8,433.91</b> /Month	\$56.2	3 /Hour		
	Total Benefits	\$5,383.61 63.83%	\$92.12	\$47.52	\$16.53	\$156.17
		Annual Salary + Benefits	\$165,810.26	=		
Step E						
2006 -	_	<b>\$8,855.61</b> /Month	\$59.0	4 /Hour		
	Total Benefits	\$5,497.39 62.08%	\$95.69	\$49.36	\$17.18	\$162.23
		Annual Salary + Benefits	\$172,235.89	=		



### Assistant City Manager Department: City Manager

Step A						
		<b>\$15,541.21</b> /Month	<b>\$103.6</b> 1	<b>1</b> /Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	rv	
PERS - Employer	0.200800	3,318.72		Non-Sworn [		
Management Incentive	0.200000	986.27		Non-Sworn L	on ector	
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	125.42				
Life Insurance	0.000213	31.95				
Holiday Pay	0.000213	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		110.00				
Workers Comp.	0.046430	767.37		51.59%	17.95%	
Vision Insurance	0.040430	23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	239.65	& Benefits	Overhead	Overhead	Rate
ivicuicare	0.014300	239.03	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$8,403.87 54.07%	\$159.63	\$82.36	\$28.65	\$270.64
		Annual Salary + Benefits	\$287,340.98	_		
		<u>-</u>		_		
Step B						
		<b>\$16,318.27</b> /Month	\$108.79	9 /Hour		
	Total Benefits	\$8,613.52 52.78%	\$166.21	\$85.75	\$29.84	\$281.80
		Annual Salary + Benefits	\$299,181.52	=		
Step C						
		<b>\$17,134.18</b> /Month	\$114.23	3 /Hour		
	Total Benefits	\$8,833.66 51.56%	\$173.12	\$89.31	\$31.07	\$293.50
		Annual Salary + Benefits	\$311,614.08			
- Ci - D		=				
Step D		<b>\$17,990.89</b> /Month	¢119 0.	4 /Hour		
		717,550.05 / WORLD	, , , , , , , , , , , , , , , , , , ,	/ HOUI		
	Total Benefits	\$9,064.80 50.39%	\$180.37	\$93.05	\$32.38	\$305.80
		Annual Salary + Benefits	\$324,668.27	=		
Step E						
		<b>\$18,890.44</b> /Month	\$125.94	4 /Hour		
	Total Benefits	\$9,307.49 49.27%	\$187.99	\$96.98	\$33.74	\$318.71
		Annual Salary + Benefits	\$338,375.17	=		



#### **Assistant Community Development Director**

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

Stap B	Step A								
PERS - Employer   Non-Swr Asst Director / Asst City Attorney   Non-Swr Asst Director / Asst Director / Non-Swr Asst Dire			\$13,575.87 /	Month	<b>\$90.51</b> /Hour				
PERS - Employer   Non-Swr Asst Director / Asst City Attorney   Non-Swr Asst Director / Asst Director / Non-Swr Asst Dire	Benefit	Multiplier			<u>Category</u>				
Realth Insurance	PERS - Employer		2,726.03		Non-Sw			orney	
Health Insurance Dental Insurance   1,846.13   195.50	Management Incentive		0.00						
Dental Insurance	EAP		3.89						
LTD & STD Insurance Life Insurance Life Insurance Life Insurance Uniform Allowance Standby Uniform Allowance Uniform									
Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  0.014500 196.85  Total Benefits  \$7,172.25 \$2.83%  Annual Salary + Benefits  \$248,977.47     Step C									
Holiday Pay			109.56						
Uniform Allowance   0.00   Standby   0.00   Retiree Medical   794,80   0.00   Retiree Medical   794,80   0.046430   653,03   121,73%   17,95%   Uniform Allowance   0.046430   653,03   121,73%   17,95%   Uniform Allowance   0.046430   653,03   121,73%   17,95%   Uniform Allowance   0.046430   196.85		0.000213							
Standby   0.00   Retiree Medical   794.80   Deferred Comp.   4% + \$110   653.03     Morkers Comp.   0.046430   630.33     Morkers Comp.   0.046430   196.85   Medicare   0.014500   Medicare   0.014									
Retire Medical Deferred Comp.   4% + \$110   653.03									
Deferred Comp.   4% + \$110   653.03									
Workers Comp. Vision Insurance No.014500         0.046430 23.69 196.85 23.69         Hourly Rate & Department & Citywide Neeler (Citywide Neeler Citywide Neeler (Citywide Neeler Citywide Neeler Citywide Neeler Citywide Neeler (Citywide Neeler Neel		40/ - 4440							
Vision Insurance   Medicare	-					424 720/	47.050/		
Nedicare	•	0.046430			Hourly Pato			Total Hourly	
Total Benefits		0.014500			-		=	=	
Step B				<b>-</b> 52.83%					
Step B       \$14,254.66 /Month       \$95.03 /Hour         Total Benefits       \$7,355.39       \$1.60%       \$144.07       \$175.37       \$25.86       \$345.30         Step C       \$14,967.40 /Month       \$99.78 /Hour         Total Benefits       \$7,547.69       \$0.43%       \$150.10       \$182.72       \$26.94       \$359.76         Annual Salary + Benefits       \$270,181.00         Total Benefits       \$7,749.60       49.31%       \$156.44       \$190.43       \$28.08       \$374.95         Step E         \$16,501.55 /Month       \$110.01 /Hour         Total Benefits       \$7,961.60       48.25%       \$163.09       \$198.53       \$29.27       \$390.89			, ,		,		•	,	
\$14,254.66 /Month \$95.03 /Hour  Total Benefits \$7,355.39 \$51.60% \$144.07 \$175.37 \$25.86 \$345.30  Annual Salary + Benefits \$259,320.66  Step C  \$14,967.40 /Month \$99.78 /Hour  Total Benefits \$7,547.69 \$50.43% \$150.10 \$182.72 \$26.94 \$359.76  Annual Salary + Benefits \$270,181.00  Step D  \$15,715.77 /Month \$104.77 /Hour  Total Benefits \$7,749.60 \$49.31% \$156.44 \$190.43 \$28.08 \$374.95  Annual Salary + Benefits \$281,584.36  Step E  \$16,501.55 /Month \$110.01 /Hour  Total Benefits \$7,961.60 \$48.25% \$163.09 \$198.53 \$29.27 \$390.89			Annual Salary	+ Benefits =	\$248,977.47	=			
\$14,254.66 /Month \$95.03 /Hour  Total Benefits \$7,355.39 \$51.60% \$144.07 \$175.37 \$25.86 \$345.30  Annual Salary + Benefits \$259,320.66  Step C  \$14,967.40 /Month \$99.78 /Hour  Total Benefits \$7,547.69 \$50.43% \$150.10 \$182.72 \$26.94 \$359.76  Annual Salary + Benefits \$270,181.00  Step D  \$15,715.77 /Month \$104.77 /Hour  Total Benefits \$7,749.60 \$49.31% \$156.44 \$190.43 \$28.08 \$374.95  Annual Salary + Benefits \$281,584.36  Step E  \$16,501.55 /Month \$110.01 /Hour  Total Benefits \$7,961.60 \$48.25% \$163.09 \$198.53 \$29.27 \$390.89	Step B								
Annual Salary + Benefits       \$259,320.66         \$14,967.40 /Month       \$99.78 /Hour         Total Benefits       \$7,547.69       50.43%       \$150.10       \$182.72       \$26.94       \$359.76         Annual Salary + Benefits       \$270,181.00         Step D         Total Benefits       \$7,749.60       49.31%       \$156.44       \$190.43       \$28.08       \$374.95         Annual Salary + Benefits         \$281,584.36         Step E         \$16,501.55 /Month       \$110.01 /Hour         Total Benefits       \$7,961.60       48.25%       \$163.09       \$198.53       \$29.27       \$390.89			<b>\$14,254.66</b> /Month		\$95.03	3 /Hour			
Step C   \$14,967.40   Month   \$99.78   Hour		Total Benefits	\$7,355.39	51.60%	\$144.07	\$175.37	\$25.86	\$345.30	
\$14,967.40 /Month \$99.78 /Hour  Total Benefits \$7,547.69 \$50.43% \$150.10 \$182.72 \$26.94 \$359.76  Annual Salary + Benefits \$270,181.00  Step D  \$15,715.77 /Month \$104.77 /Hour  Total Benefits \$7,749.60 \$49.31% \$156.44 \$190.43 \$28.08 \$374.95  Annual Salary + Benefits \$281,584.36  Step E  \$16,501.55 /Month \$110.01 /Hour  Total Benefits \$7,961.60 \$48.25% \$163.09 \$198.53 \$29.27 \$390.89			Annual Salary	+ Benefits _	\$259,320.66	=			
Total Benefits \$7,547.69	Step C								
Annual Salary + Benefits       \$270,181.00         Step D         \$15,715.77 /Month       \$104.77 /Hour         Total Benefits       \$7,749.60       49.31%       \$156.44       \$190.43       \$28.08       \$374.95         Annual Salary + Benefits       \$281,584.36         Step E         Total Benefits       \$7,961.60       48.25%       \$163.09       \$198.53       \$29.27       \$390.89			\$14,967.40 /	Month	\$99.78	8 /Hour			
Step D         \$15,715.77 /Month       \$104.77 /Hour         Total Benefits       \$7,749.60       49.31%       \$156.44       \$190.43       \$28.08       \$374.95         Annual Salary + Benefits       \$281,584.36         Step E         \$16,501.55 /Month       \$110.01 /Hour         Total Benefits       \$7,961.60       48.25%       \$163.09       \$198.53       \$29.27       \$390.89		Total Benefits	\$7,547.69	50.43%	\$150.10	\$182.72	\$26.94	\$359.76	
\$15,715.77 /Month \$104.77 /Hour  Total Benefits \$7,749.60 49.31% \$156.44 \$190.43 \$28.08 \$374.95  Annual Salary + Benefits \$281,584.36  Step E  \$16,501.55 /Month \$110.01 /Hour  Total Benefits \$7,961.60 48.25% \$163.09 \$198.53 \$29.27 \$390.89			Annual Salary	+ Benefits =	\$270,181.00	=			
\$15,715.77 /Month \$104.77 /Hour  Total Benefits \$7,749.60 49.31% \$156.44 \$190.43 \$28.08 \$374.95  Annual Salary + Benefits \$281,584.36  Step E  \$16,501.55 /Month \$110.01 /Hour  Total Benefits \$7,961.60 48.25% \$163.09 \$198.53 \$29.27 \$390.89	Step D								
Annual Salary + Benefits \$\frac{\\$281,584.36}{\\$16,501.55} / Month \$\\$110.01 / Hour  Total Benefits \$\\$7,961.60 48.25\% \\$163.09 \\$198.53 \\$29.27 \\$390.89			\$15,715.77 /	Month	\$104.77	7 /Hour			
\$16,501.55 /Month         \$110.01 /Hour           Total Benefits         \$7,961.60         48.25%         \$163.09         \$198.53         \$29.27         \$390.89		Total Benefits	\$7,749.60	49.31%	\$156.44	\$190.43	\$28.08	\$374.95	
\$16,501.55 /Month       \$110.01 /Hour         Total Benefits       \$7,961.60       48.25%       \$163.09       \$198.53       \$29.27       \$390.89			Annual Salary	+ Benefits =	\$281,584.36	=			
\$16,501.55 /Month       \$110.01 /Hour         Total Benefits       \$7,961.60       48.25%       \$163.09       \$198.53       \$29.27       \$390.89	Step E								
			\$16,501.55 /	Month	\$110.03	1 /Hour			
Annual Salary + Benefits \$293,557.89		Total Benefits	\$7,961.60	48.25%	\$163.09	\$198.53	\$29.27	\$390.89	
			Annual Salary	+ Benefits =	\$293,557.89	=			



#### **Assistant Director of Finance and Information Systems**

#### **Department: Finance and Information Systems**

Step A								
		\$13,949.33 /	Month	<b>\$93.00</b> /Hour				
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv		
PERS - Employer	0.200800	2,801.02		Non-Sw	orn Asst Director		orney	
Management Incentive		0.00				·		
EAP		3.89						
Health Insurance		1,846.13						
Dental Insurance		155.99						
LTD & STD Insurance	0.008070	112.57						
Life Insurance	0.000213	31.95						
Holiday Pay		0.00						
Uniform Allowance		0.00						
Standby		0.00						
Retiree Medical		794.80						
Deferred Comp.	4% + \$110	667.97						
Workers Comp.	0.046430	647.67			31.28%	17.95%		
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>	
Medicare	0.014500	202.27	_	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$7,287.95	52.25%	\$141.58	\$44.29	\$25.41	\$211.28	
		Annual Salary	+ Benefits =	\$254,847.31	=			
Step B								
·		\$14,646.79 /	Month	\$97.65	5 /Hour			
	Total Benefits	\$7,476.13	51.04%	\$147.49	\$46.13	\$26.47	\$220.09	
		Annual Salary	+ Benefits =	\$265,475.02	=			
Step C								
		\$15,379.13 /	Month	\$102.53	3 /Hour			
	Total Benefits	\$7,673.71	49.90%	\$153.69	\$48.07	\$27.59	\$229.35	
		Annual Salary	+ Benefits _	\$276,634.12	=			
Step D								
·		\$16,148.09 /	Month	\$107.65	5 /Hour			
	Total Benefits	\$7,881.18	48.81%	\$160.20	\$50.11	\$28.76	\$239.07	
		Annual Salary	+ Benefits _	\$288,351.17	=			
Step E								
		\$16,955.49 /	Month	\$113.04	4 /Hour			
	Total Benefits	\$8,099.01	47.77%	\$167.03	\$52.25	\$29.98	\$249.26	
		Annual Salary	+ Benefits =	\$300,654.08	=			



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

Medicare         0.014500         202.27         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$7,287.95         52.25%         \$141.58         \$205.44         \$25.41         \$372.43           Annual Salary + Benefits         \$254,847.31           Total Benefits         \$7,476.13         51.04%         \$147.49         \$214.00         \$26.47         \$387.96           Annual Salary + Benefits         \$265,475.02           Step C           \$15,379.13 /Month         \$102.53 /Hour           Total Benefits         \$7,673.71         49.90%         \$153.69         \$223.00         \$27.59         \$404.28           Step D           \$16,148.09 /Month         \$107.65 /Hour	Step A							
PERS - Employer			\$ <b>13,949.33</b> /I	Month	\$93.00	<b>0</b> /Hour		
PERS - Employer	Benefit	Multiplier				Catego	rv	
Management Incentive			2.801.02		Non-Sw			ornev
EAP		0.20000					,	,
Health Insurance								
LTD & STD Insurance   0.008070   112.57   131.95   131.95   141.97   145.10%   17.95%   17.	Health Insurance		1,846.13					
Life Insurance	Dental Insurance		155.99					
Holiday Pay	LTD & STD Insurance	0.008070	112.57					
Uniform Allowance Standby	Life Insurance	0.000213	31.95					
Standby	Holiday Pay		0.00					
Retiree Medical Deferred Comp. 4% + \$110 667.97 Workers Comp. Vorkers Comp. Vision Insurance Medicare         4% + \$110 667.97 667.67 23.69 202.27         Hourly Rate & Department Overhead Poverhead Poverh	Uniform Allowance		0.00					
Deferred Comp.	Standby							
Workers Comp. Vision Insurance Medicare         0.046430 0.014500         647.67 23.69 202.27         Hourly Rate & Benefits         partment Department Overhead         17.95% Citywide Overhead         Total Hou Rate Rate           Step B         \$7,287.95         52.25%         \$141.58         \$205.44         \$25.41         \$372.43           Step B         \$14,646.79 / Month         \$97.65 / Hour           Total Benefits         \$7,476.13         51.04%         \$147.49         \$214.00         \$26.47         \$387.96           Annual Salary + Benefits         \$265,475.02         \$214.00         \$26.47         \$387.96           Step C         \$15,379.13 / Month         \$102.53 / Hour           Total Benefits         \$7,673.71         49.90%         \$153.69         \$223.00         \$27.59         \$404.28           Step D         \$16,148.09 / Month         \$107.65 / Hour           Total Benefits         \$7,881.18         48.81%         \$160.20         \$232.44         \$28.76         \$421.40           Step E         Step E								
Vision Insurance Medicare         23.69 202.27         Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hot Rate           Total Benefits         \$7,287.95         52.25%         \$141.58         \$205.44         \$25.41         \$372.43           Annual Salary + Benefits         \$254,847.31           Step B           \$14,646.79 /Month         \$97.65 /Hour           Total Benefits         \$7,476.13         51.04%         \$147.49         \$214.00         \$26.47         \$387.96           Annual Salary + Benefits         \$265,475.02           Step C           \$15,379.13 /Month         \$102.53 /Hour           Total Benefits         \$7,673.71         49.90%         \$153.69         \$223.00         \$27.59         \$404.28           Step D           \$16,148.09 /Month         \$107.65 /Hour           Total Benefits         \$7,881.18         48.81%         \$160.20         \$232.44         \$28.76         \$421.40           Annual Salary + Benefits           \$16,148.09 /Month         \$107.65 /Hour           Total Benefits         \$7,881.18         48.81%         \$160.20 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>								
Medicare         0.014500         202.27         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$7,287.95         52.25%         \$141.58         \$205.44         \$25.41         \$372.43           Annual Salary + Benefits         \$254,847.31           Step B         \$14,646.79 /Month         \$97.65 /Hour           Total Benefits         \$7,476.13         \$1.04%         \$147.49         \$214.00         \$26.47         \$387.96           Annual Salary + Benefits         \$265,475.02           Step C         \$15,379.13 /Month         \$102.53 /Hour           Total Benefits         \$7,673.71         49.90%         \$153.69         \$223.00         \$27.59         \$404.28           Step D           \$16,148.09 /Month         \$107.65 /Hour           Total Benefits         \$7,881.18         48.81%         \$160.20         \$232.44         \$28.76         \$421.40           Annual Salary + Benefits         \$288,351.17           Step E		0.046430			_			
Total Benefits \$7,287.95 52.25% \$141.58 \$205.44 \$25.41 \$372.43  Annual Salary + Benefits \$254,847.31  Step B \$14,646.79   Month \$97.65   Hour  Total Benefits \$7,476.13 51.04% \$147.49 \$214.00 \$26.47 \$387.96  Annual Salary + Benefits \$265,475.02  Step C \$15,379.13   Month \$102.53   Hour  Total Benefits \$7,673.71 49.90% \$153.69 \$223.00 \$27.59 \$404.28  Annual Salary + Benefits \$276,634.12  Step D \$16,148.09   Month \$107.65   Hour  Total Benefits \$7,881.18 48.81% \$160.20 \$232.44 \$28.76 \$421.40  Annual Salary + Benefits \$288,351.17					=			Total Hourly
Step B   \$14,646.79   Month   \$97.65   Hour	Medicare	0.014500	202.27	_	& Benefits	Overhead	Overhead	Rate
\$14,646.79 /Month \$97.65 /Hour  Total Benefits \$7,476.13 \$51.04% \$147.49 \$214.00 \$26.47 \$387.96  Annual Salary + Benefits \$265,475.02  Step C \$15,379.13 /Month \$102.53 /Hour  Total Benefits \$7,673.71 \$49.90% \$153.69 \$223.00 \$27.59 \$404.28  Annual Salary + Benefits \$276,634.12  Step D \$16,148.09 /Month \$107.65 /Hour  Total Benefits \$7,881.18 \$48.81% \$160.20 \$232.44 \$28.76 \$421.40  Annual Salary + Benefits \$288,351.17		Total Benefits	\$7,287.95	52.25%	\$141.58	\$205.44	\$25.41	\$372.43
\$14,646.79 /Month \$97.65 /Hour  Total Benefits \$7,476.13 \$51.04% \$147.49 \$214.00 \$26.47 \$387.96  Annual Salary + Benefits \$265,475.02  Step C \$15,379.13 /Month \$102.53 /Hour  Total Benefits \$7,673.71 \$49.90% \$153.69 \$223.00 \$27.59 \$404.26  Annual Salary + Benefits \$276,634.12  Step D \$16,148.09 /Month \$107.65 /Hour  Total Benefits \$7,881.18 \$48.81% \$160.20 \$232.44 \$28.76 \$421.40  Annual Salary + Benefits \$2288,351.17			Annual Salary	+ Benefits	\$254.847.31			
\$14,646.79 /Month \$97.65 /Hour  Total Benefits \$7,476.13 \$51.04% \$147.49 \$214.00 \$26.47 \$387.96  Annual Salary + Benefits \$265,475.02  Step C  \$15,379.13 /Month \$102.53 /Hour  Total Benefits \$7,673.71 \$49.90% \$153.69 \$223.00 \$27.59 \$404.26  Annual Salary + Benefits \$276,634.12  Step D  \$16,148.09 /Month \$107.65 /Hour  Total Benefits \$7,881.18 \$48.81% \$160.20 \$232.44 \$28.76 \$421.40  Annual Salary + Benefits \$288,351.17			Amadisalary	=	<b>723-7,0-77,31</b>	=		
Total Benefits \$7,476.13 51.04% \$147.49 \$214.00 \$26.47 \$387.96  Annual Salary + Benefits \$265,475.02  Step C  \$15,379.13 /Month \$102.53 /Hour  Total Benefits \$7,673.71 49.90% \$153.69 \$223.00 \$27.59 \$404.28  Annual Salary + Benefits \$276,634.12  Step D  \$16,148.09 /Month \$107.65 /Hour  Total Benefits \$7,881.18 48.81% \$160.20 \$232.44 \$28.76 \$421.40  Annual Salary + Benefits \$288,351.17	Step B							
Step C   \$15,379.13   Month   \$102.53   Hour     Total Benefits   \$7,673.71   49.90%   \$153.69   \$223.00   \$27.59   \$404.28     Annual Salary + Benefits   \$276,634.12     Step D   \$16,148.09   Month   \$107.65   Hour     Total Benefits   \$7,881.18   48.81%   \$160.20   \$232.44   \$28.76   \$421.40     Annual Salary + Benefits   \$288,351.17     Step E			\$14,646.79 /	Month	\$97.6	5 /Hour		
Step C         \$15,379.13 /Month       \$102.53 /Hour         Total Benefits       \$7,673.71       49.90%       \$153.69       \$223.00       \$27.59       \$404.28         Annual Salary + Benefits         \$16,148.09 /Month       \$107.65 /Hour         Total Benefits       \$7,881.18       48.81%       \$160.20       \$232.44       \$28.76       \$421.40         Annual Salary + Benefits       \$288,351.17		Total Benefits	\$7,476.13	51.04%	\$147.49	\$214.00	\$26.47	\$387.96
\$15,379.13 /Month \$102.53 /Hour  Total Benefits \$7,673.71 49.90% \$153.69 \$223.00 \$27.59 \$404.28  Annual Salary + Benefits \$276,634.12  Step D  \$16,148.09 /Month \$107.65 /Hour  Total Benefits \$7,881.18 48.81% \$160.20 \$232.44 \$28.76 \$421.40  Annual Salary + Benefits \$288,351.17			Annual Salary	+ Benefits =	\$265,475.02	=		
Total Benefits \$7,673.71 49.90% \$153.69 \$223.00 \$27.59 \$404.28  Annual Salary + Benefits \$276,634.12  Step D  \$16,148.09 / Month \$107.65 / Hour  Total Benefits \$7,881.18 48.81% \$160.20 \$232.44 \$28.76 \$421.40  Annual Salary + Benefits \$288,351.17	Step C							
Annual Salary + Benefits \$\frac{\$276,634.12}{\$16,148.09 / Month}\$			\$15,379.13 /	Month	\$102.5	3 /Hour		
\$16,148.09 /Month \$107.65 /Hour  Total Benefits \$7,881.18 48.81% \$160.20 \$232.44 \$28.76 \$421.40  Annual Salary + Benefits \$288,351.17		Total Benefits	\$7,673.71	49.90%	\$153.69	\$223.00	\$27.59	\$404.28
\$16,148.09 /Month \$107.65 /Hour  Total Benefits \$7,881.18 48.81% \$160.20 \$232.44 \$28.76 \$421.40  Annual Salary + Benefits \$288,351.17  Step E			Annual Salary	+ Benefits =	\$276,634.12	=		
\$16,148.09 /Month \$107.65 /Hour  Total Benefits \$7,881.18 48.81% \$160.20 \$232.44 \$28.76 \$421.40  Annual Salary + Benefits \$288,351.17  Step E	Step D							
Annual Salary + Benefits \$288,351.17  Step E	500p D		\$16,148.09 /	Month	\$107.6	5 /Hour		
Step E		Total Benefits	\$7,881.18	48.81%	\$160.20	\$232.44	\$28.76	\$421.40
			Annual Salary	+ Benefits =	\$288,351.17	=		
	Sten F							
	Step E		\$ <b>16,955.49</b> /I	Month	\$113.0	4 /Hour		
Total Benefits \$8,099.01 47.77% <b>\$167.03 \$242.36 \$29.98 \$439.37</b>		Total Benefits	\$8,099.01	47.77%	\$167.03	\$242.36	\$29.98	\$439.37
Annual Salary + Benefits \$300,654.08			Annual Salary	+ Benefits =	\$300,654.08	=		



### Assistant Engineer Department: Public Works

Step A							
		\$ <b>8,683.25</b> /I	Month	\$57.89	Hour /		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,743.60		Non-	Sworn Profession		ors
Management Incentive		0.00				,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	70.07					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	283.67					
Workers Comp.	0.046430	403.16			145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	125.91	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,482.86	63.14%	\$94.44	\$137.03	\$16.95	\$248.42
		Annual Salary	+ Benefits =	\$169,993.29	=		
Step B							
		\$ <b>9,117.41</b> /	Month	\$60.7	8 /Hour		
	Total Benefits	\$5,599.99	61.42%	\$98.12	\$142.37	\$17.61	\$258.10
		Annual Salary	+ Benefits =	\$176,608.89	=		
Step C							
		\$ <b>9,573.28</b> /I	Month	\$63.8	2 /Hour		
	Total Benefits	\$5,722.99	59.78%	\$101.98	\$147.97	\$18.30	\$268.25
		Annual Salary	+ Benefits =	\$183,555.26	=		
Step D							
		\$ <b>10,051.95</b> /	Month	\$67.0	1 /Hour		
	Total Benefits	\$5,852.13	58.22%	\$106.03	\$153.85	\$19.03	\$278.91
		Annual Salary	+ Benefits =	\$190,848.96	=		
Step E							
		\$ <b>10,554.55</b> /	Month	\$70.3	6 /Hour		
	Total Benefits	\$5,987.73	56.73%	\$110.28	\$160.02	\$19.80	\$290.10
		Annual Salary	+ Benefits =	\$198,507.34	=		



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

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

Since   Sin	Step A							
PERS - Employer Management Incentive EAP Health Insurance Uniform Allowance Standby More Comp. Workers Comp. More Medicare  Total Benefits  Step B  S11,829.60 / Month Total Benefits  S6,768.31 54.49%  S1230,727.59  Step C  Step C  Step C  S13,694.24 / Month Total Benefits  S6,935.87 53.18% S138.19 Non-Sworn Asst Director / Asst City Attorney  Stop In Sworn Asst Director / Asst City Attorney  Stop In Sworn Asst Director / Asst City Attorney  In Sworn Asst Director / Asst City Attorney  15.89  1.89  1.89  1.79  1.89  1.79			<b>\$11,266.28</b> /Mo	nth	\$75.11	/Hour		
PERS - Employer Management Incentive EAP Health Insurance Uniform Allowance Standby More Comp. Workers Comp. More Medicare  Total Benefits  Step B  S11,829.60 / Month Total Benefits  S6,768.31 54.49%  S1230,727.59  Step C  Step C  Step C  S13,694.24 / Month Total Benefits  S6,935.87 53.18% S138.19 Non-Sworn Asst Director / Asst City Attorney  Stop In Sworn Asst Director / Asst City Attorney  Stop In Sworn Asst Director / Asst City Attorney  In Sworn Asst Director / Asst City Attorney  15.89  1.89  1.89  1.79  1.89  1.79	Renefit	Multiplier				Catego	rv	
Management Incentive EAP			2 262 27		Non-Swo	·	<del></del> '	ornev
Realth Insurance		0.20000	·			71171030 011 00001	, riose orey rices	,,,,,,
Health Insurance   1,846,13   155,99   155,99   151,00								
LTC & STD Insurance Life Insurance Life Insurance Life Insurance Uniform Allowance Uniform Allowance Standby Uniform Allowance Uniform Allowance Uniform Allowance Standby Uniform Allowance Uniform All								
Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  Total Benefits  S11,829.60 /Month Total Benefits  S6,608.73  S122.92  Step C  Step D  Step D  S13,042.13 /Month Total Benefits S6,935.87  Annual Salary + Benefits S13,042.13 /Month Total Benefits S6,935.87  Annual Salary + Benefits S230,272.59  S13,042.13 /Month S86.95 /Hour  Total Benefits S6,935.87 S13.19 S13.67 S23.91 S288.77  S13.694.24 /Month S91.29 /Hour  Total Benefits S7,7111.81 S19.38 S138.71 S137.13 S24.90 S300.74	Dental Insurance		155.99					
Holiday Pay	LTD & STD Insurance	0.008070	90.92					
Uniform Allowance   0.00   Standby   0.00   Retiree Medical   794.80   0.00   Retiree Medical   794.80   560.65   Workers Comp.   0.046430   523.09   Morkers Comp.   0.046430   163.36   Workers Comp.   0.014500   163.36   Workers Comp.   0.014500   163.36   Workers Comp.   Notal Benefits   \$6,456.74   \$7.31%   \$118.15   \$116.81   \$21.21   \$256.17	Life Insurance	0.000213	31.95					
Standby	Holiday Pay		0.00					
Retire Medical   Deferred Comp.   4% + \$110   560.65	Uniform Allowance		0.00					
Deferred Comp.   4% + \$110   560.65   273.09   273.69   Hourly Rate   Department   Citywide   Total Hourly Rate   Rate   Department   Citywide   Department   Departme	Standby		0.00					
Workers Comp. Vision Insurance No.046430         523.09 23.69 163.36 23.69 163.36         Hourly Rate & Department & Citywide & Citywide & Citywide & Rate         Total Hourly Rate & Benefits & Department & Citywide & Rate         Total Hourly Rate & Benefits & Citywide	Retiree Medical		794.80					
Vision Insurance   Medicare		4% + \$110						
Medicare       0.014500       163.36       & Benefits       Overhead       Overhead       Rate         Step B       Total Benefits       \$6,456.74       57.31%       \$118.15       \$116.81       \$21.21       \$256.17         Step B       Total Benefits       \$6,608.73       55.87%       \$122.92       \$121.52       \$22.06       \$266.50         Annual Salary + Benefits       \$6,608.73       55.87%       \$122.92       \$121.52       \$22.06       \$266.50         Step C       \$12,421.07 /Month       \$82.81 /Hour         Total Benefits       \$6,768.31       54.49%       \$127.93       \$126.47       \$22.96       \$277.36         Step D       Total Benefits       \$6,935.87       53.18%       \$133.19       \$131.67       \$23.91       \$288.77         Step E       \$13,694.24 /Month       \$91.29 /Hour         Total Benefits       \$7,111.81       \$1.93%       \$138.71       \$137.13       \$24.90       \$300.74	•	0.046430						
Total Benefits					-	=	=	<del>-</del>
Step B	Medicare	0.014500	163.36	_	& Benefits	Overhead	Overhead	Rate
Step B         Total Benefits       \$6,608.73       55.87%       \$122.92       \$121.52       \$22.06       \$266.50         Annual Salary + Benefits         \$12,421.07 /Month       \$82.81 /Hour         Total Benefits       \$6,768.31       54.49%       \$127.93       \$126.47       \$22.96       \$277.36         Annual Salary + Benefits       \$230,272.59         Step D         Total Benefits       \$6,935.87       \$3.18%       \$133.19       \$131.67       \$23.91       \$288.77         Annual Salary + Benefits       \$239,735.95         Step E         \$13,694.24 /Month       \$91.29 /Hour         Total Benefits       \$7,111.81       \$1.93%       \$138.71       \$137.13       \$24.90       \$300.74		Total Benefits	\$6,456.74	57.31%	\$118.15	\$116.81	\$21.21	\$256.17
\$11,829.60 /Month \$78.86 /Hour  Total Benefits \$6,608.73 \$55.87% \$122.92 \$121.52 \$22.06 \$266.50  Annual Salary + Benefits \$221,259.85  Step C  \$12,421.07 /Month \$82.81 /Hour  Total Benefits \$6,768.31 \$4.49% \$127.93 \$126.47 \$22.96 \$277.36  Annual Salary + Benefits \$230,272.59  Step D  \$13,042.13 /Month \$86.95 /Hour  Total Benefits \$6,935.87 \$53.18% \$133.19 \$131.67 \$23.91 \$288.77  Annual Salary + Benefits \$239,735.95  Step E  \$13,694.24 /Month \$91.29 /Hour  Total Benefits \$7,111.81 \$51.93% \$138.71 \$137.13 \$24.90 \$300.74			Annual Salary + Be	nefits =	\$212,676.30	=		
\$11,829.60 /Month \$78.86 /Hour  Total Benefits \$6,608.73 \$55.87% \$122.92 \$121.52 \$22.06 \$266.50  Annual Salary + Benefits \$221,259.85  Step C  \$12,421.07 /Month \$82.81 /Hour  Total Benefits \$6,768.31 \$4.49% \$127.93 \$126.47 \$22.96 \$277.36  Annual Salary + Benefits \$230,272.59  Step D  \$13,042.13 /Month \$86.95 /Hour  Total Benefits \$6,935.87 \$53.18% \$133.19 \$131.67 \$23.91 \$288.77  Annual Salary + Benefits \$239,735.95  Step E  \$13,694.24 /Month \$91.29 /Hour  Total Benefits \$7,111.81 \$51.93% \$138.71 \$137.13 \$24.90 \$300.74	Step B							
Annual Salary + Benefits       \$221,259.85         \$12,421.07 /Month       \$82.81 /Hour         Total Benefits       \$6,768.31       54.49%       \$127.93       \$126.47       \$22.96       \$277.36         Annual Salary + Benefits       \$230,272.59         Step D         Total Benefits       \$6,935.87       53.18%       \$133.19       \$131.67       \$23.91       \$288.77         Annual Salary + Benefits       \$239,735.95       \$239,735.95       \$13,694.24 /Month       \$91.29 /Hour         Total Benefits       \$7,111.81       51.93%       \$138.71       \$137.13       \$24.90       \$300.74			<b>\$11,829.60</b> /Mo	nth	\$78.86	/Hour		
Step C         \$12,421.07 /Month       \$82.81 /Hour         Total Benefits       \$6,768.31       54.49%       \$127.93       \$126.47       \$22.96       \$277.36         Annual Salary + Benefits       \$230,272.59         Step D         Total Benefits       \$6,935.87       53.18%       \$133.19       \$131.67       \$23.91       \$288.77         Annual Salary + Benefits       \$239,735.95         Step E         \$13,694.24 /Month       \$91.29 /Hour         Total Benefits       \$7,111.81       51.93%       \$138.71       \$137.13       \$24.90       \$300.74		Total Benefits	\$6,608.73	55.87%	\$122.92	\$121.52	\$22.06	\$266.50
\$12,421.07 /Month \$82.81 /Hour  Total Benefits \$6,768.31 54.49% \$127.93 \$126.47 \$22.96 \$277.36  Annual Salary + Benefits \$230,272.59  \$13,042.13 /Month \$86.95 /Hour  Total Benefits \$6,935.87 53.18% \$133.19 \$131.67 \$23.91 \$288.77  Annual Salary + Benefits \$239,735.95  \$13,694.24 /Month \$91.29 /Hour  Total Benefits \$7,111.81 51.93% \$138.71 \$137.13 \$24.90 \$300.74			Annual Salary + Be	nefits =	\$221,259.85	=		
Total Benefits \$6,768.31 54.49% \$127.93 \$126.47 \$22.96 \$277.36  Annual Salary + Benefits \$230,272.59  \$13,042.13 / Month \$86.95 / Hour  Total Benefits \$6,935.87 53.18% \$133.19 \$131.67 \$23.91 \$288.77  Annual Salary + Benefits \$239,735.95  \$13,694.24 / Month \$91.29 / Hour  Total Benefits \$7,111.81 51.93% \$138.71 \$137.13 \$24.90 \$300.74	Step C							
Step D   \$13,042.13   Month   \$86.95   Hour			<b>\$12,421.07</b> /Mo	nth	\$82.81	/Hour		
Step D         \$13,042.13 /Month       \$86.95 /Hour         Total Benefits       \$6,935.87       53.18%       \$133.19       \$131.67       \$23.91       \$288.77         Annual Salary + Benefits       \$239,735.95       \$239,735.95       \$13,694.24 /Month       \$91.29 /Hour         Total Benefits       \$7,111.81       51.93%       \$138.71       \$137.13       \$24.90       \$300.74		Total Benefits	\$6,768.31	54.49%	\$127.93	\$126.47	\$22.96	\$277.36
\$13,042.13 /Month \$86.95 /Hour  Total Benefits \$6,935.87 53.18% \$133.19 \$131.67 \$23.91 \$288.77  Annual Salary + Benefits \$239,735.95  Step E  \$13,694.24 /Month \$91.29 /Hour  Total Benefits \$7,111.81 51.93% \$138.71 \$137.13 \$24.90 \$300.74			Annual Salary + Be	nefits _	\$230,272.59	=		
\$13,042.13 /Month \$86.95 /Hour  Total Benefits \$6,935.87 53.18% \$133.19 \$131.67 \$23.91 \$288.77  Annual Salary + Benefits \$239,735.95  Step E  \$13,694.24 /Month \$91.29 /Hour  Total Benefits \$7,111.81 51.93% \$138.71 \$137.13 \$24.90 \$300.74	Step D							
Annual Salary + Benefits \$\frac{\\$239,735.95}{\\$239,735.95}\$  Step E  \$\frac{\\$13,694.24 \ \{\} \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \		_	\$13,042.13 /Mo	nth	\$86.95	/Hour		
\$13,694.24 /Month \$91.29 /Hour  Total Benefits \$7,111.81 51.93% \$138.71 \$137.13 \$24.90 \$300.74		Total Benefits	\$6,935.87	53.18%	\$133.19	\$131.67	\$23.91	\$288.77
\$13,694.24 /Month \$91.29 /Hour  Total Benefits \$7,111.81 51.93% \$138.71 \$137.13 \$24.90 \$300.74			Annual Salary + Be	nefits =	\$239,735.95	=		
Total Benefits \$7,111.81 51.93% <b>\$138.71 \$137.13 \$24.90 \$300.74</b>	Step E							
			<b>\$13,694.24</b> /Mo	nth	\$91.29	/Hour		
Annual Salary + Benefits \$249,672.49		Total Benefits	\$7,111.81	51.93%	\$138.71	\$137.13	\$24.90	\$300.74
			Annual Salary + Be	nefits =	\$249,672.49	=		



# Assistant Planner Department: Community Development

Step A							
		\$8,018.49 /N	/lonth	\$53.46	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	ry	
PERS - Employer	0.200800	1,610.11		Non-	Sworn Profession	<del></del>	ors
Management Incentive		0.00				, ,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	64.71					
Life Insurance	0.000213	30.74					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	270.37					
Workers Comp.	0.046430	372.30			121.73%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	116.27	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,289.00	65.96%	\$88.72	\$107.99	\$15.92	\$212.63
		Annual Salary +	· Benefits _	\$159,689.96	=		
Cton D							
Step B		\$ <b>8,419.42</b> /N	⁄lonth	\$56.13	3 /Hour		
		. , ,		·	•		
	Total Benefits	\$5,397.17	64.10%	\$92.11	\$112.13	\$16.53	\$220.77
		Annual Salary +	Benefits _	\$165,799.09	=		
Step C							
		\$8,840.39 /N	∕Ionth	\$58.94	4 /Hour		
	Total Benefits	\$5,510.75	62.34%	\$95.67	\$116.46	\$17.17	\$229.30
			5 C:	6472 242 67			
		Annual Salary +	Benefits =	\$172,213.67	=		
Step D							
		\$9,282.41 /N	/lonth	\$61.88	8 /Hour		
	Total Benefits	\$5,630.01	60.65%	\$99.42	\$121.02	\$17.85	\$238.29
		Annual Salary +	Benefits	\$178,948.99	_		
					_		
Step E		Ċ0 746 F2 /\	10n+h	AC4.00	0 /11		
		\$ <b>9,746.53</b> /N	viontn	\$64.98	8 /Hour		
	Total Benefits	\$5,755.23	59.05%	\$103.35	\$125.80	\$18.55	\$247.70
		Annual Salary +	- Benefits	\$186,021.07			
			=		=		



### Associate Engineer Department: Public Works

Step A							
		<b>\$9,573.28</b> /Mo	nth	\$63.82	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,922.32		Non-9	Sworn Profession		ors
Management Incentive		0.00				, ,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	77.26					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	301.47					
Workers Comp.	0.046430	444.49			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	138.81	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,740.79	59.97%	\$102.09	\$148.14	\$18.33	\$268.56
		Annual Salary + Be	enefits _	\$183,768.87	=		
Step B							
Ctop 2		<b>\$10,051.95</b> /Mo	nth	\$67.01	. /Hour		
	Total Benefits	\$5,869.93	58.40%	\$106.15	\$154.02	\$19.05	\$279.22
		Annual Salary + Be	enefits _	\$191,062.57	=		
Step C							
		<b>\$10,554.55</b> /Mo	nth	\$70.36	6 /Hour		
	Total Benefits	\$6,005.53	56.90%	\$110.40	\$160.19	\$19.82	\$290.41
		Annual Salary + Be	enefits =	\$198,720.94	=		
Step D							
		<b>\$11,082.27</b> /Mo	nth	\$73.88	3 /Hour		
	Total Benefits	\$6,147.91	55.48%	\$114.87	\$166.67	\$20.62	\$302.16
		Annual Salary + Be	enefits _	\$206,762.24	=		
Step E							
		<b>\$11,636.39</b> /Mo	nth	\$77.58	3 /Hour		
	Total Benefits	\$6,297.41	54.12%	\$119.56	\$173.48	\$21.46	\$314.50
		Annual Salary + Be	enefits _	\$215,205.61	=		



# Associate Planner Department: Community Development

Step A							
		\$8,840.39 /	Month	\$58.94	<b>4</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	rv	
PERS - Employer	0.200800	1,775.15		Non-	-Sworn Profession		ors
Management Incentive		0.00				, ,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.34					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.81					
Workers Comp.	0.046430	410.46			121.73%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	128.19	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,528.39	62.54%	\$95.79	\$116.61	\$17.19	\$229.59
		Annual Salary	+ Benefits	\$172,425.41	=		
Cton D							
Step B		ćo 202 44 /I	ماخمود	<b>464.0</b>	0 (1)		
		\$9,282.41 /	Month	\$61.8	8 /Hour		
	Total Benefits	\$5,647.65	60.84%	\$99.53	\$121.16	\$17.87	\$238.56
		Annual Salary	+ Benefits _	\$179,160.73	=		
Step C							
·		\$ <b>9,746.53</b> /I	Month	\$64.9	8 /Hour		
	Total Benefits	\$5,772.87	59.23%	\$103.46	\$125.95	\$18.57	\$247.98
		Annual Salary	+ Ronofits	\$186,232.81			
		Aimadi Saidi y	=	7100,232.01	=		
Step D							
		\$ <b>10,233.86</b> /I	Month	\$68.2	3 /Hour		
	Total Benefits	\$5,904.35	57.69%	\$107.59	\$130.97	\$19.31	\$257.87
		Annual Salary	+ Benefits _	\$193,658.50	=		
Step E							
	_	\$10,745.55 /I	Month	\$71.6	4 /Hour		
	Total Benefits	\$6,042.41	56.23%	\$111.92	\$136.24	\$20.09	\$268.25
		Annual Salary	+ Benefits _	\$201,455.47	=		



# Building Inspector I Department: Community Development

Step A							
		\$7,313.79 /	Month	\$48.76	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	ry	
PERS - Employer	0.200800	1,468.61			Office Empl	<del></del> '	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	59.02					
Life Insurance	0.000213	28.04					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	339.58			121.73%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	106.05	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,825.80	65.98%	\$80.93	\$98.52	\$14.53	\$193.98
		Annual Salary	+ Benefits =	\$145,675.04	=		
Step B							
		\$7,679.48 /	Month	\$51.20	) /Hour		
	Total Benefits	\$4,924.46	64.12%	\$84.03	\$102.29	\$15.08	\$201.40
		Annual Salary	+ Benefits =	\$151,247.27	=		
Step C							
		\$8,063.45 /	Month	\$53.76	5 /Hour		
	Total Benefits	\$5,028.06	62.36%	\$87.28	\$106.24	\$15.67	\$209.19
		Annual Salary	+ Benefits _	\$157,098.10	=		
Step D							
		\$8,466.62 /	Month	\$56.44	4 /Hour		
	Total Benefits	\$5,136.84	60.67%	\$90.69	\$110.40	\$16.28	\$217.37
		Annual Salary	+ Benefits	\$163,241.49	=		
<b>.</b> .							
Step E		Ć0 000 0E /	Month	\$59.27	7 /Hour		
Step E		\$8,889.95 /	Wiorita	7			
Step E	Total Benefits	\$ <b>5</b> ,251.05	59.07%	\$94.27	\$114.76	\$16.92	\$225.95



# Building Inspector II Department: Community Development

Senefit   Multiplier   PERS - Employer   0.200800   1,619.14   Office Employees   Offic	Step A						
PERS - Employer			<b>\$8,063.45</b> /Month	\$53.7	<b>6</b> /Hour		
PERS - Employer	Renefit	Multiplier			Catego	rv	
Management Incentive EAP	·		1 619 14		· · · · · · · · · · · · · · · · · · ·		
Realth Insurance	• •	0.20000			Omec Linp	.0,000	
Health Insurance							
Dental Insurance	Health Insurance						
Life Insurance	Dental Insurance						
Holiday Pay	LTD & STD Insurance	0.008070	65.07				
Uniform Allowance	Life Insurance	0.000213	30.92				
Standby	Holiday Pay		0.00				
Retire Medical Deferred Comp.   0.00   0.0	Uniform Allowance		0.00				
Deferred Comp.   Workers Comp.   Vorkers Comp.   Vosion Insurance   Vision Insurance	Standby		0.00				
Workers Comp.	Retiree Medical		794.80				
Vision Insurance Medicare         23.69 (116.92)         Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hourly Rate Overhead           Total Benefits         \$5,030.93         62.39%         \$87.30         \$106.27         \$15.67         \$209.24           Step B           \$8,466.62 /Month         \$56.44 /Hour           Total Benefits         \$5,139.71         60.71%         \$90.71         \$110.42         \$16.28         \$217.41           Annual Salary + Benefits         \$163,275.98           Step C           \$8,889.95 /Month         \$59.27 /Hour           Total Benefits         \$5,253.92         \$9.10%         \$94.29         \$114.78         \$16.93         \$226.00           Step D           \$9,334.45 /Month         \$62.23 /Hour           Total Benefits         \$5,373.85         57.57%         \$98.06         \$119.36         \$17.60         \$235.02           Step E           \$9,801.17 /Month         \$65.34 /Hour           Total Benefits         \$5,499.77         56.11%         \$102.01         \$124.17         \$18.31         \$244.49	Deferred Comp.		0.00				
Medicare         0.014500         116.92         8. Benefits         Overhead         Overhead         Rate           Total Benefits         \$5,030.93         62.39%         \$87.30         \$106.27         \$15.67         \$209.24           Annual Salary + Benefits         \$157,132.60           Step B           \$8,466.62 / Month         \$56.44 / Hour           Total Benefits         \$5,139.71         60.71%         \$90.71         \$110.42         \$16.28         \$217.41           Annual Salary + Benefits         \$163,275.98           Step C           \$8,889.95 / Month         \$59.27 / Hour           Total Benefits         \$5,253.92         \$9.10%         \$94.29         \$114.78         \$16.93         \$226.00           Step D           \$9,334.45 / Month         \$62.23 / Hour           Total Benefits         \$5,373.85         \$7.57%         \$98.06         \$119.36         \$17.60         \$235.02           Annual Salary + Benefits         \$176,499.60           Step E           \$9,801.17 / Month         \$65.34 / Hour           Total Benefits         \$5,499.77	Workers Comp.	0.046430	374.39		121.73%	17.95%	
Total Benefits \$5,030.93 62.39% \$87.30 \$106.27 \$15.67 \$209.24  Annual Salary + Benefits \$157,132.60  Step B \$8,466.62 /Month \$56.44 /Hour  Total Benefits \$5,139.71 60.71% \$90.71 \$110.42 \$16.28 \$217.41  Annual Salary + Benefits \$163,275.98  Step C \$8,889.95 /Month \$59.27 /Hour  Total Benefits \$5,253.92 59.10% \$94.29 \$114.78 \$16.93 \$226.00  Annual Salary + Benefits \$169,726.53  Step D \$9,334.45 /Month \$62.23 /Hour  Total Benefits \$5,373.85 57.57% \$98.06 \$119.36 \$17.60 \$235.02  Annual Salary + Benefits \$176,499.60  Step E \$9,801.17 /Month \$65.34 /Hour  Total Benefits \$5,499.77 56.11% \$102.01 \$124.17 \$18.31 \$244.49			23.69	-	Department	Citywide	<b>Total Hourly</b>
Step B   \$8,466.62   Month   \$56.44   Hour	Medicare	0.014500	116.92	& Benefits	Overhead	Overhead	Rate
\$8,466.62 /Month \$56.44 /Hour  Total Benefits \$5,139.71 60.71% \$90.71 \$110.42 \$16.28 \$217.41  Annual Salary + Benefits \$163,275.98   Step C  \$8,889.95 /Month \$59.27 /Hour  Total Benefits \$5,253.92 59.10% \$94.29 \$114.78 \$16.93 \$226.00  Annual Salary + Benefits \$169,726.53  Step D  \$9,334.45 /Month \$62.23 /Hour  Total Benefits \$5,373.85 57.57% \$98.06 \$119.36 \$17.60 \$235.02  Annual Salary + Benefits \$176,499.60  Step E  \$9,801.17 /Month \$65.34 /Hour  Total Benefits \$5,499.77 56.11% \$102.01 \$124.17 \$18.31 \$244.49		Total Benefits	\$5,030.93 62.39	% \$87.30	\$106.27	\$15.67	\$209.24
\$8,466.62 /Month \$56.44 /Hour  Total Benefits \$5,139.71 60.71% \$90.71 \$110.42 \$16.28 \$217.41  Annual Salary + Benefits \$163,275.98  Step C  \$8,889.95 /Month \$59.27 /Hour  Total Benefits \$5,253.92 59.10% \$94.29 \$114.78 \$16.93 \$226.00  Annual Salary + Benefits \$169,726.53  Step D  \$9,334.45 /Month \$62.23 /Hour  Total Benefits \$5,373.85 57.57% \$98.06 \$119.36 \$17.60 \$235.02  Annual Salary + Benefits \$176,499.60  Step E  \$9,801.17 /Month \$65.34 /Hour  Total Benefits \$5,499.77 56.11% \$102.01 \$124.17 \$18.31 \$244.49			Annual Salary + Benefit	s \$157,132.60	=		
\$8,466.62 /Month \$56.44 /Hour  Total Benefits \$5,139.71 60.71% \$90.71 \$110.42 \$16.28 \$217.41  Annual Salary + Benefits \$163,275.98  Step C  \$8,889.95 /Month \$59.27 /Hour  Total Benefits \$5,253.92 59.10% \$94.29 \$114.78 \$16.93 \$226.00  Annual Salary + Benefits \$169,726.53  Step D  \$9,334.45 /Month \$62.23 /Hour  Total Benefits \$5,373.85 57.57% \$98.06 \$119.36 \$17.60 \$235.02  Annual Salary + Benefits \$176,499.60  Step E  \$9,801.17 /Month \$65.34 /Hour  Total Benefits \$5,499.77 56.11% \$102.01 \$124.17 \$18.31 \$244.49	Stan R						
Step C   \$8,889.95   Month   \$59.27   Hour	Step B		<b>\$8,466.62</b> /Month	\$56.4	4 /Hour		
Step C         \$8,889.95 /Month       \$59.27 /Hour         Total Benefits       \$5,253.92       59.10%       \$94.29       \$114.78       \$16.93       \$226.00         Annual Salary + Benefits       \$169,726.53         Step D         \$9,334.45 /Month       \$62.23 /Hour         Total Benefits       \$5,373.85       57.57%       \$98.06       \$119.36       \$17.60       \$235.02         Annual Salary + Benefits       \$176,499.60         Step E         \$9,801.17 /Month       \$65.34 /Hour         Total Benefits       \$5,499.77       56.11%       \$102.01       \$124.17       \$18.31       \$244.49		Total Benefits	\$5,139.71 60.71	% \$90.71	\$110.42	\$16.28	\$217.41
\$8,889.95 /Month \$59.27 /Hour  Total Benefits \$5,253.92 \$9.10% \$94.29 \$114.78 \$16.93 \$226.00  Annual Salary + Benefits \$169,726.53  Step D  \$9,334.45 /Month \$62.23 /Hour  Total Benefits \$5,373.85 \$7.57% \$98.06 \$119.36 \$17.60 \$235.02  Annual Salary + Benefits \$176,499.60  Step E  \$9,801.17 /Month \$65.34 /Hour  Total Benefits \$5,499.77 \$6.11% \$102.01 \$124.17 \$18.31 \$244.49			Annual Salary + Benefit	\$ \$163,275.98	=		
Total Benefits \$5,253.92	Step C						
Step D   \$9,334.45   Month   \$62.23   Hour			<b>\$8,889.95</b> /Month	\$59.2	7 /Hour		
Step D         \$9,334.45 /Month       \$62.23 /Hour         Total Benefits       \$5,373.85       57.57%       \$98.06       \$119.36       \$17.60       \$235.02         Annual Salary + Benefits       \$176,499.60         Step E       \$9,801.17 /Month       \$65.34 /Hour         Total Benefits       \$5,499.77       56.11%       \$102.01       \$124.17       \$18.31       \$244.49		Total Benefits	\$5,253.92 59.10	% \$94.29	\$114.78	\$16.93	\$226.00
\$9,334.45 /Month \$62.23 /Hour  Total Benefits \$5,373.85 \$7.57% \$98.06 \$119.36 \$17.60 \$235.02  Annual Salary + Benefits \$176,499.60  Step E  \$9,801.17 /Month \$65.34 /Hour  Total Benefits \$5,499.77 \$6.11% \$102.01 \$124.17 \$18.31 \$244.49			Annual Salary + Benefit	\$ \$169,726.53	=		
\$9,334.45 /Month \$62.23 /Hour  Total Benefits \$5,373.85 \$7.57% \$98.06 \$119.36 \$17.60 \$235.02  Annual Salary + Benefits \$176,499.60  Step E  \$9,801.17 /Month \$65.34 /Hour  Total Benefits \$5,499.77 \$6.11% \$102.01 \$124.17 \$18.31 \$244.49	Step D						
Annual Salary + Benefits \$\frac{\\$176,499.60}{\\$176,499.60}\$  Step E  \$\\$9,801.17 \text{ Month} \\$65.34 \text{ Hour}  Total Benefits \$\\$5,499.77 \ 56.11\% \\$102.01 \\$124.17 \\$18.31 \\$244.49			<b>\$9,334.45</b> /Month	\$62.2	3 /Hour		
\$9,801.17 / Month         \$65.34 / Hour           Total Benefits         \$5,499.77         \$6.11%         \$102.01         \$124.17         \$18.31         \$244.49		Total Benefits	\$5,373.85 57.57	% \$98.06	\$119.36	\$17.60	\$235.02
\$9,801.17 /Month \$65.34 /Hour  Total Benefits \$5,499.77 56.11% \$102.01 \$124.17 \$18.31 \$244.49			Annual Salary + Benefit	\$ \$176,499.60	=		
Total Benefits \$5,499.77 56.11% <b>\$102.01 \$124.17 \$18.31 \$244.49</b>	Step E						
			<b>\$9,801.17</b> /Month	\$65.3	4 /Hour		
Annual Salary + Benefits \$183,611.33		Total Benefits	\$5,499.77 56.11	% \$102.01	\$124.17	\$18.31	\$244.49
·			Annual Salary + Benefit	s \$183,611.33	=		



### **Chief Building Official**

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

Benefit N		\$12,392.91 /I	N 4 1 l-				
Benefit N		Ψ1 <b>2,332.3</b> 1 /	iviontn	\$82.62	? /Hour		
	<u> Multiplier</u>				<u>Catego</u> i	y	
PERS - Employer	0.200800	2,488.50		Non	-Sworn Manager:		ıl
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	100.01					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical	20/ 4440	794.80					
•	3% + \$110	481.79					
Workers Comp.	0.046430	575.40		Harriba Daka	121.73%	17.95%	Tatal Havely
Vision Insurance	0.014500	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	179.70	_	& Benefits	Overhead	Overhead	Rate
То	otal Benefits	\$6,681.84	53.92%	\$127.17	\$154.80	\$22.83	\$304.80
		Annual Salary	+ Benefits _	\$228,897.04	=		
Step B							
·		\$13,012.55 /	Month	\$86.75	5 /Hour		
Тс	otal Benefits	\$6,849.02	52.63%	\$132.41	\$161.18	\$23.77	\$317.36
		Annual Salary	+ Benefits _	\$238,338.95	=		
Step C							
		\$13,663.18 /	Month	\$91.09	Hour /		
Тс	otal Benefits	\$7,024.56	51.41%	\$137.92	\$167.89	\$24.76	\$330.57
		Annual Salary	+ Benefits	\$248,252.96	=		
Step D							
		\$14,346.34 /	Month	\$95.64	1 /Hour		
To	otal Benefits	\$7,208.88	50.25%	\$143.70	\$174.93	\$25.79	\$344.42
		Annual Salary	+ Benefits _	\$258,662.66	=		
Step E							
		\$15,063.66 /	Month	\$100.42	2 /Hour		
To	otal Benefits	\$7,402.41	49.14%	\$149.77	\$182.32	\$26.88	\$358.97
		Annual Salary	+ Benefits _	\$269,592.85	=		



### **Chief Financial Operations Officer**

#### **Department: Finance and Information Systems**

Step A							
		<b>\$11,074.34</b> /M	onth	\$73.83	Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	2,223.73		Non	n-Sworn Manager		nI
Management Incentive	0.20000	0.00		1101	i Sworn Manager	37 comidentie	"
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	89.37					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	442.23					
Workers Comp.	0.046430	514.18			31.28%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	160.58	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,286.54	56.77%	\$115.74	\$36.20	\$20.78	\$172.72
		Annual Salary +	Benefits _	\$208,330.48	=		
Step B							
Step b		<b>\$11,628.05</b> /M	onth	677 5	) /Hour		
		\$11,020.03 / WI	OTILIT	\$77.52	2 /Hour		
	Total Benefits	\$6,435.93	55.35%	\$120.43	\$37.67	\$21.62	\$179.72
		Annual Salary +	Benefits =	\$216,767.80	=		
Step C							
		<b>\$12,209.46</b> /M	onth	\$81.40	) /Hour		
	Total Benefits	\$6,592.79	54.00%	\$125.35	\$39.21	\$22.50	\$187.06
		Annual Calame	Donofita	¢225 626 08			
		Annual Salary +	=	\$225,626.98	=		
Step D							
		<b>\$12,819.93</b> /M	onth	\$85.47	7 /Hour		
	Total Benefits	\$6,757.50	52.71%	\$130.52	\$40.83	\$23.43	\$194.78
		Annual Salary +	Benefits _	\$234,929.12	=		
Step E							
		<b>\$13,460.93</b> /M	onth	\$89.74	1 /Hour		
	Total Benefits	\$6,930.44	51.49%	\$135.94	\$42.52	\$24.40	\$202.86
		Annual Salary +	Benefits _	\$244,696.37	=		



### Chief Information Systems Officer Department: Finance and Information Systems

Step A							
		<b>\$12,372.05</b> /N	lonth	\$82.48	3 /Hour		
Benefit	Multiplier				Catego	rv	
PERS - Employer	0.200800	2,484.31		Non	n-Sworn Manager		al .
Management Incentive	0.20000	0.00			· on on an anager	o , ooaaa	•
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	99.84					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	481.16					
Workers Comp.	0.046430	574.43			31.28%	17.95%	
Vision Insurance	0.040430	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	179.39		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	173.33	_	& Deficitio	Overneau	Overneda	nate
	Total Benefits	\$6,675.59	53.96%	\$126.98	\$39.72	\$22.79	\$189.49
		Annual Salary +	Benefits _	\$228,571.62	=		
Step B							
333,6		<b>\$12,990.65</b> /N	lonth	\$86.60	) /Hour		
	Total Benefits	\$6,842.49	52.67%	\$132.22	\$41.36	\$23.73	\$197.31
		Annual Salary +	Benefits =	\$237,997.63	=		
Step C							
		\$13,640.18 /N	lonth	\$90.93	3 /Hour		
	Total Benefits	\$7,017.73	51.45%	\$137.72	\$43.08	\$24.72	\$205.52
		Annual Salary +	Benefits _	\$247,894.95	=		
Step D							
Step D		<b>\$14,322.19</b> /M	lonth	\$95.48	3 /Hour		
	Total Benefits	\$7,201.74	50.28%	\$143.49	\$44.88	\$25.76	\$214.13
		Annual Salary +	Benefits	\$258,287.13			
		,	=		=		
Step E		¢1E 020 20 /N	lonth	¢400.30	5 /Hour		
		\$ <b>15,038.30</b> /N	וטוונוו	\$100.26	o / HOUI		
	Total Benefits	\$7,394.94	49.17%	\$149.55	\$46.78	\$26.85	\$223.18
4			Benefits	\$269,198.92			



# City Attorney Department: City Attorney

Step E							
		\$22,578.44 /	Month	\$150.52	2 /Hour		
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>	
PERS - Employer	0.200800	4,533.75			City Attor	ney	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	182.21					
Life Insurance	0.000213	37.50					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	1,085.40					
Vision Insurance		23.69			36.72%	17.95%	
Medicare	0.014500	338.97		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hour</b>
	_			& Benefits	Overhead	Overhead	Rate
	<b>Total Benefits</b>	\$9,002.33					
			39.87%	\$210.54	\$77.31	\$37.79	\$325.64
		Annual Salary	+ Benefits	\$378,969.21			



### City Clerk Department: City Manager

Step A							
		\$10,801.03 /Md	onth	\$72.01	. /Hour		
Benefit	<u>Multiplier</u>				Catego	ry	
PERS - Employer	0.200800	2,168.85		Non	-Sworn Manager	<del></del> '	ıl
Management Incentive		0.00			J	•	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	87.16					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	434.03					
Workers Comp.	0.046430	501.49			51.59%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	156.61		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,204.60	57.44%	\$113.37	\$58.49	\$20.35	\$192.21
	Total Bellents				<b>430.</b> 13	<b>410.00</b>	¥232.21
		Annual Salary + E	=	\$204,067.47	=		
Step B							
		\$11,341.08 /Md	onth	\$75.61	/Hour		
	Total Benefits	\$6,350.30	55.99%	\$117.94	\$60.85	\$21.17	\$199.96
		Annual Salary + E	Benefits _	\$212,296.56	=		
Step C							
535p 5		\$11,908.13 /Md	onth	\$79.39	Hour		
	Total Benefits	\$6,503.29	54.61%	\$122.74	\$63.32	\$22.03	\$208.09
	rotal Belletits	φο,3ο3.23	3 1.0270	<b>7-1-1</b>	Ţ00.0 <u>1</u>	Ψ==:00	<b>4200.03</b>
		Annual Salary + E	Benefits _	\$220,937.10	=		
Step D							
		\$12,503.54 /Md	onth	\$83.36	6 /Hour		
	Total Benefits	\$6,663.94	53.30%	\$127.78	\$65.92	\$22.94	\$216.64
		Annual Salary + E	lenefite	\$230,009.67			
		Ailliuai Jalai y T E	=	7230,003.07	=		
Step E							
		\$13,128.71 /Md	onth	\$87.52	? /Hour		
	Total Benefits	\$6,832.61	52.04%	\$133.08	\$68.65	\$23.89	\$225.62
		Annual Salary + E	Benefits	\$239,535.86			
		-					



### City Manager Department: City Manager

Step E			_		,		
		<b>\$21,625.00</b> /M	onth	\$144.17	7 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.200800	4,617.86			City Mana	ager	
Management Incentive		1,372.30					
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	174.51					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	1,067.76			51.59%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hour</b>
Medicare	0.014500	333.46	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$10,422.35	48.20%	\$213.65	\$110.22	\$38.35	\$362.22
		Annual Salary +	Benefits	\$384,568.21			



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

Step A							
		<b>\$15,541.21</b> /Mo	nth	\$103.61	/Hour		
Panafit	Multiplior				Catago	~.	
Benefit BERS Employer	<u>Multiplier</u> 0.200800	3,318.72			<u>Catego</u> Non-Sworn D		
PERS - Employer	0.200800	986.27			NOII-SWOIII L	niectoi	
Management Incentive EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	125.42					
Life Insurance	0.000213	31.95					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		110.00					
Workers Comp.	0.046430	767.37			31.28%	17.95%	
Vision Insurance	0.0.0.00	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	239.65		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$8,403.87	54.07%	\$159.63	\$49.93	\$28.65	\$238.21
		Annual Salary + Be	enefits _	\$287,340.98	=		
<b>2</b> . <b>5</b>	_						
Step B							
		<b>\$16,318.27</b> /Mo	nth	\$108.79	/Hour		
	Total Benefits	\$8,613.52	52.78%	\$166.21	\$51.99	\$29.84	\$248.04
		Annual Salary + Be	enefits =	\$299,181.52	=		
Step C							
		<b>\$17,134.18</b> /Mo	nth	\$114.23	Hour		
	Total Benefits	\$8,833.66	51.56%	\$173.12	\$54.15	\$31.07	\$258.34
		Annual Salary + Be	enefits _	\$311,614.08	_		
Step D	_				_		
Step D		<b>\$17,990.89</b> /Mo	nth	\$119.94	Hour		
	Total Benefits	\$9,064.80	50.39%	\$180.37	\$56.42	\$32.38	\$269.17
		Annual Salary + Be	enefits =	\$324,668.27	=		
Step E							
		<b>\$18,890.44</b> /Mo	nth	\$125.94	/Hour		
	Total Benefits	\$9,307.49	49.27%	\$187.99	\$58.80	\$33.74	\$280.53
		Annual Salary + Be	enefits _	\$338,375.17	=		



# Code Enforcement Officer I Department: Community Development

Benefit M PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance	<u>lultiplier</u> 0.200800	\$6,856.10 /N 1,376.70 0.00 3.89	Month	\$45.71	. /Hour <u>Catego</u> i	n,	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance		0.00 3.89			Catego	71/	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance		0.00 3.89				· <b>V</b>	
Management Incentive EAP Health Insurance Dental Insurance		0.00 3.89			Office Empl		
EAP Health Insurance Dental Insurance					•	•	
Dental Insurance		4 0 4 5 4 3					
		1,846.13					
LTD & STD Insurance		155.99					
	0.008070	55.33					
Life Insurance	0.000213	26.29					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	318.33			121.73%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	99.41	_	& Benefits	Overhead	Overhead	Rate
Tot	al Benefits	\$4,700.56	68.56%	\$77.04	\$93.79	\$13.83	\$184.66
		Annual Salary +	Benefits _	\$138,679.94	=		
Cton D							
Step B		\$ <b>7,198.90</b> /N	Month	\$47.99	) /Hour		
Tot	al Benefits	\$4,793.05	66.58%	\$79.95	\$97.32	\$14.35	\$191.62
		Annual Salary +	Benefits _	\$143,903.46	=		
Step C							
		\$ <b>7,558.85</b> /N	Month	\$50.39	Hour		
Tot	al Benefits	\$4,890.16	64.69%	\$82.99	\$101.03	\$14.90	\$198.92
		Annual Salary +	Benefits =	\$149,388.16	=		
Step D							
		\$ <b>7,936.79</b> /N	Month	\$52.91	. /Hour		
Tot	al Benefits	\$4,992.13	62.90%	\$86.19	\$104.92	\$15.47	\$206.58
		Annual Salary +	Benefits =	\$155,147.10	=		
Step E							
		\$8,333.63 /N	Month	\$55.56	6 /Hour		
Tot	al Benefits	\$5,099.20	61.19%	\$89.55	\$109.01	\$16.07	\$214.63
		Annual Salary +	Benefits =	\$161,193.98	=		



# Code Enforcement Officer II Department: Community Development

Benefit PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  Step B  Multiplier 0.200800  0.200800  0.008070 0.008070 0.000213  Total Benefits	\$7,558.85 /Month  1,517.82 0.00 3.89 1,846.13 155.99 61.00 28.98 0.00 0.00 0.00 794.80 0.00 350.96 23.69 109.60  \$4,892.86 64.73%  Annual Salary + Benefits  \$7,936.79 /Month	\$50.39  Hourly Rate & Benefits  \$83.01  \$149,420.49	Catego Office Empl  121.73% Department Overhead  \$101.05		Total Hourly Rate \$198.96
PERS - Employer 0.200800  Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance 0.008070 Life Insurance 0.000213 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. 0.046430 Vision Insurance Medicare 0.014500  Total Benefits	0.00 3.89 1,846.13 155.99 61.00 28.98 0.00 0.00 0.00 794.80 0.00 350.96 23.69 109.60 \$4,892.86 64.73%  Annual Salary + Benefits	& Benefits \$83.01	Office Empl 121.73% Department Overhead	17.95% Citywide Overhead	Rate
PERS - Employer 0.200800  Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance 0.008070 Life Insurance 0.000213 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. 0.046430 Vision Insurance Medicare 0.014500  Total Benefits	0.00 3.89 1,846.13 155.99 61.00 28.98 0.00 0.00 0.00 794.80 0.00 350.96 23.69 109.60 \$4,892.86 64.73%  Annual Salary + Benefits	& Benefits \$83.01	Office Empl 121.73% Department Overhead	17.95% Citywide Overhead	Rate
Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance O.000213 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  Step B  O.008070 O.000213  O.000213  O.000213  Total Benefits	0.00 3.89 1,846.13 155.99 61.00 28.98 0.00 0.00 0.00 794.80 0.00 350.96 23.69 109.60 \$4,892.86 64.73%  Annual Salary + Benefits	& Benefits \$83.01	121.73% Department Overhead	17.95% Citywide Overhead	Rate
EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance O.008070 Life Insurance O.000213 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare O.014500  Total Benefits	3.89 1,846.13 155.99 61.00 28.98 0.00 0.00 0.00 794.80 0.00 350.96 23.69 109.60 \$4,892.86 64.73%  Annual Salary + Benefits	& Benefits \$83.01	Department Overhead	Citywide Overhead	Rate
Health Insurance Dental Insurance LTD & STD Insurance Life Insurance O.000213 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare O.014500  Total Benefits	1,846.13 155.99 61.00 28.98 0.00 0.00 794.80 0.00 350.96 23.69 109.60 \$4,892.86 64.73% Annual Salary + Benefits	& Benefits \$83.01	Department Overhead	Citywide Overhead	Rate
LTD & STD Insurance Life Insurance 0.008070 Life Insurance 0.000213 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. 0.046430 Vision Insurance Medicare 0.014500  Total Benefits	155.99 61.00 28.98 0.00 0.00 0.00 794.80 0.00 350.96 23.69 109.60 \$4,892.86 64.73%  Annual Salary + Benefits	& Benefits \$83.01	Department Overhead	Citywide Overhead	Rate
Life Insurance 0.000213 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. 0.046430 Vision Insurance Medicare 0.014500  Total Benefits	28.98 0.00 0.00 0.00 794.80 0.00 350.96 23.69 109.60 \$4,892.86 64.73% Annual Salary + Benefits	& Benefits \$83.01	Department Overhead	Citywide Overhead	Rate
Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  Total Benefits  Step B	0.00 0.00 794.80 0.00 350.96 23.69 109.60 \$4,892.86 64.73% Annual Salary + Benefits	& Benefits \$83.01	Department Overhead	Citywide Overhead	Rate
Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. 0.046430 Vision Insurance Medicare 0.014500  Total Benefits	0.00 0.00 794.80 0.00 350.96 23.69 109.60 \$4,892.86 64.73% Annual Salary + Benefits	& Benefits \$83.01	Department Overhead	Citywide Overhead	Rate
Standby Retiree Medical Deferred Comp. Workers Comp. 0.046430 Vision Insurance Medicare 0.014500  Total Benefits  Step B	0.00 794.80 0.00 350.96 23.69 109.60 \$4,892.86 64.73%  Annual Salary + Benefits	& Benefits \$83.01	Department Overhead	Citywide Overhead	Rate
Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  Total Benefits  Step B	794.80 0.00 350.96 23.69 109.60 \$4,892.86 64.73% Annual Salary + Benefits	& Benefits \$83.01	Department Overhead	Citywide Overhead	Rate
Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  Total Benefits  Step B	0.00 350.96 23.69 109.60 \$4,892.86 64.73% Annual Salary + Benefits	& Benefits \$83.01	Department Overhead	Citywide Overhead	Rate
Workers Comp. 0.046430 Vision Insurance Medicare 0.014500  Total Benefits  Step B	350.96 23.69 109.60 \$4,892.86 64.73% Annual Salary + Benefits	& Benefits \$83.01	Department Overhead	Citywide Overhead	Rate
Vision Insurance Medicare 0.014500  Total Benefits  Step B	23.69 109.60 \$4,892.86 64.73% Annual Salary + Benefits	& Benefits \$83.01	Department Overhead	Citywide Overhead	Rate
Medicare 0.014500_  Total Benefits  Step B	109.60 \$4,892.86 64.73% Annual Salary + Benefits	& Benefits \$83.01	Overhead	Overhead	Rate
Total Benefits  Step B	\$4,892.86 64.73%  Annual Salary + Benefits =	\$83.01			
Step B	Annual Salary + Benefits =		\$101.05	\$14.90	\$198.96
		\$149,420.49	=		
		<del>-</del>	=		
	\$7 936 79 /Month				
	\$7 936 79 /Month				
Total Benefits	\$1,530.75 / WOULD	\$52.9	1 /Hour		
	\$4,994.83 62.93%	\$86.21	\$104.94	\$15.47	\$206.62
	Annual Salary + Benefits =	\$155,179.43	=		
Step C					
	<b>\$8,333.63</b> /Month	\$55.50	6 /Hour		
Total Benefits	\$5,101.89 61.22%	\$89.57	\$109.03	\$16.08	\$214.68
	Annual Calany   Panafita	¢161 226 21			
	Annual Salary + Benefits =	\$161,226.31	=		
Step D					
	<b>\$8,750.31</b> /Month	\$58.34	4 /Hour		
Total Benefits	\$5,214.32 59.59%	\$93.10	\$113.33	\$16.71	\$223.14
	Annual Salary + Benefits =	\$167,575.54	=		
Step E					
0.00 1	<b>\$9,187.83</b> /Month	\$61.2	5 /Hour		
Total Benefits	\$5,332.36 58.04%	\$96.80	\$117.84	\$17.38	\$232.02
	Annual Salary + Benefits	\$174,242.23	=		



# Code Enforcement Supervisor Department: Community Development

Step A						
		<b>\$9,621.08</b> /Month	\$64.14	<b>4</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	ry	
PERS - Employer	0.200800	1,931.91	Non-	-Sworn Profession		ors
Management Incentive		0.00				
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	77.64				
Life Insurance	0.000213	31.95				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.	2% + \$110	110.00				
Workers Comp.	0.046430	446.71		121.73%	17.95%	
Vision Insurance		23.69	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	139.51	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,562.22 57.81%	\$101.22	\$123.22	\$18.17	\$242.61
		Annual Salary + Benefits	\$182,199.57			
		=	, , , , , , , , , , , , , , , , , , , ,	=		
Step B						
		<b>\$10,102.13</b> /Month	\$67.3	5 /Hour		
	Total Benefits	\$5,692.00 56.34%	\$105.29	\$128.17	\$18.90	\$252.36
		Annual Salary + Benefits	\$189,529.62	=		
Step C						
		\$10,607.24 /Month	\$70.7	1 /Hour		
	Total Benefits	\$5,828.28 54.95%	\$109.57	\$133.38	\$19.67	\$262.62
	rotal Bellettes	φ3/020120 3 113370	Ψ <b>1</b> 03.37	<b>¥</b> 255.55	Ψ23.07	Ψ=0=:0=
		Annual Salary + Benefits =	\$197,226.28	=		
Step D						
		<b>\$11,137.61</b> /Month	\$74.2	5 /Hour		
	Total Benefits	\$5,971.38 53.61%	\$114.06	\$138.85	\$20.47	\$273.38
			Anna			
		Annual Salary + Benefits =	\$205,307.85	=		
Step E						
		<b>\$11,694.49</b> /Month	\$77.9	6 /Hour		
	Total Benefits	\$6,121.62 52.35%	\$118.77	\$144.58	\$21.32	\$284.67
		Annual Salary + Benefits	\$213,793.36			
			T == 2,1 2 3.00	_		



### Collection System Worker I Department: Public Works

Step A							
		\$ <b>5,854.01</b> /N	Month	\$39.03	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	m.	
PERS - Employer	0.200800	1,175.48			Public Works - M		
Management Incentive	0.200800	0.00			Fublic Works - IVI	annenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	47.24					
Life Insurance	0.000213	22.44					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	271.80			145.10%	17.95%	
Vision Insurance	0.040430	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	84.88		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014500	04.00	_	a benefits	Overneuu	Overneda	nate
	Total Benefits	\$4,426.36	75.61%	\$68.54	\$99.45	\$12.30	\$180.29
		Annual Salary	+ Benefits _	\$123,364.34	=		
Step B							
Step 6		\$6,146.71 /	Month	\$40.00	0 /Llour		
		30,140.71 /I	VIOITLII	\$40.9	8 /Hour		
	Total Benefits	\$4,505.33	73.30%	\$71.01	\$103.04	\$12.75	\$186.80
		Annual Salary	+ Benefits _	\$127,824.39	=		
Step C							
		\$6,454.04 /	Month	\$43.0	3 /Hour		
	Total Benefits	\$4,588.24	71.09%	\$73.62	\$106.82	\$13.21	\$193.65
		Annual Salary	+ Benefits _	\$132,507.45	=		
Step D							
Step D		\$6,776.74 /	Month	\$45.1	8 /Hour		
	Total Benefits	\$4,675.31	68.99%	\$76.35	\$110.78	\$13.70	\$200.83
		, ,		•	•	•	,
		Annual Salary	+ Benefits _	\$137,424.65	=		
Step E							
		\$ <b>7,115.58</b> /N	Month	\$47.4	4 /Hour		
	Total Benefits	\$4,766.73	66.99%	\$79.22	\$114.94	\$14.22	\$208.38
		Annual Salary	+ Benefits _	\$142,587.72	=		



# Collection System Worker II Department: Public Works

Senefit   Multiplier   Senefit   Multiplier   PERS - Employer   0.200800   1,295.97	Step A							
PERS - Employer   0.200800   1.295.97   Public Works - Maintenance   Management Incentive   2.00   1.295.97   Public Works - Maintenance   Management Incentive   2.00   3.89   4.20			\$6,454. <b>0</b> 4 /N	lonth	\$43.03	3 /Hour		
PERS - Employer   0.200800   1.295.97   Public Works - Maintenance   Management Incentive   2.00   1.295.97   Public Works - Maintenance   Management Incentive   2.00   3.89   4.20	Ronofit	Multiplier				Categor	m.	
Management Incentive EAP	· · · · · · · · · · · · · · · · · · ·		1 205 97			· · · · · · · · · · · · · · · · · · ·	<del></del> '	
EAP	• •	0.200000	•			Tublic Works IVI	amtenance	
Health Insurance   1,846.13								
Dental Insurance								
Life Insurance Holiday Pay       0.000213       24.74 Holiday Pay       4.74 Holiday Pay	Dental Insurance							
Holiday Pay Uniform Allowance Standby 0.00   145.10%   17.95%   1	LTD & STD Insurance	0.008070	52.08					
Uniform Allowance   Canadby   Can	Life Insurance	0.000213	24.74					
Standby   0.00   Retiree Medical   794.80   7	Holiday Pay		0.00					
Retire Medical Deferred Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Vision Insurance Medicare         0.046430 299.66 233.69 293.58 23.69 23.69 23.69 23.69 23.69 23.58 23.29 2516.33         Hourly Rate Department Overhead Poverhead Poverh	Uniform Allowance		0.00					
Deferred Comp.   O.046430   299.66   299.66   299.66   299.66   299.66   299.66   299.66   299.66   299.66   299.56   299.56   299.56   299.56   299.56   299.56   299.56   299.56   299.56   299.55   299.55   299.55   299.55   299.55   299.55   299.55   299.55   299.55   299.55   299.55   299.55   299.55   299.55   299.56   299.55	Standby		0.00					
Workers Comp. Vision Insurance Medicare         0.046430 0.014500         229.66 93.58         Hourly Rate & Benefits         145.10% Department Overhead         1795% Citywide Overhead         Total Hourly Rate           Step B         Step B         \$6,776.74 / Month         \$73.63         \$106.84         \$13.22         \$193.69           Step C         \$6,776.74 / Month         \$45.18 / Hour         \$132,535.05         \$137,452.26         \$13.71         \$200.87           Step C         \$7,415.58 / Month         \$47.69.03         \$67.02%         \$79.23         \$114.96         \$14.22         \$208.41           Step D         \$7,471.36 / Month         \$42,615.32         \$42,615.32         \$142,615.32         \$14.76         \$216.33           Step D         \$7,471.36 / Month         \$48,865.02         65.12%         \$82.24         \$119.33         \$14.76         \$216.33           Step E         \$7,844.93 / Month         \$52.30 / Hour           Total Benefits         \$4,965.81         63.30%         \$85.40         \$123.92         \$15.33         \$224.65								
Vision Insurance   Medicare	The state of the s							
Medicare   0.014500   93.58   8 Benefits   Overhead   Overhead   Nate		0.046430						
Total Benefits					=		-	= 1
Step B	Medicare	0.014500	93.58	_	& Benefits	Overhead	Overhead	Rate
Step B         Fotal Benefits       \$6,776.74 /Month       \$45.18 /Hour         Annual Salary + Benefits       \$137,452.26         \$7,115.58 /Month       \$47.44 /Hour         Total Benefits       \$4,769.03       67.02%       \$79.23       \$114.96       \$14.22       \$208.41         Annual Salary + Benefits       \$142,615.32       \$14.76       \$216.33         Step D       \$7,471.36 /Month       \$49.81 /Hour         Total Benefits       \$4,865.02       65.12%       \$82.24       \$119.33       \$14.76       \$216.33         Annual Salary + Benefits       \$148,036.54       \$148,036.54       \$52.30 /Hour         Total Benefits       \$4,965.81       63.30%       \$85.40       \$123.92       \$15.33       \$224.65		Total Benefits	\$4,590.55	71.13%	\$73.63	\$106.84	\$13.22	\$193.69
\$6,776.74 /Month \$45.18 /Hour  Total Benefits \$4,677.61 69.02% \$76.36 \$110.80 \$13.71 \$200.87  Annual Salary + Benefits \$137,452.26  \$7,115.58 /Month \$47.44 /Hour  Total Benefits \$4,769.03 67.02% \$79.23 \$114.96 \$14.22 \$208.41  Annual Salary + Benefits \$142,615.32  \$7,471.36 /Month \$49.81 /Hour  Total Benefits \$4,865.02 65.12% \$82.24 \$119.33 \$14.76 \$216.33  Annual Salary + Benefits \$148,036.54  \$7,844.93 /Month \$52.30 /Hour  Total Benefits \$4,965.81 63.30% \$85.40 \$123.92 \$15.33 \$224.65			Annual Salary +	Benefits =	\$132,535.05	=		
\$6,776.74 /Month \$45.18 /Hour  Total Benefits \$4,677.61 69.02% \$76.36 \$110.80 \$13.71 \$200.87  Annual Salary + Benefits \$137,452.26  \$7,115.58 /Month \$47.44 /Hour  Total Benefits \$4,769.03 67.02% \$79.23 \$114.96 \$14.22 \$208.41  Annual Salary + Benefits \$142,615.32  \$7,471.36 /Month \$49.81 /Hour  Total Benefits \$4,865.02 65.12% \$82.24 \$119.33 \$14.76 \$216.33  Annual Salary + Benefits \$148,036.54  \$7,844.93 /Month \$52.30 /Hour  Total Benefits \$4,965.81 63.30% \$85.40 \$123.92 \$15.33 \$224.65	Step B							
Annual Salary + Benefits       \$137,452.26         \$7,115.58 /Month       \$47.44 /Hour         Total Benefits       \$4,769.03       67.02%       \$79.23       \$114.96       \$14.22       \$208.41         Annual Salary + Benefits       \$142,615.32         Step D         Total Benefits       \$4,865.02       65.12%       \$82.24       \$119.33       \$14.76       \$216.33         Annual Salary + Benefits       \$148,036.54       \$148,036.54       \$52.30 /Hour         Total Benefits       \$4,965.81       63.30%       \$85.40       \$123.92       \$15.33       \$224.65			\$ <b>6,776.74</b> /N	lonth	\$45.1	8 /Hour		
Step C   \$7,115.58   Month   \$47.44   Hour		Total Benefits	\$4,677.61	69.02%	\$76.36	\$110.80	\$13.71	\$200.87
\$7,115.58 /Month \$47.44 /Hour  Total Benefits \$4,769.03 67.02% \$79.23 \$114.96 \$14.22 \$208.41  Annual Salary + Benefits \$142,615.32  \$7,471.36 /Month \$49.81 /Hour  Total Benefits \$4,865.02 65.12% \$82.24 \$119.33 \$14.76 \$216.33  Annual Salary + Benefits \$148,036.54  \$5148,036.54  \$7,844.93 /Month \$52.30 /Hour  Total Benefits \$4,965.81 63.30% \$85.40 \$123.92 \$15.33 \$224.65			Annual Salary +	Benefits =	\$137,452.26	=		
Total Benefits \$4,769.03 67.02% \$79.23 \$114.96 \$14.22 \$208.41  Annual Salary + Benefits \$142,615.32  Step D  \$7,471.36 / Month \$49.81 / Hour  Total Benefits \$4,865.02 65.12% \$82.24 \$119.33 \$14.76 \$216.33  Annual Salary + Benefits \$148,036.54  Step E  \$7,844.93 / Month \$52.30 / Hour  Total Benefits \$4,965.81 63.30% \$85.40 \$123.92 \$15.33 \$224.65	Step C							
Annual Salary + Benefits       \$142,615.32         \$7,471.36 /Month       \$49.81 /Hour         Total Benefits       \$4,865.02       65.12%       \$82.24       \$119.33       \$14.76       \$216.33         Annual Salary + Benefits       \$148,036.54         Step E         \$7,844.93 /Month       \$52.30 /Hour         Total Benefits       \$4,965.81       63.30%       \$85.40       \$123.92       \$15.33       \$224.65			\$ <b>7,115.58</b> /N	lonth	\$47.4	4 /Hour		
Step D         \$7,471.36 /Month       \$49.81 /Hour         Total Benefits       \$4,865.02       65.12%       \$82.24       \$119.33       \$14.76       \$216.33         Annual Salary + Benefits       \$148,036.54       \$148,036.54       \$148,036.54       \$148,036.54         Step E       \$7,844.93 /Month       \$52.30 /Hour         Total Benefits       \$4,965.81       63.30%       \$85.40       \$123.92       \$15.33       \$224.65		Total Benefits	\$4,769.03	67.02%	\$79.23	\$114.96	\$14.22	\$208.41
\$7,471.36 /Month \$49.81 /Hour  Total Benefits \$4,865.02 65.12% \$82.24 \$119.33 \$14.76 \$216.33  Annual Salary + Benefits \$148,036.54  Step E  \$7,844.93 /Month \$52.30 /Hour  Total Benefits \$4,965.81 63.30% \$85.40 \$123.92 \$15.33 \$224.65			Annual Salary +	Benefits =	\$142,615.32	=		
Total Benefits \$4,865.02 65.12% \$82.24 \$119.33 \$14.76 \$216.33  Annual Salary + Benefits \$148,036.54  Step E \$7,844.93 /Month \$52.30 /Hour  Total Benefits \$4,965.81 63.30% \$85.40 \$123.92 \$15.33 \$224.65	Step D							
Annual Salary + Benefits \$148,036.54  Step E  \$7,844.93 /Month \$52.30 /Hour  Total Benefits \$4,965.81 63.30% \$85.40 \$123.92 \$15.33 \$224.65			\$ <b>7,471.36</b> /N	lonth	\$49.8	1 /Hour		
\$7,844.93 /Month \$52.30 /Hour  Total Benefits \$4,965.81 63.30% \$85.40 \$123.92 \$15.33 \$224.65		Total Benefits	\$4,865.02	65.12%	\$82.24	\$119.33	\$14.76	\$216.33
\$7,844.93 /Month \$52.30 /Hour  Total Benefits \$4,965.81 63.30% \$85.40 \$123.92 \$15.33 \$224.65			Annual Salary +	Benefits _	\$148,036.54	=		
Total Benefits \$4,965.81 63.30% <b>\$85.40 \$123.92 \$15.33 \$224.65</b>	Step E							
			\$ <b>7,844.93</b> /N	lonth	\$52.3	0 /Hour		
Annual Salary + Benefits \$153,728.82		Total Benefits	\$4,965.81	63.30%	\$85.40	\$123.92	\$15.33	\$224.65
			Annual Salary +	Benefits _	\$153,728.82	=		



### **Community Development Specialist**

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

Step A							
		\$7,983.53 /	Month	\$53.22	2 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,603.09			Office Empl		
Management Incentive		0.00			·	•	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	64.43					
Life Insurance	0.000213	30.61					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	370.68			121.73%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	115.76	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,009.07	62.74%	\$86.62	\$105.44	\$15.55	\$207.61
		Annual Salary	+ Benefits =	\$155,911.15	=		
Step B							
		\$8,382.71 /	Month	\$55.88	8 /Hour		
	Total Benefits	\$5,116.76	61.04%	\$90.00	\$109.55	\$16.15	\$215.70
		Annual Salary	+ Benefits =	\$161,993.64	=		
Step C							
		\$8,801.84 /	Month	\$58.68	8 /Hour		
	Total Benefits	\$5,229.85	59.42%	\$93.54	\$113.87	\$16.79	\$224.20
		Annual Salary	+ Benefits =	\$168,380.26	=		
Step D							
		\$9,241.93 /	Month	\$61.63	1 /Hour		
	Total Benefits	\$5,348.58	57.87%	\$97.27	\$118.41	\$17.46	\$233.14
		Annual Salary	+ Benefits _	\$175,086.21	=		
Step E							
		\$9,704.03 /	Month	\$64.69	9 /Hour		
	Total Benefits	\$5,473.26	56.40%	\$101.18	\$123.17	\$18.16	\$242.51
		Annual Salary	+ Benefits =	\$182,127.45	=		



### **Community Development Technician**

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

Separation	Step A							
PERS - Employer			<b>\$6,598.36</b> /Mon	th	\$43.99	/Hour		
PRES - Employer	Renefit	Multiplier				Catego	rv	
Management Incentive			1 324 95					
Health Insurance		0.20000				Omee Emp	o y c c s	
Health Insurance								
Dental Insurance	Health Insurance							
Life Insurance	Dental Insurance							
Holiday Pay	LTD & STD Insurance	0.008070	53.25					
Uniform Allowance Standby 0.00 Retiree Medical 794.80 Deferred Comp. 0.00 Workers Comp. 0.046430 306.36 Wision Insurance Medicare 0.014500 95.68  Total Benefits \$4,630.03 70.17% \$74.86 \$91.12 \$13.44 \$179.42  Annual Salary + Benefits \$134,740.68   Step B  \$6,928.27 /Month \$46.19 /Hour  Total Benefits \$4,719.05 68.11% \$77.65 \$94.52 \$13.94 \$186.11  Annual Salary + Benefits \$139,767.84   Step C  \$7,274.69 /Month \$48.50 /Hour  Total Benefits \$4,812.51 66.15% \$80.58 \$98.09 \$14.46 \$193.13  Annual Salary + Benefits \$145,046.35   Step D  \$7,638.42 /Month \$50.92 /Hour  Total Benefits \$4,910.64 64.29% \$83.66 \$101.84 \$15.02 \$200.52  Annual Salary + Benefits \$150,588.79  Step E	Life Insurance	0.000213	25.30					
Standby   Retiree Medical   794.80   Deferred Comp.   0.00   Workers Comp.   0.046430   306.36     Hourly Rate   Department   Citywide   Total Hourly Rate   Department   Citywide   Noverhead   Nov	Holiday Pay		0.00					
Retiree Medical   794.80   0.00   0	Uniform Allowance		0.00					
Deferred Comp.	Standby		0.00					
Workers Comp.								
Vision Insurance Medicare         23.69 95.68         Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hourly Rate & Benefits         Sep 1.12         \$13.44         \$179.42           Annual Salary + Benefits         \$134,740.68           Step B         \$6,928.27 / Month         \$46.19 / Hour           Annual Salary + Benefits         \$139,767.84           Step C           \$7,274.69 / Month         \$48.50 / Hour           Total Benefits         \$4,812.51         66.15%         \$80.58         \$98.09         \$14.46         \$193.13           Step D           \$7,638.42 / Month         \$50.92 / Hour           Total Benefits         \$4,910.64         64.29%         \$83.66         \$101.84         \$15.02         \$200.52           Annual Salary + Benefits         \$150,588.79	The state of the s							
Medicare         0.014500         95.68         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$4,630.03         70.17%         \$74.86         \$91.12         \$13.44         \$179.42           Annual Salary + Benefits         \$134,740.68		0.046430						
Total Benefits \$4,630.03 70.17% \$74.86 \$91.12 \$13.44 \$179.42  Annual Salary + Benefits \$134,740.68  Step B  \$6,928.27   Month \$46.19   Hour  Total Benefits \$4,719.05 68.11% \$77.65 \$94.52 \$13.94 \$186.11  Annual Salary + Benefits \$139,767.84  Step C  \$7,274.69   Month \$48.50   Hour  Total Benefits \$4,812.51 66.15% \$80.58 \$98.09 \$14.46 \$193.13  Annual Salary + Benefits \$145,046.35  Step D  \$7,638.42   Month \$50.92   Hour  Total Benefits \$4,910.64 64.29% \$83.66 \$101.84 \$15.02 \$200.52  Annual Salary + Benefits \$150,588.79  Step E					=		-	-
Step B   \$6,928.27   Month   \$46.19   Hour	Medicare	0.014500	95.68	_	& Benefits	Overhead	Overhead	Rate
Step B   \$6,928.27   Month   \$46.19   Hour		Total Benefits	\$4,630.03 70	0.17%	\$74.86	\$91.12	\$13.44	\$179.42
\$6,928.27 /Month \$46.19 /Hour  Total Benefits \$4,719.05 68.11% \$77.65 \$94.52 \$13.94 \$186.11  Annual Salary + Benefits \$139,767.84  Step C  \$7,274.69 /Month \$48.50 /Hour  Total Benefits \$4,812.51 66.15% \$80.58 \$98.09 \$14.46 \$193.13  Annual Salary + Benefits \$145,046.35  Step D  \$7,638.42 /Month \$50.92 /Hour  Total Benefits \$4,910.64 64.29% \$83.66 \$101.84 \$15.02 \$200.52  Annual Salary + Benefits \$150,588.79			Annual Salary + Ben	efits _	\$134,740.68	=		
\$6,928.27 /Month \$46.19 /Hour  Total Benefits \$4,719.05 68.11% \$77.65 \$94.52 \$13.94 \$186.11  Annual Salary + Benefits \$139,767.84  Step C  \$7,274.69 /Month \$48.50 /Hour  Total Benefits \$4,812.51 66.15% \$80.58 \$98.09 \$14.46 \$193.13  Annual Salary + Benefits \$145,046.35  Step D  \$7,638.42 /Month \$50.92 /Hour  Total Benefits \$4,910.64 64.29% \$83.66 \$101.84 \$15.02 \$200.52  Annual Salary + Benefits \$150,588.79	Sten B							
Step C   \$7,274.69   Month   \$48.50   Hour	Step 5		<b>\$6,928.27</b> /Mon	th	\$46.19	/Hour		
Step C           \$7,274.69 /Month         \$48.50 /Hour           Total Benefits         \$4,812.51 66.15% \$80.58 \$98.09 \$14.46 \$193.13           Annual Salary + Benefits         \$145,046.35           Step D         \$7,638.42 /Month \$50.92 /Hour           Total Benefits         \$4,910.64 64.29% \$83.66 \$101.84 \$15.02 \$200.52           Annual Salary + Benefits         \$150,588.79		Total Benefits	\$4,719.05 68	3.11%	\$77.65	\$94.52	\$13.94	\$186.11
\$7,274.69 /Month \$48.50 /Hour  Total Benefits \$4,812.51 66.15% \$80.58 \$98.09 \$14.46 \$193.13  Annual Salary + Benefits \$145,046.35  Step D  \$7,638.42 /Month \$50.92 /Hour  Total Benefits \$4,910.64 64.29% \$83.66 \$101.84 \$15.02 \$200.52  Annual Salary + Benefits \$150,588.79  Step E			Annual Salary + Ben	efits _	\$139,767.84	=		
Total Benefits \$4,812.51 66.15% \$80.58 \$98.09 \$14.46 \$193.13  Annual Salary + Benefits \$145,046.35  Step D  \$7,638.42 /Month \$50.92 /Hour  Total Benefits \$4,910.64 64.29% \$83.66 \$101.84 \$15.02 \$200.52  Annual Salary + Benefits \$150,588.79  Step E	Step C							
Step D   \$7,638.42   Month   \$50.92   Hour			<b>\$7,274.69</b> /Mon	th	\$48.50	/Hour		
\$7,638.42 /Month \$50.92 /Hour  Total Benefits \$4,910.64 64.29% \$83.66 \$101.84 \$15.02 \$200.52  Annual Salary + Benefits \$150,588.79		Total Benefits	\$4,812.51 66	5.15%	\$80.58	\$98.09	\$14.46	\$193.13
\$7,638.42 /Month \$50.92 /Hour  Total Benefits \$4,910.64 64.29% \$83.66 \$101.84 \$15.02 \$200.52  Annual Salary + Benefits \$150,588.79  Step E			Annual Salary + Ben	efits _	\$145,046.35	=		
Total Benefits \$4,910.64 64.29% \$83.66 \$101.84 \$15.02 \$200.52  Annual Salary + Benefits \$150,588.79  Step E	Step D							
Annual Salary + Benefits \$150,588.79  Step E			<b>\$7,638.42</b> /Mon	th	\$50.92	/Hour		
Step E		Total Benefits	\$4,910.64 64	1.29%	\$83.66	\$101.84	\$15.02	\$200.52
			Annual Salary + Ben	efits _	\$150,588.79	=		
\$8,020.34 /Month \$53.47 /Hour	Step E							
			<b>\$8,020.34</b> /Mon	th	\$53.47	/Hour		
Total Benefits \$5,013.69 62.51% \$86.89 \$105.78 \$15.60 \$208.27		Total Benefits	\$5,013.69 62	2.51%	\$86.89	\$105.78	\$15.60	\$208.27
Annual Salary + Benefits \$156,408.35			Annual Salary + Ben	efits _	\$156,408.35	=		



# Community Service Officer I Department: Police

Step A							
		<b>\$5,200.15</b> /Mo	onth	\$34.67	/ /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,060.92		Office Emr	oloyee - CSO & Ev		cian I/II
Management Incentive	0.20000	0.00		- · · · · · · · · · · · · · · · · · · ·	,		,
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	41.97					
Life Insurance	0.000213	19.94					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	245.31			36.65%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	76.61	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,352.58	83.70%	\$63.68	\$23.34	\$11.43	\$98.45
		Annual Salary + B	enefits _	\$114,632.75	=		
Step B							
		<b>\$5,460.16</b> /Mo	onth	\$36.40	) /Hour		
	Total Benefits	\$4,422.73	81.00%	\$65.89	\$24.15	\$11.83	\$101.87
		Annual Salary + B	enefits =	\$118,594.64	=		
Step C							
		<b>\$5,733.16</b> /Mo	onth	\$38.22	2 /Hour		
	Total Benefits	\$4,496.39	78.43%	\$68.20	\$24.99	\$12.24	\$105.43
		Annual Salary + Bo	enefits =	\$122,754.62	=		
Step D							
		<b>\$6,019.82</b> /Mo	onth	\$40.13	3 /Hour		
	Total Benefits	\$4,573.73	75.98%	\$70.62	\$25.88	\$12.68	\$109.18
		Annual Salary + B	enefits =	\$127,122.61	=		
Step E							
		<b>\$6,320.81</b> /Mo	onth	\$42.14	1 /Hour		
	Total Benefits	\$4,654.94	73.64%	\$73.17	\$26.82	\$13.13	\$113.12
		Annual Salary + B	enefits _	\$131,708.99	=		



# Community Service Officer II Department: Police

Step A						
		<b>\$5,733.16</b> /Month	\$38.2	<b>2</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.200800	1,167.95	Office Em	iployee - CSO & Ev		cian I/II
Management Incentive	0.20000	0.00		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		, , , ,
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	46.27				
Life Insurance	0.000213	21.98				
Holiday Pay		0.00				
Uniform Allowance		83.33				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	270.06		36.65%	17.95%	
Vision Insurance		23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	84.34	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,498.43 78.46%	\$68.21	\$25.00	\$12.24	\$105.45
		Annual Salary + Benefits	\$122,779.15			
				<del></del>		
Step B						
		<b>\$6,019.82</b> /Month	\$40.1	3 /Hour		
	Total Benefits	\$4,575.77 76.01%	\$70.64	\$25.89	\$12.68	\$109.21
		Annual Salary + Benefits	\$127,147.13	=		
Step C						
		<b>\$6,320.81</b> /Month	\$42.1	4 /Hour		
	Total Benefits	\$4,656.98 73.68%	\$73.19	\$26.82	\$13.14	\$113.15
		Annual Salary + Benefits	\$131,733.51	_		
Step D	_					
Step D		<b>\$6,636.85</b> /Month	\$44.2	5 /Hour		
	Total Benefits	\$4,742.25 71.45%	\$75.86	\$27.80	\$13.62	\$117.28
		Annual Salary + Benefits	\$136,549.21	=		
Step E						
		<b>\$6,968.70</b> /Month	\$46.4	6 /Hour		
	Total Benefits	\$4,831.78 69.34%	\$78.67	\$28.83	\$14.12	\$121.62
		Annual Salary + Benefits	\$141,605.70	=		



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

Step A							
		<b>\$7,313.79</b> /Mont	h	\$48.76	/Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,468.61			Office Empl		
Management Incentive		0.00			•	•	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	59.02					
Life Insurance	0.000213	28.04					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	0.045400	0.00					
Workers Comp.	0.046430	339.58		Harrier Baka	98.86%	17.95%	Takal Hanniba
Vision Insurance Medicare	0.014500	23.69		Hourly Rate & Benefits	Department	Citywide	Total Hourly
Medicare	0.014500	106.05	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,825.80 65	.98%	\$80.93	\$80.01	\$14.53	\$175.47
		Annual Salary + Bend	efits	\$145,675.04	=		
Step B							
otop B		<b>\$7,679.48</b> /Mont	th	\$51.20	) /Hour		
	Total Benefits	\$4,924.46 64	.12%	\$84.03	\$83.07	\$15.08	\$182.18
		Annual Salary + Bend	efits	\$151,247.27	=		
Step C							
		<b>\$8,063.45</b> /Mont	h	\$53.76	6 /Hour		
	Total Benefits	\$5,028.06 62	.36%	\$87.28	\$86.28	\$15.67	\$189.23
		Annual Salary + Bend	efits	\$157,098.10	=		
Step D							
33 <b>4</b> 2		<b>\$8,466.62</b> /Mont	:h	\$56.44	/Hour		
	Total Benefits	\$5,136.84 60	.67%	\$90.69	\$89.66	\$16.28	\$196.63
		Annual Salary + Bend	efits	\$163,241.49	=		
Step E							
		<b>\$8,889.95</b> /Mont	:h	\$59.27	/ /Hour		
	Total Benefits	\$5,251.05 59	.07%	\$94.27	\$93.20	\$16.92	\$204.39



# Construction Inspector I Department: Public Works

Step A							
		<b>\$7,313.79</b> /Mo	onth	\$48.76	/Hour		
Panafit	Multiplion				Catago	m.,	
<u>Benefit</u> PERS - Employer	Multiplier 0.200800	1,468.61			<u>Catego</u> Office Empl		
Management Incentive	0.200600	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	59.02					
Life Insurance	0.000213	28.04					
Holiday Pay	5.555==5	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	339.58			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	106.05	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,825.80	65.98%	\$80.93	\$117.43	\$14.53	\$212.89
		Annual Salary + B	enefits _	\$145,675.04	=		
Step B							
		<b>\$7,679.48</b> /Mo	onth	\$51.20	) /Hour		
	Total Benefits	\$4,924.46	64.12%	\$84.03	\$121.92	\$15.08	\$221.03
		Annual Salary + B	enefits =	\$151,247.27	=		
Step C							
		<b>\$8,063.45</b> /Mo	onth	\$53.76	6 /Hour		
	Total Benefits	\$5,028.06	62.36%	\$87.28	\$126.64	\$15.67	\$229.59
		Annual Salary + B	enefits =	\$157,098.10	=		
Step D							
		<b>\$8,466.62</b> /Mc	onth	\$56.44	Hour		
	Total Benefits	\$5,136.84	60.67%	\$90.69	\$131.59	\$16.28	\$238.56
		Annual Salary + B	enefits _	\$163,241.49	=		
Step E							
		<b>\$8,889.95</b> /Mo	onth	\$59.27	/ /Hour		
	Total Benefits	\$5,251.05	59.07%	\$94.27	\$136.79	\$16.92	\$247.98
		Annual Salary + B	enefits =	\$169,692.04	=		



# Construction Inspector II Department: Parks and Recreation

Step A						
		<b>\$8,063.45</b> /Month	\$53.76	<b>6</b> /Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	rv	
PERS - Employer	0.200800	1,619.14		Office Emp		
Management Incentive	0.20000	0.00		omee Emp	.0,000	
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	65.07				
Life Insurance	0.000213	30.92				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	374.39		98.86%	17.95%	
Vision Insurance		23.69	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	116.92	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,030.93 62.39%	\$87.30	\$86.30	\$15.67	\$189.27
		Annual Salary + Benefits	\$157,132.60	_		
Step B						
		<b>\$8,466.62</b> /Month	\$56.4	4 /Hour		
	Total Benefits	\$5,139.71 60.71%	\$90.71	\$89.67	\$16.28	\$196.66
		Annual Salary + Benefits	\$163,275.98	_		
Step C						
		<b>\$8,889.95</b> /Month	\$59.2	7 /Hour		
	Total Benefits	\$5,253.92 59.10%	\$94.29	\$93.22	\$16.93	\$204.44
			4450			
		Annual Salary + Benefits	\$169,726.53	=		
Step D						
		<b>\$9,334.45</b> /Month	\$62.2	3 /Hour		
	Total Benefits	\$5,373.85 57.57%	\$98.06	\$96.94	\$17.60	\$212.60
		Annual Salary + Benefits	\$176,499.60	=		
Step E						
Step L		<b>\$9,801.17</b> /Month	\$65.3	4 /Hour		
	Total Benefits	\$5,499.77 56.11%	\$102.01	\$100.84	\$18.31	\$221.16
		Annual Salary + Benefits	\$183,611.33	=		



# Construction Inspector II Department: Public Works

Step A							
		\$8,063.45 /N	Лonth	\$53.76	<b>5</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	rv.	
PERS - Employer	0.200800	1,619.14			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees .	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	65.07					
Life Insurance	0.000213	30.92					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	374.39			145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	116.92	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,030.93	62.39%	\$87.30	\$126.67	\$15.67	\$229.64
		Annual Salary +	Benefits _	\$157,132.60	=		
Step B							
Step 5		\$8,466.62 /N	/lonth	\$56.44	4 /Hour		
	Total Benefits	\$5,139.71	60.71%	\$90.71	\$131.62	\$16.28	\$238.61
		Annual Salary +	Benefits =	\$163,275.98	=		
Step C							
		\$8,889.95 /N	⁄lonth	\$59.2	7 /Hour		
	Total Benefits	\$5,253.92	59.10%	\$94.29	\$136.82	\$16.93	\$248.04
		Annual Salary +	· Benefits _	\$169,726.53	=		
Step D							
335, 2		\$ <b>9,334.45</b> /N	/lonth	\$62.23	3 /Hour		
	Total Benefits	\$5,373.85	57.57%	\$98.06	\$142.28	\$17.60	\$257.94
		Annual Salary +	Benefits _	\$176,499.60	=		
Step E							
		\$9,801.17 /N	/lonth	\$65.34	4 /Hour		
	Total Benefits	\$5,499.77	56.11%	\$102.01	\$148.01	\$18.31	\$268.33
		Annual Salary +	Benefits =	\$183,611.33	=		



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

Step A							
		\$6,778.55 /	Month	\$45.1	<b>9</b> /Hour		
Benefit	<u>Multiplier</u>				<u>Catego</u>	rv.	
PERS - Employer	0.200800	1,361.13			Public Works - M		
Management Incentive	0.200000	0.00			Tublic Works IVI	anremance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	54.70					
Life Insurance	0.000213	25.99					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	314.73			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	98.29	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,679.34	69.03%	\$76.39	\$110.84	\$13.71	\$200.94
			_ •				
		Annual Salary	+ Benefits =	\$137,494.64	=		
Step B							
		\$7,117.47 /	Month	\$47.4	5 /Hour		
	Total Benefits	\$4,770.78	67.03%	\$79.26	\$115.00	\$14.23	\$208.49
		Annual Salary	+ Benefits _	\$142,659.08	=		
Step C							
		\$7,473.35 /	Month	\$49.8	2 /Hour		
	Total Benefits	\$4,866.80	65.12%	\$82.27	\$119.37	\$14.77	\$216.41
		Annual Salary	+ Benefits	\$148,081.74			
Clark D	_				_		
Step D		\$7,847.01 /	Month	\$52.3	1 /Hour		
	Total Benefits	\$4,967.61	63.31%	\$85.43	\$123.96	\$15.33	\$224.72
		Annual Salary	+ Benefits =	\$153,775.53	=		
Step E							
		\$8,239.36 /	Month	\$54.9	3 /Hour		
	Total Benefits	\$5,073.47	61.58%	\$88.75	\$128.78	\$15.93	\$233.46
		Annual Salary	+ Benefits _	\$159,754.01	_		



# Deputy City Attorney Department: City Attorney

Signate	Step A						
PERS - Employer			<b>\$10,369.15</b> /Month	\$69.13	3 /Hour		
PERS - Employer	Renefit	Multiplier			Catego	rv	
Management Incentive   EAP			2 082 13	Non-Sw	· · · · · · · · · · · · · · · · · · ·		ornev
Health Insurance		0.20000	•		011171030 211 00001	, risse only rice	orney
Health Insurance   1,846.13   Defend Insurance   155.99   Dental Insurance   155.99   Dental Insurance   155.99   Dental Insurance   155.99   Dental Insurance   10.008070   83.68   Deferred   10.000   Deferred Comp.   0.000   Deferred Comp.   0.046430   481.44   Deferred Comp.   0.046430   481.44   Deferred Comp.   0.046430   23.69   Months   23.69   Months   23.69   Months   23.69   Months   M							
Dental Insurance							
Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. 10.046430 150.35  Total Benefits  S10,887.61 / Month Total Benefits  S6,318.69 S10,485.57  Step C  Step C  \$11,431.99 / Month S76,21 / Hour Total Benefits S6,619.78 S56,91.78 S56,91.78 S56,91.78 S10,32 S10,32 S40.51 S19.80 S10,32 S40.51 S19.80 S177.42 S20.59 S110.32 S40.51 S19.80 S177.42 S20.59 S177.42 S20.59 S177.42 S14.41 S76,21 / Hour	Dental Insurance						
Holiday Pay	LTD & STD Insurance	0.008070	83.68				
Uniform Allowance   0.00   Standby   0.00   Retiree Medical   794.80   0.00   Retiree Medical   794.80   0.046430   481.44   23.69   Hourly Rate   Department   Citywide   Total Hourly Rate   Department   Citywide   Total Hourly Rate   Department   Citywide   Noverhead   Noverhea	Life Insurance	0.000213	31.95				
Standby	Holiday Pay		0.00				
Retiree Medical Deferred Comp. Vorkers Comp. Vorkers Comp. Vorkers Comp. Vision Insurance Medicare         4% + \$110 524.77 23.69 481.44 23.69 150.35         Hourly Rate Benefits Penefits Penefit	Uniform Allowance		0.00				
Deferred Comp.   4% + \$110   524.77   481.44   481.44   212   219.80   2	Standby		0.00				
Workers Comp. Vision Insurance No.046430         481.44 23.69 150.35         Hourly Rate & Benefits & Department & Citywide & Total Hourly Rate & Benefits & Sec. 178.81         17.95% (Citywide & Total Hourly Rate & Benefits & Department & Citywide & Total Hourly Rate & Benefits & Sec. 178.81         59.59% \$110.32         \$40.51         \$19.80         \$170.63           Step B         \$10,887.61 /Month         \$198,575.57         Your Hourly Rate & Benefits & Sec. 188.575.57         \$10,887.61 /Month         \$72.58 /Hour           Step B         \$10,887.61 /Month         \$72.58 /Hour         \$205.99         \$177.42           Step C         \$11,431.99 /Month         \$76.21 /Hour         \$12,42         \$184.55           Step D         \$12,003.59 /Month         \$80.02 /Hour         \$214,770.67         \$192.04           Step E         \$12,603.77 /Month         \$823,880.48         \$199.90         \$199.90         \$199.90         \$199.90         \$199.90         \$199.90         \$199.90         \$199.90         \$199.90         \$199.90         \$199.90         \$199.90         \$199.90	Retiree Medical		794.80				
Vision Insurance   Medicare	Deferred Comp.	4% + \$110	524.77				
Nedicare   0.014500   150.35   8. Benefits   Overhead   Overhead   Nethead   Nethea	Workers Comp.	0.046430	481.44		36.72%	17.95%	
Total Benefits				•	•	=	=
Step B	Medicare	0.014500	150.35	& Benefits	Overhead	Overhead	Rate
Step B   \$10,887.61   Month   \$72.58   Hour		Total Benefits	\$6,178.81 59.59%	\$110.32	\$40.51	\$19.80	\$170.63
\$10,887.61 /Month \$72.58 /Hour  Total Benefits \$6,318.69			Annual Salary + Benefits =	\$198,575.57	=		
\$10,887.61 /Month \$72.58 /Hour  Total Benefits \$6,318.69	Sten B						
Annual Salary + Benefits       \$206,475.62         \$11,431.99 /Month       \$76.21 /Hour         Total Benefits       \$6,465.57       \$6.56%       \$119.32       \$43.81       \$21.42       \$184.55         Annual Salary + Benefits         \$12,003.59 /Month       \$80.02 /Hour         Total Benefits       \$6,619.78       \$5.15%       \$124.16       \$45.59       \$22.29       \$192.04         Annual Salary + Benefits         \$12,603.77 /Month       \$84.03 /Hour         Total Benefits       \$6,781.71       \$3.81%       \$129.24       \$47.46       \$23.20       \$199.90	otep D		<b>\$10,887.61</b> /Month	\$72.58	8 /Hour		
Step C         \$11,431.99 /Month       \$76.21 /Hour         Total Benefits       \$6,465.57       \$6.56%       \$119.32       \$43.81       \$21.42       \$184.55         Annual Salary + Benefits       \$214,770.67         Total Benefits       \$6,619.78       \$55.15%       \$124.16       \$45.59       \$22.29       \$192.04         Annual Salary + Benefits         \$12,603.77 /Month       \$84.03 /Hour         Total Benefits       \$6,781.71       \$3.81%       \$129.24       \$47.46       \$23.20       \$199.90		Total Benefits	\$6,318.69 58.04%	\$114.71	\$42.12	\$20.59	\$177.42
\$11,431.99 /Month \$76.21 /Hour  Total Benefits \$6,465.57			Annual Salary + Benefits =	\$206,475.62	=		
Total Benefits \$6,465.57	Step C						
Annual Salary + Benefits       \$214,770.67         Step D         Total Benefits       \$12,003.59 /Month       \$80.02 /Hour         Annual Salary + Benefits       \$124.16       \$45.59       \$22.29       \$192.04         Annual Salary + Benefits       \$223,480.48         Step E         Total Benefits       \$6,781.71       53.81%       \$129.24       \$47.46       \$23.20       \$199.90			<b>\$11,431.99</b> /Month	\$76.23	1 /Hour		
Step D         \$12,003.59 / Month       \$80.02 / Hour         Total Benefits       \$6,619.78       55.15%       \$124.16       \$45.59       \$22.29       \$192.04         Annual Salary + Benefits       \$223,480.48       \$223,480.48       \$12,603.77 / Month       \$84.03 / Hour         Total Benefits       \$6,781.71       53.81%       \$129.24       \$47.46       \$23.20       \$199.90		Total Benefits	\$6,465.57 56.56%	\$119.32	\$43.81	\$21.42	\$184.55
\$12,003.59 /Month \$80.02 /Hour  Total Benefits \$6,619.78 \$55.15% \$124.16 \$45.59 \$22.29 \$192.04  Annual Salary + Benefits \$223,480.48  Step E  \$12,603.77 /Month \$84.03 /Hour  Total Benefits \$6,781.71 \$53.81% \$129.24 \$47.46 \$23.20 \$199.90			Annual Salary + Benefits =	\$214,770.67	=		
\$12,003.59 /Month \$80.02 /Hour  Total Benefits \$6,619.78 \$55.15% \$124.16 \$45.59 \$22.29 \$192.04  Annual Salary + Benefits \$223,480.48  Step E  \$12,603.77 /Month \$84.03 /Hour  Total Benefits \$6,781.71 \$53.81% \$129.24 \$47.46 \$23.20 \$199.90	Step D						
Annual Salary + Benefits \$\frac{\\$223,480.48}{\\$223,480.48}\$  Step E  \$\\$12,603.77 \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		_	<b>\$12,003.59</b> /Month	\$80.02	2 /Hour		
\$12,603.77 /Month \$84.03 /Hour  Total Benefits \$6,781.71 53.81% \$129.24 \$47.46 \$23.20 \$199.90		Total Benefits	\$6,619.78 55.15%	\$124.16	\$45.59	\$22.29	\$192.04
\$12,603.77 /Month \$84.03 /Hour  Total Benefits \$6,781.71 53.81% \$129.24 \$47.46 \$23.20 \$199.90			Annual Salary + Benefits =	\$223,480.48	=		
Total Benefits \$6,781.71 53.81% <b>\$129.24 \$47.46 \$23.20 \$199.90</b>	Step E						
		-	<b>\$12,603.77</b> /Month	\$84.03	3 /Hour		
Annual Salary + Benefits \$232,625.77		Total Benefits	\$6,781.71 53.81%	\$129.24	\$47.46	\$23.20	\$199.90
			Annual Salary + Benefits =	\$232,625.77	=		



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

Step A						
		<b>\$12,691.26</b> /Month	\$84.6	<b>1</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.200800	2,548.40	Non-Sw	vorn Asst Director		ornev
Management Incentive		0.00			, ,	,
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	102.42				
Life Insurance	0.000213	31.95				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.	4% + \$110	617.65				
Workers Comp.	0.046430	589.26		145.10%	17.95%	
Vision Insurance		23.69	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	184.02	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,898.20 54.359	6 <b>\$130.60</b>	\$189.50	\$23.44	\$343.54
		Annual Salary + Benefits	\$235,073.50	=		
Step B						
этер в		<b>\$13,325.82</b> /Month	\$88.8	34 /Hour		
	Total Benefits	\$7,069.41 53.059	6 \$135.97	\$197.29	\$24.41	\$357.67
		Annual Salary + Benefits	\$244,742.72	=		
Step C						
510p 2		<b>\$13,992.11</b> /Month	\$93.2	28 /Hour		
	Total Benefits	\$7,249.17 51.819	6 <b>\$141.61</b>	\$205.47	\$25.42	\$372.50
		Annual Salary + Benefits	\$254,895.39	=		
Step D						
	_	<b>\$14,691.72</b> /Month	\$97.9	94 /Hour		
	Total Benefits	\$7,437.93 50.639	6 \$147.53	\$214.07	\$26.48	\$388.08
		Annual Salary + Benefits	\$265,555.70	=		
Step E						
		<b>\$15,426.30</b> /Month	\$102.8	34 /Hour		
	Total Benefits	\$7,636.12 49.509	6 <b>\$153.75</b>	\$223.09	\$27.60	\$404.44
		Annual Salary + Benefits	\$276,749.03	=		



# **Development Services Manager Department: Community Development**

Step A							
·		<b>\$11,206.57</b> /Mo	nth	\$74.71	. /Hour		
Benefit	<u>Multiplier</u>	2 250 20		Nan	Catego		J
PERS - Employer	0.200800	2,250.28 0.00		Non	-Sworn Manager	s / Confidentia	11
Management Incentive EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	90.44					
Life Insurance	0.000213	31.95					
Holiday Pay	0.000==0	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	446.20					
Workers Comp.	0.046430	520.32			121.73%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	162.50		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,326.18	56.45%	\$116.88	\$142.28	\$20.98	\$280.14
		Annual Salary + Be	enefits =	\$210,392.99	=		
Step B							
		<b>\$11,766.90</b> /Mo	nth	\$78.45	6 /Hour		
	Total Benefits	\$6,477.36	55.05%	\$121.63	\$148.06	\$21.83	\$291.52
		Annual Salary + Bo	enefits =	\$218,931.05	=		
Step C							
		<b>\$12,355.24</b> /Mo	nth	\$82.37	/ /Hour		
	Total Benefits	\$6,636.09	53.71%	\$126.61	\$154.12	\$22.73	\$303.46
		Annual Salary + Be	anofita	\$227,896.02			
		Ailliual Salal y + Di	=	7441,070.04	=		
Step D							
		<b>\$12,973.01</b> /Mo	nth	\$86.49	Hour		
	Total Benefits	\$6,802.76	52.44%	\$131.84	\$160.49	\$23.67	\$316.00
		Annual Salary + Bo	enefits =	\$237,309.23	=		
Step E							
		<b>\$13,621.66</b> /Mo	nth	\$90.81	. /Hour		
	Total Benefits	\$6,977.77	51.23%	\$137.33	\$167.17	\$24.65	\$329.15
		Annual Salary + Bo	enefits _	\$247,193.11	=		



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

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

Step A						
		<b>\$15,107.25</b> /Month	\$100.7	<b>1</b> /Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	rs.	
PERS - Employer	0.200800	3,226.05		Non-Sworn [		
Management Incentive	0.200800	958.73		NOII-SWOIII L	Director	
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	121.92				
Life Insurance	0.000213	31.95				
Holiday Pay	0.000213	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		110.00				
Workers Comp.	0.046430	745.94		121.73%	17.95%	
Vision Insurance	0.040430	23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	232.96	& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	232.30	<u> </u>	Overnead	Overneau	nate
	Total Benefits	\$8,252.04 54.62%	\$155.73	\$189.57	\$27.95	\$373.25
		Annual Salary + Benefits	\$280,311.49	=		
Chair D						
Step B		A a.a. a. (c. )				
		<b>\$15,862.61</b> /Month	\$105.7	5 /Hour		
	Total Benefits	\$8,455.84 53.31%	\$162.12	\$197.35	\$29.10	\$388.57
		Annual Salary + Benefits	\$291,821.40	=		
Step C						
		<b>\$16,655.74</b> /Month	\$111.0	4 /Hour		
	Total Benefits	\$8,669.83 52.05%	\$168.84	\$205.53	\$30.31	\$404.68
				•	•	
		Annual Salary + Benefits	\$303,906.81	=		
Step D						
		<b>\$17,488.53</b> /Month	\$116.5	9 /Hour		
	Total Benefits	\$8,894.51 50.86%	\$175.89	\$214.11	\$31.57	\$421.57
		Annual Salary + Benefits	\$316,596.48	=		
Step E						
Step L		<b>\$18,362.95</b> /Month	\$122.4	2 /Hour		
	Total Benefits	\$9,130.43 49.72%	\$183.29	\$223.12	\$32.90	\$439.31
		Annual Salary + Benefits	\$329,920.64	=		



#### Director of Human Resources/Risk Manager

**Department: Human Resources** 

Step A						
·		\$15,107.25 /Month	\$100.71	L/Hour		
Benefit	Multiplior			Catago	M3.5	
PERS - Employer	<u>Multiplier</u> 0.200800	3,226.05		<u>Catego</u> Non-Sworn [		
Management Incentive	0.200600	958.73		NOII-SWOTH L	Director	
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	121.92				
Life Insurance	0.000213	31.95				
Holiday Pay	0.000213	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		110.00				
Workers Comp.	0.046430	745.94		39.52%	17.95%	
Vision Insurance	0.040430	23.69	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	232.96	& Benefits	Overhead	Overhead	Rate
Wicarda	0.014500	232.30	G Delicino	Overnead	Overneau	nate
	Total Benefits	\$8,252.04 54.62%	\$155.73	\$61.54	\$27.95	\$245.22
		Annual Salary + Benefits	\$280,311.49			
		Allitudi Salary + Bellelits =	3200,311.49	=		
Step B						
Step B		<b>\$15,862.61</b> /Month	\$105.71	5 /Hour		
		\$13,802.01 / WOUTH	\$105.7	5 /Houi		
	Total Benefits	\$8,455.84 53.31%	\$162.12	\$64.07	\$29.10	\$255.29
		Annual Salary + Benefits	\$291,821.40	=		
Step C						
otep c		<b>\$16,655.74</b> /Month	\$111.04	4 /Hour		
	Tatal Daniella		Ć4.CO.O.4	¢cc 72	¢20.24	6265.07
	Total Benefits	\$8,669.83 52.05%	\$168.84	\$66.72	\$30.31	\$265.87
		Annual Salary + Benefits =	\$303,906.81	=		
Step D						
		<b>\$17,488.53</b> /Month	\$116.59	9 /Hour		
	Total Benefits	\$8,894.51 50.86%	\$175.89	\$69.51	\$31.57	\$276.97
		Annual Salary + Benefits	\$316,596.48	=		
-				<del>-</del>		
Step E		\$18 262 QE /Month	ć122 <i>4</i> 7	2 /Hour		
		<b>\$18,362.95</b> /Month	\$122.42	2 /Hour		
	Total Benefits	\$9,130.43 49.72%	\$183.29	\$72.44	\$32.90	\$288.63
		Annual Salary + Benefits =	\$329,920.64	=		



#### Director of Parks and Recreation Department: Parks and Recreation

Step A						
		<b>\$15,107.25</b> /Month	\$100.71	<b>1</b> /Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	rv	
PERS - Employer	0.200800	3,226.05		Non-Sworn [		
Management Incentive	0.20000	958.73		Woll Swoll L	on cetor	
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	121.92				
Life Insurance	0.000213	31.95				
Holiday Pay	0.000=20	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		110.00				
Workers Comp.	0.046430	745.94		98.86%	17.95%	
Vision Insurance	0.040430	23.69	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	232.96	& Benefits	Overhead	Overhead	Rate
iviculcare	0.014300	232.30	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$8,252.04 54.62%	\$155.73	\$153.95	\$27.95	\$337.63
		Annual Salary + Benefits	\$280,311.49			
		Ailliuai Salai y + Bellelits	3200,311.49	=		
Step B						
экер в		\$15,862.61 /Month	¢10F 7	F /Hour		
		\$15,862.61 /WOULT	\$105.73	5 /Hour		
	Total Benefits	\$8,455.84 53.31%	\$162.12	\$160.27	\$29.10	\$351.49
		Annual Salary + Benefits =	\$291,821.40	=		
Step C						
Step C		\$16 655 71 /Month	¢111 0.	4 /Hour		
		<b>\$16,655.74</b> /Month	\$111.04	4 /Hour		
	Total Benefits	\$8,669.83 52.05%	\$168.84	\$166.91	\$30.31	\$366.06
		Annual Salary + Benefits =	\$303,906.81	=		
Step D						
0.00		<b>\$17,488.53</b> /Month	\$116.59	9 /Hour		
		•	•			
	Total Benefits	\$8,894.51 50.86%	\$175.89	\$173.88	\$31.57	\$381.34
		Annual Salary + Benefits	\$316,596.48			
		·		=		
Step E						
		<b>\$18,362.95</b> /Month	\$122.47	2 /Hour		
	Total Benefits	\$9,130.43 49.72%	\$183.29	\$181.20	\$32.90	\$397.39
		Annual Salary + Benefits	\$329,920.64			
		=				



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

<u>ultiplier</u> 0.200800	\$16,044.02 /N	Month	\$106.96	6 /Hour		
				Catego	rv	
	3,426.09			Non-Sworn D		
	1,018.18					
	3.89					
	1,846.13					
	155.99					
0.008070						
0.000==0						
0.046430				1/15 10%	17 95%	
0.040430			Hourly Rate			Total Hourly
0.014500			•	=	-	Rate
0.014300	247.40		& Deficitio	Overneau	Overneau	Nate
ıl Benefits	\$8,579.79	53.48%	\$164.16	\$238.19	\$29.47	\$431.82
	Annual Salary	+ Benefits =	\$295,485.73	=		
	\$16,846.22 /	Month	\$112.31	1 /Hour		
al Benefits	\$8,796.23	52.21%	\$170.95	\$248.05	\$30.69	\$449.69
	Annual Salary	+ Benefits =	\$307,709.34	=		
	\$17,688.53 /1	Month	\$117.92	2 /Hour		
al Benefits	\$9 023 48	51 01%	\$178.08	\$258.39	\$31.97	\$468.44
	43,023.13	02.02/0	<b>4</b> 273.33	¥=55.55	<b>402.01</b>	<b>V</b> 100111
	Annual Salary	+ Benefits =	\$320,544.14	=		
	\$18,572.96 /	Month	\$123.82	2 /Hour		
al Benefits	\$9,262.10	49.87%	\$185.57	\$269.26	\$33.31	\$488.14
	Annual Salary -	+ Benefits =	\$334,020.68	=		
	\$19,501.61 /	Month	\$130.01	1 /Hour		
al Benefits	\$9,512.65	48.78%	\$193.43	\$280.66	\$34.72	\$508.81
	Annual Salary	+ Benefits	\$348,171.04			
	0.008070 0.000213  0.046430 0.014500 al Benefits al Benefits al Benefits	0.008070	0.008070 129.48 0.000213 31.95 0.00 0.00 0.00 794.80 110.00 0.046430 792.20 23.69 0.014500 247.40  al Benefits \$8,579.79 53.48%  Annual Salary + Benefits =  \$16,846.22 /Month  al Benefits \$9,023.48 51.01%  Annual Salary + Benefits =  \$17,688.53 /Month  al Benefits \$9,023.48 51.01%  Annual Salary + Benefits =  \$18,572.96 /Month  al Benefits \$9,262.10 49.87%  Annual Salary + Benefits =  \$19,501.61 /Month	129.48 0.000213 31.95 0.00 0.00 0.00 0.00 0.00 0.00 0.00 794.80 110.00 0.014500 247.40 8 Benefits  18 Benefits  \$16,846.22 /Month \$112.3:  \$16,846.22 /Month \$112.3:  \$17,688.53 /Month \$117.95  Annual Salary + Benefits \$9,023.48 \$1.01% \$178.08  Annual Salary + Benefits \$9,023.48 \$1.01% \$178.08  Annual Salary + Benefits \$18,572.96 /Month \$123.8:  \$18,572.96 /Month \$123.8:  \$19,501.61 /Month \$130.0:  \$19,501.61 /Month \$130.0:  \$19,501.61 /Month \$130.0:  \$19,501.61 /Month	129.48 0.000213 31.95 0.00 0.00 0.00 794.80 110.00 0.014500 247.40 10 Benefits  \$8,579.79 \$3.48%  \$164.16 \$238.19  Annual Salary + Benefits \$\$17,688.53 /Month \$117.92 /Hour  \$18 Benefits \$9,023.48 \$1.01% \$17,688.53 /Month \$117.92 /Hour  \$18 Benefits \$9,023.48 \$1.01% \$178.08 \$258.39  Annual Salary + Benefits \$17,688.53 /Month \$117.92 /Hour  \$18 Benefits \$9,023.48 \$1.01% \$178.08 \$258.39  Annual Salary + Benefits \$330,544.14  \$18 Benefits \$9,262.10 \$19.87% \$185.57 \$269.26  Annual Salary + Benefits \$334,020.68  \$19,501.61 /Month \$130.01 /Hour	0.008070 129.48 0.000213 31.95 0.00 0.00 0.00 0.00 0.00 794.80 110.00 0.00 794.80 110.00 0.014500 247.40 8. Benefits \$8,579.79 53.48% \$164.16 \$238.19 \$29.47



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

\$12,392.91 /Month         \$82.62 /Hour           Benefit         Multiplier         Category           PERS - Employer         0.200800         2,488.50         Non-Sworn Managers / Confident           Management Incentive         0.00         Non-Sworn Managers / Confident           EAP         3.89         Non-Sworn Managers / Confident           Health Insurance         1,846.13         Page / Page	Total Hourly Rate
PERS - Employer         0.200800         2,488.50         Non-Sworn Managers / Confident           Management Incentive         0.00         0.00           EAP         3.89         0.00           Health Insurance         1,846.13         0.00           Dental Insurance         0.008070         100.01           Life Insurance         0.000213         31.95           Holiday Pay         0.00           Uniform Allowance         0.00           Standby         0.00           Retiree Medical         794.80           Deferred Comp.         3% + \$110         481.79           Workers Comp.         0.046430         575.40         121.73%         17.95%           Vision Insurance         23.69         Hourly Rate         Department         Citywide	Total Hourly
PERS - Employer       0.200800       2,488.50       Non-Sworn Managers / Confident         Management Incentive       0.00         EAP       3.89         Health Insurance       1,846.13         Dental Insurance       155.99         LTD & STD Insurance       0.008070       100.01         Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       3% + \$110       481.79         Workers Comp.       0.046430       575.40       121.73%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Total Hourly
Management Incentive       0.00         EAP       3.89         Health Insurance       1,846.13         Dental Insurance       155.99         LTD & STD Insurance       0.008070       100.01         Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       3% + \$110       481.79         Workers Comp.       0.046430       575.40       121.73%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Total Hourly
EAP       3.89         Health Insurance       1,846.13         Dental Insurance       155.99         LTD & STD Insurance       0.008070       100.01         Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       3% + \$110       481.79         Workers Comp.       0.046430       575.40       121.73%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	=
Dental Insurance       155.99         LTD & STD Insurance       0.008070       100.01         Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       3% + \$110       481.79         Workers Comp.       0.046430       575.40       121.73%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	=
LTD & STD Insurance       0.008070       100.01         Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       3% + \$110       481.79         Workers Comp.       0.046430       575.40       121.73%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	=
Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       3% + \$110       481.79         Workers Comp.       0.046430       575.40       121.73%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	=
Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       3% + \$110       481.79         Workers Comp.       0.046430       575.40       121.73%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	=
Uniform Allowance         0.00           Standby         0.00           Retiree Medical         794.80           Deferred Comp.         3% + \$110         481.79           Workers Comp.         0.046430         575.40         121.73%         17.95%           Vision Insurance         23.69         Hourly Rate         Department         Citywide	=
Standby       0.00         Retiree Medical       794.80         Deferred Comp.       3% + \$110       481.79         Workers Comp.       0.046430       575.40       121.73%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	=
Retiree Medical       794.80         Deferred Comp.       3% + \$110       481.79         Workers Comp.       0.046430       575.40       121.73%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	=
Deferred Comp.       3% + \$110       481.79         Workers Comp.       0.046430       575.40       121.73%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	=
Workers Comp.0.046430575.40121.73%17.95%Vision Insurance23.69Hourly RateDepartmentCitywide	=
Vision Insurance 23.69 <b>Hourly Rate Department Citywide</b>	=
, , , , , , , , , , , , , , , , , , , ,	=
	Rate
Medicare 0.014500 179.70 & Benefits Overhead Overhead	
Total Benefits \$6,681.84 53.92% <b>\$127.17 \$154.80 \$22.83</b>	\$304.80
Annual Salary + Benefits\$228,897.04	
Step B	
\$13,012.55 /Month \$86.75 /Hour	
Total Benefits \$6,849.02 52.63% \$132.41 \$161.18 \$23.77	\$317.36
Annual Salary + Benefits \$238,338.95	
Step C	
<b>\$13,663.18 /Month</b> \$91.09 /Hour	
Total Benefits \$7,024.56 51.41% \$137.92 \$167.89 \$24.76	\$330.57
Annual Salary + Benefits \$248,252.96	
Step D	
<b>\$14,346.34</b> /Month \$95.64 /Hour	
Total Benefits \$7,208.88 50.25% \$143.70 \$174.93 \$25.79	\$344.42
Annual Salary + Benefits \$258,662.66	
Step E	
<b>\$15,063.66</b> /Month \$100.42 /Hour	
Total Benefits \$7,402.41 49.14% <b>\$149.77 \$182.32 \$26.88</b>	\$358.97
Annual Salary + Benefits \$269,592.85	



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

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

Benefit N		\$12,392.91 /I	N A I I-				
Benefit N		Ψ1 <b>2,332.3</b> 1 /	iviontn	\$82.62	? /Hour		
	<u> Multiplier</u>				<u>Catego</u> i	y	
PERS - Employer	0.200800	2,488.50		Non	-Sworn Manager:		ıl
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	100.01					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical	20/ 4440	794.80					
•	3% + \$110	481.79					
Workers Comp.	0.046430	575.40		Harriba Daka	121.73%	17.95%	Tatal Havely
Vision Insurance	0.014500	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	179.70	_	& Benefits	Overhead	Overhead	Rate
То	otal Benefits	\$6,681.84	53.92%	\$127.17	\$154.80	\$22.83	\$304.80
		Annual Salary	+ Benefits _	\$228,897.04	=		
Step B							
·		\$13,012.55 /	Month	\$86.75	5 /Hour		
Тс	otal Benefits	\$6,849.02	52.63%	\$132.41	\$161.18	\$23.77	\$317.36
		Annual Salary	+ Benefits _	\$238,338.95	=		
Step C							
		\$13,663.18 /	Month	\$91.09	Hour /		
Тс	otal Benefits	\$7,024.56	51.41%	\$137.92	\$167.89	\$24.76	\$330.57
		Annual Salary	+ Benefits	\$248,252.96	=		
Step D							
		\$14,346.34 /	Month	\$95.64	1 /Hour		
To	otal Benefits	\$7,208.88	50.25%	\$143.70	\$174.93	\$25.79	\$344.42
		Annual Salary	+ Benefits _	\$258,662.66	=		
Step E							
		\$15,063.66 /	Month	\$100.42	2 /Hour		
To	otal Benefits	\$7,402.41	49.14%	\$149.77	\$182.32	\$26.88	\$358.97
		Annual Salary	+ Benefits _	\$269,592.85	=		



# Electrician Department: Public Works

Step A							
		<b>\$7,043.51</b> /N	1onth	\$46.90	<b>6</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,414.34			Public Works - M		
Management Incentive	0.200800	0.00			Fublic Works - IVI	antenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	56.84					
Life Insurance	0.000213	27.00					
Holiday Pay	0.000==0	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	327.03			145.10%	17.95%	
Vision Insurance	0.040450	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	102.13		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014500	102.13	_	a belients	Overneau	Overneau	nate
	Total Benefits	\$4,751.84	67.46%	\$78.64	\$114.10	\$14.12	\$206.86
		Annual Salary +	Benefits _	\$141,544.28	=		
Step B							
этер в		\$7.20E.60 /N	1anth	¢40.2	0 /11		
		\$ <b>7,395.69</b> /N	nonth	\$49.3	0 /Hour		
	Total Benefits	\$4,846.86	65.54%	\$81.62	\$118.43	\$14.65	\$214.70
		Annual Salary +	Benefits _	\$146,910.59	=		
Step C							
0.000		<b>\$7,765.47</b> /N	1onth	\$51.7	7 /Hour		
	Total Benefits	\$4,946.63	63.70%	\$84.75	\$122.97	\$15.21	\$222.93
			_ •				
		Annual Salary +	Benefits =	\$152,545.21	=		
Step D							
		<b>\$8,153.75</b> /N	1onth	\$54.3	6 /Hour		
	Total Benefits	\$5,051.39	61.95%	\$88.03	\$127.74	\$15.80	\$231.57
		Annual Salary +	Benefits _	\$158,461.57	_		
Chara E	_		_				
Step E		<b>\$8,561.43</b> /N	1onth	\$57.0	8 /Hour		
	Total Bonefite					616.83	\$240.CC
	Total Benefits	\$5,161.38	60.29%	\$91.49	\$132.75	\$16.42	\$240.66
		Annual Salary +	Benefits _	\$164,673.75	=		



#### Engineering Manager Department: Public Works

Step A							
		<b>\$12,152.98</b> /Mont	h	\$81.02	! /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	2,440.32		Non	-Sworn Manager		al
Management Incentive		0.00				.,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	98.07					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	474.59					
Workers Comp.	0.046430	564.26			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	176.22		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,609.91 54.	39%	\$125.09	\$181.50	\$22.45	\$329.04
		Annual Salary + Bene	efits _	\$225,154.71	=		
Step B							
Step 5		<b>\$12,760.63</b> /Mont	h	\$85.07	7 /Hour		
	Total Benefits	\$6,773.86 53.	08%	\$130.23	\$188.96	\$23.38	\$342.57
		Annual Salary + Bene	efits _	\$234,413.82	=		
Step C							
		<b>\$13,398.66</b> /Montl	h	\$89.32	2 /Hour		
	Total Benefits	\$6,946.00 51.	84%	\$135.63	\$196.80	\$24.35	\$356.78
		Annual Salary + Bene	efits _	\$244,135.89	=		
Step D							
335, 2		<b>\$14,068.59</b> /Montl	h	\$93.79	Hour		
	Total Benefits	\$7,126.75 50.	66%	\$141.30	\$205.03	\$25.36	\$371.69
		Annual Salary + Bene	efits _	\$254,344.06	=		
Step E							
		<b>\$14,772.02</b> /Montl	h	\$98.48	3 /Hour		
	Total Benefits	\$7,316.53 49.	53%	\$147.26	\$213.67	\$26.43	\$387.36
		Annual Salary + Bene	efits =	\$265,062.64	=		



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

Step A							
		\$8,471.68 /N	lonth	\$56.48	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	av.	
PERS - Employer	0.200800	1,701.11			Office Empl		
Management Incentive	0.200800	0.00			Office Litipi	Oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	68.37					
Life Insurance	0.000213	31.95					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	393.34			145.10%	17.95%	
Vision Insurance	0.0 10 100	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	122.84		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01.500	122.01		G Delicino	0.00000	- Overmeda	Hate
	Total Benefits	\$5,142.11	60.70%	\$90.76	\$131.69	\$16.29	\$238.74
		Annual Salary +	Benefits _	\$163,365.47	=		
Step B							
		<b>\$8,895.26</b> /M	lonth	\$59.30	O /Hour		
	Total Benefits	\$5,256.39	59.09%	\$94.34	\$136.89	\$16.93	\$248.16
		Annual Salary +	Benefits =	\$169,819.87	=		
Step C							
		\$9,340.03 /M	lonth	\$62.27	7 /Hour		
	Total Benefits	\$5,376.39	57.56%	\$98.11	\$142.36	\$17.61	\$258.08
		Annual Salary +	Benefits	\$176,596.99			
	_		_		=		
Step D		\$ <b>9,807.03</b> /M	Ionth	¢65.20	8 /Hour		
		וע) בט. <i>ז</i> טס, <i>פ</i> ּך	ionul	\$65.50	o /FIUUI		
	Total Benefits	\$5,502.39	56.11%	\$102.06	\$148.09	\$18.32	\$268.47
		Annual Salary +	Benefits =	\$183,712.97	=		
Step E							
		\$10,297.38 /M	lonth	\$68.65	5 /Hour		
	Total Benefits	\$5,634.68	54.72%	\$106.21	\$154.12	\$19.07	\$279.40
		Annual Salary +	Benefits _	\$191,184.75	=		



# **Engineering Technician Department: Public Works**

Step A							
		<b>\$7,366.04</b> /N	Month	\$49.13	<b>1</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,479.10			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees .	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	59.44					
Life Insurance	0.000213	28.24					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	342.01			145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	106.81	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,840.10	65.71%	\$81.37	\$118.07	\$14.61	\$214.05
		Annual Salary 4	Benefits _	\$146,473.71	=		
Step B							
Step 5		\$ <b>7,734.35</b> /N	Month	\$51.5	6 /Hour		
	Total Benefits	\$4,939.47	63.86%	\$84.49	\$122.60	\$15.17	\$222.26
		Annual Salary	Benefits =	\$152,085.75	=		
Step C							
		\$8,121.06 /N	Month	\$54.1	4 /Hour		
	Total Benefits	\$5,043.80	62.11%	\$87.77	\$127.35	\$15.75	\$230.87
		Annual Salary	Benefits _	\$157,978.40	=		
Step D							
330, 2		\$8,527.12 /	√lonth	\$56.8	5 /Hour		
	Total Benefits	\$5,153.36	60.43%	\$91.20	\$132.34	\$16.37	\$239.91
		Annual Salary +	Benefits =	\$164,165.67	=		
Step E							
		\$8,953.47 /	Month	\$59.6	9 /Hour		
	Total Benefits	\$5,268.39	58.84%	\$94.81	\$137.57	\$17.02	\$249.40
		Annual Salary -	Benefits =	\$170,662.31	=		



#### Environmental Compliance Inspector I Department: Public Works

Step A							
		<b>\$7,313.79</b> /Mo	onth	\$48.76	/Hour		
Panafit	Multiplion				Catago	m.,	
<u>Benefit</u> PERS - Employer	Multiplier 0.200800	1,468.61			<u>Catego</u> Office Empl		
Management Incentive	0.200600	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	59.02					
Life Insurance	0.000213	28.04					
Holiday Pay	5.555==5	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	339.58			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	106.05	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,825.80	65.98%	\$80.93	\$117.43	\$14.53	\$212.89
		Annual Salary + B	enefits _	\$145,675.04	=		
Step B							
		<b>\$7,679.48</b> /Mo	onth	\$51.20	) /Hour		
	Total Benefits	\$4,924.46	64.12%	\$84.03	\$121.92	\$15.08	\$221.03
		Annual Salary + B	enefits =	\$151,247.27	=		
Step C							
		<b>\$8,063.45</b> /Mo	onth	\$53.76	6 /Hour		
	Total Benefits	\$5,028.06	62.36%	\$87.28	\$126.64	\$15.67	\$229.59
		Annual Salary + B	enefits =	\$157,098.10	=		
Step D							
		<b>\$8,466.62</b> /Mc	onth	\$56.44	Hour		
	Total Benefits	\$5,136.84	60.67%	\$90.69	\$131.59	\$16.28	\$238.56
		Annual Salary + B	enefits _	\$163,241.49	=		
Step E							
		<b>\$8,889.95</b> /Mo	onth	\$59.27	/ /Hour		
	Total Benefits	\$5,251.05	59.07%	\$94.27	\$136.79	\$16.92	\$247.98
		Annual Salary + B	enefits =	\$169,692.04	=		



# Environmental Compliance Inspector II Department: Public Works

Step A							
otep / t		\$8,063.45 /	Month	\$53.76	6 /Hour		
		<b>, , , , , , , , , , , , , , , , , , , </b>		,	,		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.200800	1,619.14			Office Empl	oyees	
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	65.07					
Life Insurance	0.000213	30.92					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	374.39			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	116.92	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,030.93	62.39%	\$87.30	\$126.67	\$15.67	\$229.64
		Annual Salary	+ Benefits =	\$157,132.60	=		
Step B							
Step 5		\$8,466.62 /	Month	\$56.44	4 /Hour		
	Total Benefits	\$5,139.71	60.71%	\$90.71	\$131.62	\$16.28	\$238.61
		Annual Salary	+ Benefits =	\$163,275.98	=		
Step C							
		\$8,889.95 /1	Month	\$59.27	7 /Hour		
	Total Benefits	\$5,253.92	59.10%	\$94.29	\$136.82	\$16.93	\$248.04
		Annual Salary	+ Benefits _	\$169,726.53	=		
Step D							
		\$9,334.45 /	Month	\$62.23	3 /Hour		
	Total Benefits	\$5,373.85	57.57%	\$98.06	\$142.28	\$17.60	\$257.94
		Annual Salary	+ Benefits =	\$176,499.60	=		
Step E							
		\$9,801.17 /	Month	\$65.34	4 /Hour		
	Total Benefits	\$5,499.77	56.11%	\$102.01	\$148.01	\$18.31	\$268.33
		Annual Salary	+ Benefits =	\$183,611.33	=		



# **Equipment Mechanic Department: Public Works**

Senefit   Multiplier   Category   Public Works - Maintenance   Category   Category   Public Works - Maintenance   Category   Cate	Step A							
PRES - Employer			\$6,628.33 /M	onth	\$44.19	<b>9</b> /Hour		
PRES - Employer	Ranafit	Multiplier				Catego	m.	
Management incentive			1 330 97			· · · · · · · · · · · · · · · · · · ·		
Health Insurance		0.200000	•			Tublic Works IVI	amtenance	
Health Insurance								
Dental Insurance								
Life Insurance	Dental Insurance							
Holiday Pay	LTD & STD Insurance	0.008070	53.49					
Uniform Allowance   Standby   Stan	Life Insurance	0.000213	25.41					
Standby   Retiree Medical   794.80	Holiday Pay		0.00					
Retiree Medical   794.80   0.00   0	Uniform Allowance		0.00					
Deferred Comp.	Standby		0.00					
Workers Comp. Vision Insurance Needicare         0.046430 23.69 23.69 23.69 36.11         Hourly Rate & Department Citywide Noverhead         17.95% Citywide Total Hourl Rate Overhead         Total Hourl Rate Needicare         Department Citywide Citywide Noverhead         Total Hourl Rate Needicare         Department Citywide Citywide Citywide Noverhead         Total Hourl Rate Needicare         Department Citywide Citywide Citywide Needicare         Total Hourl Rate Needicare         Needicare         Powerhead Overhead         Total Benefits         \$13.48 \$197.58           Step B         \$4,638.24 69.98% \$75.11 \$108.99 \$13.48 \$197.58           Step B         \$6,959.75 /Month \$46.40 /Hour           Total Benefits         \$4,727.65 67.93% \$77.92 \$113.06 \$13.99 \$204.97           Annual Salary + Benefits \$4,727.65 67.93% \$77.92 \$113.06 \$13.99 \$204.97           Annual Salary + Benefits \$4,821.54 65.98% \$80.86 \$117.33 \$14.51 \$212.70           Annual Salary + Benefits \$4,821.54 65.98% \$80.86 \$117.33 \$14.51 \$212.70           Step D           \$7,673.12 /Month \$51.15 /Hour           Total Benefits \$4,920.12 64.12% \$83.95 \$121.82 \$15.07 \$220.84           Annual Salary + Benefits \$151,118.87           Step E								
Vision Insurance Medicare         23.69 96.11         Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hourl Rate Overhead           Total Benefits         \$4,638.24         69.98%         \$75.11         \$108.99         \$13.48         \$197.58           Annual Salary + Benefits         \$135,198.78         \$13.48         \$197.58           Step B         \$6,959.75 / Month         \$46.40 / Hour           Total Benefits         \$4,727.65         67.93%         \$77.92         \$113.06         \$13.99         \$204.97           Annual Salary + Benefits         \$140,248.77         \$140,248.77         \$150,000         \$14.51         \$212.70           Step C         \$7,307.73 / Month         \$48.72 / Hour         \$14.51         \$212.70           Annual Salary + Benefits         \$145,551.26         \$145,551.26           Step D           \$7,673.12 / Month         \$51.15 / Hour           Total Benefits         \$4,920.12         64.12%         \$83.95         \$121.82         \$15.07         \$220.84           Step E	· ·							
Medicare         0.014500         96.11         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$4,638.24         69.98%         \$75.11         \$108.99         \$13.48         \$197.58           Annual Salary + Benefits         \$135,198.78           \$6,959.75 /Month         \$46.40 /Hour           Total Benefits         \$4,727.65         67.93%         \$77.92         \$113.06         \$13.99         \$204.97           Annual Salary + Benefits         \$140,248.77           Step C         \$7,307.73 /Month         \$48.72 /Hour           Total Benefits         \$4,821.54         65.98%         \$80.86         \$117.33         \$14.51         \$212.70           Annual Salary + Benefits         \$145,551.26           Step D           \$7,673.12 /Month         \$51.15 /Hour           Total Benefits         \$4,920.12         64.12%         \$83.95         \$121.82         \$15.07         \$220.84           Annual Salary + Benefits         \$151,118.87	• · · · · · · · · · · · · · · · · · · ·	0.046430						
Total Benefits \$4,638.24 69.98% \$75.11 \$108.99 \$13.48 \$197.58  Annual Salary + Benefits \$135,198.78  Step B  \$6,959.75 / Month \$46.40 / Hour  Total Benefits \$4,727.65 67.93% \$77.92 \$113.06 \$13.99 \$204.97  Annual Salary + Benefits \$140,248.77  Step C  \$7,307.73 / Month \$48.72 / Hour  Total Benefits \$4,821.54 65.98% \$80.86 \$117.33 \$14.51 \$212.70  Annual Salary + Benefits \$145,551.26  Step D  \$7,673.12 / Month \$51.15 / Hour  Total Benefits \$4,920.12 64.12% \$83.95 \$121.82 \$15.07 \$220.84  Annual Salary + Benefits \$151,118.87					=		-	•
Step B   \$6,959.75   Month   \$46.40   Hour	Medicare	0.014500	96.11	_	& Benefits	Overhead	Overhead	Rate
Step B   \$6,959.75   Month   \$46.40   Hour		Total Benefits	\$4,638.24	69.98%	\$75.11	\$108.99	\$13.48	\$197.58
\$6,959.75 /Month \$46.40 /Hour  Total Benefits \$4,727.65 67.93% \$77.92 \$113.06 \$13.99 \$204.97  Annual Salary + Benefits \$140,248.77  Step C  \$7,307.73 /Month \$48.72 /Hour  Total Benefits \$4,821.54 65.98% \$80.86 \$117.33 \$14.51 \$212.70  Annual Salary + Benefits \$145,551.26  Step D  \$7,673.12 /Month \$51.15 /Hour  Total Benefits \$4,920.12 64.12% \$83.95 \$121.82 \$15.07 \$220.84  Annual Salary + Benefits \$151,118.87			Annual Salary + E	Benefits _	\$135,198.78	=		
\$6,959.75 /Month \$46.40 /Hour  Total Benefits \$4,727.65 67.93% \$77.92 \$113.06 \$13.99 \$204.97  Annual Salary + Benefits \$140,248.77  Step C  \$7,307.73 /Month \$48.72 /Hour  Total Benefits \$4,821.54 65.98% \$80.86 \$117.33 \$14.51 \$212.70  Annual Salary + Benefits \$145,551.26  Step D  \$7,673.12 /Month \$51.15 /Hour  Total Benefits \$4,920.12 64.12% \$83.95 \$121.82 \$15.07 \$220.84  Annual Salary + Benefits \$151,118.87	Step B							
Step C   \$7,307.73   Month   \$48.72   Hour			\$ <b>6,959.75</b> /M	onth	\$46.40	0 /Hour		
Step C           \$7,307.73 /Month         \$48.72 /Hour           Total Benefits         \$4,821.54 65.98%         \$80.86 \$117.33 \$14.51 \$212.70           Annual Salary + Benefits         \$145,551.26           Step D         \$7,673.12 /Month         \$51.15 /Hour           Total Benefits         \$4,920.12 64.12%         \$83.95 \$121.82 \$15.07 \$220.84           Annual Salary + Benefits         \$151,118.87		Total Benefits	\$4,727.65	67.93%	\$77.92	\$113.06	\$13.99	\$204.97
\$7,307.73 /Month \$48.72 /Hour  Total Benefits \$4,821.54 65.98% \$80.86 \$117.33 \$14.51 \$212.70  Annual Salary + Benefits \$145,551.26  Step D  \$7,673.12 /Month \$51.15 /Hour  Total Benefits \$4,920.12 64.12% \$83.95 \$121.82 \$15.07 \$220.84  Annual Salary + Benefits \$151,118.87			Annual Salary + E	Benefits =	\$140,248.77	=		
Total Benefits \$4,821.54 65.98% \$80.86 \$117.33 \$14.51 \$212.70  Annual Salary + Benefits \$145,551.26  Step D  \$7,673.12 /Month \$51.15 /Hour  Total Benefits \$4,920.12 64.12% \$83.95 \$121.82 \$15.07 \$220.84  Annual Salary + Benefits \$151,118.87	Step C							
Step D   \$7,673.12   Month   \$51.15   Hour			\$ <b>7,307.73</b> /M	onth	\$48.72	2 /Hour		
\$7,673.12 /Month \$51.15 /Hour  Total Benefits \$4,920.12 64.12% \$83.95 \$121.82 \$15.07 \$220.84  Annual Salary + Benefits \$151,118.87		Total Benefits	\$4,821.54	65.98%	\$80.86	\$117.33	\$14.51	\$212.70
\$7,673.12 /Month \$51.15 /Hour  Total Benefits \$4,920.12 64.12% \$83.95 \$121.82 \$15.07 \$220.84  Annual Salary + Benefits \$151,118.87  Step E			Annual Salary + E	Benefits =	\$145,551.26	=		
Total Benefits \$4,920.12 64.12% \$83.95 \$121.82 \$15.07 \$220.84  Annual Salary + Benefits \$151,118.87  Step E	Step D							
Annual Salary + Benefits \$151,118.87  Step E			\$7,673.12 /M	onth	\$51.1	5 /Hour		
Step E		Total Benefits	\$4,920.12	64.12%	\$83.95	\$121.82	\$15.07	\$220.84
			Annual Salary + E	Benefits =	\$151,118.87	=		
<b>\$8,056.77</b> /Month \$53.71 /Hour	Step E							
			<b>\$8,056.77</b> /Mo	onth	\$53.72	1 /Hour		
Total Benefits \$5,023.63 62.35% <b>\$87.20 \$126.53 \$15.65 \$229.38</b>		Total Benefits	\$5,023.63	62.35%	\$87.20	\$126.53	\$15.65	\$229.38
Annual Salary + Benefits\$156,964.87			Annual Salary + E	Benefits =	\$156,964.87	=		



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

Step A							
		\$ <b>6,938.39</b> /N	∕Ionth	\$46.26	6 /Hour		
Donofit	N.A. JAirelian				Catana		
Benefit BERS Employer	Multiplier 0.200800	1,393.23			<u>Catego</u> Office Empl		
PERS - Employer Management Incentive	0.200600	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	55.99					
Life Insurance	0.000213	26.60					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	322.15			36.72%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	100.61	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,723.08	68.07%	\$77.74	\$28.55	\$13.95	\$120.24
		Annual Salary +	Benefits _	\$139,937.65	=		
Step B							
		\$ <b>7,285.31</b> /N	/lonth	\$48.5	7 /Hour		
	Total Benefits	\$4,816.68	66.11%	\$80.68	\$29.63	\$14.48	\$124.79
		Annual Salary +	Benefits =	\$145,223.87	=		
Step C							
		\$ <b>7,649.58</b> /N	∕lonth	\$51.00	0 /Hour		
	Total Benefits	\$4,914.96	64.25%	\$83.76	\$30.76	\$15.04	\$129.56
		Annual Salary +	Benefits =	\$150,774.40	=		
Step D							
		\$8,032.06 /N	⁄lonth	\$53.5	5 /Hour		
	Total Benefits	\$5,018.15	62.48%	\$87.00	\$31.95	\$15.62	\$134.57
		Annual Salary +	Benefits =	\$156,602.46	=		
Step E							
		\$ <b>8,433.66</b> /N	/lonth	\$56.22	2 /Hour		
	Total Benefits	\$5,126.50	60.79%	\$90.40	\$33.20	\$16.23	\$139.83
		Annual Salary +	Benefits =	\$162,721.93	=		



### Executive Assistant Department: City Manager

Senefit   Multiplier   O.200800   1,393.23   Office Employees   Office Employees   Office Employees   Office Employees   Office Employees   O.200800   O.200800   O.200800   O.200800   O.200800   O.200800   O.200800   O.200800   O.200800   O.2008000   O.20080000   O.20080000   O.20080000   O.20080000   O.20080000   O.200800000   O.200800000   O.20080000000   O.20080000000000   O.20080000000000000000000000000000000000	Step A							
PERS - Employer			\$6,938.39 /	∕lonth	\$46.26	6 /Hour		
PERS - Employer	Ronofit	Multiplier				Catego	ru.	
Management Incentive EAP			1 393 23					
BAP		0.200000	•			Office Empi	Oyees	
Health Insurance   1,846,13   Dental Insurance   1,55,99   Life Insurance   1,55,99   Life Insurance   1,55,99   Life Insurance   0,000,700   2,660   Holiday Pay   0,000   Retiree Medical   794,80   100,61   Retiree Medical   100,								
Dental Insurance								
Life Insurance Holiday Pay 0.00 Holiday Pay 0.00 Uniform Allowance Standby 0.00 Holiday Pay 0.00 Standby 0.00 Retiree Medical 794.80 Deferred Comp. 0.00 Workers Comp. 0.046430 322.15 Deferred Comp. 0.000 Holidare 0.014500 100.61 Standby 8. Benefits 5139,937.65 Page 17.95% Total Hourly Rate 8. Benefits 0.014500 100.61 Standby 8. Benefits 5139,937.65 Page 17.95% Pa	Dental Insurance							
Holiday Pay Uniform Allowance Standby 0.00   100   1794.80   1794.80   1795	LTD & STD Insurance	0.008070	55.99					
Uniform Allowance   0.00   Standby   0.00   Retiree Medical   794.80   0.00   Very Score   0.046430   322.15   Very Score   0.046430   322.15   Very Score   0.046430   322.15   Very Score   0.014500   100.61   Very Score	Life Insurance	0.000213	26.60					
Standby	Holiday Pay		0.00					
Retiree Medical Deferred Comp.   0.00	Uniform Allowance		0.00					
Deferred Comp.   0.00   322.15	Standby		0.00					
Workers Comp. Vision Insurance Note (Insurance Note) (Insurance Not								
Vision Insurance Medicare	The state of the s							
Medicare       0.014500       100.61       & Benefits       Overhead       Overhead       Rate         Total Benefits       \$4,723.08       68.07%       \$77.74       \$40.11       \$13.95       \$131.80         Step B         \$7,285.31 /Month       \$48.57 /Hour         Total Benefits       \$4,816.68       66.11%       \$80.68       \$41.62       \$14.48       \$136.78         Annual Salary + Benefits       \$145,223.87         Step C       \$7,649.58 /Month       \$51.00 /Hour         Total Benefits       \$4,914.96       64.25%       \$83.76       \$43.21       \$15.04       \$142.01         Step D         \$8,032.06 /Month       \$53.55 /Hour         Total Benefits       \$5,018.15       62.48%       \$87.00       \$44.88       \$15.62       \$147.50         Step E         \$8,433.66 /Month       \$56.22 /Hour         Total Benefits       \$5,126.50       60.79%       \$90.40       \$46.64       \$16.23       \$153.27		0.046430						
Total Benefits					=		=	= 1
Step B   \$7,285.31   Month   \$48.57   Hour	Medicare	0.014500	100.61	_	& Benefits	Overhead	Overhead	Rate
Step B   \$7,285.31   Month   \$48.57   Hour		Total Benefits	\$4,723.08	68.07%	\$77.74	\$40.11	\$13.95	\$131.80
\$7,285.31 /Month \$48.57 /Hour  Total Benefits \$4,816.68 66.11% \$80.68 \$41.62 \$14.48 \$136.78  Annual Salary + Benefits \$145,223.87  Step C  \$7,649.58 /Month \$51.00 /Hour  Total Benefits \$4,914.96 64.25% \$83.76 \$43.21 \$15.04 \$142.01  Annual Salary + Benefits \$150,774.40  Step D  \$8,032.06 /Month \$53.55 /Hour  Total Benefits \$5,018.15 62.48% \$87.00 \$44.88 \$15.62 \$147.50  Annual Salary + Benefits \$156,602.46  Step E  \$8,433.66 /Month \$56.22 /Hour  Total Benefits \$5,126.50 60.79% \$90.40 \$46.64 \$16.23 \$153.27			Annual Salary +	Benefits _	\$139,937.65	=		
\$7,285.31 /Month \$48.57 /Hour  Total Benefits \$4,816.68 66.11% \$80.68 \$41.62 \$14.48 \$136.78  Annual Salary + Benefits \$145,223.87  Step C  \$7,649.58 /Month \$51.00 /Hour  Total Benefits \$4,914.96 64.25% \$83.76 \$43.21 \$15.04 \$142.01  Annual Salary + Benefits \$150,774.40  Step D  \$8,032.06 /Month \$53.55 /Hour  Total Benefits \$5,018.15 62.48% \$87.00 \$44.88 \$15.62 \$147.50  Annual Salary + Benefits \$156,602.46  Step E  \$8,433.66 /Month \$56.22 /Hour  Total Benefits \$5,126.50 60.79% \$90.40 \$46.64 \$16.23 \$153.27	Sten B							
Annual Salary + Benefits         \$145,223.87           \$7,649.58 /Month         \$51.00 /Hour           Total Benefits         \$4,914.96         64.25%         \$83.76         \$43.21         \$15.04         \$142.01           Annual Salary + Benefits         \$150,774.40           Step D           \$8,032.06 /Month         \$53.55 /Hour           Total Benefits         \$5,018.15         62.48%         \$87.00         \$44.88         \$15.62         \$147.50           Step E           \$8,433.66 /Month         \$56.22 /Hour           Total Benefits         \$5,126.50         60.79%         \$90.40         \$46.64         \$16.23         \$153.27	- Ctop 2		\$ <b>7,285.31</b> /N	/lonth	\$48.5	7 /Hour		
Step C         \$7,649.58 /Month       \$51.00 /Hour         Total Benefits       \$4,914.96       64.25%       \$83.76       \$43.21       \$15.04       \$142.01         Annual Salary + Benefits       \$150,774.40         \$8,032.06 /Month       \$53.55 /Hour         Total Benefits       \$5,018.15       62.48%       \$87.00       \$44.88       \$15.62       \$147.50         Annual Salary + Benefits       \$156,602.46         Step E         \$8,433.66 /Month       \$56.22 /Hour         Total Benefits       \$5,126.50       60.79%       \$90.40       \$46.64       \$16.23       \$153.27		Total Benefits	\$4,816.68	66.11%	\$80.68	\$41.62	\$14.48	\$136.78
\$7,649.58 /Month \$51.00 /Hour  Total Benefits \$4,914.96 64.25% \$83.76 \$43.21 \$15.04 \$142.01  Annual Salary + Benefits \$150,774.40  \$8,032.06 /Month \$53.55 /Hour  Total Benefits \$5,018.15 62.48% \$87.00 \$44.88 \$15.62 \$147.50  Annual Salary + Benefits \$156,602.46  \$8,433.66 /Month \$56.22 /Hour  Total Benefits \$5,126.50 60.79% \$90.40 \$46.64 \$16.23 \$153.27			Annual Salary +	Benefits _	\$145,223.87	=		
Total Benefits \$4,914.96 64.25% \$83.76 \$43.21 \$15.04 \$142.01  Annual Salary + Benefits \$150,774.40  Step D  \$8,032.06 / Month \$53.55 / Hour  Total Benefits \$5,018.15 62.48% \$87.00 \$44.88 \$15.62 \$147.50  Annual Salary + Benefits \$156,602.46  Step E  \$8,433.66 / Month \$56.22 / Hour  Total Benefits \$5,126.50 60.79% \$90.40 \$46.64 \$16.23 \$153.27	Step C							
Step D   \$8,032.06   Month   \$53.55   Hour     Total Benefits   \$5,018.15   62.48%   \$87.00   \$44.88   \$15.62   \$147.50     Annual Salary + Benefits   \$156,602.46     Step E   \$8,433.66   Month   \$56.22   Hour     Total Benefits   \$5,126.50   60.79%   \$90.40   \$46.64   \$16.23   \$153.27			\$ <b>7,649.58</b> /N	Лonth	\$51.00	0 /Hour		
\$8,032.06 /Month \$53.55 /Hour  Total Benefits \$5,018.15 62.48% \$87.00 \$44.88 \$15.62 \$147.50  Annual Salary + Benefits \$156,602.46  Step E  \$8,433.66 /Month \$56.22 /Hour  Total Benefits \$5,126.50 60.79% \$90.40 \$46.64 \$16.23 \$153.27		Total Benefits	\$4,914.96	64.25%	\$83.76	\$43.21	\$15.04	\$142.01
\$8,032.06 /Month \$53.55 /Hour  Total Benefits \$5,018.15 62.48% \$87.00 \$44.88 \$15.62 \$147.50  Annual Salary + Benefits \$156,602.46  Step E  \$8,433.66 /Month \$56.22 /Hour  Total Benefits \$5,126.50 60.79% \$90.40 \$46.64 \$16.23 \$153.27			Annual Salary +	· Benefits =	\$150,774.40	=		
\$8,032.06 /Month \$53.55 /Hour  Total Benefits \$5,018.15 62.48% \$87.00 \$44.88 \$15.62 \$147.50  Annual Salary + Benefits \$156,602.46  Step E  \$8,433.66 /Month \$56.22 /Hour  Total Benefits \$5,126.50 60.79% \$90.40 \$46.64 \$16.23 \$153.27	Step D							
Annual Salary + Benefits \$156,602.46  Step E  \$8,433.66 /Month \$56.22 /Hour  Total Benefits \$5,126.50 60.79% \$90.40 \$46.64 \$16.23 \$153.27			\$8,032.06 /	/lonth	\$53.5	5 /Hour		
\$8,433.66 /Month \$56.22 /Hour  Total Benefits \$5,126.50 60.79% \$90.40 \$46.64 \$16.23 \$153.27		Total Benefits	\$5,018.15	62.48%	\$87.00	\$44.88	\$15.62	\$147.50
\$8,433.66 /Month \$56.22 /Hour  Total Benefits \$5,126.50 60.79% \$90.40 \$46.64 \$16.23 \$153.27			Annual Salary +	Benefits =	\$156,602.46	=		
Total Benefits \$5,126.50 60.79% <b>\$90.40 \$46.64 \$16.23 \$153.27</b>	Step E							
			\$8,433.66 /	/lonth	\$56.22	2 /Hour		
Annual Salary + Benefits \$162,721,93		Total Benefits	\$5,126.50	60.79%	\$90.40	\$46.64	\$16.23	\$153.27
7.11.100. 50.10. 1 . 50.10.110 <u>7.10.11.155</u>			Annual Salary +	· Benefits =	\$162,721.93	=		



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

Step A		AC 000 00 /-					
		\$6,938.39 /	Vionth	\$46.26	6 /Hour		
Benefit	<u>Multiplier</u>				Catego	rv.	
PERS - Employer	0.200800	1,393.23			Office Empl		
Management Incentive	0.20000	0.00			Office Empi	Oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	55.99					
Life Insurance	0.000213	26.60					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	322.15			36.65%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	100.61	_	& Benefits	Overhead	Overhead	Rate
Т	Total Benefits	\$4,723.08	68.07%	\$77.74	\$28.49	\$13.95	\$120.18
		Annual Salary -	+ Benefits _	\$139,937.65	=		
Step B							
		\$ <b>7,285.31</b> /1	Month	\$48.57	7 /Hour		
Т	Total Benefits	\$4,816.68	66.11%	\$80.68	\$29.57	\$14.48	\$124.73
		Annual Salary -	+ Benefits =	\$145,223.87	=		
Step C							
		\$7,649.58 /1	Month	\$51.00	) /Hour		
т	Total Benefits	\$4,914.96	64.25%	\$83.76	\$30.70	\$15.04	\$129.50
		Annual Salary -	+ Benefits _	\$150,774.40	=		
Step D							
		\$8,032.06 /1	Month	\$53.55	5 /Hour		
Т	Total Benefits	\$5,018.15	62.48%	\$87.00	\$31.89	\$15.62	\$134.51
		Annual Salary -	+ Benefits _	\$156,602.46	=		
Step E							
		\$8,433.66 /1	Month	\$56.22	2 /Hour		
Т	Total Benefits	\$5,126.50	60.79%	\$90.40	\$33.13	\$16.23	\$139.76
		Annual Salary -	+ Benefits =	\$162,721.93	=		



#### Facilities Maintenance Supervisor Department: Public Works

Step A							
		<b>\$7,558.84</b> /N	<b>lonth</b>	\$50.39	<b>9</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,517.82		Non-	Sworn Profession	<del></del> '	ors
Management Incentive		0.00				,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	61.00					
Life Insurance	0.000213	28.98					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	261.18					
Workers Comp.	0.046430	350.96			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	109.60	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,154.03	68.19%	\$84.75	\$122.98	\$15.21	\$222.94
		Annual Salary +	Benefits _	\$152,554.47	=		
Step B							
Step 6		<b>\$7,936.78</b> /N	1onth	¢E2.04	1 /110.05		
		\$7,330.76 / N	nontin	\$52.9.	1 /Hour		
	Total Benefits	\$5,256.00	66.22%	\$87.95	\$127.62	\$15.79	\$231.36
		Annual Salary +	Benefits _	\$158,313.40	=		
Step C							
		\$8,333.62 /N	1onth	\$55.56	6 /Hour		
	Total Benefits	\$5,363.07	64.35%	\$91.31	\$132.49	\$16.39	\$240.19
		Annual Salary +	Benefits _	\$164,360.27	=		
Step D							
0.000		\$ <b>8,750.30</b> /N	1onth	\$58.34	4 /Hour		
	Total Benefits	\$5,475.49	62.57%	\$94.84	\$137.61	\$17.02	\$249.47
		Annual Salary +	Benefits _	\$170,709.49	=		
Step E							
Step L		\$ <b>9,187.82</b> /N	/lonth	\$61.25	5 /Hour		
	Total Benefits	\$5,593.53	60.88%	\$98.54	\$142.98	\$17.69	\$259.21
		Annual Salary +	Benefits _	\$177,376.17	=		



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

Step A						
		<b>\$5,198.45</b> /Month	\$34.60	<b>6</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	m,	
PERS - Employer	0.200800	1,043.85		Public Works - M		
Management Incentive	0.200800	0.00		Fublic Works - IVI	annenance	
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	41.95				
Life Insurance	0.000213	19.93				
Holiday Pay	0.000213	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	241.36		145.10%	17.95%	
Vision Insurance	0.040430	23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	75.38	& Benefits	Overhead	Overhead	Rate
ivieuicare	0.014300	73.36	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$4,246.97 81.70%	\$62.97	\$91.37	\$11.30	\$165.64
		Annual Salary + Benefits	\$113,345.07	=		
Step B						
Step B		<b>\$5,458.37</b> /Month	\$36.3	9 /Hour		
	Total Benefits	\$4,317.10 79.09%	\$65.17	\$94.56	\$11.70	\$171.43
		Annual Salary + Benefits	\$117,305.67	=		
Step C						
		<b>\$5,731.29</b> /Month	\$38.2	1 /Hour		
	Total Benefits	\$4,390.73 76.61%	\$67.48	\$97.91	\$12.11	\$177.50
		Annual Salary + Benefits	\$121,464.29			
		=		_		
Step D		<b>\$6,017.86</b> /Month	¢ <i>1</i> 0.1	2 /Hour		
		70,017.00 / WOULD	Ş <del>4</del> ∪.1	z /IIUUI		
	Total Benefits	\$4,468.05 74.25%	\$69.91	\$101.43	\$12.55	\$183.89
		Annual Salary + Benefits	\$125,830.85	_		
Step E						
		<b>\$6,318.75</b> /Month	\$42.1	2 /Hour		
	Total Benefits	\$4,549.23 72.00%	\$72.45	\$105.13	\$13.01	\$190.59
		Annual Salary + Benefits	\$130,415.73	<b>=</b>		



### Facilities Maintenance Worker II Department: Public Works

Step A							
		\$5,731.29 /N	lonth	\$38.21	<b>L</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	m.	
PERS - Employer	0.200800	1,150.84			Public Works - M		
Management Incentive	0.200800	0.00			FUDIIC WOLKS - IVI	annenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	46.25					
Life Insurance	0.000213	21.97					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	266.10			145.10%	17.95%	
Vision Insurance	0.040450	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	83.10		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	05.10		G Delicitis	Overneau	Overneda	nate
	Total Benefits	\$4,392.78	76.65%	\$67.49	\$97.93	\$12.12	\$177.54
		Annual Salary +	Benefits =	\$121,488.80	=		
Step B							
эсерь		\$ <b>6,017.86</b> /N	1onth	¢40.11	2 /110.05		
		30,017.80 / IV	IOIILII	\$40.1.	2 /Hour		
	Total Benefits	\$4,470.09	74.28%	\$69.92	\$101.45	\$12.55	\$183.92
		Annual Salary +	Benefits =	\$125,855.36	=		
Step C							
2004 2		\$6,318.75 /N	onth	\$42.12	2 /Hour		
	Total Benefits	\$4,551.27	72.03%	\$72.47	\$105.15	\$13.01	\$190.63
		Annual Salary +	Benefits =	\$130,440.24	=		
Step D							
		\$6,634.69 /N	lonth	\$44.23	3 /Hour		
	Total Benefits	\$4,636.51	69.88%	\$75.14	\$109.03	\$13.49	\$197.66
		Annual Salary +	Benefits =	\$135,254.37	=		
Step E							
		\$ <b>6,966.42</b> /N	lonth	\$46.4	4 /Hour		
	Total Benefits	\$4,726.01	67.84%	\$77.95	\$113.10	\$13.99	\$205.04
		Annual Salary +	Benefits _	\$140,309.21	=		



#### Finance/Special Projects Coordinator Department: Finance and Information Systems

Step A							
		\$ <b>7,357.70</b> /i	Month	\$49.05	5 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,477.43			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees .	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	59.38					
Life Insurance	0.000213	28.21					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	341.62			31.28%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	106.69	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,837.82	65.75%	\$81.30	\$25.43	\$14.59	\$121.32
		Annual Salary	+ Benefits =	\$146,346.18	=		
Step B							
этер в		\$ <b>7,725.58</b> /I	Month	¢51 5	0 /Hour		
		77,723.30 /1	VIOITLII	اد.در	o /rioui		
	Total Benefits	\$4,937.07	63.91%	\$84.42	\$26.41	\$15.15	\$125.98
		Annual Salary	+ Benefits =	\$151,951.86	=		
Step C							
		\$8,111.86 /	Month	\$54.0	8 /Hour		
	Total Benefits	\$5,041.29	62.15%	\$87.69	\$27.43	\$15.74	\$130.86
		Annual Salary	+ Ronofits	\$157,837.83			
		Ailliuai Jaiai y	=	7137,037.03	=		
Step D							
		\$8,517.46 /	Month	\$56.7	8 /Hour		
	Total Benefits	\$5,150.72	60.47%	\$91.12	\$28.50	\$16.36	\$135.98
		Annual Salary	+ Benefits _	\$164,018.10	=		
Step E							
		\$8,943.33 /1	Month	\$59.6	2 /Hour		
	Total Benefits	\$5,265.62	58.88%	\$94.73	\$29.63	\$17.00	\$141.36
		Annual Salary	+ Benefits _	\$170,507.38	=		



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

Step A							
		<b>\$9,864.26</b> /Mon	th	\$65.76	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,980.74		Non	-Sworn Manager		ıl
Management Incentive		0.00				.,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	79.60					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	405.93					
Workers Comp.	0.046430	458.00			145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	143.03	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,923.75 60	0.05%	\$105.25	\$152.72	\$18.89	\$276.86
		Annual Salary + Ben	efits _	\$189,456.10	=		
Step B							
Step 5		<b>\$10,357.47</b> /Mon	th	\$69.05	/Hour		
	Total Benefits	\$6,056.82 58	3.48%	\$109.43	\$158.78	\$19.64	\$287.85
		Annual Salary + Ben	efits _	\$196,971.48	=		
Step C							
		<b>\$10,875.34</b> /Mon	th	\$72.50	/Hour		
	Total Benefits	\$6,196.54 56	5.98%	\$113.81	\$165.14	\$20.43	\$299.38
		Annual Salary + Ben	efits _	\$204,862.63	=		
Step D							
		<b>\$11,419.11</b> /Mon	th	\$76.13	Hour		
	Total Benefits	\$6,343.25 55	5.55%	\$118.42	\$171.82	\$21.26	\$311.50
		Annual Salary + Ben	efits _	\$213,148.34	=		
Step E							
	-	<b>\$11,990.06</b> /Mon	th	\$79.93	Hour		
	Total Benefits	\$6,497.30 54	1.19%	\$123.25	\$178.83	\$22.12	\$324.20
		Annual Salary + Ben	efits _	\$221,848.33	=		



#### Fleet Supervisor Department: Public Works

Step A							
		\$8,403.90 /	Month	\$56.03	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,687.50		Non-	-Sworn Profession	<del></del> '	ors
Management Incentive	0.20000	0.00		110	311011111010331011	ais, supervise	,,,,
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	67.82					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	278.08					
Workers Comp.	0.046430	390.19			145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	121.86	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,401.90	64.28%	\$92.04	\$133.55	\$16.52	\$242.11
		Annual Salary	+ Benefits =	\$165,669.54	=		
Step B							
Step 5		\$8,824.08 /1	Month	\$58.83	3 /Hour		
	Total Benefits	\$5,515.27	62.50%	\$95.60	\$138.71	\$17.16	\$251.47
		Annual Salary	+ Benefits =	\$172,072.20	=		
Step C							
		\$9,265.29 /	Month	\$61.7	7 /Hour		
	Total Benefits	\$5,634.30	60.81%	\$99.33	\$144.13	\$17.83	\$261.29
		Annual Salary	+ Benefits _	\$178,795.10	=		
Step D							
	_	\$9,728.56 /	Month	\$64.8	6 /Hour		
	Total Benefits	\$5,759.29	59.20%	\$103.25	\$149.82	\$18.53	\$271.60
		Annual Salary -	+ Benefits =	\$185,854.17	=		
Step E							
	-	\$ <b>10,214.99</b> /	Month	\$68.1	0 /Hour		
	Total Benefits	\$5,890.53	57.67%	\$107.37	\$155.79	\$19.27	\$282.43
		Annual Salary	+ Benefits _	\$193,266.22	=		



# Geographic Information Systems Coordinator Department: Public Works

Step A							
		\$10,041.59 /	Month	\$66.94	<b>4</b> /Hour		
Benefit	<u>Multiplier</u>				<u>Catego</u>	rv	
PERS - Employer	0.200800	2,016.35		Non-	-Sworn Profession		ors
Management Incentive	0.20000	0.00				.a.o, oape. 1.oc	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	81.04					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	310.83					
Workers Comp.	0.046430	466.23			145.10%	17.95%	
Vision Insurance	0.04.4500	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	145.60	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,876.50	58.52%	\$106.12	\$153.98	\$19.05	\$279.15
		Annual Salary	+ Benefits	\$191,017.18			
		,	=	, - ,-	=		
Step B							
		\$10,543.67	Month	\$70.2	9 /Hour		
	Total Benefits	\$6,011.97	57.02%	\$110.37	\$160.15	\$19.81	\$290.33
		Annual Salary	+ Benefits =	\$198,667.68	=		
Step C							
		\$11,070.86 /	Month	\$73.8	1 /Hour		
	Total Benefits	\$6,154.20	55.59%	\$114.83	\$166.62	\$20.61	\$302.06
		Annual Salary	+ Benefits	\$206,700.69	=		
Stop D							
Step D		\$11,624.40 /	Month	\$77.5	0 /Hour		
	Total Benefits	\$6,303.55	54.23%	\$119.52	\$173.42	\$21.45	\$314.39
		Annual Salary	+ Benefits _	\$215,135.35	=		
Step E							
Step L		\$12,205.62 /	Month	\$81.3	7 /Hour		
	Total Benefits	\$6,460.36	52.93%	\$124.44	\$180.56	\$22.34	\$327.34
		Annual Salary	+ Benefits =	\$223,991.75	=		



### **Grants Program Manager Department: Finance and Information Systems**

Senefit   Multiplier   Senefit   Peris	Step A							
PERS - Employer   0.200800			\$ <b>8,756.40</b> /I	Month	\$58.38	3 /Hour		
PERS - Employer   0.200800	Benefit	Multiplier				Catego	rv	
Management Incentive   Fap   Sab   Sab   Fap   Sab   Sab   Fap   Sab	<u> </u>		1.758.29		Non-	· · · · · · · · · · · · · · · · · · ·	<del></del> '	ors
Facility			· ·				, ,	
Dental Insurance			3.89					
LTD & STD Insurance   0.008070   70.66   14   14   15   15   15   15   15   15	Health Insurance		1,846.13					
Life Insurance Holiday Pay Uniform Allowance Standby One Comp. Variety Citywide Workers Comp. Vision Insurance Medicare  Total Benefits  S\$,504.06  S\$,9,194.22 /Month  Total Benefits  S\$,622.18  Annual Salary + Benefits  S\$,777,796.85  Step C  S\$10,136.63 /Month  Total Benefits  S\$,876.44  S\$10,643.46 /Month  S\$11.04  S\$11.04  S\$11.04  S\$11.04  S\$11.04  S\$11.04  S\$11.05  S\$11.04  S\$11.05  S\$11.04  S\$11.05  S\$11.04  S\$11.05  S\$11.04  S\$11.05  S\$11.04  S\$11.05  S\$11.0	Dental Insurance		155.99					
Holiday Pay Uniform Allowance Standby 0.00   10	LTD & STD Insurance	0.008070	70.66					
Uniform Allowance Standby	Life Insurance	0.000213						
Standby   Retiree Medical   794.80	1 <b>1</b>							
Retire Medical Deferred Comp. Workers Comp. Workers Comp. Workers Comp. Vision Insurance Medicare         2% + \$110   285.13   285.90   285.13   286.90   23.69   23.								
Deferred Comp.   2% + \$110   285.13   406.56   23.69   23.69   23.70   2	•							
Workers Comp. Vision Insurance Medicare         0.046430 0.014500         406.56 23.69 126.97         Hourly Rate & Benefits         31.28% Department Overhead         17.95% Citywide Overhead         Total Hourly Rate           Total Benefits         \$55,504.06         62.86%         \$95.07         \$29.74         \$17.07         \$141.88           Step B         \$9,194.22 / Month         \$61.29 / Hour           Total Benefits         \$5,622.18         61.15%         \$98.78         \$30.90         \$17.73         \$147.41           Step C         \$9,653.94 / Month         \$61.25%         \$102.67         \$32.11         \$18.43         \$153.21           Step D         \$10,136.63 / Month         \$67.58 / Hour         \$19.16 \$159.30           Step D         \$10,136.63 / Month         \$67.58 / Hour         \$19.16 \$159.30           Step E         \$10,643.46 / Month         \$70.97%         \$106.75         \$33.39         \$19.16         \$159.30           Step E         \$10,643.46 / Month         \$70.96 / Hour         \$19.93         \$165.70								
Vision Insurance   Medicare	1 <b>1</b>							
Medicare   0.014500   126.97   8. Benefits   Overhead   Overhead   Overhead   National Salary   Section	1 T	0.046430						
Total Benefits		0.044500			=	' <del>-</del> '	=	-
Step B   \$9,194.22   Month   \$61.29   Hour     Total Benefits   \$5,622.18   61.15%   \$98.78   \$30.90   \$17.73   \$147.41     Annual Salary + Benefits   \$177,796.85     Step C   \$9,653.94   Month   \$64.36   Hour     Total Benefits   \$5,746.21   \$9.52%   \$102.67   \$32.11   \$18.43   \$153.21     Annual Salary + Benefits   \$184,801.74     Step D   \$10,136.63   Month   \$67.58   Hour     Total Benefits   \$5,876.44   \$7.97%   \$106.75   \$33.39   \$19.16   \$159.30     Annual Salary + Benefits   \$192,156.88     Step E   \$10,643.46   Month   \$70.96   Hour     Total Benefits   \$6,013.18   \$66.50%   \$111.04   \$34.73   \$19.93   \$165.70	Medicare	0.014500	126.97	_	& Benefits	Overnead	Overnead	кате
Step B   \$9,194.22   Month   \$61.29   Hour		Total Benefits	\$5,504.06	62.86%	\$95.07	\$29.74	\$17.07	\$141.88
\$9,194.22 /Month       \$61.29 /Hour         Total Benefits       \$5,622.18       61.15%       \$98.78       \$30.90       \$17.73       \$147.41         Step C       \$9,653.94 /Month       \$64.36 /Hour         Total Benefits       \$5,746.21       \$9.52%       \$10.67       \$32.11       \$18.43       \$153.21         Annual Salary + Benefits       \$184,801.74         Total Benefits       \$5,876.44       \$7.97%       \$106.75       \$33.39       \$19.16       \$159.30         Step E         \$10,643.46 /Month       \$70.96 /Hour         Total Benefits       \$6,013.18       \$65.50%       \$111.04       \$34.73       \$19.93       \$165.70			Annual Salary	+ Benefits =	\$171,125.52	=		
\$9,194.22 /Month       \$61.29 /Hour         Total Benefits       \$5,622.18       61.15%       \$98.78       \$30.90       \$17.73       \$147.41         Step C       \$9,653.94 /Month       \$64.36 /Hour         Total Benefits       \$5,746.21       \$9,52%       \$10.67       \$32.11       \$18.43       \$153.21         Annual Salary + Benefits       \$184,801.74         Total Benefits       \$5,876.44       \$7.97%       \$106.75       \$33.39       \$19.16       \$159.30         Step E         \$10,643.46 /Month       \$70.96 /Hour         Total Benefits       \$6,013.18       \$65.50%       \$111.04       \$34.73       \$19.93       \$165.70	Step B							
Annual Salary + Benefits       \$177,796.85         \$9,653.94 /Month \$64.36 /Hour         Total Benefits       \$9,653.94 /Month \$64.36 /Hour         Annual Salary + Benefits       \$102.67 \$32.11 \$18.43 \$153.21         Step D         \$10,136.63 /Month \$67.58 /Hour         Total Benefits       \$5,876.44 \$7.97% \$106.75 \$33.39 \$19.16 \$159.30         Annual Salary + Benefits         \$10,643.46 /Month \$70.96 /Hour         Total Benefits       \$6,013.18 \$6.50% \$111.04 \$34.73 \$19.93 \$165.70			\$9,194.22 /	Month	\$61.2	9 /Hour		
Step C   \$9,653.94   Month   \$64.36   Hour		Total Benefits	\$5,622.18	61.15%	\$98.78	\$30.90	\$17.73	\$147.41
\$9,653.94 /Month \$64.36 /Hour  Total Benefits \$5,746.21 \$9.52% \$102.67 \$32.11 \$18.43 \$153.21  Annual Salary + Benefits \$184,801.74  Step D  \$10,136.63 /Month \$67.58 /Hour  Total Benefits \$5,876.44 \$7.97% \$106.75 \$33.39 \$19.16 \$159.30  Annual Salary + Benefits \$192,156.88  \$10,643.46 /Month \$70.96 /Hour  Total Benefits \$6,013.18 \$66.50% \$111.04 \$34.73 \$19.93 \$165.70			Annual Salary	+ Benefits _	\$177,796.85	=		
Total Benefits \$5,746.21 59.52% \$102.67 \$32.11 \$18.43 \$153.21  Annual Salary + Benefits \$184,801.74  Step D  \$10,136.63 /Month \$67.58 /Hour  Total Benefits \$5,876.44 57.97% \$106.75 \$33.39 \$19.16 \$159.30  Annual Salary + Benefits \$192,156.88  Step E  \$10,643.46 /Month \$70.96 /Hour  Total Benefits \$6,013.18 56.50% \$111.04 \$34.73 \$19.93 \$165.70	Step C							
Annual Salary + Benefits       \$184,801.74         \$10,136.63 /Month       \$67.58 /Hour         Total Benefits       \$5,876.44       57.97%       \$106.75       \$33.39       \$19.16       \$159.30         Annual Salary + Benefits       \$192,156.88         Step E         Total Benefits       \$6,013.18       56.50%       \$111.04       \$34.73       \$19.93       \$165.70			\$ <b>9,653.94</b> /I	Month	\$64.3	6 /Hour		
\$10,136.63 /Month \$67.58 /Hour  Total Benefits \$5,876.44 57.97% \$106.75 \$33.39 \$19.16 \$159.30  Annual Salary + Benefits \$192,156.88  \$10,643.46 /Month \$70.96 /Hour  Total Benefits \$6,013.18 56.50% \$111.04 \$34.73 \$19.93 \$165.70		Total Benefits	\$5,746.21	59.52%	\$102.67	\$32.11	\$18.43	\$153.21
\$10,136.63 /Month \$67.58 /Hour  Total Benefits \$5,876.44 57.97% \$106.75 \$33.39 \$19.16 \$159.30  Annual Salary + Benefits \$192,156.88  Step E  \$10,643.46 /Month \$70.96 /Hour  Total Benefits \$6,013.18 56.50% \$111.04 \$34.73 \$19.93 \$165.70			Annual Salary	+ Benefits =	\$184,801.74	=		
Total Benefits \$5,876.44 57.97% \$106.75 \$33.39 \$19.16 \$159.30  Annual Salary + Benefits \$192,156.88  Step E \$10,643.46 /Month \$70.96 /Hour  Total Benefits \$6,013.18 56.50% \$111.04 \$34.73 \$19.93 \$165.70	Step D							
Annual Salary + Benefits         \$192,156.88           Step E         \$10,643.46 / Month         \$70.96 / Hour           Total Benefits         \$6,013.18         56.50%         \$111.04         \$34.73         \$19.93         \$165.70			\$ <b>10,136.63</b> /	Month	\$67.5	8 /Hour		
Step E           \$10,643.46 / Month         \$70.96 / Hour           Total Benefits         \$6,013.18         56.50%         \$111.04         \$34.73         \$19.93         \$165.70		Total Benefits	\$5,876.44	57.97%	\$106.75	\$33.39	\$19.16	\$159.30
\$10,643.46 /Month \$70.96 /Hour  Total Benefits \$6,013.18 56.50% \$111.04 \$34.73 \$19.93 \$165.70			Annual Salary	+ Benefits _	\$192,156.88	=		
Total Benefits \$6,013.18 56.50% \$111.04 \$34.73 \$19.93 \$165.70	Step E							
			\$ <b>10,643.46</b> /	Month	\$70.9	6 /Hour		
Annual Salary + Benefits \$199,879.78		Total Benefits	\$6,013.18	56.50%	\$111.04	\$34.73	\$19.93	\$165.70
			Annual Salary	+ Benefits _	\$199,879.78	=		



# Housing Analyst Department: Community Development

Step A							
		\$8,839.86 /1	Month	\$58.93	<b>3</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,775.04		Non-	-Sworn Profession	<del></del> "	nrs
Management Incentive	0.20000	0.00		110	3.7.0	ais, supervise	,,,,
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.34					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.80					
Workers Comp.	0.046430	410.43			121.73%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	128.18	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,528.24	62.54%	\$95.79	\$116.60	\$17.19	\$229.58
		Annual Salary -	+ Benefits	\$172,417.19	<b>=</b>		
- CI - D	_						
Step B		<b>.</b>					
		\$9,281.85 /	Vionth	\$61.8	8 /Hour		
	Total Benefits	\$5,647.49	60.84%	\$99.53	\$121.16	\$17.87	\$238.56
		Annual Salary -	+ Benefits _	\$179,152.10	=		
Step C							
		\$9,745.94 /1	Month	\$64.9	7 /Hour		
	Total Benefits	\$5,772.70	59.23%	\$103.46	\$125.94	\$18.57	\$247.97
		Annual Salary -	+ Benefits	\$186,223.75			
			=				
Step D		4.0.0					
		\$10,233.24 /	Vionth	\$68.2	2 /Hour		
	Total Benefits	\$5,904.18	57.70%	\$107.58	\$130.96	\$19.31	\$257.85
		Annual Salary -	+ Benefits =	\$193,648.99	=		
Step E							
		\$10,744.90 /	Month	\$71.6	3 /Hour		
	Total Benefits	\$6,042.22	56.23%	\$111.91	\$136.23	\$20.09	\$268.23
		Annual Salary -	+ Benefits	\$201,445.49	=		



#### Human Resource Assistant I Department: Human Resources

Step A							
		\$5,172.55 /N	Лonth	\$34.48	3 /Hour		
<u>Benefit</u>	Multiplier				<u>Catego</u>	rv.	
PERS - Employer	0.200800	1,038.65			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	41.74					
Life Insurance	0.000213	19.83					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	240.16			39.52%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	75.00	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,239.89	81.97%	\$62.75	\$24.80	\$11.26	\$98.81
		Annual Salary +	· Benefits =	\$112,949.21	=		
Step B							
		\$ <b>5,431.18</b> /N	/lonth	\$36.2	1 /Hour		
	Total Benefits	\$4,309.66	79.35%	\$64.94	\$25.66	\$11.66	\$102.26
		Annual Salary +	Benefits =	\$116,890.07	=		
Step C							
		\$ <b>5,702.73</b> /N	/lonth	\$38.02	2 /Hour		
	Total Benefits	\$4,382.93	76.86%	\$67.24	\$26.57	\$12.07	\$105.88
		Annual Salary +	Benefits =	\$121,027.97	=		
Step D							
		\$ <b>5,987.87</b> /N	/lonth	\$39.92	2 /Hour		
	Total Benefits	\$4,459.86	74.48%	\$69.65	\$27.53	\$12.50	\$109.68
		Annual Salary +	· Benefits =	\$125,372.77	=		
Step E							
		\$6,287.27 /N	/lonth	\$41.92	2 /Hour		
	Total Benefits	\$4,540.64	72.22%	\$72.19	\$28.53	\$12.96	\$113.68
		Annual Salary +	Benefits =	\$129,934.81	=		



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

#### **Department: Human Resources**

Step A							
		\$5,702.73 /N	lonth	\$38.02	? /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,145.11			Office Empl		
Management Incentive	0.200800	0.00			Office Litipi	Oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	46.02					
Life Insurance	0.000213	21.86					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	264.78			39.52%	17.95%	
Vision Insurance	0.040430	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	82.69		& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	02.03		G Deficites	Overneau	Overneau	nate
	Total Benefits	\$4,384.96	76.89%	\$67.25	\$26.58	\$12.07	\$105.90
		Annual Salary +	Benefits _	\$121,052.37	=		
Step B							
3334		\$ <b>5,987.87</b> /N	lonth	\$39.92	2 /Hour		
	Total Benefits	\$4,461.89	74.52%	\$69.67	\$27.53	\$12.50	\$109.70
		Annual Salary +	Benefits _	\$125,397.16	=		
Step C							
		\$ <b>6,287.27</b> /N	1onth	\$41.92	2 /Hour		
	Total Benefits	\$4,542.67	72.25%	\$72.20	\$28.53	\$12.96	\$113.69
		Annual Salary +	Benefits _	\$129,959.20	=		
Step D							
516p 2		<b>\$6,601.63</b> /N	lonth	\$44.01	l /Hour		
	Total Benefits	\$4,627.48	70.10%	\$74.86	\$29.58	\$13.44	\$117.88
		Annual Salary +	Benefits _	\$134,749.35	=		
Step E							
	_	<b>\$6,931.71</b> /N	lonth	\$46.23	1 /Hour		
	Total Benefits	\$4,716.54	68.04%	\$77.65	\$30.69	\$13.94	\$122.28
		Annual Salary +	Benefits =	\$139,778.99	=		



#### Human Resources Manager Department: Human Resources

Step A							
1		\$10,801.03 /	Month	\$72.01	L /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	r <b>v</b>	
PERS - Employer	0.200800	2,168.85		Nor	n-Sworn Manager		ıl
Management Incentive		0.00			_		
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	87.16					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	434.03					
Workers Comp.	0.046430	501.49		Harrie Baka	39.52%	17.95%	Takal Harrida
Vision Insurance	0.014500	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	156.61	_	& Benefits	Overhead	Overhead	Rate
Т	otal Benefits	\$6,204.60	57.44%	\$113.37	\$44.80	\$20.35	\$178.52
		Annual Salary	+ Benefits _	\$204,067.47	=		
Chan D							
Step B		¢11 241 00 /	ما خدر م 1/ ۱	A75.64	4 / 1 1		
		\$11,341.08 /	viontn	\$/5.61	1 /Hour		
Т	otal Benefits	\$6,350.30	55.99%	\$117.94	\$46.61	\$21.17	\$185.72
		Annual Salary	+ Benefits _	\$212,296.56	=		
Step C							
		\$ <b>11,908.13</b> /	Month	\$79.39	9 /Hour		
Т	otal Benefits	\$6,503.29	54.61%	\$122.74	\$48.51	\$22.03	\$193.28
		, -,		•	•	•	
		Annual Salary -	+ Benefits =	\$220,937.10	=		
Step D							
		\$12,503.54 /I	Month	\$83.36	6 /Hour		
Т	otal Benefits	\$6,663.94	53.30%	\$127.78	\$50.50	\$22.94	\$201.22
		Annual Salary	+ Benefits _	\$230,009.67	=		
Step E							
Siep L		\$13,128.71 /	Month	\$87.52	2 /Hour		
				Ų0,.J2	_ ,		
	atal Danafita	\$6,832.61	52.04%	\$133.08	\$52.59	\$23.89	\$209.56
Т	otal Benefits	Ψ0,002.02		,		•	



### **Human Resource Specialist Department: Human Resources**

S7,357.70   Month   S49.05   Hour	Step A						
PERS - Employer			<b>\$7,357.70</b> /Month	\$49.05	6 /Hour		
PERS - Employer	Benefit	Multiplier			Catego	ry	
Management Incentive	<u></u>		1,477.43				
Realth insurance			0.00		·		
Dental Insurance			3.89				
LTD & STD Insurance Union STD Insurance Union STD Insurance Uniform Allowance Standby 0.00 Uniform Allowance Standby 0.00 Retiree Medical 794.80 Deferred Comp. 0.00 Workers Comp. 0.046430 341.62 Hourly Rate Department Citywide Total Hourly Rate Overhead Overhead Overhead National Process of Standby Notices Comp. 0.046430 341.62 Hourly Rate Department Citywide Total Hourly Rate Overhead Overhead Overhead National Process of Standby Notices Comp. 0.046430 341.62 Hourly Rate Department Citywide Total Hourly Rate Notices Overhead Overhead National Process of Standby Notices Overhead Overhead National Process of Standby Notices Overhead National Process of Standby Notices Overhead National Process Overhead National	Health Insurance		1,846.13				
Life Insurance	Dental Insurance		155.99				
Holiday Pay	LTD & STD Insurance	0.008070	59.38				
Uniform Allowance   Standby   O.00		0.000213					
Standby							
Retriec Medical Deferred Comp.   0.00   0.							
Deferred Comp.   Workers Comp.   Vision Insurance   Vision Insurance							
Workers Comp.							
Vision Insurance Medicare         23.69 (106.69)         Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hourly Rate Overhead           Total Benefits         \$4,837.82         65.75%         \$81.30         \$32.13         \$14.59         \$128.02           Annual Salary + Benefits         \$146,346.18           Step B         \$7,725.58 /Month         \$51.50 /Hour           Total Benefits         \$4,937.07         63.91%         \$84.42         \$33.36         \$15.15         \$132.93           Annual Salary + Benefits         \$151,951.86           Step C           \$8,111.86 /Month         \$54.08 /Hour           Total Benefits         \$5,041.29         62.15%         \$87.69         \$34.65         \$15.74         \$138.08           Step D           \$8,517.46 /Month         \$56.78 /Hour           Total Benefits         \$5,150.72         60.47%         \$91.12         \$36.01         \$16.36         \$143.49           Annual Salary + Benefits           \$164,018.10           Step E           \$8,943.33 /Month         \$59.62 /Hour           Total Benefits		0.045400					
Medicare         0.014500         106.69         8. Benefits         Overhead         Overhead         Rate           Step B         70tal Benefits         \$4,837.82         65.75%         \$81.30         \$32.13         \$14.59         \$128.02           Step B         \$7,725.58 /Month         \$51.50 /Hour           Total Benefits         \$4,937.07         63.91%         \$84.42         \$33.36         \$15.15         \$132.93           Annual Salary + Benefits         \$151,951.86           Step C         \$8,111.86 /Month         \$54.08 /Hour           Total Benefits         \$5,041.29         62.15%         \$87.69         \$34.65         \$15.74         \$138.08           Annual Salary + Benefits         \$157,837.83           Step D         \$8,517.46 /Month         \$56.78 /Hour           Total Benefits         \$5,150.72         60.47%         \$91.12         \$36.01         \$16.36         \$143.49           Annual Salary + Benefits         \$164,018.10         \$59.62 /Hour           Total Benefits         \$5,265.62         58.88%         \$94.73         \$37.44         \$17.00         \$149.17		0.046430		Harrie Bata			Takal Hanniba
Total Benefits		0.014500		-	=	=	=
Step B   \$7,725.58   Month   \$51.50   Hour	iviedicare	0.014500	100.09	& Benefits	Overnead	Overnead	Kate
Step B   \$7,725.58   Month   \$51.50   Hour		Total Benefits	\$4,837.82 65.75%	\$81.30	\$32.13	\$14.59	\$128.02
\$7,725.58 /Month \$51.50 /Hour  Total Benefits \$4,937.07 63.91% \$84.42 \$33.36 \$15.15 \$132.93  Annual Salary + Benefits \$151,951.86  Step C  \$8,111.86 /Month \$54.08 /Hour  Total Benefits \$5,041.29 62.15% \$87.69 \$34.65 \$15.74 \$138.08  Annual Salary + Benefits \$157,837.83  Step D  \$8,517.46 /Month \$56.78 /Hour  Total Benefits \$5,150.72 60.47% \$91.12 \$36.01 \$16.36 \$143.49  Annual Salary + Benefits \$164,018.10  Step E  \$8,943.33 /Month \$59.62 /Hour  Total Benefits \$5,265.62 58.88% \$94.73 \$37.44 \$17.00 \$149.17			Annual Salary + Benefits =	\$146,346.18	=		
\$7,725.58 /Month \$51.50 /Hour  Total Benefits \$4,937.07 63.91% \$84.42 \$33.36 \$15.15 \$132.93  Annual Salary + Benefits \$151,951.86  Step C  \$8,111.86 /Month \$54.08 /Hour  Total Benefits \$5,041.29 62.15% \$87.69 \$34.65 \$15.74 \$138.08  Annual Salary + Benefits \$157,837.83  Step D  \$8,517.46 /Month \$56.78 /Hour  Total Benefits \$5,150.72 60.47% \$91.12 \$36.01 \$16.36 \$143.49  Annual Salary + Benefits \$164,018.10  Step E  \$8,943.33 /Month \$59.62 /Hour  Total Benefits \$5,265.62 58.88% \$94.73 \$37.44 \$17.00 \$149.17	Step B						
Step C   \$8,111.86   Month   \$54.08   Hour     Total Benefits   \$5,041.29   62.15%   \$87.69   \$34.65   \$15.74   \$138.08     Annual Salary + Benefits   \$157,837.83     Step D   \$8,517.46   Month   \$56.78   Hour     Total Benefits   \$5,150.72   60.47%   \$91.12   \$36.01   \$16.36   \$143.49     Annual Salary + Benefits   \$164,018.10     Step E   \$8,943.33   Month   \$59.62   Hour     Total Benefits   \$5,265.62   58.88%   \$94.73   \$37.44   \$17.00   \$149.17			<b>\$7,725.58</b> /Month	\$51.50	) /Hour		
Step C         \$8,111.86 /Month       \$54.08 /Hour         Total Benefits       \$5,041.29       62.15%       \$87.69       \$34.65       \$15.74       \$138.08         Annual Salary + Benefits       \$157,837.83         Step D         \$8,517.46 /Month       \$56.78 /Hour         Total Benefits       \$5,150.72       60.47%       \$91.12       \$36.01       \$16.36       \$143.49         Annual Salary + Benefits       \$164,018.10         Step E         \$8,943.33 /Month       \$59.62 /Hour         Total Benefits       \$5,265.62       58.88%       \$94.73       \$37.44       \$17.00       \$149.17		Total Benefits	\$4,937.07 63.91%	\$84.42	\$33.36	\$15.15	\$132.93
\$8,111.86 /Month \$54.08 /Hour  Total Benefits \$5,041.29 62.15% \$87.69 \$34.65 \$15.74 \$138.08  Annual Salary + Benefits \$157,837.83  Step D  \$8,517.46 /Month \$56.78 /Hour  Total Benefits \$5,150.72 60.47% \$91.12 \$36.01 \$16.36 \$143.49  Annual Salary + Benefits \$164,018.10  Step E  \$8,943.33 /Month \$59.62 /Hour  Total Benefits \$5,265.62 58.88% \$94.73 \$37.44 \$17.00 \$149.17			Annual Salary + Benefits =	\$151,951.86	=		
Total Benefits \$5,041.29 62.15% \$87.69 \$34.65 \$15.74 \$138.08  Annual Salary + Benefits \$157,837.83  Step D  \$8,517.46 /Month \$56.78 /Hour  Total Benefits \$5,150.72 60.47% \$91.12 \$36.01 \$16.36 \$143.49  Annual Salary + Benefits \$164,018.10  Step E  \$8,943.33 /Month \$59.62 /Hour  Total Benefits \$5,265.62 58.88% \$94.73 \$37.44 \$17.00 \$149.17	Step C						
Step D   \$8,517.46   Month   \$56.78   Hour			<b>\$8,111.86</b> /Month	\$54.08	3 /Hour		
\$8,517.46 /Month \$56.78 /Hour  Total Benefits \$5,150.72 60.47% \$91.12 \$36.01 \$16.36 \$143.49  Annual Salary + Benefits \$164,018.10  Step E  \$8,943.33 /Month \$59.62 /Hour  Total Benefits \$5,265.62 58.88% \$94.73 \$37.44 \$17.00 \$149.17		Total Benefits	\$5,041.29 62.15%	\$87.69	\$34.65	\$15.74	\$138.08
\$8,517.46 /Month \$56.78 /Hour  Total Benefits \$5,150.72 60.47% \$91.12 \$36.01 \$16.36 \$143.49  Annual Salary + Benefits \$164,018.10  Step E  \$8,943.33 /Month \$59.62 /Hour  Total Benefits \$5,265.62 58.88% \$94.73 \$37.44 \$17.00 \$149.17			Annual Salary + Benefits =	\$157,837.83	=		
\$8,517.46 /Month \$56.78 /Hour  Total Benefits \$5,150.72 60.47% \$91.12 \$36.01 \$16.36 \$143.49  Annual Salary + Benefits \$164,018.10  Step E  \$8,943.33 /Month \$59.62 /Hour  Total Benefits \$5,265.62 58.88% \$94.73 \$37.44 \$17.00 \$149.17	Step D						
Annual Salary + Benefits \$\frac{\\$164,018.10}{\\$164,018.10}\$  Step E  \$8,943.33 /Month \$59.62 /Hour  Total Benefits \$5,265.62 58.88% \$94.73 \$37.44 \$17.00 \$149.17			<b>\$8,517.46</b> /Month	\$56.78	3 /Hour		
\$8,943.33 /Month         \$59.62 /Hour           Total Benefits         \$5,265.62         58.88%         \$94.73         \$37.44         \$17.00         \$149.17		Total Benefits	\$5,150.72 60.47%	\$91.12	\$36.01	\$16.36	\$143.49
\$8,943.33 /Month \$59.62 /Hour  Total Benefits \$5,265.62 58.88% \$94.73 \$37.44 \$17.00 \$149.17			Annual Salary + Benefits =	\$164,018.10	=		
Total Benefits \$5,265.62 58.88% <b>\$94.73 \$37.44 \$17.00 \$149.17</b>	Step E						
		-	<b>\$8,943.33</b> /Month	\$59.62	2 /Hour		
Annual Salary + Benefits \$170,507.38		Total Benefits	\$5,265.62 58.88%	\$94.73	\$37.44	\$17.00	\$149.17
· ————			Annual Salary + Benefits =	\$170,507.38	=		



### Information Systems Specialist Department: Finance and Information Systems

Step A						
		<b>\$9,010.94</b> /Month	\$60.07	<b>7</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.200800	1,809.40	Non-	-Sworn Professior		ors
Management Incentive		0.00			, , , , , , , , , , , , , , , , , , , ,	
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	72.72				
Life Insurance	0.000213	31.95				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		462.48				
Retiree Medical		794.80				
Deferred Comp.	2% + \$110	290.22				
Workers Comp.	0.046430	439.85		31.28%	17.95%	
Vision Insurance		23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	137.36	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,068.48 67.35%	\$100.53	\$31.45	\$18.05	\$150.03
		Annual Salary + Benefits	\$180,953.01	=		
Step B						
этер в		<b>\$9,461.49</b> /Month	\$63.09	8 /Hour		
		75,401.45 / WOULI	Ç03.00	8 /11001		
	Total Benefits	\$6,190.04 65.42%	\$104.34	\$32.64	\$18.73	\$155.71
		Annual Salary + Benefits	\$187,818.26	_		
Step C						
2004		<b>\$9,934.56</b> /Month	\$66.23	3 /Hour		
	Total Danafita	¢c 217 c7	Ć100.3F	ć22 go	Ć10 4F	¢161.60
	Total Benefits	\$6,317.67 63.59%	\$108.35	\$33.89	\$19.45	\$161.69
		Annual Salary + Benefits	\$195,026.78	=		
Step D						
		<b>\$10,431.29</b> /Month	\$69.54	4 /Hour		
	Total Benefits	\$6,451.69 61.85%	\$112.55	\$35.21	\$20.20	\$167.96
		Annual Salary + Benefits	\$202,595.72	=		
Step E						
		<b>\$10,952.85</b> /Month	\$73.0	2 /Hour		
	Total Benefits	\$6,592.41 60.19%	\$116.97	\$36.59	\$21.00	\$174.56
		Annual Salary + Benefits	\$210,543.11	=		
		•				



### Information Systems Technician Department: Finance and Information Systems

Senefit   Multiplier   Category   Categor	Step A							
PRS - Employer			<b>\$7,211.67</b> /Mo	nth	\$48.08	/Hour		
PRS - Employer	Donofit	N.A. JAirelian				Cotono		
Management Incentive   Fap			1 440 10					
Realth Insurance		0.200600	•			Office Empi	oyees	
Health Insurance   1,846.13								
Dental Insurance								
LTD & STD Insurance Ufe Insurance Uffe Insu								
Life Insurance Holiday Pay Uniform Allowance Standby Houry Rate Workers Comp. Workers Comp. Workers Comp.  Total Benefits  S5,265.16  73.01%  S83.18  S26.02  S11.95  Hourly Rate Benefits  S7,572.25 / Month S83.18  S26.02  S14.93  S124.13  Annual Salary + Benefits  S7,572.25 / Month S50.48  Annual Salary + Benefits  S7,950.87 / Month S50.48  S155,216.35  Step C  S7,950.87 / Month S53.01 / Hour  S54.64.59  S8,348.41 / Month S55.66 / Hour  Total Benefits S8,368.41 / Month S55.66 / Hour  Total Benefits S8,368.31 / Month S55.66 / Hour  Step D  Step C  S8,348.41 / Month S55.66 / Hour  Total Benefits S8,368.31 / Month S55.66 / Hour  Total Benefits S8,765.83 / Month S58.44 / Hour  Total Benefits S8,765.83 / Month S58.44 / Hour  S68.44 / Hour		0.008070						
Holiday Pay Uniform Allowance								
Uniform Allowance   Co.00   Standby   440.46   Retiree Medical   794.80   0.00   0.		5.555==5						
Retire Medical Deferred Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Vision Insurance Medicare         0.046430 355.29 23.69 23.69 23.69 355.29 23.69 355.29 23.69 23.69 23.69 24.93 25.265.16 73.01% \$83.18 \$26.02 \$14.93 \$124.13         Total Benefits         \$55.265.16 73.01% \$83.18 \$26.02 \$14.93 \$124.13         \$1.28% Overhead Overhead Overhead Overhead Poverhead Overhead State Poverhead Overhead Poverhead Overhead Overhead Overhead Overhead State Poverhead Overhead Overhead State Poverhead Overhead State Poverhead Overhead Overhead Overhead Overhead Overhead Overhead State Poverhead Overhead								
Retire Medical Deferred Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Vision Insurance Medicare         0.046430 355.29 23.69 23.69 23.69 355.29 23.69 355.29 23.69 23.69 23.69 24.93 25.265.16 73.01% \$83.18 \$26.02 \$14.93 \$124.13         Total Benefits         \$55.265.16 73.01% \$83.18 \$26.02 \$14.93 \$124.13         \$1.28% Overhead Overhead Overhead Overhead Poverhead Overhead State Poverhead Overhead Poverhead Overhead Overhead Overhead Overhead State Poverhead Overhead Overhead State Poverhead Overhead State Poverhead Overhead Overhead Overhead Overhead Overhead Overhead State Poverhead Overhead	Standby							
Workers Comp. Vision Insurance Medicare         0.046430 0.014500         355.29 23.69 110.96         Hourly Rate & Benefits         33.28% Department Department Overhead         17.95% Citywide Overhead         Total Hourly Rate           Total Benefits         \$5,265.16         73.01%         \$83.18         \$26.02         \$14.93         \$124.13           Step B         \$7,572.25 / Month         \$5.048 / Hour         \$15.48         \$128.68           Total Benefits         \$5,362.44         70.82%         \$86.23         \$26.97         \$15.48         \$128.68           Step C         \$7,950.87 / Month         \$55.01 / Hour           Total Benefits         \$5,464.59         68.73%         \$89.44         \$27.98         \$16.05         \$133.47           Step D         \$8,348.41 / Month         \$55.66 / Hour           \$10.08 Size         \$16.66         \$138.49           \$10.08 Size         \$16.66         \$138.49           \$2.57.85         \$66.74%         \$92.80         \$29.03         \$16.			794.80					
Note	Deferred Comp.		0.00					
Nedicare   0.014500   110.96   8. Benefits   Overhead   Overhead   Overhead   Nethead   Nethe	Workers Comp.	0.046430	355.29			31.28%	17.95%	
Total Benefits   \$5,265.16   73.01%   \$83.18   \$26.02   \$14.93   \$124.13	Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Step B   \$7,572.25   Month   \$50.48   Hour     Total Benefits   \$5,362.44   70.82%   \$86.23   \$26.97   \$15.48   \$128.68     Annual Salary + Benefits   \$155,216.35     Step C   \$7,950.87   Month   \$53.01   Hour     Total Benefits   \$5,464.59   68.73%   \$89.44   \$27.98   \$16.05   \$133.47     Annual Salary + Benefits   \$160,985.50     Step D   \$8,348.41   Month   \$55.66   Hour     Total Benefits   \$5,571.85   66.74%   \$92.80   \$29.03   \$16.66   \$138.49     Annual Salary + Benefits   \$167,043.11     Step E   \$8,765.83   Month   \$58.44   Hour     Total Benefits   \$5,684.47   64.85%   \$96.34   \$30.13   \$17.29   \$143.76     Step E   \$8,765.83   Month   \$58.44   Hour     Total Benefits   \$5,684.47   64.85%   \$96.34   \$30.13   \$17.29   \$143.76     \$143.76   \$143.76   \$143.76     \$143.76   \$143.76   \$143.76     \$143.76   \$143.76   \$143.76     \$143.76   \$143.76   \$143.76     \$143.76   \$143.76   \$143.76     \$143.76   \$1	Medicare	0.014500	110.96	_	& Benefits	Overhead	Overhead	Rate
Step B   \$7,572.25   Month   \$50.48   Hour		Total Benefits	\$5,265.16	73.01%	\$83.18	\$26.02	\$14.93	\$124.13
\$7,572.25 /Month \$50.48 /Hour  Total Benefits \$5,362.44 70.82% \$86.23 \$26.97 \$15.48 \$128.68   Annual Salary + Benefits \$155,216.35  Step C  \$7,950.87 /Month \$53.01 /Hour  Total Benefits \$5,464.59 68.73% \$89.44 \$27.98 \$16.05 \$133.47   Annual Salary + Benefits \$160,985.50  \$8,348.41 /Month \$55.66 /Hour  Total Benefits \$5,571.85 66.74% \$92.80 \$29.03 \$16.66 \$138.49   Annual Salary + Benefits \$167,043.11  Step E  \$8,765.83 /Month \$558.44 /Hour  Total Benefits \$5,684.47 64.85% \$96.34 \$30.13 \$17.29 \$143.76			Annual Salary + Be	enefits =	\$149,721.92	=		
Total Benefits   \$5,362.44   70.82%   \$86.23   \$26.97   \$15.48   \$128.68	Step B							
Annual Salary + Benefits       \$155,216.35         \$7,950.87 /Month \$53.01 /Hour         Total Benefits \$5,464.59 68.73% \$89.44 \$27.98 \$16.05 \$133.47         Annual Salary + Benefits \$160,985.50         \$8,348.41 /Month \$55.66 /Hour         Total Benefits \$5,571.85 66.74% \$92.80 \$29.03 \$16.66 \$138.49         Annual Salary + Benefits \$167,043.11         Step E         \$8,765.83 /Month \$58.44 /Hour         Total Benefits \$5,684.47 64.85% \$96.34 \$30.13 \$17.29 \$143.76			<b>\$7,572.25</b> /Mo	nth	\$50.48	3 /Hour		
Step C   \$7,950.87   Month   \$53.01   Hour		Total Benefits	\$5,362.44	70.82%	\$86.23	\$26.97	\$15.48	\$128.68
\$7,950.87 /Month \$53.01 /Hour  Total Benefits \$5,464.59 68.73% \$89.44 \$27.98 \$16.05 \$133.47  Annual Salary + Benefits \$160,985.50  \$8,348.41 /Month \$55.66 /Hour  Total Benefits \$5,571.85 66.74% \$92.80 \$29.03 \$16.66 \$138.49  Annual Salary + Benefits \$167,043.11  Step E  \$8,765.83 /Month \$58.44 /Hour  Total Benefits \$5,684.47 64.85% \$96.34 \$30.13 \$17.29 \$143.76			Annual Salary + Be	enefits =	\$155,216.35	=		
Total Benefits \$5,464.59 68.73% \$89.44 \$27.98 \$16.05 \$133.47  Annual Salary + Benefits \$160,985.50  Step D  \$8,348.41 /Month \$55.66 /Hour  Total Benefits \$5,571.85 66.74% \$92.80 \$29.03 \$16.66 \$138.49  Annual Salary + Benefits \$167,043.11  Step E  \$8,765.83 /Month \$58.44 /Hour  Total Benefits \$5,684.47 64.85% \$96.34 \$30.13 \$17.29 \$143.76	Step C							
Annual Salary + Benefits       \$160,985.50         \$8,348.41 /Month       \$55.66 /Hour         Total Benefits       \$5,571.85       66.74%       \$92.80       \$29.03       \$16.66       \$138.49         Annual Salary + Benefits       \$167,043.11         Step E         Total Benefits       \$8,765.83 /Month       \$58.44 /Hour         Total Benefits       \$5,684.47       64.85%       \$96.34       \$30.13       \$17.29       \$143.76			<b>\$7,950.87</b> /Mo	nth	\$53.01	/Hour		
\$8,348.41 /Month \$55.66 /Hour  Total Benefits \$5,571.85 66.74% \$92.80 \$29.03 \$16.66 \$138.49  Annual Salary + Benefits \$167,043.11  Step E  \$8,765.83 /Month \$58.44 /Hour  Total Benefits \$5,684.47 64.85% \$96.34 \$30.13 \$17.29 \$143.76		Total Benefits	\$5,464.59	68.73%	\$89.44	\$27.98	\$16.05	\$133.47
\$8,348.41 /Month \$55.66 /Hour  Total Benefits \$5,571.85 66.74% \$92.80 \$29.03 \$16.66 \$138.49  Annual Salary + Benefits \$167,043.11  Step E  \$8,765.83 /Month \$58.44 /Hour  Total Benefits \$5,684.47 64.85% \$96.34 \$30.13 \$17.29 \$143.76			Annual Salary + Be	enefits _	\$160,985.50	=		
Total Benefits \$5,571.85 66.74% \$92.80 \$29.03 \$16.66 \$138.49  Annual Salary + Benefits \$167,043.11  Step E  \$8,765.83 /Month \$58.44 /Hour  Total Benefits \$5,684.47 64.85% \$96.34 \$30.13 \$17.29 \$143.76	Step D							
Annual Salary + Benefits \$167,043.11  Step E  \$8,765.83 /Month \$58.44 /Hour  Total Benefits \$5,684.47 64.85% \$96.34 \$30.13 \$17.29 \$143.76			<b>\$8,348.41</b> /Mo	nth	\$55.66	6 /Hour		
\$8,765.83 /Month \$58.44 /Hour  Total Benefits \$5,684.47 64.85% \$96.34 \$30.13 \$17.29 \$143.76		Total Benefits	\$5,571.85	66.74%	\$92.80	\$29.03	\$16.66	\$138.49
\$8,765.83 /Month \$58.44 /Hour  Total Benefits \$5,684.47 64.85% \$96.34 \$30.13 \$17.29 \$143.76			Annual Salary + Be	enefits _	\$167,043.11	=		
Total Benefits \$5,684.47 64.85% \$96.34 \$30.13 \$17.29 \$143.76	Step E							
			<b>\$8,765.83</b> /Mo	nth	\$58.44	l /Hour		
Annual Salary + Benefits \$173,403.59		Total Benefits	\$5,684.47	64.85%	\$96.34	\$30.13	\$17.29	\$143.76
			Annual Salary + Be	enefits _	\$173,403.59	=		



#### Management Analyst Department: City Manager

Step A							
		\$ <b>8,825.25</b> /1	Month	\$58.84	<b>4</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,772.11		Non-	-Sworn Profession		ors
Management Incentive		0.00				,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.22					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.51					
Workers Comp.	0.046430	409.76			51.59%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	127.97	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,524.01	62.59%	\$95.66	\$49.35	\$17.17	\$162.18
		Annual Salary	+ Benefits	\$172,191.14	=		
Step B							
этер Б		\$ <b>9,266.52</b> /I	Month	\$61.7	8 /Hour		
	Total Benefits	\$5,643.06	60.90%	\$99.40	\$51.28	\$17.84	\$168.52
		Annual Salary	+ Benefits =	\$178,914.93	=		
Step C							
		\$ <b>9,729.84</b> /1	Month	\$64.8	7 /Hour		
	Total Benefits	\$5,768.07	59.28%	\$103.32	\$53.30	\$18.55	\$175.17
		Annual Salary	+ Renefits	\$185,974.90			
		y	=	7-00,07 HOW	<b>=</b>		
Step D							
		\$10,216.33 /I	Month	\$68.1	1 /Hour		
	Total Benefits	\$5,899.32	57.74%	\$107.44	\$55.43	\$19.29	\$182.16
		Annual Salary	+ Benefits _	\$193,387.87	=		
Step E							
		\$ <b>10,727.15</b> /I	Month	\$71.5	1 /Hour		
	Total Benefits	\$6,037.14	56.28%	\$111.76	\$57.66	\$20.06	\$189.48
		Annual Salary	+ Benefits	\$201,171.49			
		,	=	•	=		



# Management Analyst Department: Finance and Information Systems

Step A							
		\$8,825.25 /	Month	\$58.84	<b>4</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	rv	
PERS - Employer	0.200800	1,772.11		Non-	-Sworn Profession		ors
Management Incentive		0.00				,,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.22					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.51					
Workers Comp.	0.046430	409.76			31.28%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	127.97	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,524.01	62.59%	\$95.66	\$29.92	\$17.17	\$142.75
		Annual Salary -	+ Benefits _	\$172,191.14	=		
Ston P							
Step B		ć0 200 F2 /I	ما خصم ۱۸	ACA 7	0 (1)		
		\$9,266.52 /	vionth	\$61.7	8 /Hour		
	Total Benefits	\$5,643.06	60.90%	\$99.40	\$31.09	\$17.84	\$148.33
		Annual Salary -	+ Benefits _	\$178,914.93	=		
Step C							
		\$9,729.84 /	Month	\$64.8	7 /Hour		
	Total Benefits	\$5,768.07	59.28%	\$103.32	\$32.32	\$18.55	\$154.19
		Annual Salary -	+ Benefits _	\$185,974.90	=		
Step D							
		\$10,216.33 /	Month	\$68.1	1 /Hour		
	Total Benefits	\$5,899.32	57.74%	\$107.44	\$33.61	\$19.29	\$160.34
		Annual Salary -	+ Benefits =	\$193,387.87	=		
Step E							
	_	\$10,727.15 /	Month	\$71.5	1 /Hour		
	Total Benefits	\$6,037.14	56.28%	\$111.76	\$34.96	\$20.06	\$166.78
		Annual Salary -	+ Benefits =	\$201,171.49	=		



### Management Analyst Department: Parks and Recreation

Step A							
		\$8,825.25 /	Month	\$58.84	<b>1</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,772.11		Non-	Sworn Profession		ors
Management Incentive		0.00				,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.22					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.51					
Workers Comp.	0.046430	409.76			98.86%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	127.97	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,524.01	62.59%	\$95.66	\$94.57	\$17.17	\$207.40
		Annual Salary	+ Benefits =	\$172,191.14	=		
Step B							
Step b		\$0.266 E2 /F	Month	¢61.7	9 /Hour		
		\$9,266.52 /	VIOITLII	\$61.7	8 /Hour		
	Total Benefits	\$5,643.06	60.90%	\$99.40	\$98.26	\$17.84	\$215.50
		Annual Salary	+ Benefits _	\$178,914.93	=		
Step C							
		\$9,729.84 /	Month	\$64.8	7 /Hour		
	Total Benefits	\$5,768.07	59.28%	\$103.32	\$102.14	\$18.55	\$224.01
		Annual Salary	+ Benefits	\$185,974.90			
		_	_		=		
Step D		4.00.000 (0					
		\$ <b>10,216.33</b> /	Vionth	\$68.1	1 /Hour		
	Total Benefits	\$5,899.32	57.74%	\$107.44	\$106.21	\$19.29	\$232.94
		Annual Salary	+ Benefits _	\$193,387.87	=		
Step E							
		\$10,727.15 /r	Month	\$71.5	1 /Hour		
	Total Benefits	\$6,037.14	56.28%	\$111.76	\$110.49	\$20.06	\$242.31
		Annual Salary	+ Benefits _	\$201,171.49	=		



# Management Analyst Department: Public Works

Step A							
		\$8,825.25 /	√lonth	\$58.84	<b>1</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,772.11		Non-	Sworn Profession	<del></del> "	ors
Management Incentive		0.00				, ,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.22					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.51					
Workers Comp.	0.046430	409.76			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	127.97	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,524.01	62.59%	\$95.66	\$138.81	\$17.17	\$251.64
		Annual Salary	Benefits _	\$172,191.14	=		
Step B							
этер Б		\$9,266.52 /N	Month	\$61.79	8 /Hour		
		7 <b>5,200.32</b> /1	VIOITUI	301.76	5 / Hour		
	Total Benefits	\$5,643.06	60.90%	\$99.40	\$144.23	\$17.84	\$261.47
		Annual Salary	Benefits =	\$178,914.93	=		
Step C							
		\$9,729.84 /	√lonth	\$64.8	7 /Hour		
	Total Benefits	\$5,768.07	59.28%	\$103.32	\$149.92	\$18.55	\$271.79
		Annual Salary	- Benefits	\$185,974.90			
				,,	<b>=</b>		
Step D							
		\$10,216.33 /N	Month	\$68.1	1 /Hour		
	Total Benefits	\$5,899.32	57.74%	\$107.44	\$155.89	\$19.29	\$282.62
		Annual Salary	Benefits =	\$193,387.87	=		
Step E							
		\$10,727.15 /N	Month	\$71.5	1 /Hour		
	Total Benefits	\$6,037.14	56.28%	\$111.76	\$162.17	\$20.06	\$293.99
		Annual Salary +	Benefits _	\$201,171.49	=		



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

Step A						
		<b>\$10,314.91</b> /Month	\$68.77	<b>7</b> /Hour		
Benefit	Multiplier			<u>Catego</u>	rv	
PERS - Employer	0.200800	2,071.23	Nor	n-Sworn Manager		al
Management Incentive	0.200800	0.00	NOI	1-5WOITI Wialiagei	3 / Comidentia	21
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	83.24				
Life Insurance	0.000213	31.95				
Holiday Pay	0.000213	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.	3% + \$110	419.45				
Workers Comp.	0.046430	478.92		98.86%	17.95%	
Vision Insurance	0.040430	23.69	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	149.57	& Benefits	Overhead	Overhead	Rate
ivieuicare	0.014300	143.37	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$6,058.86 58.74%	\$109.16	\$107.91	\$19.59	\$236.66
		Annual Salary + Benefits	\$196,485.18	_		
Step B						
510p 2		<b>\$10,830.65</b> /Month	\$72.20	0 /Hour		
	Total Benefits	\$6,198.01 57.23%	\$113.52	\$112.23	\$20.38	\$246.13
		Annual Salary + Benefits	\$204,343.90	=		
Step C						
		<b>\$11,372.18</b> /Month	\$75.83	1 /Hour		
	Total Benefits	\$6,344.11 55.79%	\$118.11	\$116.76	\$21.20	\$256.07
		Annual Salary + Benefits	\$212,595.56			
		· · · · · · · · · · · · · · · · · · ·		=		
Step D		A44 040 TO 15 11				
		<b>\$11,940.79</b> /Month	\$79.63	1 /Hour		
	Total Benefits	\$6,497.52 54.41%	\$122.92	\$121.52	\$22.06	\$266.50
		Annual Salary + Benefits	\$221,259.80	=		
Step E						
		<b>\$12,537.83</b> /Month	\$83.59	9 /Hour		
	Total Benefits	\$6,658.60 53.11%	\$127.98	\$126.52	\$22.97	\$277.47
		Annual Salary + Benefits	\$230,357.25	=		



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

Step A							
		<b>\$7,558.84</b> /N	⁄lonth	\$50.39	<b>9</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,517.82		Non-	Sworn Profession	<del></del> '	ors
Management Incentive		0.00				,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	61.00					
Life Insurance	0.000213	28.98					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	261.18					
Workers Comp.	0.046430	350.96			98.86%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	109.60	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,154.03	68.19%	\$84.75	\$83.79	\$15.21	\$183.75
		Annual Salary +	Benefits _	\$152,554.47	=		
Cton D							
Step B		¢7.026.79./N	1anth	¢52.0	4. /11		
		\$ <b>7,936.78</b> /N	nonth	\$52.9.	1 /Hour		
	Total Benefits	\$5,256.00	66.22%	\$87.95	\$86.95	\$15.79	\$190.69
		Annual Salary +	Benefits =	\$158,313.40	=		
Step C							
		\$8,333.62 /N	/lonth	\$55.50	6 /Hour		
	Total Benefits	\$5,363.07	64.35%	\$91.31	\$90.27	\$16.39	\$197.97
		Annual Salary +	· Benefits _	\$164,360.27	=		
Step D							
Step D		\$8,750.30 /N	/lonth	\$58.3	4 /Hour		
	Total Benefits	\$5,475.49	62.57%	\$94.84	\$93.76	\$17.02	\$205.62
				<b></b>			
		Annual Salary +	· Benefits =	\$170,709.49	=		
Step E							
		\$ <b>9,187.82</b> /N	/lonth	\$61.2	5 /Hour		
	Total Benefits	\$5,593.53	60.88%	\$98.54	\$97.42	\$17.69	\$213.65
		Annual Salary +	Benefits _	\$177,376.17	=		



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

Step A							
		<b>\$5,198.45</b> /Mo	nth	\$34.66	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	av.	
PERS - Employer	0.200800	1,043.85			Public Works - M	<del></del>	
Management Incentive	0.200000	0.00			Tublic Works IVI	amtenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	41.95					
Life Insurance	0.000213	19.93					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	241.36			98.86%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	75.38	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,246.97	81.70%	\$62.97	\$62.25	\$11.30	\$136.52
		Annual Salary + Be	enefits _	\$113,345.07	=		
Step B							
		<b>\$5,458.37</b> /Mo	nth	\$36.39	9 /Hour		
	Total Benefits	\$4,317.10	79.09%	\$65.17	\$64.43	\$11.70	\$141.30
		Annual Salary + Be	enefits =	\$117,305.67	=		
Step C							
		<b>\$5,731.29</b> /Mo	nth	\$38.23	1 /Hour		
	Total Benefits	\$4,390.73	76.61%	\$67.48	\$66.71	\$12.11	\$146.30
		Annual Salary + Be	enefits _	\$121,464.29	=		
Step D		AC 047 05 /5:	-11-				
		<b>\$6,017.86</b> /Mo	ntn	\$40.12	2 /Hour		
	Total Benefits	\$4,468.05	74.25%	\$69.91	\$69.11	\$12.55	\$151.57
		Annual Salary + Be	enefits _	\$125,830.85	=		
Step E							
		<b>\$6,318.75</b> /Mo	nth	\$42.12	2 /Hour		
	Total Benefits	\$4,549.23	72.00%	\$72.45	\$71.63	\$13.01	\$157.09
		Annual Salary + Be	enefits _	\$130,415.73	=		



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

Senefit   Multiplier   Category   Public Works - Maintenance   Category   Category   Public Works - Maintenance   Category   Public Works - Maintenance   Category   Public Works - Maintenance   Category   C	Step A							
PERS - Employer			\$ <b>5,731.29</b> /N	/lonth	\$38.2	<b>1</b> /Hour		
PERS - Employer	Renefit	Multiplier				Catego	rv.	
Management Incentive EAP   3.89	<u></u>		1 150 8/					
Realth Insurance		0.200000	•			Tublic Works IVI	amtenance	
Health Insurance   1,846.13   Dental Insurance   155.99   LITO & STD Insurance   10,008070   46.25   LITE Insurance   0,008070   46.25   LITE Insurance   0,000   21.97   Holiday Pay   0,00   Uniform Allowance   0,000   Standby   0,000   Retiree Medical   794.80   Deferred Comp.   0,046430   266.10   23.69   Hourly Rate   Department   Citywide   Citywide   Citywide   Citywide   Noverhead   Citywide   Ci								
Dental Insurance								
Life Insurance Holiday Pay 0.00 Uniform Allowance Standby 0.00 Standby 0.00 Retiree Medical 794.80 Deferred Comp. 0.00 Workers Comp. 0.046430 266.10 Benefits \$4,392.78 76.65% \$67.49 \$66.72 \$12.12 \$146.33								
Life Insurance Holiday Pay 0.00 Uniform Allowance Standby 0.00 Standby 0.00 Retiree Medical 794.80 Deferred Comp. 0.00 Workers Comp. 0.046430 266.10 Benefits \$4,392.78 76.65% \$67.49 \$66.72 \$12.12 \$146.33	LTD & STD Insurance	0.008070	46.25					
Uniform Allowance   Co.00   Standby   Co.00   Retiree Medical   7.94	Life Insurance		21.97					
Standby   Retire Medical   794.80   Deferred Comp.   0.00	Holiday Pay		0.00					
Retire Medical Deferred Comp.   0.00   0.0	Uniform Allowance		0.00					
Deferred Comp.   O.00   Very Rate   Department   Citywide   Total Hourly Rate   Rate   Department   Citywide Rate   Rate   Department   Rate   Department   Rate   Department   Rate   Department   Rate   Department   Rate   Rate   Rate   Department   Rate   Department   Rate	Standby		0.00					
Workers Comp. Vision Insurance Medicare         0.046430 0.014500         226.50 83.10         Hourly Rate & Benefits         98.86% Department Overhead         17.95% Citywide Overhead         Total Hourly Rate           Step B         Total Benefits         \$4,392.78         76.65%         \$67.49         \$66.72         \$12.12         \$146.33           Step B         Step B         \$6,017.86 /Month         \$40.12 /Hour         \$40.12 /Hour           Total Benefits         \$4,470.09         74.28%         \$69.92         \$69.12         \$12.55         \$151.59           Step C         \$6,318.75 /Month         \$42.12 /Hour         \$13.01         \$157.12           Step D         \$6,634.69 /Month         \$42.12 /Hour         \$13.01         \$157.12           Step D         \$6,634.69 /Month         \$44.23 /Hour           Total Benefits         \$4,636.51         69.88%         \$75.14         \$74.28         \$13.49         \$162.91           Step E         \$6,966.42 /Month         \$46.44 /Hour           Total Benefits         \$4,726.01         67.84%         \$77.95         \$77.06         \$13.99         \$169.00	Retiree Medical		794.80					
Vision Insurance   Medicare   M	Deferred Comp.		0.00					
Nedicare	Workers Comp.	0.046430	266.10			98.86%	17.95%	
Total Benefits       \$4,392.78       76.65%       \$67.49       \$66.72       \$12.12       \$146.33         Step B         \$6,017.86 /Month       \$40.12 /Hour         Total Benefits       \$4,470.09       74.28%       \$69.92       \$69.12       \$12.55       \$151.59         Annual Salary + Benefits       \$125,855.36         Step C         \$6,318.75 /Month       \$42.12 /Hour         Total Benefits       \$4,551.27       72.03%       \$72.47       \$71.64       \$13.01       \$157.12         Annual Salary + Benefits       \$130,440.24         Step D         \$6,634.69 /Month       \$44.23 /Hour         Total Benefits       \$4,636.51       69.88%       \$75.14       \$74.28       \$13.49       \$162.91         Annual Salary + Benefits         \$5,966.42 /Month       \$46.44 /Hour         Total Benefits       \$4,726.01       67.84%       \$77.95       \$77.06       \$13.99       \$169.00	Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Step B   \$6,017.86   Month   \$40.12   Hour	Medicare	0.014500	83.10	_	& Benefits	Overhead	Overhead	Rate
Step B   \$6,017.86   Month   \$40.12   Hour		Total Benefits	\$4,392.78	76.65%	\$67.49	\$66.72	\$12.12	\$146.33
\$6,017.86 /Month \$40.12 /Hour  Total Benefits \$4,470.09 74.28% \$69.92 \$69.12 \$12.55 \$151.59  Annual Salary + Benefits \$125,855.36  Step C  \$6,318.75 /Month \$42.12 /Hour  Total Benefits \$4,551.27 72.03% \$72.47 \$71.64 \$13.01 \$157.12  Annual Salary + Benefits \$130,440.24  Step D  \$6,634.69 /Month \$44.23 /Hour  Total Benefits \$4,636.51 69.88% \$75.14 \$74.28 \$13.49 \$162.91  Annual Salary + Benefits \$135,254.37  Step E  \$6,966.42 /Month \$46.44 /Hour  Total Benefits \$4,726.01 67.84% \$77.95 \$77.06 \$13.99 \$169.00			Annual Salary +	Benefits _	\$121,488.80	=		
\$6,017.86 /Month \$40.12 /Hour  Total Benefits \$4,470.09 74.28% \$69.92 \$69.12 \$12.55 \$151.59  Annual Salary + Benefits \$125,855.36  Step C  \$6,318.75 /Month \$42.12 /Hour  Total Benefits \$4,551.27 72.03% \$72.47 \$71.64 \$13.01 \$157.12  Annual Salary + Benefits \$130,440.24  Step D  \$6,634.69 /Month \$44.23 /Hour  Total Benefits \$4,636.51 69.88% \$75.14 \$74.28 \$13.49 \$162.91  Annual Salary + Benefits \$135,254.37  Step E  \$6,966.42 /Month \$46.44 /Hour  Total Benefits \$4,726.01 67.84% \$77.95 \$77.06 \$13.99 \$169.00	Step B							
Annual Salary + Benefits       \$125,855.36         \$6,318.75 /Month       \$42.12 /Hour         Total Benefits       \$4,551.27       72.03%       \$72.47       \$71.64       \$13.01       \$157.12         Annual Salary + Benefits       \$130,440.24         Step D         Total Benefits       \$4,636.51       69.88%       \$75.14       \$74.28       \$13.49       \$162.91         Annual Salary + Benefits         \$135,254.37         Step E         \$6,966.42 /Month       \$46.44 /Hour         Total Benefits       \$4,726.01       67.84%       \$77.95       \$77.06       \$13.99       \$169.00			\$6,017.86 /N	/lonth	\$40.1	2 /Hour		
Step C   \$6,318.75   Month   \$42.12   Hour		Total Benefits	\$4,470.09	74.28%	\$69.92	\$69.12	\$12.55	\$151.59
\$6,318.75 /Month \$42.12 /Hour  Total Benefits \$4,551.27 72.03% \$72.47 \$71.64 \$13.01 \$157.12  Annual Salary + Benefits \$130,440.24  Step D  \$6,634.69 /Month \$44.23 /Hour  Total Benefits \$4,636.51 69.88% \$75.14 \$74.28 \$13.49 \$162.91  Annual Salary + Benefits \$135,254.37  Step E  \$6,966.42 /Month \$46.44 /Hour  Total Benefits \$4,726.01 67.84% \$77.95 \$77.06 \$13.99 \$169.00			Annual Salary +	Benefits _	\$125,855.36	=		
Total Benefits \$4,551.27 72.03% \$72.47 \$71.64 \$13.01 \$157.12  Annual Salary + Benefits \$\frac{\$130,440.24}{\$13.040.24}\$  Step D  \$6,634.69   Month \$44.23   Hour  Total Benefits \$4,636.51 69.88% \$75.14 \$74.28 \$13.49 \$162.91  Annual Salary + Benefits \$\frac{\$135,254.37}{\$46.44   Hour}\$  Step E  \$6,966.42   Month \$46.44   Hour  Total Benefits \$4,726.01 67.84% \$77.95 \$77.06 \$13.99 \$169.00	Step C							
Annual Salary + Benefits       \$130,440.24         \$6,634.69 /Month       \$44.23 /Hour         Total Benefits       \$4,636.51       69.88%       \$75.14       \$74.28       \$13.49       \$162.91         Annual Salary + Benefits       \$135,254.37         Step E         \$6,966.42 /Month       \$46.44 /Hour         Total Benefits       \$4,726.01       67.84%       \$77.95       \$77.06       \$13.99       \$169.00			\$ <b>6,318.75</b> /N	/lonth	\$42.1	2 /Hour		
Step D         \$6,634.69 /Month       \$44.23 /Hour         Total Benefits       \$4,636.51       69.88%       \$75.14       \$74.28       \$13.49       \$162.91         Annual Salary + Benefits       \$135,254.37         Step E       \$6,966.42 /Month       \$46.44 /Hour         Total Benefits       \$4,726.01       67.84%       \$77.95       \$77.06       \$13.99       \$169.00		Total Benefits	\$4,551.27	72.03%	\$72.47	\$71.64	\$13.01	\$157.12
\$6,634.69 /Month \$44.23 /Hour  Total Benefits \$4,636.51 69.88% \$75.14 \$74.28 \$13.49 \$162.91  Annual Salary + Benefits \$135,254.37  Step E  \$6,966.42 /Month \$46.44 /Hour  Total Benefits \$4,726.01 67.84% \$77.95 \$77.06 \$13.99 \$169.00			Annual Salary +	Benefits _	\$130,440.24	=		
Total Benefits \$4,636.51 69.88% \$75.14 \$74.28 \$13.49 \$162.91  Annual Salary + Benefits \$135,254.37  Step E  \$6,966.42 /Month \$46.44 /Hour  Total Benefits \$4,726.01 67.84% \$77.95 \$77.06 \$13.99 \$169.00	Step D							
Annual Salary + Benefits \$\frac{\$135,254.37}{\$135,254.37}\$  Step E  \$6,966.42 / Month \$46.44 / Hour  Total Benefits \$4,726.01 67.84% \$77.95 \$77.06 \$13.99 \$169.00			\$6,634.69 /N	/lonth	\$44.2	3 /Hour		
\$6,966.42 /Month \$46.44 /Hour  Total Benefits \$4,726.01 67.84% \$77.95 \$77.06 \$13.99 \$169.00		Total Benefits	\$4,636.51	69.88%	\$75.14	\$74.28	\$13.49	\$162.91
\$6,966.42 /Month \$46.44 /Hour  Total Benefits \$4,726.01 67.84% \$77.95 \$77.06 \$13.99 \$169.00			Annual Salary +	Benefits =	\$135,254.37	=		
Total Benefits \$4,726.01 67.84% \$77.95 \$77.06 \$13.99 \$169.00	Step E							
			\$ <b>6,966.42</b> /N	/lonth	\$46.4	4 /Hour		
Annual Salary + Benefits \$140,309.21		Total Benefits	\$4,726.01	67.84%	\$77.95	\$77.06	\$13.99	\$169.00
			Annual Salary +	Benefits =	\$140,309.21	=		



### Parks Planner Department: Parks and Recreation

Step A							
		\$8,839.86 /1	Month	\$58.93	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,775.04		Non-	Sworn Profession		ors
Management Incentive		0.00				,	-
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.34					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.80					
Workers Comp.	0.046430	410.43			98.86%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	128.18	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,528.24	62.54%	\$95.79	\$94.70	\$17.19	\$207.68
		Annual Salary -	+ Benefits =	\$172,417.19	=		
Step B							
этер в		\$9,281.85 /	Month	\$61.88	8 /Hour		
		<b>40,</b> 202.00 / .		<b>702.0</b> 0	,		
	Total Benefits	\$5,647.49	60.84%	\$99.53	\$98.39	\$17.87	\$215.79
		Annual Salary -	+ Benefits =	\$179,152.10	=		
Step C							
		\$9,745.94 /1	Month	\$64.9	7 /Hour		
	Total Benefits	\$5,772.70	59.23%	\$103.46	\$102.28	\$18.57	\$224.31
		Annual Salary -	+ Benefits	\$186,223.75			
			=	•	=		
Step D		640.000.00		•	- 4		
		\$10,233.24 /	vionth	\$68.22	2 /Hour		
	Total Benefits	\$5,904.18	57.70%	\$107.58	\$106.36	\$19.31	\$233.25
		Annual Salary -	+ Benefits =	\$193,648.99	=		
Step E							
		\$10,744.90 /	Month	\$71.63	3 /Hour		
	Total Benefits	\$6,042.22	56.23%	\$111.91	\$110.64	\$20.09	\$242.64
		Annual Salary -	+ Benefits _	\$201,445.49	_		



# Parks Planning Technician Department: Parks and Recreation

Step A							
		\$6,598.36 /N	Лonth	\$43.99	<b>9</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,324.95			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees .	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	53.25					
Life Insurance	0.000213	25.30					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	306.36			98.86%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	95.68	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,630.03	70.17%	\$74.86	\$74.00	\$13.44	\$162.30
		Annual Salary +	Benefits _	\$134,740.68	=		
Step B							
Step 5		\$6,928.27 /	/lonth	\$46.19	9 /Hour		
	Total Benefits	\$4,719.05	68.11%	\$77.65	\$76.76	\$13.94	\$168.35
		Annual Salary 4	Benefits _	\$139,767.84	=		
Step C							
		<b>\$7,274.69</b> /N	/lonth	\$48.50	0 /Hour		
	Total Benefits	\$4,812.51	66.15%	\$80.58	\$79.66	\$14.46	\$174.70
		Annual Salary +	Benefits _	\$145,046.35	=		
Step D							
		\$ <b>7,638.42</b> /N	/lonth	\$50.92	2 /Hour		
	Total Benefits	\$4,910.64	64.29%	\$83.66	\$82.71	\$15.02	\$181.39
		Annual Salary +	Benefits =	\$150,588.79	=		
Step E							
		\$8,020.34 /	/lonth	\$53.47	7 /Hour		
	Total Benefits	\$5,013.69	62.51%	\$86.89	\$85.90	\$15.60	\$188.39
		Annual Salary +	Benefits =	\$156,408.35	=		



# Permit Services Specialist Department: Community Development

Benefit Multiplier  PERS - Employer 0.200800  Management Incentive  EAP  Health Insurance  Dental Insurance  LTD & STD Insurance 0.008070	\$8,062.80 /N  1,619.01  0.00  3.89  1,846.13  155.99  65.07  30.91  0.00	Month	\$53.75	GATEGOIT CATEGOIT CONTRACT CON		
PERS - Employer 0.200800  Management Incentive  EAP  Health Insurance  Dental Insurance	0.00 3.89 1,846.13 155.99 65.07 30.91 0.00					
PERS - Employer 0.200800  Management Incentive  EAP  Health Insurance  Dental Insurance	0.00 3.89 1,846.13 155.99 65.07 30.91 0.00					
Management Incentive EAP Health Insurance Dental Insurance	0.00 3.89 1,846.13 155.99 65.07 30.91 0.00			Office Empi	oyees	
EAP Health Insurance Dental Insurance	3.89 1,846.13 155.99 65.07 30.91 0.00					
Health Insurance Dental Insurance	1,846.13 155.99 65.07 30.91 0.00					
	155.99 65.07 30.91 0.00					
LTD 9, STD Incurance 0,000070	30.91 0.00					
LID & STD HISUIAILCE 0.008070	0.00					
Life Insurance 0.000213						
Holiday Pay						
Uniform Allowance	0.00					
Standby	0.00					
Retiree Medical	794.80					
Deferred Comp.	0.00					
Workers Comp. 0.046430	374.36			121.73%	17.95%	
Vision Insurance	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare 0.014500	116.91	_	& Benefits	Overhead	Overhead	Rate
Total Benefits	\$5,030.76	62.39%	\$87.29	\$106.26	\$15.67	\$209.22
	Annual Salary	+ Benefits =	\$157,122.72	=		
Step B						
	\$8,465.94 /	Month	\$56.44	1 /Hour		
Total Benefits	\$5,139.52	60.71%	\$90.70	\$110.41	\$16.28	\$217.39
	Annual Salary +	+ Benefits =	\$163,265.60	=		
Step C						
	\$8,889.24 /	Month	\$59.26	5 /Hour		
Total Benefits	\$5,253.73	59.10%	\$94.29	\$114.77	\$16.92	\$225.98
	Annual Salary	+ Benefits _	\$169,715.64	=		
Step D						
	\$9,333.70 /	Month	\$62.22	2 /Hour		
Total Benefits	\$5,373.65	57.57%	\$98.05	\$119.36	\$17.60	\$235.01
	Annual Salary	+ Benefits =	\$176,488.17	=		
Step E						
	\$9,800.39 /	Month	\$65.34	1 /Hour		
Total Benefits	\$5,499.56	56.12%	\$102.00	\$124.16	\$18.31	\$244.47
	Annual Salary +	+ Benefits _	\$183,599.33	=		



# Plan Check Engineer Department: Community Development

Step A						
		<b>\$8,868.04</b> /Month	\$59.	<b>.12</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.200800	1,780.70		Office Emp		
Management Incentive	0.200000	0.00		Office Lift	loyees	
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	71.57				
Life Insurance	0.000213	31.95				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	411.74		121.73%	17.95%	
Vision Insurance		23.69	Hourly Rate		Citywide	Total Hourly
Medicare	0.014500	128.59	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,249.05 59.19	9% \$94.11	\$114.56	\$16.89	\$225.56
		Annual Salary + Benefi	\$169,405.04			
Step B						
·		<b>\$9,311.44</b> /Month	\$62	2.08 /Hour		
	Total Benefits	\$5,368.68 57.66	5% \$97.87	\$119.13	\$17.57	\$234.57
		Annual Salary + Benefi	\$176,161.43	_		
Step C						
		<b>\$9,777.01</b> /Month	\$65	5.18 /Hour		
	Total Benefits	\$5,494.29 56.20	9% \$101.81	\$123.93	\$18.27	\$244.01
		Annual Salary + Benefi	\$183,255.63	<u>—</u>		
Step D						
		<b>\$10,265.86</b> /Month	\$68	3.44 /Hour		
	Total Benefits	\$5,626.18 54.80	\$105.95	\$128.97	\$19.02	\$253.94
		Annual Salary + Benefi	\$190,704.54	<u>—</u>		
Step E						
		<b>\$10,779.16</b> /Month	\$71	86 /Hour		
	Total Benefits	\$5,764.67 53.48	\$110.29	\$134.26	\$19.80	\$264.35
		Annual Salary + Benefi	\$198,525.90	_		



# Planning Manager Department: Community Development

Step A							
		<b>\$12,392.91</b> /N	/lonth	\$82.62	2 /Hour		
Benefit	Multiplier				<u>Catego</u>	m,	
PERS - Employer	0.200800	2,488.50		Nor	n-Sworn Manager		اد
Management Incentive	0.200000	0.00		1401	i Sworn Manager	37 Commucini	41
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	100.01					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	481.79					
Workers Comp.	0.046430	575.40			121.73%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	179.70	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,681.84	53.92%	\$127.17	\$154.80	\$22.83	\$304.80
		Annual Salary +	Benefits _	\$228,897.04	_		
					_		
Step B							
		\$13,012.55 /N	/lonth	\$86.75	5 /Hour		
	Total Benefits	\$6,849.02	52.63%	\$132.41	\$161.18	\$23.77	\$317.36
		Annual Salary +	Benefits _	\$238,338.95	=		
Step C							
		\$13,663.18 /N	/lonth	\$91.09	Hour /		
	Total Benefits	\$7,024.56	51.41%	\$137.92	\$167.89	\$24.76	\$330.57
		Annual Salary +	Ranafits	\$248,252.96			
		Ailliadi Salai y T	=	72-10,232.30	=		
Step D							
		\$14,346.34 /N	/lonth	\$95.64	1 /Hour		
	Total Benefits	\$7,208.88	50.25%	\$143.70	\$174.93	\$25.79	\$344.42
		Annual Salary +	Benefits _	\$258,662.66	=		
Step E							
Step L		\$15,063.66 /N	/lonth	\$100.42	2 /Hour		
	Total Benefits	\$7,402.41	49.14%	\$149.77	\$182.32	\$26.88	\$358.97
		Annual Salary +	Benefits _	\$269,592.85	=		



#### Police Assistant - Regular Part Time Department: Police

Step A							
		\$ <b>2,095.17</b> /N	Month	\$27.94	<b>4</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	rv.	
PERS - Employer	0.200800	424.89			Office Employe		
Management Incentive	0.200800	0.00			Office Employe	e necorus	
EAP		3.89					
Health Insurance		923.07					
Dental Insurance		78.00					
LTD & STD Insurance	0.008070	16.91					
Life Insurance	0.000213	8.03					
Holiday Pay	0.000213	0.00					
Uniform Allowance		20.83					
Standby		0.00					
Retiree Medical		397.40					
Deferred Comp.		0.00					
Workers Comp.	0.046430	98.25			36.65%	17.95%	
Vision Insurance	0.040430	11.85		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	30.68		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	30.00	_	& Delicitis	Overneau	Overneau	nate
	Total Benefits	\$2,013.79	96.12%	\$27.39	\$10.04	\$4.92	\$42.35
		Annual Salary +	Benefits	\$49,307.51	=		
Step B							
		<b>\$2,147.38</b> /N	Month	\$28.63	3 /Hour		
	Total Benefits	\$2,027.88	94.43%	\$27.84	\$10.20	\$5.00	\$43.04
		Annual Salary	Benefits _	\$50,103.11	=		
Step C							
		<b>\$2,200.54</b> /N	Month	\$29.3	4 /Hour		
	Total Benefits	\$2,042.22	92.81%	\$28.29	\$10.37	\$5.08	\$43.74
		Annual Salary	- Renefits	\$50,913.17			
		Aimaai Salai y	=	730,313.17	=		
Step D							
		\$2,256.55 /N	Month	\$30.09	9 /Hour		
	Total Benefits	\$2,057.33	91.17%	\$28.76	\$10.54	\$5.16	\$44.46
		Annual Salary +	Benefits	\$51,766.64	_		
Step E		A2 242 = 2 /2	4		- 4		
		\$ <b>2,312.56</b> /N	vionth	\$30.83	3 /Hour		
	Total Benefits	\$2,072.44	89.62%	\$29.23	\$10.71	\$5.25	\$45.19
		Annual Salary 4	Benefits =	\$52,620.10	=		



#### Police Liaison - Regular Part Time Department: Police

Step A							
		\$3,951.16 /N	∕lonth	\$52.68	<b>8</b> /Hour		
Donofit	NA. Itialian				Cotogo		
Benefit	Multiplier 0.200800	797.58			Catego		
PERS - Employer	0.200600	0.00			Office Employe	e Records	
Management Incentive EAP		3.89					
Health Insurance		923.07					
Dental Insurance		78.00					
LTD & STD Insurance	0.008070	31.89					
Life Insurance	0.000213	15.15					
Holiday Pay		0.00					
Uniform Allowance		20.83					
Standby		0.00					
Retiree Medical		397.40					
Deferred Comp.		0.00					
Workers Comp.	0.046430	184.42			36.65%	17.95%	
Vision Insurance		11.85		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	57.59		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$2,521.65	63.82%	\$43.15	\$15.82	\$7.75	\$66.72
		Annual Salary +	Benefits _	\$77,673.68	=		
Step B							
		\$ <b>4,148.71</b> /N	/lonth	\$55.3	2 /Hour		
	Total Benefits	\$2,574.95	62.07%	\$44.82	\$16.43	\$8.05	\$69.30
		Annual Salary +	Benefits =	\$80,683.99	=		
Step C							
		\$4,356.15 /	/lonth	\$58.0	8 /Hour		
	Total Benefits	\$2,630.92	60.40%	\$46.58	\$17.07	\$8.36	\$72.01
		Annual Salary +	Benefits =	\$83,844.81	=		
Step D							
		<b>\$4,573.96</b> /N	/lonth	\$60.9	9 /Hour		
	Total Benefits	\$2,689.68	58.80%	\$48.42	\$17.75	\$8.69	\$74.86
		Annual Salary 1	Benefits =	\$87,163.67	_		
Step E							
		\$ <b>4,802.65</b> /N	/lonth	\$64.0	4 /Hour		
	Total Benefits	\$2,751.39	57.29%	\$50.36	\$18.46	\$9.04	\$77.86
		Annual Salary +	Benefits =	\$90,648.47	=		



#### Police Captain Department: Police

Step A						
		<b>\$13,697.19</b> /Month	\$91.31	L /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.360800	4,987.04		Captair		
Management Incentive	0.500000	0.00		Captan	15	
EAP		3.89				
Health Insurance		2,171.91				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	110.54				
Life Insurance	0.000213	31.95				
Holiday Pay		0.00				
Uniform Allowance		125.00				
Standby		0.00				
Retiree Medical		1,277.83				
Deferred Comp.	4% + \$110	657.89				
Workers Comp.	0.046430	641.76		36.65%	17.95%	
Vision Insurance		23.69	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	200.42	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$10,387.91 75.84%	\$160.57	\$58.85	\$28.82	\$248.24
		Annual Salary + Benefits	\$289,021.21			
		Allitual Salary + Delients	3283,021.21	=		
Step B						
		<b>\$14,382.05</b> /Month	\$95.88	3 /Hour		
	Total Benefits	\$10,682.27 74.28%	\$167.10	\$61.24	\$29.99	\$258.33
		Annual Salary + Benefits	\$300,771.78	=		
Step C						
		<b>\$15,101.15</b> /Month	\$100.67	7 /Hour		
	Total Benefits	\$10,991.34 72.78%	\$173.95	\$63.75	\$31.22	\$268.92
		Annual Salary + Benefits	\$313,109.83	_		
Stop D						
Step D		<b>\$15,856.21</b> /Month	\$105.71	1 /Hour		
		. ,		-		
	Total Benefits	\$11,315.86 71.37%	\$181.15	\$66.39	\$32.52	\$280.06
		Annual Salary + Benefits	\$326,064.79	_		
Chair F	_	•		_		
Step E		<b>\$16,649.01</b> /Month	\$110.99	A /Hour		
		710,073.01 / WOULD	\$110.95	, i ioui		
	Total Benefits	\$11,656.61 70.01%	\$188.70	\$69.16	\$33.87	\$291.73
		Annual Salary + Benefits	\$339,667.45	=		



# Police Chief Department: Police

Step A						
		<b>\$16,121.14</b> /Month	\$107.4	<b>7</b> /Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	m.	
PERS - Employer	0.360800	6,230.73		Police Ch		
Management Incentive	0.500000	1,023.07		i olice ci	iici	
EAP		3.89				
Health Insurance		2,171.91				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	130.10				
Life Insurance	0.000213	31.95				
Holiday Pay		0.00				
Uniform Allowance		125.00				
Standby		0.00				
Retiree Medical		1,277.83				
Deferred Comp.		110.00				
Workers Comp.	0.046430	801.81		36.65%	17.95%	
Vision Insurance		23.69	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	250.40	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$12,336.37 76.52%	\$189.72	\$69.53	\$34.05	\$293.30
		Annual Salary + Benefits	\$341,490.11	_		
Step B						
		<b>\$16,927.20</b> /Month	\$112.8	5 /Hour		
	Total Benefits	\$12,682.82 74.93%	\$197.40	\$72.35	\$35.43	\$305.18
		Annual Salary + Benefits	\$355,320.17	_		
Step C						
		<b>\$17,773.55</b> /Month	\$118.4	9 /Hour		
	Total Benefits	\$13,046.58 73.40%	\$205.47	\$75.30	\$36.88	\$317.65
		Annual Salary + Benefits	\$369,841.57	_		
Step D						
		<b>\$18,662.23</b> /Month	\$124.4	1 /Hour		
	Total Benefits	\$13,428.54 71.96%	\$213.94	\$78.41	\$38.40	\$330.75
		Annual Salary + Benefits	\$385,089.21	_		
Step E						
		<b>\$19,595.34</b> /Month	\$130.6	4 /Hour		
	Total Benefits	\$13,829.59 70.58%	\$222.83	\$81.67	\$40.00	\$344.50
		Annual Salary + Benefits	\$401,099.11	_		



#### Police Dispatcher I Department: Police

Step A							
		<b>\$5,785.21</b> /Month	h	\$38.57	/ /Hour		
Dan eff	n de elater litere				Cata		
<u>Benefit</u>	<u>Multiplier</u>	4 474 22			Catego		
PERS - Employer	0.200800	1,174.22			Office Employee	s Dispatch	
Management Incentive EAP		0.00 3.89					
Health Insurance		3.89 1,846.13					
Dental Insurance		1,846.13					
LTD & STD Insurance	0.008070	46.69					
Life Insurance	0.000213	22.18					
Holiday Pay	0.000213	0.00					
Uniform Allowance		62.50					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	271.51			36.65%	17.95%	
Vision Insurance	0.040450	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	84.79		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	<u>04.73</u>	_	Q Deficites	Overneau	Overneda	Nate
	Total Benefits	\$4,486.39 77.	55%	\$68.48	\$25.10	\$12.29	\$105.87
		Annual Salary + Bene	fits	\$123,259.22			
		•		<u> </u>	=		
Step B							
		\$6,074.47 /Month	า	\$40.50	) /Hour		
	Total Benefits	\$4,564.43 75.	14%	\$70.93	\$25.99	\$12.73	\$109.65
		Annual Salary + Bene	fits =	\$127,666.80	=		
Step C							
·		<b>\$6,378.20</b> /Month	n	\$42.52	2 /Hour		
	Total Benefits	\$4,646.38 72.	85%	\$73.50	\$26.94	\$13.19	\$113.63
	Total Bellents	Ş4,040.36 72.	0370	Ş73.30	Ş20.5 <del>4</del>	<b>313.1</b> 3	3113.03
		Annual Salary + Bene	fits _	\$132,294.87	=		
Step D							
		<b>\$6,697.10</b> /Month	n	\$44.65	5 /Hour		
	Total Benefits	\$4,732.42 70.	66%	\$76.20	\$27.93	\$13.68	\$117.81
			<b></b>	A			
		Annual Salary + Bene	fits =	\$137,154.27	=		
Step E							
		<b>\$7,031.96</b> /Month	n	\$46.88	3 /Hour		
	Total Benefits	\$4,822.76 68.	58%	\$79.03	\$28.97	\$14.19	\$122.19
		Annual Salary + Bene	fits _	\$142,256.69	=		



# Police Dispatcher II Department: Police

Step A							
		<b>\$6,381.72</b> /M	onth	\$42.54	1 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	av.	
PERS - Employer	0.200800	1,294.00			Office Employee		
Management Incentive	0.200800	0.00			Office Employee	3 Dispatch	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	51.50					
Life Insurance	0.000213	24.47					
Holiday Pay	0.000213	0.00					
Uniform Allowance		62.50					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	299.21			36.65%	17.95%	
Vision Insurance	0.040430	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	93.44		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	33.44	_	G Deficites	Overneau	Overneda	nate
	Total Benefits	\$4,649.61	72.86%	\$73.54	\$26.95	\$13.20	\$113.69
		Annual Salary + I	Benefits _	\$132,376.06	=		
Step B							
550, 5		\$ <b>6,700.81</b> /M	onth	\$44.67	7 /Hour		
	Total Benefits	\$4,735.70	70.67%	\$76.24	\$27.94	\$13.69	\$117.87
		Annual Salary + I	Benefits _	\$137,238.16	=		
Step C							
		<b>\$7,035.85</b> /M	onth	\$46.93	1 /Hour		
	Total Benefits	\$4,826.10	68.59%	\$79.08	\$28.98	\$14.19	\$122.25
		Annual Salary + I	Benefits _	\$142,343.34	=		
Step D							
		<b>\$7,387.64</b> /M	onth	\$49.25	5 /Hour		
	Total Benefits	\$4,921.01	66.61%	\$82.06	\$30.07	\$14.73	\$126.86
		Annual Salary + I	Benefits =	\$147,703.86	=		
Step E							
		<b>\$7,757.03</b> /M	onth	\$51.73	1 /Hour		
	Total Benefits	\$5,020.67	64.72%	\$85.18	\$31.22	\$15.29	\$131.69
		Annual Salary + I	Benefits _	\$153,332.35	=		



#### Police Dispatch Supervisor Department: Police

Step B   Step C   S	Step A						
PERS - Employer			<b>\$7,718.01</b> /Month	\$51.4	<b>5</b> /Hour		
PERS - Employer	Benefit	<u>Multiplier</u>			Catego	ry	
Management Incentive EAP	PERS - Employer		1,562.33		Office Employee	es Dispatch	
BAP						·	
Dental Insurance			3.89				
LTD & STD Insurance Ulfe Insurance Ulfe Insurance 0.008070 62.28   Ulfe Insurance 0.000213 29.59   Holiday Pay 0.000   Uniform Allowance   62.50   Standby 0.000   Retiree Medical	Health Insurance		1,846.13				
Life Insurance Holiday Pay 0.00 Holiday Pay 0.00 Uniform Allowance 52.50 Standby 0.00 Workers Comp. 0.046430 361.25 Vision Insurance Medicare 0.014500 112.82  Total Benefits 55,015.27 64.98% \$84.89 \$31.11 \$15.24 \$131.24   Step B  Step C  Step C	Dental Insurance		155.99				
Holiday Pay	LTD & STD Insurance	0.008070	62.28				
Step B	Life Insurance	0.000213	29.59				
Standby	Holiday Pay		0.00				
Retiree Medical Deferred Comp.   0.00	Uniform Allowance		62.50				
Deferred Comp.   O.046430   361.25	Standby		0.00				
Workers Comp.   O.046430   361.25   Hourly Rate   36.65%   17.95%   Total Hourly Rate   O.014500   112.82   Hourly Rate   O.014500   Total Hourly Rate   O.014500   112.82   Rate   O.014500   112.82   For the display of the displa	Retiree Medical		794.80				
Vision Insurance Medicare							
Medicare       0.014500       112.82       & Benefits       Overhead       Overhead       Rate         Step B       Step B       \$8,103.91 /Month       \$8,103.91 /Month       \$54.03 /Hour         Step C       \$8,509.11 /Month       \$55,228.71       61.45%       \$91.59       \$33.57       \$16.44       \$141.60         Step D       \$8,934.56 /Month       \$59.58 /Hour         Total Benefits       \$5,343.49       \$9.81%       \$95.19       \$34.89       \$17.09       \$147.17         Step E       \$9,381.29 /Month       \$62.54 /Hour         Total Benefits       \$9,381.29 /Month       \$62.54 /Hour         Total Benefits       \$9,381.29 /Month       \$62.54 /Hour	<b>■</b>	0.046430					
Total Benefits				<u>-</u>	•	-	=
Step B   \$8,103.91   Month   \$54.03   Hour	Medicare	0.014500	112.82	& Benefits	Overhead	Overhead	Rate
Step B   \$8,103.91   Month   \$54.03   Hour		Total Benefits	\$5,015.27 64.98%	\$84.89	\$31.11	\$15.24	\$131.24
\$8,103.91 /Month \$54.03 /Hour  Total Benefits \$5,119.38 63.17% \$88.16 \$32.31 \$15.82 \$136.29  Annual Salary + Benefits \$158,679.52  Step C  \$8,509.11 /Month \$56.73 /Hour  Total Benefits \$5,228.71 61.45% \$91.59 \$33.57 \$16.44 \$141.60  Annual Salary + Benefits \$164,853.76  Step D  \$8,934.56 /Month \$59.56 /Hour  Total Benefits \$5,343.49 \$9.81% \$95.19 \$34.89 \$17.09 \$147.17  Annual Salary + Benefits \$171,336.61  Step E  \$9,381.29 /Month \$62.54 /Hour  Total Benefits \$5,464.02 \$8.24% \$98.97 \$36.27 \$17.76 \$153.00			Annual Salary + Benefits	\$152,799.37	=		
\$8,103.91 /Month \$54.03 /Hour  Total Benefits \$5,119.38 63.17% \$88.16 \$32.31 \$15.82 \$136.29  Annual Salary + Benefits \$158,679.52  Step C  \$8,509.11 /Month \$56.73 /Hour  Total Benefits \$5,228.71 61.45% \$91.59 \$33.57 \$16.44 \$141.60  Annual Salary + Benefits \$164,853.76  Step D  \$8,934.56 /Month \$59.56 /Hour  Total Benefits \$5,343.49 \$9.81% \$95.19 \$34.89 \$17.09 \$147.17  Annual Salary + Benefits \$171,336.61  Step E  \$9,381.29 /Month \$62.54 /Hour  Total Benefits \$5,464.02 \$8.24% \$98.97 \$36.27 \$17.76 \$153.00	Sten R						
Annual Salary + Benefits       \$158,679.52         \$8,509.11 /Month \$56.73 /Hour         Total Benefits       \$8,509.11 /Month \$56.73 /Hour         Annual Salary + Benefits       \$164,853.76         Step D         \$8,934.56 /Month \$59.56 /Hour         Total Benefits       \$5,343.49       \$98.1%       \$95.19       \$34.89       \$17.09       \$147.17         Annual Salary + Benefits       \$171,336.61         Step E         \$9,381.29 /Month \$62.54 /Hour         Total Benefits       \$5,464.02       58.24%       \$98.97       \$36.27       \$17.76       \$153.00	Step B		<b>\$8,103.91</b> /Month	\$54.0	3 /Hour		
Step C         \$8,509.11 /Month       \$56.73 /Hour         Total Benefits       \$5,228.71       61.45%       \$91.59       \$33.57       \$16.44       \$141.60         Annual Salary + Benefits       \$164,853.76         Step D         Total Benefits       \$5,343.49       59.81%       \$95.19       \$34.89       \$17.09       \$147.17         Annual Salary + Benefits       \$171,336.61         Step E         \$9,381.29 /Month       \$62.54 /Hour         Total Benefits       \$5,464.02       58.24%       \$98.97       \$36.27       \$17.76       \$153.00		Total Benefits	\$5,119.38 63.17%	\$88.16	\$32.31	\$15.82	\$136.29
\$8,509.11 /Month \$56.73 /Hour  Total Benefits \$5,228.71 61.45% \$91.59 \$33.57 \$16.44 \$141.60  Annual Salary + Benefits \$164,853.76  Step D  \$8,934.56 /Month \$59.56 /Hour  Total Benefits \$5,343.49 \$98.1% \$95.19 \$34.89 \$17.09 \$147.17  Annual Salary + Benefits \$171,336.61  Step E  \$9,381.29 /Month \$62.54 /Hour  Total Benefits \$5,464.02 \$58.24% \$98.97 \$36.27 \$17.76 \$153.00			Annual Salary + Benefits	\$158,679.52	=		
Total Benefits \$5,228.71 61.45% \$91.59 \$33.57 \$16.44 \$141.60  Annual Salary + Benefits \$164,853.76  Step D  \$8,934.56 / Month \$59.56 / Hour  Total Benefits \$5,343.49 59.81% \$95.19 \$34.89 \$17.09 \$147.17  Annual Salary + Benefits \$171,336.61  Step E  \$9,381.29 / Month \$62.54 / Hour  Total Benefits \$5,464.02 58.24% \$98.97 \$36.27 \$17.76 \$153.00	Step C						
Step D   \$8,934.56   Month   \$59.56   Hour			<b>\$8,509.11</b> /Month	\$56.7	3 /Hour		
Step D           \$8,934.56 /Month         \$59.56 /Hour           Total Benefits         \$5,343.49         \$95.19         \$34.89         \$17.09         \$147.17           Annual Salary + Benefits         \$171,336.61         \$171,336.61         \$171,336.61         \$171,336.61         \$171,336.61         \$171,76         \$153.00		Total Benefits	\$5,228.71 61.45%	\$91.59	\$33.57	\$16.44	\$141.60
\$8,934.56 /Month \$59.56 /Hour  Total Benefits \$5,343.49 \$99.19 \$34.89 \$17.09 \$147.17  Annual Salary + Benefits \$171,336.61  Step E  \$9,381.29 /Month \$62.54 /Hour  Total Benefits \$5,464.02 \$8.24% \$98.97 \$36.27 \$17.76 \$153.00			Annual Salary + Benefits	\$164,853.76	=		
\$8,934.56 /Month \$59.56 /Hour  Total Benefits \$5,343.49 \$99.19 \$34.89 \$17.09 \$147.17  Annual Salary + Benefits \$171,336.61  Step E  \$9,381.29 /Month \$62.54 /Hour  Total Benefits \$5,464.02 \$8.24% \$98.97 \$36.27 \$17.76 \$153.00	Step D						
Annual Salary + Benefits \$171,336.61  Step E  \$9,381.29 /Month \$62.54 /Hour  Total Benefits \$5,464.02 58.24% \$98.97 \$36.27 \$17.76 \$153.00			<b>\$8,934.56</b> /Month	\$59.5	6 /Hour		
\$9,381.29 /Month \$62.54 /Hour  Total Benefits \$5,464.02 58.24% \$98.97 \$36.27 \$17.76 \$153.00		Total Benefits	\$5,343.49 59.81%	\$95.19	\$34.89	\$17.09	\$147.17
\$9,381.29 /Month \$62.54 /Hour  Total Benefits \$5,464.02 58.24% \$98.97 \$36.27 \$17.76 \$153.00			Annual Salary + Benefits	\$171,336.61	=		
\$9,381.29 /Month \$62.54 /Hour  Total Benefits \$5,464.02 58.24% \$98.97 \$36.27 \$17.76 \$153.00	Step E						
			<b>\$9,381.29</b> /Month	\$62.5	4 /Hour		
Annual Salary + Benefits \$178,143.69		Total Benefits	\$5,464.02 58.24%	\$98.97	\$36.27	\$17.76	\$153.00
			Annual Salary + Benefits	\$178,143.69	_		



#### Police Lieutenant Department: Police

Step A						
		<b>\$12,353.38</b> /Month	\$82.36	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	ry	
PERS - Employer	0.360800	4,502.20		Lieutena		
Management Incentive		0.00				
EAP		3.89				
Health Insurance		2,171.91				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	99.69				
Life Insurance	0.000213	31.95				
Holiday Pay		0.00				
Uniform Allowance		125.00				
Standby		0.00				
Retiree Medical		1,277.83				
Deferred Comp.	3% + \$110	480.60				
Workers Comp.	0.046430	579.37		36.65%	17.95%	
Vision Insurance		23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	180.94	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$9,633.06 77.98%	\$146.58	\$53.72	\$26.31	\$226.61
		Annual Salary + Benefits	\$263,837.29	=		
Step B						
этер в		<b>\$12,971.04</b> /Month	¢06.4:	7 /Hour		
		\$12,371.04 / WOULD	\$60.4	7 /HOUI		
	Total Benefits	\$9,898.53 76.31%	\$152.46	\$55.88	\$27.37	\$235.71
		Annual Salary + Benefits	\$274,434.93	=		
Step C						
		<b>\$13,619.60</b> /Month	\$90.80	0 /Hour		
	Total Benefits	\$10,177.28 74.73%	\$ <b>\$158.65</b>	\$58.14	\$28.48	\$245.27
		Annual Salary + Benefits	\$285,562.57	=		
Step D						
		<b>\$14,300.57</b> /Month	\$95.34	4 /Hour		
	Total Benefits	\$10,469.96 73.21%	\$165.14	\$60.52	\$29.64	\$255.30
		Annual Salary + Benefits	\$297,246.43	=		
Step E						
		<b>\$15,015.61</b> /Month	\$100.10	0 /Hour		
	Total Benefits	\$10,777.29 71.77%	\$171.95	\$63.02	\$30.87	\$265.84
		Annual Salary + Benefits	\$309,514.75	=		



# Police Officer Department: Police

Step A							
		<b>\$8,152.63</b> /Mo	nth	\$54.35	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.360800	3,144.89			Sworn Po		
Management Incentive	0.00000	0.00			3		
EAP		3.89					
Health Insurance		2,171.91					
Dental Insurance		155.99					
LTD & STD Insurance		34.00					
Life Insurance		7.86					
Holiday Pay	9.33	438.79					
Uniform Allowance		125.00					
Standby		0.00					
Retiree Medical		1,277.83					
Deferred Comp.		0.00					
Workers Comp.	0.046430	404.70			36.65%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	126.39	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,914.94	97.08%	\$107.12	\$39.26	\$19.23	\$165.61
		Annual Salary + Be	enefits =	\$192,810.84	=		
Step B							
Step 5		<b>\$8,560.27</b> /Mo	nth	\$57.07	/ /Hour		
	Total Benefits	\$8,084.02	94.44%	\$110.96	\$40.67	\$19.92	\$171.55
		Annual Salary + Be	enefits _	\$199,731.53	=		
Step C							
		<b>\$8,988.28</b> /Mo	nth	\$59.92	? /Hour		
	Total Benefits	\$8,297.29	92.31%	\$115.24	\$42.23	\$20.69	\$178.16
		Annual Salary + Be	enefits =	\$207,426.86	=		
Step D							
		<b>\$9,437.69</b> /Mo	nth	\$62.92	! /Hour		
	Total Benefits	\$8,521.31	90.29%	\$119.73	\$43.88	\$21.49	\$185.10
		Annual Salary + Be	enefits =	\$215,508.05	=		
Step E							
		<b>\$9,909.58</b> /Mo	nth	\$66.06	6 /Hour		
	Total Benefits	\$8,756.40	88.36%	\$124.44	\$45.61	\$22.34	\$192.39
		Annual Salary + Be	enefits =	\$223,991.77	=		



# Police Officer/Special Assignment Department: Police

Step A						
		<b>\$8,560.26</b> /Month	\$57.07	<b>7</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.360800	3,299.87		Sworn Po		
Management Incentive	0.50000	0.00		3,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
EAP		3.89				
Health Insurance		2,171.91				
Dental Insurance		155.99				
LTD & STD Insurance		34.00				
Life Insurance		7.86				
Holiday Pay	9.33	460.72				
Uniform Allowance		125.00				
Standby		0.00				
Retiree Medical		1,277.83				
Deferred Comp.		0.00				
Workers Comp.	0.046430	424.65		36.65%	17.95%	
Vision Insurance		23.69	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	132.62	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,118.02 94.83%	\$111.19	\$40.75	\$19.96	\$171.90
		Annual Salary + Benefits	\$200,139.41	=		
Step B						
Step B		<b>\$8,988.29</b> /Month	\$59.92	2 /Hour		
	Total Benefits	\$8,297.29 92.31%	\$115.24	\$42.23	\$20.69	\$178.16
		Annual Salary + Benefits	\$207,426.94	=		
Step C						
		<b>\$9,437.69</b> /Month	\$62.92	2 /Hour		
	Total Benefits	\$8,521.31 90.29%	\$119.73	\$43.88	\$21.49	\$185.10
		A 10.1 . B (*)	4245 500 00			
		Annual Salary + Benefits =	\$215,508.06	=		
Step D						
	_	<b>\$9,909.58</b> /Month	\$66.00	6 /Hour		
	Total Benefits	\$8,756.40 88.36%	\$124.44	\$45.61	\$22.34	\$192.39
		Annual Salary + Benefits	\$223,991.72	=		
Step E						
		<b>\$10,405.06</b> /Month	\$69.37	7 /Hour		
	Total Benefits	\$9,003.29 86.53%	\$129.39	\$47.42	\$23.23	\$200.04
		Annual Salary + Benefits =	\$232,900.27	=		
<u> </u>						



#### Police Records Clerk I Department: Police

Step A						
·		<b>\$4,951.76</b> /Month	\$33.01	<b>1</b> /Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	rv	
PERS - Employer	0.200800	1,002.68		Office Employe		
Management Incentive	0.20000	0.00		p		
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	39.96				
Life Insurance	0.000213	18.99				
Holiday Pay		0.00				
Uniform Allowance		41.67				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	231.84		36.65%	17.95%	
Vision Insurance		23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	72.40	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,232.04 85.47%	\$61.23	\$22.44	\$10.99	\$94.66
		Annual Salary + Benefits	\$110,205.55	=		
Cton D						
Step B		<b>\$5,199.34</b> /Month	\$34.66	6 /Hour		
	Total Benefits	\$4,298.84 82.68%	\$63.32	\$23.21	\$11.37	\$97.90
	rotal beliefits	Annual Salary + Benefits		<b>723.21</b>	<b>711.37</b>	<b>437.30</b>
		Annual Salary + Benefits	\$113,978.19	=		
Step C						
		<b>\$5,459.31</b> /Month	\$36.40	0 /Hour		
	Total Benefits	\$4,368.98 80.03%	\$65.52	\$24.01	\$11.76	\$101.29
		Annual Salary + Benefits	\$117,939.47	_		
Stop D						
Step D		<b>\$5,732.28</b> /Month	\$38.22	2 /Hour		
	Total Benefits	\$4,442.63 77.50%	\$67.83	\$24.86	\$12.18	\$104.87
	Total Delicits			727.0U	¥12.10	γ±0 <del>1</del> .07
		Annual Salary + Benefits	\$122,098.81	=		
Step E						
		<b>\$6,018.89</b> /Month	\$40.13	3 /Hour		
	Total Benefits	\$4,519.95 75.10%	\$70.26	\$25.75	\$12.61	\$108.62
		Annual Salary + Benefits	\$126,466.11	=		



# Police Records Clerk II Department: Police

Step B   Step C   Step D   Step Step D   Step Step D   Step Step D   Step Step Step D   Step Step Step Step Step Step Step Step	Step A							
PERS - Employer			\$ <b>5,459.31</b> /N	∕lonth	\$36.40	<b>0</b> /Hour		
PERS - Employer	Benefit	Multiplier				Catego	rv	
Management Incentive   EAP	<u> </u>		1.104.60					
Realth Insurance	- · ·	0.20000				5		
Health Insurance								
Dental Insurance								
LTD & STD Insurance Ufe Insurance								
Life Insurance		0.008070						
Holiday Pay								
Uniform Allowance								
Standby								
Retiree Medical Deferred Comp. Workers Comp. Workers Comp. Vision Insurance Medicare         0.00								
Deferred Comp.   0.00   255.41   36.65%   17.962.82   17.962.82   17.962.82   17.962.82   17.962.82   17.95%								
Workers Comp.         0.046430         255.41         36.65%         17.95%         Total Hourly Rate Rate Rate         36.65%         17.95%         Total Hourly Rate Rate Rate         36.65%         17.95%         Total Hourly Rate Rate Rate         Department Overhead Overhead Overhead Overhead Park         Total Hourly Rate Rate Rate         Department Overhead Overhead Overhead Park         Total Hourly Rate Rate Rate         Department Overhead Overhead Overhead Park         Total Hourly Rate Rate         Department Overhead Overhead Overhead Overhead Park         Total Hourly Rate Rate         Department Overhead Overhead Overhead Overhead Park         Total Hourly Rate Rate         Section 1.10%         Section 1.								
Vision Insurance Medicare         23.69 / 79.76         Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Head Overhead           Total Benefits         \$4,370.92         80.06%         \$65.53         \$24.02         \$11.76         \$101.           Annual Salary + Benefits         \$117,962.82           Step B           \$5,732.28 /Month         \$38.22 /Hour           Total Benefits         \$4,444.57         77.54%         \$67.85         \$24.87         \$12.18         \$104.           Annual Salary + Benefits         \$122,122.16           Step C         \$6,018.89 /Month         \$40.13 /Hour           Total Benefits         \$4,521.90         75.13%         \$70.27         \$25.75         \$12.61         \$108.           Step D           \$6,319.83 /Month         \$42.13 /Hour           Total Benefits         \$4,603.09         72.84%         \$72.82         \$26.69         \$13.07         \$112.           Annual Salary + Benefits         \$131,075.14	<b>  ■</b>	0.046430				36.65%	17.95%	
Medicare         0.014500         79.76         & Benefits         Overhead         Overhead         Rat           Total Benefits         \$4,370.92         80.06%         \$65.53         \$24.02         \$11.76         \$101.           Annual Salary + Benefits         \$117,962.82           Step B         \$5,732.28 /Month         \$38.22 /Hour           Total Benefits         \$4,444.57         77.54%         \$67.85         \$24.87         \$12.18         \$104.           Annual Salary + Benefits         \$122,122.16           Step C         \$6,018.89 /Month         \$40.13 /Hour           Total Benefits         \$4,521.90         75.13%         \$70.27         \$25.75         \$12.61         \$108.           Step D           \$6,319.83 /Month         \$42.13 /Hour           Total Benefits         \$4,603.09         72.84%         \$72.82         \$26.69         \$13.07         \$112.           Annual Salary + Benefits         \$131,075.14    Step E		0.040430			Hourly Rate			Total Hourly
Total Benefits \$4,370.92 80.06% \$65.53 \$24.02 \$11.76 \$101.  Annual Salary + Benefits \$117,962.82  Step B  \$5,732.28 /Month \$38.22 /Hour  Total Benefits \$4,444.57 77.54% \$67.85 \$24.87 \$12.18 \$104.  Annual Salary + Benefits \$122,122.16  Step C  \$6,018.89 /Month \$40.13 /Hour  Total Benefits \$4,521.90 75.13% \$70.27 \$25.75 \$12.61 \$108.  Annual Salary + Benefits \$126,489.46  Step D  \$6,319.83 /Month \$42.13 /Hour  Total Benefits \$4,603.09 72.84% \$72.82 \$26.69 \$13.07 \$112.  Annual Salary + Benefits \$131,075.14		0.014500			-	=	=	Rate
Step B   \$5,732.28   Month   \$38.22   Hour	Wicalcule	0.014300	75.70	_	& Deficites	Overnead	Overneau	Nate
Step B   \$5,732.28   Month   \$38.22   Hour		Total Benefits	\$4,370.92	80.06%	\$65.53	\$24.02	\$11.76	\$101.31
\$5,732.28 /Month \$38.22 /Hour  Total Benefits \$4,444.57 77.54% \$67.85 \$24.87 \$12.18 \$104.  Annual Salary + Benefits \$122,122.16  Step C  \$6,018.89 /Month \$40.13 /Hour  Total Benefits \$4,521.90 75.13% \$70.27 \$25.75 \$12.61 \$108.  Annual Salary + Benefits \$126,489.46  Step D  \$6,319.83 /Month \$42.13 /Hour  Total Benefits \$4,603.09 72.84% \$72.82 \$26.69 \$13.07 \$112.  Annual Salary + Benefits \$131,075.14			Annual Salary +	Benefits _	\$117,962.82	_		
\$5,732.28 /Month \$38.22 /Hour  Total Benefits \$4,444.57 77.54% \$67.85 \$24.87 \$12.18 \$104.  Annual Salary + Benefits \$122,122.16  Step C  \$6,018.89 /Month \$40.13 /Hour  Total Benefits \$4,521.90 75.13% \$70.27 \$25.75 \$12.61 \$108.  Annual Salary + Benefits \$126,489.46  Step D  \$6,319.83 /Month \$42.13 /Hour  Total Benefits \$4,603.09 72.84% \$72.82 \$26.69 \$13.07 \$112.  Annual Salary + Benefits \$131,075.14	Step B							
Step C   \$6,018.89   Month   \$40.13   Hour			\$ <b>5,732.28</b> /N	Month	\$38.2	2 /Hour		
Step C         \$6,018.89 /Month       \$40.13 /Hour         Total Benefits       \$4,521.90       75.13%       \$70.27       \$25.75       \$12.61       \$108.         Annual Salary + Benefits       \$126,489.46         Step D         \$6,319.83 /Month       \$42.13 /Hour         Total Benefits       \$4,603.09       72.84%       \$72.82       \$26.69       \$13.07       \$112.         Annual Salary + Benefits       \$131,075.14		Total Benefits	\$4,444.57	77.54%	\$67.85	\$24.87	\$12.18	\$104.90
\$6,018.89 /Month \$40.13 /Hour  Total Benefits \$4,521.90 75.13% \$70.27 \$25.75 \$12.61 \$108.  Annual Salary + Benefits \$126,489.46  Step D  \$6,319.83 /Month \$42.13 /Hour  Total Benefits \$4,603.09 72.84% \$72.82 \$26.69 \$13.07 \$112.  Annual Salary + Benefits \$131,075.14			Annual Salary +	Benefits =	\$122,122.16	=		
Total Benefits \$4,521.90 75.13% \$70.27 \$25.75 \$12.61 \$108.  Annual Salary + Benefits \$126,489.46  Step D  \$6,319.83 /Month \$42.13 /Hour  Total Benefits \$4,603.09 72.84% \$72.82 \$26.69 \$13.07 \$112.  Annual Salary + Benefits \$131,075.14	Step C							
Annual Salary + Benefits \$\frac{\$126,489.46}{\$126,489.46}\$  Step D  \$6,319.83 / Month \$42.13 / Hour  Total Benefits \$4,603.09 72.84% \$72.82 \$26.69 \$13.07 \$112.  Annual Salary + Benefits \$\frac{\$131,075.14}{\$112.64}\$			\$6,018.89 /	∕Ionth	\$40.1	3 /Hour		
\$6,319.83 /Month \$42.13 /Hour  Total Benefits \$4,603.09 72.84% \$72.82 \$26.69 \$13.07 \$112.  Annual Salary + Benefits \$131,075.14		Total Benefits	\$4,521.90	75.13%	\$70.27	\$25.75	\$12.61	\$108.63
\$6,319.83 /Month \$42.13 /Hour  Total Benefits \$4,603.09 72.84% \$72.82 \$26.69 \$13.07 \$112.  Annual Salary + Benefits \$131,075.14			Annual Salary +	- Ronofits	\$126 489 46			
\$6,319.83 /Month \$42.13 /Hour  Total Benefits \$4,603.09 72.84% \$72.82 \$26.69 \$13.07 \$112.  Annual Salary + Benefits \$131,075.14  Step E			Saidi y	=	T3, 103140	=		
Total Benefits \$4,603.09 72.84% <b>\$72.82 \$26.69 \$13.07 \$112.</b> Annual Salary + Benefits <u>\$131,075.14</u> Step E	Step D							
Annual Salary + Benefits \$131,075.14  Step E			\$6,319.83 /N	∕Ionth	\$42.1	3 /Hour		
Step E		Total Benefits	\$4,603.09	72.84%	\$72.82	\$26.69	\$13.07	\$112.58
			Annual Salary +	Benefits _	\$131,075.14	=		
	Step E							
			\$6,635.83 /N	Month	\$44.2	4 /Hour		
Total Benefits \$4,688.35 70.65% <b>\$75.49 \$27.67 \$13.55 \$116.</b>		Total Benefits	\$4,688.35	70.65%	\$75.49	\$27.67	\$13.55	\$116.71
Annual Salary + Benefits \$135,890.09			Annual Salary +	- Benefits	\$135,890.09	_		



# Police Sergeant Department: Police

Step A							
		\$9,675.44 /	Month	\$64.50	<b>)</b> /Hour		
Benefit	<u>Multiplier</u>				<u>Catego</u>	m.	
PERS - Employer	0.360800	3,723.90			Sworn Po		
Management Incentive	0.300800	0.00			3₩011110	nice .	
EAP		3.89					
Health Insurance		2,171.91					
Dental Insurance		155.99					
LTD & STD Insurance		34.00					
Life Insurance		7.86					
Holiday Pay	9.33	520.80					
Uniform Allowance		125.00					
Standby		0.00					
Retiree Medical		1,277.83					
Deferred Comp.		0.00					
Workers Comp.	0.046430	479.22			36.65%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	149.66		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,673.75	89.65%	\$122.33	\$44.83	\$21.96	\$189.12
		40,000		,	*	<b>,</b>	7
		Annual Salary	+ Benefits	\$220,190.19			
			_		_		
Step B							
		\$10,159.21 /I	Month	\$67.73	3 /Hour		
	Total Benefits	\$8,880.78	87.42%	\$126.93	\$46.52	\$22.78	\$196.23
		Annual Salary	+ Benefits _	\$228,479.80	=		
Step C							
		\$ <b>10,667.17</b> /I	Month	\$71.1	1 /Hour		
	Total Benefits	\$9,133.86	85.63%	\$132.01	\$48.38	\$23.70	\$204.09
		Annual Salam	+ Ronofita	\$227 612 20			
		Annual Salary	+ benefits =	\$257,012.35	=		
Step D							
		\$11,200.52 /I	Month	\$74.6	7 /Hour		
	Total Benefits	\$9,399.65	83.92%	\$137.33	\$50.33	\$24.65	\$212.31
		Ammural Cala	. Donefita	6247 202 02			
		Annual Salary	+ Benefits =	\$247,202.03	=		
Step E							
		\$11,760.55 /I	Month	\$78.40	0 /Hour		
	Total Benefits	\$9,678.68	82.30%	\$142.93	\$52.38	\$25.66	\$220.97
		Annual Salary	+ Benefits	\$257,270.76	=		



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

Step A						
		<b>\$10,159.21</b> /Month	\$67.73	3 /Hour		
Down fit	B. G. allatina It in an			Catala		
<u>Benefit</u>	<u>Multiplier</u>	2 007 04		<u>Catego</u>		
PERS - Employer	0.360800	3,907.84		Sworn Po	olice	
Management Incentive		0.00				
EAP Health Insurance		3.89				
Dental Insurance		2,171.91 155.99				
LTD & STD Insurance Life Insurance		34.00 7.86				
Holiday Pay	9.33	546.83				
Uniform Allowance	9.33	125.00				
		0.00				
Standby  Retires Medical						
Retiree Medical		1,277.83				
Deferred Comp.	0.046430	0.00				
Workers Comp.	0.046430	502.89	Havely Data	36.65%	17.95%	Total Harmly
Vision Insurance	0.014500	23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	157.05	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,914.78 87.75%	\$127.16	\$46.60	\$22.83	\$196.59
		Annual Salary + Benefits	\$228,887.81	_		
Step B						
		<b>\$10,667.17</b> /Month	\$71.1	1 /Hour		
	Total Benefits	\$9,133.86 85.63%	\$132.01	\$48.38	\$23.70	\$204.09
		Annual Salary + Benefits	\$237,612.37	=		
Step C						
		<b>\$11,200.53</b> /Month	\$74.6	7 /Hour		
	Total Benefits	\$9,399.65 83.92%	\$137.33	\$50.33	\$24.65	\$212.31
		Ammuni Calama a Da Ca	¢247.202.46			
		Annual Salary + Benefits	\$247,202.16	=		
Step D						
		<b>\$11,760.55</b> /Month	\$78.40	0 /Hour		
	Total Benefits	\$9,678.67 82.30%	\$142.93	\$52.38	\$25.66	\$220.97
		Annual Salary + Benefits	\$257,270.64	=		
Cton F	_					
Step E		<b>\$12,348.58</b> /Month	\$82.3	2 /Hour		
	Total Benefits	\$9,971.63 80.75%	\$148.80	\$54.54	\$26.71	\$230.05
		Annual Salary + Benefits	\$267,842.57	_		
		-		_		



#### **Principal Planner**

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

Step A							
		\$11,206.57 /	Month	\$74.71	L /Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	2,250.28		Non-	Sworn Profession		ors
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	90.44					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	334.13					
Workers Comp.	0.046430	520.32			121.73%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	162.50	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,214.11	55.45%	\$116.14	\$141.37	\$20.85	\$278.36
		Annual Salary	+ Benefits _	\$209,048.20	_		
			_		_		
Step B		¢44.766.00 /	N 4 = ± la	470.41	- 4		
		\$11,766.90 /	Month	\$78.45	5 /Hour		
	Total Benefits	\$6,365.29	54.09%	\$120.88	\$147.15	\$21.70	\$289.73
		Annual Salary	+ Benefits =	\$217,586.27	=		
Step C							
		\$12,355.24 /	Month	\$82.37	7 /Hour		
	Total Benefits	\$6,524.03	52.80%	\$125.86	\$153.21	\$22.59	\$301.66
		Annual Salary	+ Benefits	\$226,551.23	_		
0. 5	_		_		_		
Step D		\$12,973.01 /	Month	Ć0C 44	9 /Hour		
		\$12,973.01 /	IVIOITII	\$86.45	9 /Hour		
	Total Benefits	\$6,690.70	51.57%	\$131.09	\$159.58	\$23.53	\$314.20
		Annual Salary	+ Benefits =	\$235,964.44	=		
Step E							
		\$13,621.66 /	Month	\$90.83	1 /Hour		
	Total Benefits	\$6,865.70	50.40%	\$136.58	\$166.26	\$24.52	\$327.36



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

**Department: Community Development** 

Step A							
		\$10,162.60 /	Month	\$67.75	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	ry	
PERS - Employer	0.200800	2,040.65		Non-	Sworn Profession		ors
Management Incentive		0.00					
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	82.01					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	313.25					
Workers Comp.	0.046430	471.85			121.73%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	147.36	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,911.57	58.17%	\$107.16	\$130.45	\$19.24	\$256.85
		Annual Salary	+ Benefits =	\$192,890.10	=		
Step B							
		\$10,670.73 /	Month	\$71.14	4 /Hour		
	Total Benefits	\$6,048.67	56.68%	\$111.46	\$135.68	\$20.01	\$267.15
		Annual Salary	+ Benefits =	\$200,632.79	=		
Step C		¢11 204 27 /	Manth	¢7.4.70	0. //		
		\$11,204.27 /	MONTH	\$74.70	O /Hour		
	Total Benefits	\$6,192.61	55.27%	\$115.98	\$141.18	\$20.82	\$277.98
		Annual Salary	+ Benefits =	\$208,762.60	=		
Step D							
		\$11,764.48 /	Month	\$78.43	3 /Hour		
	Total Benefits	\$6,343.76	53.92%	\$120.72	\$146.95	\$21.67	\$289.34
		Annual Salary	+ Benefits =	\$217,298.91	=		
Step E							
		\$12,352.71 /	Month	\$82.35	5 /Hour		
	Total Benefits	\$6,502.46	52.64%	\$125.70	\$153.02	\$22.56	\$301.28
		Annual Salary	+ Benefits =	\$226,262.04	=		



# **Project Services Specialist Department: Finance and Information Systems**

\$7,699.82 /Month  1,546.12 0.00 3.89 1,846.13 155.99 62.14 29.52 0.00 0.00 0.00 794.80 0.00 794.80 0.00 357.50 23.69 111.65  \$4,931.43 64.05%  Annual Salary + Benefits  \$8,084.81 /Month	Hourly Rate & Benefits \$84.21 \$151,575.03	Catego Office Empl  31.28% Department Overhead  \$26.34		Total Hourly Rate \$125.67
0.00 3.89 1,846.13 155.99 62.14 29.52 0.00 0.00 0.00 794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05%  Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	31.28% Department Overhead \$26.34	17.95% Citywide Overhead	Rate
0.00 3.89 1,846.13 155.99 62.14 29.52 0.00 0.00 0.00 794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05%  Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	31.28% Department Overhead \$26.34	17.95% Citywide Overhead	Rate
0.00 3.89 1,846.13 155.99 62.14 29.52 0.00 0.00 0.00 794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05%  Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	31.28% Department Overhead \$26.34	17.95% Citywide Overhead	Rate
3.89 1,846.13 155.99 62.14 29.52 0.00 0.00 0.00 794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05%  Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
1,846.13 155.99 62.14 29.52 0.00 0.00 794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05% Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
155.99 62.14 29.52 0.00 0.00 0.00 794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05%  Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
62.14 29.52 0.00 0.00 0.00 794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05% Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
29.52 0.00 0.00 0.00 794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05% Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
0.00 0.00 794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05% Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
0.00 0.00 794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05% Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
0.00 794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05% Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
794.80 0.00 357.50 23.69 111.65 \$4,931.43 64.05% Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
0.00 357.50 23.69 111.65 \$4,931.43 64.05% Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
357.50 23.69 111.65 \$4,931.43 64.05% Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
23.69 111.65 \$4,931.43 64.05% Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	Department Overhead \$26.34	Citywide Overhead	Rate
\$4,931.43 64.05%  Annual Salary + Benefits	& Benefits \$84.21 \$151,575.03	926.34	Overhead	Rate
\$4,931.43 64.05%  Annual Salary + Benefits	\$84.21 \$151,575.03	\$26.34 =		
Annual Salary + Benefits =	\$151,575.03	=	\$15.12	\$125.67
=		 O /Hour		
<b>\$8,084.81</b> /Month	\$53.90	O /Hour		
<b>\$8,084.81</b> /Month	\$53.90	) /Hour		
		,		
\$5,035.30 62.28%	\$87.47	\$27.36	\$15.70	\$130.53
Annual Salary + Benefits =	\$157,441.37	=		
<b>\$8,489.05</b> /Month	\$56.59	9 /Hour		
\$5,144.37 60.60%	\$90.89	\$28.43	\$16.31	\$135.63
Annual Salary + Benefits =	\$163,601.03	=		
<b>\$8,913.50</b> /Month	\$59.42	2 /Hour		
\$5,258.88 59.00%	\$94.48	\$29.55	\$16.96	\$140.99
Annual Salary + Benefits	\$170,068.67	=		
	\$62.39	9 /Hour		
<b>\$9,359.18</b> /Month	¢00.26	\$30.73	\$17.64	\$146.63
<b>\$9,359.18</b> /Month \$5,379.13 57.47%	330.Z0			
	\$5,258.88 59.00%  Annual Salary + Benefits =  \$9,359.18 /Month	\$5,258.88 59.00% <b>\$94.48</b> Annual Salary + Benefits <b>\$170,068.67 \$9,359.18</b> /Month \$62.39	\$5,258.88	\$5,258.88 59.00% \$94.48 \$29.55 \$16.96  Annual Salary + Benefits \$170,068.67  \$9,359.18 /Month \$62.39 /Hour



#### Project Services Specialist Department: Public Works

Step A							
		\$7,699.82 /1	Month	\$51.33	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	rv.	
PERS - Employer	0.200800	1,546.12			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	Oyces	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	62.14					
Life Insurance	0.000213	29.52					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	357.50			145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	111.65	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,931.43	64.05%	\$84.21	\$122.19	\$15.12	\$221.52
		Annual Salary	+ Benefits =	\$151,575.03	=		
Step B							
		\$ <b>8,084.81</b> /I	Month	\$53.90	O /Hour		
	Total Benefits	\$5,035.30	62.28%	\$87.47	\$126.92	\$15.70	\$230.09
		Annual Salary	+ Benefits =	\$157,441.37	=		
Step C							
		\$8,489.05 /1	Month	\$56.59	9 /Hour		
	Total Benefits	\$5,144.37	60.60%	\$90.89	\$131.88	\$16.31	\$239.08
		Annual Salary	+ Benefits _	\$163,601.03	=		
Step D							
	_	\$ <b>8,913.50</b> /I	Month	\$59.42	2 /Hour		
	Total Benefits	\$5,258.88	59.00%	\$94.48	\$137.09	\$16.96	\$248.53
		Annual Salary	+ Benefits _	\$170,068.67	=		
Step E							
		\$9,359.18 /	Month	\$62.39	9 /Hour		
	Total Benefits	\$5,379.13	57.47%	\$98.26	\$142.57	\$17.64	\$258.47
		Annual Salary	+ Benefits =	\$176,859.69	=		



#### Property and Evidence Technician I Department: Police

Step A							
		<b>\$5,200.15</b> /Mo	onth	\$34.67	/ /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,060.92		Office Emr	oloyee - CSO & Ev		cian I/II
Management Incentive	0.20000	0.00			,		,
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	41.97					
Life Insurance	0.000213	19.94					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	245.31			36.65%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	76.61	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,352.58	83.70%	\$63.68	\$23.34	\$11.43	\$98.45
		Annual Salary + B	enefits _	\$114,632.75	=		
Step B							
		<b>\$5,460.16</b> /Mo	onth	\$36.40	) /Hour		
	Total Benefits	\$4,422.73	81.00%	\$65.89	\$24.15	\$11.83	\$101.87
		Annual Salary + B	enefits =	\$118,594.64	=		
Step C							
		<b>\$5,733.16</b> /Mo	onth	\$38.22	2 /Hour		
	Total Benefits	\$4,496.39	78.43%	\$68.20	\$24.99	\$12.24	\$105.43
		Annual Salary + Bo	enefits =	\$122,754.62	=		
Step D							
		<b>\$6,019.82</b> /Mo	onth	\$40.13	3 /Hour		
	Total Benefits	\$4,573.73	75.98%	\$70.62	\$25.88	\$12.68	\$109.18
		Annual Salary + B	enefits =	\$127,122.61	=		
Step E							
		<b>\$6,320.81</b> /Mo	onth	\$42.14	1 /Hour		
	Total Benefits	\$4,654.94	73.64%	\$73.17	\$26.82	\$13.13	\$113.12
		Annual Salary + B	enefits _	\$131,708.99	=		



# Property and Evidence Technician II Department: Police

Step A							
		<b>\$5,733.16</b> /Mon	th	\$38.22	: /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	rv	
PERS - Employer	0.200800	1,167.95		Office Emr	oloyee - CSO & Ev		cian I/II
Management Incentive	0.20000	0.00		- · · · · · · · · · · · · · · · · · · ·	,		
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	46.27					
Life Insurance	0.000213	21.98					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	270.06			36.65%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	84.34	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,498.43 78	3.46%	\$68.21	\$25.00	\$12.24	\$105.45
		Annual Salary + Ben	efits _	\$122,779.15	=		
Step B							
		<b>\$6,019.82</b> /Mont	th	\$40.13	3 /Hour		
	Total Benefits	\$4,575.77 76	5.01%	\$70.64	\$25.89	\$12.68	\$109.21
		Annual Salary + Ben	efits =	\$127,147.13	=		
Step C							
		<b>\$6,320.81</b> /Mont	th	\$42.14	l/Hour		
	Total Benefits	\$4,656.98 73	3.68%	\$73.19	\$26.82	\$13.14	\$113.15
		Annual Salary + Ben	efits _	\$131,733.51	=		
Step D							
		<b>\$6,636.85</b> /Mont	th	\$44.25	6 /Hour		
	Total Benefits	\$4,742.25 71	.45%	\$75.86	\$27.80	\$13.62	\$117.28
		Annual Salary + Ben	efits _	\$136,549.21	=		
Step E							
		<b>\$6,968.70</b> /Mont	th	\$46.46	6 /Hour		
	Total Benefits	\$4,831.78 69	9.34%	\$78.67	\$28.83	\$14.12	\$121.62
		Annual Salary + Ben	efits _	\$141,605.70	=		



### Public Information Officer Department: City Manager

Step A							
		<b>\$8,825.25</b> /Month		\$58.84	Hour		
Benefit	<u>Multiplier</u>				<u>Catego</u>	rv	
PERS - Employer	0.200800	1,772.11		Non-9	Sworn Profession		ors
Management Incentive	0.20000	0.00				alo, capelillo	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.22					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.51					
Workers Comp.	0.046430	409.76			51.59%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	127.97		& Benefits	Overhead	Overhead	Rate
	Tatal Danafita	ĆE 524.04	00/	¢or cc	Ć40.25	647.47	¢162.10
	Total Benefits	\$5,524.01 62.5	9%	\$95.66	\$49.35	\$17.17	\$162.18
		Annual Salary + Benef	its _	\$172,191.13	=		
Step B							
		<b>\$9,266.51</b> /Month		\$61.78	3 /Hour		
	Total Benefits	\$5,643.06 60.9	0%	\$99.40	\$51.28	\$17.84	\$168.52
		Annual Salary + Benef	its	\$178,914.86	=		
Step C							
		<b>\$9,729.85</b> /Month		\$64.87 /Hour			
	Total Benefits	\$5,768.07 59.2	8%	\$103.32	\$53.30	\$18.55	\$175.17
		Annual Salary + Benef	its	\$185,974.97			
Step D			-		_		
Step D		<b>10,216.33</b> /Month		\$68.11	L/Hour		
	Total Benefits	\$5,899.32 57.7	<b>4</b> %	\$107.44	\$55.43	\$19.29	\$182.16
	rotal belieffts				<b>433.43</b>	Y13.23	¥102.10
		Annual Salary + Benef	its	\$193,387.80	=		
Step E		<b>\$10,727.15</b> /Month		Ć74 F4			
					l /Hour		
	Total Benefits	\$6,037.14 56.2	8%	\$111.76	\$57.66	\$20.06	\$189.48
		Annual Salary + Benef	its	\$201,171.46	=		



#### Purchasing Assistant Department: Public Works

Step A						
		<b>\$6,619.98</b> /Month	\$44.13	<b>3</b> /Hour		
David St.	n a lat It			<b>C</b> -1		
<u>Benefit</u>	<u>Multiplier</u>	4 220 20		Catego	<del></del>	
PERS - Employer	0.200800	1,329.29		Public Works - M	laintenance	
Management Incentive		0.00				
EAP Health Insurance		3.89				
Dental Insurance		1,846.13 155.99				
LTD & STD Insurance	0.008070	53.42				
Life Insurance	0.000213	25.38				
Holiday Pay	0.000213	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	307.37		145.10%	17.95%	
Vision Insurance	0.0 10 100	23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	95.99	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,635.95 70.03%	\$75.04	\$108.88	\$13.47	\$197.39
		Annual Salary + Benefits	\$135,071.23			
Step B						
		<b>\$6,950.98</b> /Month	\$46.3	4 /Hour		
	Total Benefits	\$4,725.26 67.98%	\$77.84	\$112.95	\$13.97	\$204.76
		Annual Salary + Benefits	\$140,114.86	=		
Step C						
		<b>\$7,298.53</b> /Month	\$48.6	6 /Hour		
	Total Benefits	\$4,819.02 66.03%	\$80.78	\$117.22	\$14.50	\$212.50
		Annual Calamii Banafita	¢145 440 C0			
		Annual Salary + Benefits	\$145,410.68	_		
Step D						
		<b>\$7,663.46</b> /Month	\$51.0	9 /Hour		
	Total Benefits	\$4,917.48 64.17%	\$83.87	\$121.70	\$15.06	\$220.63
		Annual Calama - Barasto	6450.074.30			
		Annual Salary + Benefits	\$150,971.28	=		
Step E						
		<b>\$8,046.63</b> /Month	\$53.6	4 /Hour		
	Total Benefits	\$5,020.86 62.40%	\$87.12	\$126.41	\$15.64	\$229.17
		Annual Salary + Benefits	\$156,809.92	_		



### Purchasing Manager Department: Finance and Information Systems

Step A							
		\$ <b>7,959.42</b> /I	Month	\$53.06	<b>6</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	rv	
PERS - Employer	0.200800	1,598.25		Nor	n-Sworn Manager		al .
Management Incentive	0.20000	0.00		110.	1 3 World Wildriager	3, 6011114611616	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	64.23					
Life Insurance	0.000213	30.52					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	348.78					
Workers Comp.	0.046430	369.56			31.28%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	115.41	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,351.25	67.23%	\$88.74	\$27.76	\$15.93	\$132.43
		Annual Salary	+ Benefits	\$159,728.03	=		
a	_						
Step B		40.0== 00.//					
		\$ <b>8,357.39</b> /I	Month	\$55.7	2 /Hour		
	Total Benefits	\$5,458.62	65.31%	\$92.11	\$28.81	\$16.53	\$137.45
		Annual Salary	+ Benefits _	\$165,792.15	=		
Step C							
		\$ <b>8,775.26</b> /I	Month	\$58.50 /Hour			
	Total Benefits	\$5,571.36	63.49%	\$95.64	\$29.92	\$17.17	\$142.73
		Annual Salary	+ Benefits _	\$172,159.48	=		
Step D							
0.000		\$ <b>9,214.02</b> /I	Month	\$61.4	3 /Hour		
	Total Benefits	\$5,689.74	61.75%	\$99.36	\$31.08	\$17.83	\$148.27
		Annual Salary	+ Benefits _	\$178,845.18	=		
Step E							
Step 1		\$ <b>9,674.72</b> /I	Month	\$64.5	0 /Hour		
	Total Benefits	\$5,814.04	60.10%	\$103.26	\$32.30	\$18.53	\$154.09
		Annual Salary	+ Benefits	\$185,865.15	=		



### Records Manager Department: City Manager

Step A							
		\$ <b>7,285.53</b> /Mo	onth	\$48.57	/ /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,462.93		Non	-Sworn Manager		ıl
Management Incentive	0.20000	0.00				.,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	58.79					
Life Insurance	0.000213	27.93					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	328.57					
Workers Comp.	0.046430	338.27			51.59%	17.95%	
Vision Insurance	0.044500	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	105.64		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,146.63	70.64%	\$82.88	\$42.76	\$14.88	\$140.52
		Annual Salary + E	Senefits =	\$149,185.95	=		
Step B							
		<b>\$7,649.80</b> /Mo	onth	\$51.00	) /Hour		
	Total Benefits	\$5,244.92	68.56%	\$85.96	\$44.35	\$15.43	\$145.74
		Annual Salary + E	Senefits =	\$154,736.65	=		
Step C							
		\$8,032.30 /M	onth	\$53.55	5 /Hour		
	Total Benefits	\$5,348.11	66.58%	\$89.20	\$46.02	\$16.01	\$151.23
		Annual Salary + E	enefits _	\$160,564.88	=		
Step D							
		\$8,433.91 /Md	onth	\$56.23	3 /Hour		
	Total Benefits	\$5,456.47	64.70%	\$92.60	\$47.77	\$16.62	\$156.99
		Annual Salary + E	Senefits =	\$166,684.53	=		
Step E							
		\$ <b>8,855.61</b> /Mo	onth	\$59.04	l /Hour		
	Total Benefits	\$5,570.24	62.90%	\$96.17	\$49.62	\$17.26	\$163.05
		Annual Salary + E	enefits =	\$173,110.16	=		



### Records Supervisor Department: Police

Step A						
		<b>\$6,905.01</b> /Month	\$46.03	<b>3</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.200800	1,386.53		Office Employe		
Management Incentive	0.200800	0.00		Office Employe	e Necords	
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	55.72				
Life Insurance	0.000213	26.47				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	320.60		36.65%	17.95%	
Vision Insurance		23.69	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	100.12	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,713.95 68.27%	\$77.46	\$28.39	\$13.90	\$119.75
		Annual Salary + Benefits	\$139,427.52	=		
Step B						
		<b>\$7,250.26</b> /Month	\$48.3	4 /Hour		
	Total Benefits	\$4,807.10 66.30%	\$80.38	\$29.46	\$14.43	\$124.27
		Annual Salary + Benefits	\$144,688.31	=		
Step C						
		<b>\$7,612.78</b> /Month	\$50.7	5 /Hour		
	Total Benefits	\$4,904.90 64.43%	\$83.45	\$30.58	\$14.98	\$129.01
		Annual Salary + Benefits	\$150,212.14	=		
Step D						
		<b>\$7,993.42</b> /Month	\$53.29	9 /Hour		
	Total Benefits	\$5,007.60 62.65%	\$86.67	\$31.77	\$15.56	\$134.00
		Annual Salary + Benefits	\$156,012.16	=		
Step E						
		<b>\$8,393.09</b> /Month	\$55.9	5 /Hour		
	Total Benefits	\$5,115.43 60.95%	\$90.06	\$33.01	\$16.17	\$139.24
		Annual Salary + Benefits	\$162,102.19	=		



### Recreation Coordinator Department: Parks and Recreation

Step A							
		<b>\$6,556.63</b> /Mor	nth	\$43.71	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	av.	
PERS - Employer	0.200800	1,316.57			Office Empl		
Management Incentive	0.200800	0.00			Office Liftpi	Oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	52.91					
Life Insurance	0.000213	25.14					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	304.42			98.86%	17.95%	
Vision Insurance	0.040430	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	95.07		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	33.07	_	& Delicits	Overneau	Overneau	Nate
	Total Benefits	\$4,618.62 7	0.44%	\$74.50	\$73.65	\$13.37	\$161.52
		Annual Salary + Be	nefits _	\$134,103.02	=		
Step B							
3tcp 2		<b>\$6,884.47</b> /Mor	nth	\$45.90	/Hour		
	Total Benefits	\$4,707.07 6	8.37%	\$77.28	\$76.40	\$13.87	\$167.55
		Annual Salary + Be	nefits =	\$139,098.39	=		
Step C							
		<b>\$7,228.69</b> /Mor	nth	\$48.19	/Hour		
	Total Benefits	\$4,799.94 6	6.40%	\$80.19	\$79.28	\$14.39	\$173.86
		Annual Salary + Be	nefits _	\$144,343.52	=		
Step D							
		<b>\$7,590.12</b> /Mor	nth	\$50.60	/Hour		
	Total Benefits	\$4,897.45 6	4.52%	\$83.25	\$82.30	\$14.94	\$180.49
		Annual Salary + Be	nefits _	\$149,850.92	<b>-</b>		
Step E							
		<b>\$7,969.63</b> /Mor	nth	\$53.13	/Hour		
	Total Benefits	\$4,999.84 6	2.74%	\$86.46	\$85.48	\$15.52	\$187.46
		Annual Salary + Be	nefits _	\$155,633.68	=		



### Recreation Manager Department: Parks and Recreation

Step A							
		\$9,044.32 /	Month	\$60.30	<b>)</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,816.10		Nor	n-Sworn Manager		nI.
Management Incentive	0.20000	0.00		110.	1 3 WOM Wildingsen	3, 6011114611616	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	72.99					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	381.33					
Workers Comp.	0.046430	419.93			98.86%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	131.14	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,677.94	62.78%	\$98.15	\$97.03	\$17.62	\$212.80
		Annual Salary -	+ Benefits _	\$176,667.09	=		
Step B							
Step b		ĆO 406 F4 /	\10n+b	ćca a	4. /11		
		\$9,496.54 /1	vionth	\$63.3	1 /Hour		
	Total Benefits	\$5,799.95	61.07%	\$101.98	\$100.81	\$18.30	\$221.09
		Annual Salary -	+ Benefits _	\$183,557.77	=		
Step C							
		\$9,971.36 /1	Month	\$66.48	8 /Hour		
	Total Benefits	\$5,928.05	59.45%	\$106.00	\$104.79	\$19.03	\$229.82
				A.o			
		Annual Salary -	+ Benefits =	\$190,792.99	=		
Step D							
		\$10,469.93 /	Month	\$69.80	0 /Hour		
	Total Benefits	\$6,062.57	57.90%	\$110.22	\$108.96	\$19.78	\$238.96
		Annual Salary -	+ Benefits =	\$198,389.98	=		
Step E							
	_	\$10,993.43 /	Month	\$73.29	9 /Hour		
	Total Benefits	\$6,203.81	56.43%	\$114.65	\$113.34	\$20.58	\$248.57
		Annual Salary -	+ Benefits _	\$206,366.81	=		



# Recreation Supervisor Department: Parks and Recreation

Step A						
		<b>\$7,537.98</b> /Month	\$50.2	<b>5</b> /Hour		
Benefit	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.200800	1,513.63	Non-	-Sworn Profession		ors
Management Incentive	0.20000	0.00		3.701111101033101	idis / Superviso	5.15
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	60.83				
Life Insurance	0.000213	28.90				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.	2% + \$110	260.76				
Workers Comp.	0.046430	349.99		98.86%	17.95%	
Vision Insurance		23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	109.30	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,147.91 68.29%	\$84.57	\$83.61	\$15.18	\$183.36
		Annual Salary + Benefits	\$152,230.59	=		
Step B						
Step b		<b>\$7,914.88</b> /Month	\$52.7	7 /Hour		
		77,314.00 / WORKI	<b>γ</b> 32.7	7 /110ui		
	Total Benefits	\$5,249.59 66.33%	\$87.76	\$86.76	\$15.75	\$190.27
		Annual Salary + Benefits	\$157,973.63	=		
Step C						
отор с		<b>\$8,310.62</b> /Month	\$55.4	0 /Hour		
		.,	·	•		
	Total Benefits	\$5,356.37 64.45%	\$91.11	\$90.07	\$16.35	\$197.53
		Annual Salary + Benefits	\$164,003.81	=		
Step D						
		<b>\$8,726.15</b> /Month	\$58.1	7 /Hour		
	Total Benefits	\$5,468.48 62.67%	\$94.63	\$93.55	\$16.99	\$205.17
		Annual Salary + Benefits	\$170,335.51			
			<del>+1,0,000.01</del>	<b>=</b>		
Step E						
		<b>\$9,162.46</b> /Month	\$61.0	8 /Hour		
	Total Benefits	\$5,586.19 60.97%	\$98.32	\$97.20	\$17.65	\$213.17
		Annual Salary + Benefits	\$176,983.79	_		



### Regulatory Compliance Supervisor Department: Public Works

Benefit         Multiplier         Category           PERS - Employer         0.200800         1,775.04         Non-Sworn Professionals / Supervisors           Management Incentive EAP         3.89         Non-Sworn Professionals / Supervisors           Health Insurance         1,846.13         Dental Insurance         155.99           LTD & STD Insurance         0.008070         71.34         Title Insurance         155.99           LIfe Insurance         0.000213         31.95         Title Insurance         0.00           Uniform Allowance         0.00         0.00         Title Insurance         0.00           Standby         0.00         0.00         Title Insurance         145.10%         17.95%           Workers Comp.         0.046430         410.43         145.10%         17.95%           Vision Insurance         23.69         Hourly Rate         Department         Citywide           Medicare         0.014500         128.18         & Benefits         Overhead         Overhead	Total Hourly Rate \$251.97
PERS - Employer         0.200800         1,775.04         Non-Sworn Professionals / Supervisors           Management Incentive         0.00         Non-Sworn Professionals / Supervisors           EAP         3.89         Non-Sworn Professionals / Supervisors           Health Insurance         1,846.13         Non-Sworn Professionals / Supervisors           Dental Insurance         1,846.13         Non-Sworn Professionals / Supervisors           Life Insurance         0.008070         71.34         Non-Sworn Professionals	Total Hourly Rate
PERS - Employer       0.200800       1,775.04       Non-Sworn Professionals / Supervisors         Management Incentive       0.00         EAP       3.89         Health Insurance       1,846.13         Dental Insurance       155.99         LTD & STD Insurance       0.008070       71.34         Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       2% + \$110       286.80         Workers Comp.       0.046430       410.43       145.10%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Total Hourly Rate
Management Incentive       0.00         EAP       3.89         Health Insurance       1,846.13         Dental Insurance       155.99         LTD & STD Insurance       0.008070       71.34         Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       2% + \$110       286.80         Workers Comp.       0.046430       410.43       145.10%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Total Hourly Rate
EAP       3.89         Health Insurance       1,846.13         Dental Insurance       155.99         LTD & STD Insurance       0.008070       71.34         Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       2% + \$110       286.80         Workers Comp.       0.046430       410.43       145.10%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Rate
Dental Insurance       155.99         LTD & STD Insurance       0.008070       71.34         Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       2% + \$110       286.80         Workers Comp.       0.046430       410.43       145.10%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Rate
LTD & STD Insurance       0.008070       71.34         Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       2% + \$110       286.80         Workers Comp.       0.046430       410.43       145.10%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Rate
Life Insurance       0.000213       31.95         Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       2% + \$110       286.80         Workers Comp.       0.046430       410.43       145.10%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Rate
Holiday Pay       0.00         Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       2% + \$110       286.80         Workers Comp.       0.046430       410.43       145.10%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Rate
Uniform Allowance       0.00         Standby       0.00         Retiree Medical       794.80         Deferred Comp.       2% + \$110       286.80         Workers Comp.       0.046430       410.43       145.10%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Rate
Standby       0.00         Retiree Medical       794.80         Deferred Comp.       2% + \$110       286.80         Workers Comp.       0.046430       410.43       145.10%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Rate
Retiree Medical       794.80         Deferred Comp.       2% + \$110       286.80         Workers Comp.       0.046430       410.43       145.10%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Rate
Deferred Comp.       2% + \$110       286.80         Workers Comp.       0.046430       410.43       145.10%       17.95%         Vision Insurance       23.69       Hourly Rate       Department       Citywide	Rate
Workers Comp. 0.046430 410.43 145.10% 17.95% Vision Insurance 23.69 Hourly Rate Department Citywide	Rate
Vision Insurance 23.69 Hourly Rate Department Citywide	Rate
	Rate
Medicare 0.014500 128.18 <b>&amp; Benefits Overhead Overhead</b>	
	\$251.97
Total Benefits \$5,528.24 62.54% \$95.79 \$138.99 \$17.19	
Annual Salary + Benefits \$172,417.19	
7172,417.15	
Step B	
\$9,281.85 /Month \$61.88 /Hour	
Total Benefits \$5,647.49 60.84% \$99.53 \$144.42 \$17.87	\$261.82
Annual Salary + Benefits \$179,152.10	
Step C	
\$ <b>9,745.94</b> /Month \$64.97 /Hour	
Total Benefits \$5,772.70 59.23% \$103.46 \$150.12 \$18.57	\$272.15
Annual Salary + Benefits \$186,223.75	
Step D	
\$10,233.24 /Month \$68.22 /Hour	
Total Benefits \$5,904.18 57.70% <b>\$107.58 \$156.10 \$19.31</b>	\$282.99
Annual Salary + Benefits \$193,648.99	
Step E	
\$10,744.90 /Month \$71.63 /Hour	
Total Benefits \$6,042.22 56.23% <b>\$111.91 \$162.39 \$20.09</b>	\$294.39
Annual Salary + Benefits \$201,445.49	



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

Step A							
		<b>\$7,983.53</b> /Mont	h	\$53.22	! /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	m.	
PERS - Employer	0.200800	1,603.09			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	64.43					
Life Insurance	0.000213	30.61					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	370.68			145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	115.76	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,009.07 62.	74%	\$86.62	\$125.68	\$15.55	\$227.85
		Annual Salary + Bene	efits _	\$155,911.15	=		
Step B							
		<b>\$8,382.71</b> /Mont	h	\$55.88	3 /Hour		
	Total Benefits	\$5,116.76 61.	.04%	\$90.00	\$130.58	\$16.15	\$236.73
		Annual Salary + Bene	efits _	\$161,993.64	=		
Step C							
		<b>\$8,801.84</b> /Mont	h	\$58.68	3 /Hour		
	Total Benefits	\$5,229.85 59.	42%	\$93.54	\$135.73	\$16.79	\$246.06
		Annual Salary + Bene	efits _	\$168,380.26	=		
Step D							
		<b>\$9,241.93</b> /Mont	h	\$61.61	l /Hour		
	Total Benefits	\$5,348.58 57.	87%	\$97.27	\$141.14	\$17.46	\$255.87
		Annual Salary + Bene	efits =	\$175,086.21	=		
Step E							
		<b>\$9,704.03</b> /Mont	h	\$64.69	) /Hour		
	Total Benefits	\$5,473.26 56.	40%	\$101.18	\$146.81	\$18.16	\$266.15
		Annual Salary + Bene	efits _	\$182,127.45	=		



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

**Department: Human Resources** 

Step A							
		\$ <b>7,357.70</b> /I	Month	\$49.05	5 /Hour		
Panafit	Multiplion				Catago	m.,	
<u>Benefit</u> PERS - Employer	Multiplier 0.200800	1,477.43			<u>Catego</u> Office Empl		
Management Incentive	0.200600	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	59.38					
Life Insurance	0.000213	28.21					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	341.62			39.52%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	106.69		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,837.82	65.75%	\$81.30	\$32.13	\$14.59	\$128.02
		Annual Salary	+ Benefits	\$146,346.18	_		
					<del>_</del>		
Step B							
		\$ <b>7,725.58</b> /I	Month	\$51.50	0 /Hour		
	Total Benefits	\$4,937.07	63.91%	\$84.42	\$33.36	\$15.15	\$132.93
		Annual Salary	+ Benefits _	\$151,951.86	=		
Step C							
		\$8,111.86 /	Month	\$54.0	8 /Hour		
	Total Benefits	\$5,041.29	62.15%	\$87.69	\$34.65	\$15.74	\$138.08
		A	. D	6457.027.02			
		Annual Salary	+ Benefits =	\$157,837.83	=		
Step D							
		\$8,517.46 /	Month	\$56.78	8 /Hour		
	Total Benefits	\$5,150.72	60.47%	\$91.12	\$36.01	\$16.36	\$143.49
		Annual Salary	+ Benefits _	\$164,018.10	=		
Step E							
		\$8,943.33 /	Month	\$59.62	2 /Hour		
	Total Benefits	\$5,265.62	58.88%	\$94.73	\$37.44	\$17.00	\$149.17
		Annual Salary	+ Benefits _	\$170,507.38	=		
				•			



### Senior Accountant Department: Finance and Information Systems

Step A							
		\$8,812.98 /	Month	\$58.75	5 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,769.65		Non-	Sworn Profession	<del></del> "	ors
Management Incentive	0.20000	0.00		110	3	ais, supervise	,,,,
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.12					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.26					
Workers Comp.	0.046430	409.19			31.28%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	127.79	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,520.45	62.64%	\$95.56	\$29.89	\$17.15	\$142.60
		Annual Salary	+ Benefits =	\$172,001.12	=		
Step B							
Step B		\$9,253.63 /	Month	\$61.69	9 /Hour		
	Total Benefits	\$5,639.34	60.94%	\$99.29	\$31.06	\$17.82	\$148.17
		Annual Salary	+ Benefits =	\$178,715.55	=		
Step C							
		\$ <b>9,716.31</b> /I	Month	\$64.78 /Hour			
	Total Benefits	\$5,764.17	59.32%	\$103.20	\$32.28	\$18.52	\$154.00
		Annual Salary	+ Benefits	\$185,765.71	=		
Step D							
		\$10,202.12 /	Month	\$68.03	1 /Hour		
	Total Benefits	\$5,895.24	57.78%	\$107.32	\$33.57	\$19.26	\$160.15
		Annual Salary	+ Benefits =	\$193,168.36	=		
Step E							
		\$10,712.23 /I	Month	\$71.4	1 /Hour		
	Total Benefits	\$6,032.87	56.32%	\$111.63	\$34.92	\$20.04	\$166.59
		Annual Salary	+ Benefits _	\$200,941.16	=		



### Senior Analyst Department: City Manager

Step A							
		<b>\$10,164.69</b> /M	onth	\$67.76	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	2,041.07		Non-	Sworn Profession		ors
Management Incentive		0.00				,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	82.03					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	313.29					
Workers Comp.	0.046430	471.95			51.59%	17.95%	
Vision Insurance	0.044500	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	147.39		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,912.18	58.16%	\$107.18	\$55.29	\$19.24	\$181.71
		Annual Salary + I	Benefits _	\$192,922.39	=		
Step B							
Ctop 2		<b>\$10,672.92</b> /M	onth	\$71.15	5 /Hour		
	Total Benefits	\$6,049.30	56.68%	\$111.48	\$57.51	\$20.01	\$189.00
		Annual Salary + I	Benefits =	\$200,666.67	=		
Step C							
		<b>\$11,206.57</b> /M	onth	\$74.71	l /Hour		
	Total Benefits	\$6,193.28	55.26%	\$116.00	\$59.84	\$20.82	\$196.66
		Annual Salary + I	Benefits _	\$208,798.15	=		
Step D							
	_	<b>\$11,766.90</b> /M	onth	\$78.45	5 /Hour		
	Total Benefits	\$6,344.45	53.92%	\$120.74	\$62.29	\$21.67	\$204.70
		Annual Salary + I	Benefits =	\$217,336.22	=		
Step E							
		<b>\$12,355.24</b> /M	onth	\$82.37	7 /Hour		
	Total Benefits	\$6,503.19	52.64%	\$125.72	\$64.86	\$22.57	\$213.15
		Annual Salary + I	Benefits =	\$226,301.18	=		



# Senior Analyst Department: Community Development

Step A							
		\$10,164.69 /N	vonth	\$67.76	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	ry	
PERS - Employer	0.200800	2,041.07		Non-	Sworn Profession		ors
Management Incentive		0.00				•	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	82.03					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	313.29					
Workers Comp.	0.046430	471.95			121.73%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	147.39	_	& Benefits	Overhead	Overhead	Rate
7	Total Benefits	\$5,912.18	58.16%	\$107.18	\$130.47	\$19.24	\$256.89
		Annual Salary	Benefits _	\$192,922.39	=		
Step B							
Step B		\$10,672.92 /	Month	\$71.1	5 /Hour		
7	Total Benefits	\$6,049.30	56.68%	\$111.48	\$135.71	\$20.01	\$267.20
		Annual Salary	Benefits _	\$200,666.67	=		
Step C							
		\$11,206.57 /	√onth	\$74.7	1 /Hour		
٦	Total Benefits	\$6,193.28	55.26%	\$116.00	\$141.21	\$20.82	\$278.03
		Annual Salary +	Benefits _	\$208,798.15	=		
Step D							
3τεμ υ		\$11,766.90 /	√lonth	\$78.4	5 /Hour		
1	Total Benefits	\$6,344.45	53.92%	\$120.74	\$146.98	\$21.67	\$289.39
		Annual Salary	Benefits =	\$217,336.22	=		
Step E							
		\$12,355.24 /	Month	\$82.3	7 /Hour		
ī	Total Benefits	\$6,503.19	52.64%	\$125.72	\$153.04	\$22.57	\$301.33
		Annual Salary	- Benefits	\$226,301.18			



# Senior Analyst Department: Public Works

Benefit Mu PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	<u>ultiplier</u> 0.200800 0.008070	\$10,164.69 /N 2,041.07 0.00 3.89 1,846.13	Month		Hour <u>Catego</u>	rv	
PERS - Employer Management Incentive EAP Health Insurance	0.200800	0.00 3.89 1,846.13		Non-	<u>Categor</u>	rv	
PERS - Employer Management Incentive EAP Health Insurance	0.200800	0.00 3.89 1,846.13		Non-	<u>eatego.</u>		
Management Incentive EAP Health Insurance		0.00 3.89 1,846.13		11011	Sworn Profession		ors
EAP Health Insurance	0.008070	3.89 1,846.13			3	a.5, 5apc. v.5c	
	0.008070	1,846.13					
Dental Insurance	0.008070						
	0.008070	155.99					
LTD & STD Insurance		82.03					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
·	% + \$110	313.29					
Workers Comp.	0.046430	471.95			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	147.39	_	& Benefits	Overhead	Overhead	Rate
Tota	ll Benefits	\$5,912.18	58.16%	\$107.18	\$155.52	\$19.24	\$281.94
		Annual Salary	+ Benefits =	\$192,922.39	=		
Step B							
		\$10,672.92 /	Month	\$71.15	5 /Hour		
Tota	ll Benefits	\$6,049.30	56.68%	\$111.48	\$161.76	\$20.01	\$293.25
		Annual Salary +	+ Benefits =	\$200,666.67	=		
Step C							
		\$11,206.57 /N	Month	\$74.71	L/Hour		
Tota	ll Benefits	\$6,193.28	55.26%	\$116.00	\$168.31	\$20.82	\$305.13
		Annual Salary	+ Benefits =	\$208,798.15	=		
Step D							
		\$11,766.90 /	Month	\$78.45	5 /Hour		
Tota	l Benefits	\$6,344.45	53.92%	\$120.74	\$175.20	\$21.67	\$317.61
		Annual Salary	+ Benefits =	\$217,336.22	=		
Step E							
		\$12,355.24 /N	Month	\$82.37	7 /Hour		
Tota	ll Benefits	\$6,503.19	52.64%	\$125.72	\$182.42	\$22.57	\$330.71
		Annual Salary +	+ Benefits =	\$226,301.18	=		



### Senior Associate Engineer Department: Public Works

Single	Step A							
PRS - Employer			<b>\$10,051.95</b> /Mon	th	\$67.01	/Hour		
PRS - Employer	Benefit	Multiplier				Catego	rv	
Management Incentive   FaP   3.89	<u> </u>		2.018.43		Non-9			ors
Realth Insurance			•				, ,	
Dental Insurance								
LTD & STD Insurance Life Insurance Uniform Allowance Standby Pay Uniform Allowance Standby 0.000 Retiree Medical Deferred Comp. 2% + \$110 311.04 23.69 Hourly Rate Deferred Comp. Volation Processing Processin	Health Insurance		1,846.13					
Life Insurance Holiday Pay Uniform Allowance Standby       0.000 to 0.00 to 0	Dental Insurance		155.99					
Holiday Pay Uniform Allowance Standby 0.00   10	LTD & STD Insurance	0.008070	81.12					
Uniform Allowance Standby	Life Insurance	0.000213	31.95					
Standby   0.00   Retiree Medical   794.80   794.80   794.80   794.80   794.80   17.98%   1	Holiday Pay		0.00					
Retire Medical Deferred Comp. Deferred Comp. Workers Comp. Workers Comp. Usion Insurance Medicare         2% + \$110 Stape 146.71 (23.69) (23.	Uniform Allowance		0.00					
Deferred Comp.   2% + \$110   311.04   466.71   232.69   466.71   232.69   466.71	Standby		0.00					
Workers Comp. Vision Insurance Medicare         0.046430 0.014500         466.71 23.69 145.75         Hourly Rate & Benefits         145.10% Department Overhead         17.95% Citywide Overhead         Total Hourly Rate           Total Benefits         \$5,879.50         58.49%         \$106.21         \$154.11         \$19.06         \$279.38           Step B         \$10,554.55 / Month         \$70,554.55 / Month         \$70.36 / Hour         \$19.83         \$290.57           Step C         \$11,082.27 / Month         \$73.88 / Hour         \$11,082.27 / Month         \$73.88 / Hour         \$20.63         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.33         \$302.63         \$302.33         \$302.43         \$302.43         \$302.43         \$302.43         \$302.43         \$302.43	Retiree Medical		794.80					
Vision Insurance   Medicare	Deferred Comp.	2% + \$110	311.04					
Medicare   0.014500   145.75   8. Benefits   Overhead   Overhead   Overhead   National Salary   Step B   S10,554.55 /Month   \$70.36 /Hour	Workers Comp.	0.046430	466.71			145.10%	17.95%	
Total Benefits	Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Step B	Medicare	0.014500	145.75		& Benefits	Overhead	Overhead	Rate
Step B   \$10,554.55   Month   \$70.36   Hour		Total Benefits	\$5,879.50 58	8.49%	\$106.21	\$154.11	\$19.06	\$279.38
\$10,554.55   Month   \$70.36   Hour     Total Benefits   \$6,015.11   56.99%   \$110.46   \$160.28   \$19.83   \$290.57     Annual Salary + Benefits   \$198,835.82     Step C			Annual Salary + Ber	nefits _	\$191,177.45	=		
Total Benefits   \$6,015.11   56.99%   \$110.46   \$160.28   \$19.83   \$290.57	Step B							
Annual Salary + Benefits       \$198,835.82         \$11,082.27 /Month       \$73.88 /Hour         Total Benefits       \$6,157.49       \$55.56%       \$114.93       \$166.77       \$20.63       \$302.33         Annual Salary + Benefits       \$206,877.12         Step D         Total Benefits       \$6,306.99       \$4.20%       \$119.62       \$173.57       \$21.47       \$314.66         Annual Salary + Benefits       \$215,320.48       \$215,320.48         Step E         Total Benefits       \$6,463.96       \$2.90%       \$124.55       \$180.72       \$22.36       \$327.63			<b>\$10,554.55</b> /Mon	th	\$70.36	6 /Hour		
Step C         \$11,082.27 /Month       \$73.88 /Hour         Total Benefits       \$6,157.49       \$55.56%       \$114.93       \$166.77       \$20.63       \$302.33         Annual Salary + Benefits       \$206,877.12         Step D         Total Benefits       \$6,306.99       \$4.20%       \$119.62       \$173.57       \$21.47       \$314.66         Annual Salary + Benefits       \$215,320.48         Step E         \$12,218.21 /Month       \$81.45 /Hour         Total Benefits       \$6,463.96       \$2.90%       \$124.55       \$180.72       \$22.36       \$327.63		Total Benefits	\$6,015.11 56	6.99%	\$110.46	\$160.28	\$19.83	\$290.57
\$11,082.27 /Month \$73.88 /Hour  Total Benefits \$6,157.49 \$55.56% \$114.93 \$166.77 \$20.63 \$302.33  Annual Salary + Benefits \$206,877.12  Step D  \$11,636.39 /Month \$77.58 /Hour  Total Benefits \$6,306.99 \$54.20% \$119.62 \$173.57 \$21.47 \$314.66  Annual Salary + Benefits \$215,320.48  Step E  \$12,218.21 /Month \$81.45 /Hour  Total Benefits \$6,463.96 \$52.90% \$124.55 \$180.72 \$22.36 \$327.63			Annual Salary + Ber	nefits _	\$198,835.82	=		
Total Benefits \$6,157.49 55.56% \$114.93 \$166.77 \$20.63 \$302.33  Annual Salary + Benefits \$206,877.12  Step D  \$11,636.39 / Month \$77.58 / Hour  Total Benefits \$6,306.99 54.20% \$119.62 \$173.57 \$21.47 \$314.66  Annual Salary + Benefits \$215,320.48  Step E  \$12,218.21 / Month \$81.45 / Hour  Total Benefits \$6,463.96 52.90% \$124.55 \$180.72 \$22.36 \$327.63	Step C							
Annual Salary + Benefits       \$206,877.12         \$11,636.39 /Month       \$77.58 /Hour         Total Benefits       \$6,306.99       54.20%       \$119.62       \$173.57       \$21.47       \$314.66         Annual Salary + Benefits       \$215,320.48         Step E         Total Benefits       \$6,463.96       52.90%       \$124.55       \$180.72       \$22.36       \$327.63			<b>\$11,082.27</b> /Mon	th	\$73.88	3 /Hour		
Step D         \$11,636.39 /Month       \$77.58 /Hour         Total Benefits       \$6,306.99       54.20%       \$119.62       \$173.57       \$21.47       \$314.66         Annual Salary + Benefits       \$215,320.48       \$215,320.48       \$12,218.21 /Month       \$81.45 /Hour         Total Benefits       \$6,463.96       52.90%       \$124.55       \$180.72       \$22.36       \$327.63		Total Benefits	\$6,157.49 5	5.56%	\$114.93	\$166.77	\$20.63	\$302.33
\$11,636.39 /Month \$77.58 /Hour  Total Benefits \$6,306.99 54.20% \$119.62 \$173.57 \$21.47 \$314.66  Annual Salary + Benefits \$215,320.48  Step E  \$12,218.21 /Month \$81.45 /Hour  Total Benefits \$6,463.96 52.90% \$124.55 \$180.72 \$22.36 \$327.63			Annual Salary + Ber	nefits _	\$206,877.12	=		
Total Benefits \$6,306.99 54.20% \$119.62 \$173.57 \$21.47 \$314.66  Annual Salary + Benefits \$215,320.48  Step E  \$12,218.21 /Month \$81.45 /Hour  Total Benefits \$6,463.96 52.90% \$124.55 \$180.72 \$22.36 \$327.63	Step D							
Annual Salary + Benefits         \$215,320.48           Step E         \$12,218.21 /Month         \$81.45 /Hour           Total Benefits         \$6,463.96         52.90%         \$124.55         \$180.72         \$22.36         \$327.63			<b>\$11,636.39</b> /Mon	th	\$77.58	3 /Hour		
Step E           \$12,218.21 /Month         \$81.45 /Hour           Total Benefits         \$6,463.96         52.90%         \$124.55         \$180.72         \$22.36         \$327.63		Total Benefits	\$6,306.99 54	4.20%	\$119.62	\$173.57	\$21.47	\$314.66
\$12,218.21 /Month \$81.45 /Hour  Total Benefits \$6,463.96 52.90% \$124.55 \$180.72 \$22.36 \$327.63			Annual Salary + Ber	nefits =	\$215,320.48	=		
Total Benefits \$6,463.96 52.90% <b>\$124.55 \$180.72 \$22.36 \$327.63</b>	Step E							
			<b>\$12,218.21</b> /Mon	th	\$81.45	/Hour		
Annual Salary + Benefits \$224,186.02		Total Benefits	\$6,463.96 52	2.90%	\$124.55	\$180.72	\$22.36	\$327.63
			Annual Salary + Ber	nefits _	\$224,186.02	=		



#### Senior Building Inspector Department: Community Development

Step A						
		<b>\$8,868.04</b> /Month	\$59.	<b>.12</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.200800	1,780.70		Office Emp		
Management Incentive	0.200000	0.00		Office Lift	loyees	
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	71.57				
Life Insurance	0.000213	31.95				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	411.74		121.73%	17.95%	
Vision Insurance		23.69	Hourly Rate		Citywide	Total Hourly
Medicare	0.014500	128.59	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,249.05 59.19	9% \$94.11	\$114.56	\$16.89	\$225.56
		Annual Salary + Benefi	\$169,405.04	<u>—</u>		
Step B						
·		<b>\$9,311.44</b> /Month	\$62	2.08 /Hour		
	Total Benefits	\$5,368.68 57.66	5% \$97.87	\$119.13	\$17.57	\$234.57
		Annual Salary + Benefi	\$176,161.43	_		
Step C						
		<b>\$9,777.01</b> /Month	\$65	5.18 /Hour		
	Total Benefits	\$5,494.29 56.20	9% \$101.81	\$123.93	\$18.27	\$244.01
		Annual Salary + Benefi	\$183,255.63	<u>—</u>		
Step D						
		<b>\$10,265.86</b> /Month	\$68	3.44 /Hour		
	Total Benefits	\$5,626.18 54.80	\$105.95	\$128.97	\$19.02	\$253.94
		Annual Salary + Benefi	\$190,704.54	<u>—</u>		
Step E						
		<b>\$10,779.16</b> /Month	\$71	86 /Hour		
	Total Benefits	\$5,764.67 53.48	\$110.29	\$134.26	\$19.80	\$264.35
		Annual Salary + Benefi	\$198,525.90	_		



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

Step A							
		\$8,311.05 /	Month	\$55.41	<b>L</b> /Hour		
Panafit	Multiplion				Catago	m.,	
<u>Benefit</u> PERS - Employer	<u>Multiplier</u> 0.200800	1,668.86			<u>Catego</u> Office Empl		
Management Incentive	0.200800	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	67.07					
Life Insurance	0.000213	31.86					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	385.88			121.73%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	120.51		& Benefits	Overhead	Overhead	Rate
		_	_				
	Total Benefits	\$5,098.69	61.35%	\$89.40	\$108.82	\$16.05	\$214.27
		Annual Calama	Donofita	¢160 016 92			
		Annual Salary -	F Benefits =	\$160,916.82	=		
Step B							
		\$8,726.60 /	Month	\$58.18	8 /Hour		
	Total Benefits	\$5,210.80	59.71%	\$92.92	\$113.11	\$16.68	\$222.71
		Annual Salary -	+ Benefits =	\$167,248.84	=		
Step C							
5.5 <b>p</b> 5		\$9,162.93 /	Month	\$61.09	9 /Hour		
				4	A		4004
	Total Benefits	\$5,328.52	58.15%	\$96.61	\$117.60	\$17.34	\$231.55
		Annual Salary -	+ Benefits =	\$173,897.47	=		
Step D							
		\$9,621.08 /	Month	\$64.14	4 /Hour		
	Total Benefits	\$5,452.13	56.67%	\$100.49	\$122.32	\$18.04	\$240.85
		Annual Salame	L Ronofita	¢100 070 E2			
		Annual Salary -	=	\$180,878.52	=		
Step E							
		\$10,102.13 /	Month	\$67.35	5 /Hour		
	Total Benefits	\$5,581.92	55.25%	\$104.56	\$127.28	\$18.77	\$250.61
		Annual Salary -	+ Benefits	\$188,208.63			
				•	=		



### Senior Collection System Worker Department: Public Works

Step A							
		\$ <b>7,115.58</b> /N	Month	\$47.44	<b>4</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,428.81			Public Works - M		
Management Incentive	0.200800	0.00			Fublic Works - IVI	antenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	57.42					
Life Insurance	0.000213	27.28					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	330.38			145.10%	17.95%	
Vision Insurance	0.0.0	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	103.18		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.02 1500	100:10	_	G Delicitio	010	010044	11010
	Total Benefits	\$4,771.57	67.06%	\$79.25	\$114.99	\$14.22	\$208.46
		Annual Salary -	+ Benefits	\$142,645.76	=		
Cl D	_						
Step B		4 1-					
		\$ <b>7,471.36</b> /N	Month	\$49.8	1 /Hour		
	Total Benefits	\$4,867.55	65.15%	\$82.26	\$119.36	\$14.77	\$216.39
		Annual Salary -	+ Benefits _	\$148,066.98	=		
Step C							
		\$ <b>7,844.93</b> /N	Month	\$52.3	0 /Hour		
	Total Benefits	\$4,968.34	63.33%	\$85.42	\$123.95	\$15.33	\$224.70
		Ammunal Colomi	Donofita	¢152.750.26			
		Annual Salary -	=	\$153,759.26	=		
Step D							
		\$8,237.18 /	Month	\$54.9	1 /Hour		
	Total Benefits	\$5,074.17	61.60%	\$88.74	\$128.77	\$15.93	\$233.44
		Annual Salam	L Ronofita	\$150 72 <i>6</i> 15			
		Annual Salary -	=	\$159,736.15	<b>=</b>		
Step E							
		\$8,649.03 /	Month	\$57.6	6 /Hour		
	Total Benefits	\$5,185.29	59.95%	\$92.23	\$133.82	\$16.56	\$242.61
		Annual Salary -	+ Benefits _	\$166,011.89	=		



# Senior Community Service Officer Department: Police

Step A						
		<b>\$6,590.01</b> /Month	\$43.93	3 /Hour		
Benefit	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.200800	1,340.01		Office Employ		
Management Incentive	0.20000	0.00		55. <u>-</u> p.:6,		
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	53.18				
Life Insurance	0.000213	25.27				
Holiday Pay		0.00				
Uniform Allowance		83.33				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	309.84		36.65%	17.95%	
Vision Insurance		23.69	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	96.76	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,732.90 71.82%	\$75.49	\$27.67	\$13.55	\$116.71
		Annual Calama Barafita	6425 074 00			
		Annual Salary + Benefits =	\$135,874.88	=		
Step B						
·		<b>\$6,919.51</b> /Month	\$46.13	3 /Hour		
	Total Benefits	\$4,821.79 69.68%	\$78.28	\$28.69	\$14.05	\$121.02
		Annual Salary + Benefits	\$140,895.68	·	·	·
		=	<b>¥110,030.00</b>	=		
Step C						
		<b>\$7,265.49</b> /Month	\$48.44	4 /Hour		
	Total Benefits	\$4,915.14 67.65%	\$81.20	\$29.76	\$14.58	\$125.54
				, -	,	,
		Annual Salary + Benefits =	\$146,167.51	=		
Step D						
		<b>\$7,628.76</b> /Month	\$50.86	6 /Hour		
		<b>.</b>	40.00	400.00	4	4
	Total Benefits	\$5,013.15 65.71%	\$84.28	\$30.89	\$15.13	\$130.30
		Annual Salary + Benefits =	\$151,702.94	=		
Step E						
	-	<b>\$8,010.20</b> /Month	\$53.40	O /Hour		
	Total Benefits	\$5,116.06 63.87%	\$87.51	\$32.07	\$15.71	\$135.29
	. Cta. Benefits		<del>-</del>	··	7 20.7 2	7
		Annual Salary + Benefits	\$157,515.15	=		



### Senior Construction Inspector Department: Public Works

Step A							
		\$8,868.04 /	Month	\$59.12	2 /Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,780.70			Office Empl		
Management Incentive	0.20000	0.00			Omec zmp.	0,000	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.57					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	411.74		_	145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	128.59	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,249.05	59.19%	\$94.11	\$136.56	\$16.89	\$247.56
		Annual Salary	+ Renefits	\$169,405.04			
		Aimaai Salai y	=	<del>4103,403.04</del>	=		
Step B							
		\$9,311.44 /	Month	\$62.0	8 /Hour		
	Total Benefits	\$5,368.68	57.66%	\$97.87	\$142.01	\$17.57	\$257.45
		Annual Salary	+ Benefits =	\$176,161.43	=		
Step C							
		\$9,777.01 /	Month	\$65.1	8 /Hour		
	Total Benefits	\$5,494.29	56.20%	\$101.81	\$147.72	\$18.27	\$267.80
		Annual Salary	+ Benefits =	\$183,255.63	=		
Step D							
		\$10,265.86 /	Month	\$68.4	4 /Hour		
	Total Benefits	\$5,626.18	54.80%	\$105.95	\$153.73	\$19.02	\$278.70
		Annual Salary	+ Benefits =	\$190,704.54	=		
Step E							
		\$10,779.16 /	Month	\$71.8	6 /Hour		
	Total Benefits	\$5,764.67	53.48%	\$110.29	\$160.03	\$19.80	\$290.12
		Annual Salary	+ Benefits _	\$198,525.90	=		



### Senior Engineer Department: Public Works

Single	Step A							
PERS - Employer   0.200800   2,218.28   Non-Sworm Professionals / Supervisors			\$11,047.21 /N	lonth	\$73.65	6 /Hour		
PERS - Employer   0.200800   2,218.28   Non-Sworm Professionals / Supervisors	Benefit	Multiplier				Catego	rv	
Management Incentive   Fap	<u> </u>		2.218.28		Non-			ors
EAP			·				,	-
Dental Insurance								
LTD & STD Insurance Uife Insurance Uife Insurance Uife Insurance Uife Insurance Uniform Allowance Unif	Health Insurance		1,846.13					
Life Insurance Holiday Pay Uniform Allowance Standby 0.00 Retiree Medical Deferred Comp. Workers Comp. 10.046430 10.014500 160.18  Total Benefits  S11,599.58 /Month Total Benefits  S6,316.96  S12,179.55 /Month S81.20 /Hour  Total Benefits S6,6473.44 S31.55  Step C  S12,788.53 /Month Total Benefits S6,637.74 S123,835.90  S12,383.59  S12,383.590  S12,383.590  S12,383.590  S12,788.53 /Month S85.26 /Hour  Total Benefits S6,637.74 S13,427.96 /Month S89.52 /Hour  Total Benefits S6,810.26 S6,810.26 S13,427.96 /Month S89.52 /Hour  Total Benefits S6,810.26 S13,427.96 /Month S89.52 /Hour  Total Benefits S6,810.26 S13,427.96 /Month S89.52 /Hour  Total Benefits S6,831.20 S13,427.96 /Month S89.52 /Hour S89.52 /Hour  S89.52 /Hour  S89.52 /Hour	Dental Insurance		155.99					
Holiday Pay Uniform Allowance Standby 0.00   Comparison of Comparison o	LTD & STD Insurance	0.008070	89.15					
Uniform Allowance Standby	Life Insurance	0.000213	31.95					
Standby	Holiday Pay		0.00					
Retire Medical   Deferred Comp.   2% + \$110   330.94   Workers Comp.   0.046430   512.92   23.69   Mounty Rate   Rate   Nounty	Uniform Allowance		0.00					
Deferred Comp. Workers Comp. Workers Comp. Usion Insurance Medicare         2% + \$110   330.94   512.92   23.69   Hourly Rate & Department & Citywide & Total Hourly Rate & Benefits & Department & Citywide & Total Hourly Rate & Benefits & Section & Secti	Standby		0.00					
Workers Comp. Vision Insurance Note in Insurance Need in Ins	Retiree Medical		794.80					
Vision Insurance   Medicare   D.014500   160.18   Separation   Department   Citywide   Rate   Overhead   Ov	Deferred Comp.	2% + \$110	330.94					
Nedicare   0.014500   160.18   8   8   8   9   14.77   5166.53   520.60   \$301.90	Workers Comp.	0.046430	512.92			145.10%	17.95%	
Total Benefits	Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Step B       \$11,599.58 /Month       \$77.33 /Hour         Total Benefits       \$6,316.96       \$54.46%       \$119.44       \$173.31       \$21.44       \$314.19         Step C       \$12,179.55 /Month       \$81.20 /Hour         Total Benefits       \$6,473.44       \$53.15%       \$124.35       \$180.44       \$223,835.90         Step D         \$12,788.53 /Month       \$85.26 /Hour         Total Benefits       \$6,637.74       \$1.90%       \$12.95       \$187.92       \$23.25       \$340.68         Step E       \$13,427.96 /Month       \$89.52 /Hour         Total Benefits       \$6,810.26       \$0.72%       \$134.92       \$195.77       \$24.22       \$354.91	Medicare	0.014500	160.18	_	& Benefits	Overhead	Overhead	Rate
Step B       \$11,599.58 / Month       \$77.33 / Hour         Total Benefits       \$6,316.96       \$4.6%       \$119.44       \$173.31       \$21.44       \$314.19         Step C       \$12,179.55 / Month       \$81.20 / Hour         Total Benefits       \$6,473.44       \$53.15%       \$124.35       \$180.44       \$22.32       \$327.11         Annual Salary + Benefits       \$223,835.90         Step D       \$12,788.53 / Month       \$85.26 / Hour         Total Benefits       \$6,637.74       \$1.90%       \$187.92       \$23.25       \$340.68         Step E         \$13,427.96 / Month       \$89.52 / Hour         Total Benefits       \$6,810.26       \$0.72%       \$134.92       \$195.77       \$24.22       \$354.91		Total Benefits	\$6,167.93	55.83%	\$114.77	\$166.53	\$20.60	\$301.90
\$11,599.58 /Month \$77.33 /Hour  Total Benefits \$6,316.96 \$54.46% \$119.44 \$173.31 \$21.44 \$314.19  Annual Salary + Benefits \$214,998.42  Step C  \$12,179.55 /Month \$81.20 /Hour  Total Benefits \$6,473.44 \$53.15% \$124.35 \$180.44 \$22.32 \$327.11  Annual Salary + Benefits \$223,835.90  Step D  \$12,788.53 /Month \$85.26 /Hour  Total Benefits \$6,637.74 \$51.90% \$129.51 \$187.92 \$23.25 \$340.68  Annual Salary + Benefits \$233,115.26  Step E  \$13,427.96 /Month \$89.52 /Hour  Total Benefits \$6,810.26 \$50.72% \$134.92 \$195.77 \$24.22 \$354.91			Annual Salary +	Benefits _	\$206,581.77	=		
Total Benefits       \$6,316.96       54.46%       \$119.44       \$173.31       \$21.44       \$314.19         Annual Salary + Benefits       \$214,998.42       \$214,998.42       \$214,998.42       \$314.19       \$314.19         Step C       \$12,179.55 /Month       \$81.20 /Hour         Total Benefits       \$6,473.44       \$53.15%       \$124.35       \$180.44       \$22.32       \$327.11         Annual Salary + Benefits       \$223,835.90         Step D         Total Benefits       \$6,637.74       \$51.90%       \$129.51       \$187.92       \$23.25       \$340.68         Step E         \$13,427.96 /Month       \$89.52 /Hour         Total Benefits       \$6,810.26       \$0.72%       \$134.92       \$195.77       \$24.22       \$354.91	Step B							
Annual Salary + Benefits       \$214,998.42         \$12,179.55 /Month       \$81.20 /Hour         Total Benefits       \$6,473.44       53.15%       \$124.35       \$180.44       \$22.32       \$327.11         Annual Salary + Benefits       \$223,835.90         Step D         Total Benefits       \$6,637.74       51.90%       \$129.51       \$187.92       \$23.25       \$340.68         Annual Salary + Benefits       \$233,115.26         Step E         \$13,427.96 /Month       \$89.52 /Hour         Total Benefits       \$6,810.26       50.72%       \$134.92       \$195.77       \$24.22       \$354.91			\$11,599.58 /N	lonth	\$77.33	3 /Hour		
Step C         \$12,179.55 /Month       \$81.20 /Hour         Total Benefits       \$6,473.44       \$3.15%       \$124.35       \$180.44       \$223,835.90         Step D         Total Benefits       \$6,637.74       \$1.90%       \$12.95       \$187.92       \$23.25       \$340.68         Annual Salary + Benefits       \$233,115.26         Step E         \$13,427.96 /Month       \$89.52 /Hour         Total Benefits       \$6,810.26       \$0.72%       \$134.92       \$195.77       \$24.22       \$354.91		Total Benefits	\$6,316.96	54.46%	\$119.44	\$173.31	\$21.44	\$314.19
\$12,179.55 /Month \$81.20 /Hour  Total Benefits \$6,473.44 53.15% \$124.35 \$180.44 \$22.32 \$327.11  Annual Salary + Benefits \$223,835.90  \$12,788.53 /Month \$85.26 /Hour  Total Benefits \$6,637.74 51.90% \$129.51 \$187.92 \$23.25 \$340.68  Annual Salary + Benefits \$233,115.26  \$13,427.96 /Month \$89.52 /Hour  Total Benefits \$6,810.26 50.72% \$134.92 \$195.77 \$24.22 \$354.91			Annual Salary +	Benefits =	\$214,998.42	=		
Total Benefits   \$6,473.44   53.15%   \$124.35   \$180.44   \$22.32   \$327.11	Step C							
Annual Salary + Benefits       \$223,835.90         \$12,788.53 /Month       \$85.26 /Hour         Total Benefits       \$6,637.74       51.90%       \$129.51       \$187.92       \$23.25       \$340.68         Annual Salary + Benefits       \$233,115.26         Step E         Total Benefits       \$6,810.26       50.72%       \$134.92       \$195.77       \$24.22       \$354.91			\$12,179.55 /N	lonth	\$81.20	) /Hour		
\$12,788.53 /Month \$85.26 /Hour  Total Benefits \$6,637.74 51.90% \$129.51 \$187.92 \$23.25 \$340.68  Annual Salary + Benefits \$233,115.26  \$13,427.96 /Month \$89.52 /Hour  Total Benefits \$6,810.26 50.72% \$134.92 \$195.77 \$24.22 \$354.91		Total Benefits	\$6,473.44	53.15%	\$124.35	\$180.44	\$22.32	\$327.11
\$12,788.53 /Month \$85.26 /Hour  Total Benefits \$6,637.74 51.90% \$129.51 \$187.92 \$23.25 \$340.68  Annual Salary + Benefits \$233,115.26  Step E  \$13,427.96 /Month \$89.52 /Hour  Total Benefits \$6,810.26 50.72% \$134.92 \$195.77 \$24.22 \$354.91			Annual Salary +	Benefits _	\$223,835.90	=		
\$12,788.53 /Month \$85.26 /Hour  Total Benefits \$6,637.74 51.90% \$129.51 \$187.92 \$23.25 \$340.68  Annual Salary + Benefits \$233,115.26  Step E  \$13,427.96 /Month \$89.52 /Hour  Total Benefits \$6,810.26 50.72% \$134.92 \$195.77 \$24.22 \$354.91	Step D							
Annual Salary + Benefits \$\frac{\$233,115.26}{\$233,115.26}\$  Step E  \$\frac{\$13,427.96}{Month} & \$\frac{\$89.52}{Hour}\$  Total Benefits \$\frac{\$6,810.26}{50.72\%} & \$\frac{\$134.92}{\$134.92} & \$\frac{\$195.77}{\$24.22} & \$\frac{\$354.91}{\$185.91}\$			\$12,788.53 /N	lonth	\$85.26	5 /Hour		
\$13,427.96 /Month \$89.52 /Hour  Total Benefits \$6,810.26 50.72% \$134.92 \$195.77 \$24.22 \$354.91		Total Benefits	\$6,637.74	51.90%	\$129.51	\$187.92	\$23.25	\$340.68
\$13,427.96 /Month \$89.52 /Hour  Total Benefits \$6,810.26 50.72% \$134.92 \$195.77 \$24.22 \$354.91			Annual Salary +	Benefits _	\$233,115.26	=		
Total Benefits \$6,810.26 50.72% <b>\$134.92 \$195.77 \$24.22 \$354.91</b>	Step E							
			\$13,427.96 /N	lonth	\$89.52	2 /Hour		
Annual Salary + Benefits \$242,858.59		Total Benefits	\$6,810.26	50.72%	\$134.92	\$195.77	\$24.22	\$354.91
			Annual Salary +	Benefits _	\$242,858.59	=		



### Senior Equipment Mechanic Department: Public Works

Step A						
235 <b>p</b> 112		<b>\$7,307.73</b> /Month	\$48.7	<b>2</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.200800	1,467.39		Public Works - M		
Management Incentive	0.20000	0.00				
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	58.97				
Life Insurance	0.000213	28.02				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	339.30		145.10%	17.95%	
Vision Insurance	0.040430	23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	105.96	& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	103.30	G Deficites	Overneau	Overneau	nate
	Total Benefits	\$4,824.14 66.01%	\$80.88	\$117.36	\$14.52	\$212.76
		Annual Salary + Benefits	\$145,582.52	=		
Step B						
		<b>\$7,673.12</b> /Month	\$51.1	5 /Hour		
	Total Benefits	\$4,922.73 64.16%	\$83.97	\$121.84	\$15.07	\$220.88
		Annual Salary + Benefits	\$151,150.13	=		
Step C						
		<b>\$8,056.77</b> /Month	\$53.7	1 /Hour		
	Total Benefits	\$5,026.24 62.39%	\$87.22	\$126.56	\$15.66	\$229.44
		Annual Salary + Benefits	\$156,996.13			
		·		=		
Step D		ĆO 450 C4 /84	A=0 -	0 /11-		
		<b>\$8,459.61</b> /Month	\$56.4	0 /Hour		
	Total Benefits	\$5,134.92 60.70%	\$90.63	\$131.50	\$16.27	\$238.40
		Annual Salary + Benefits	\$163,134.42	=		
Step E						
		<b>\$8,882.59</b> /Month	\$59.2	2 /Hour		
	Total Benefits	\$5,249.04 59.09%	\$94.21	\$136.70	\$16.91	\$247.82
		Annual Salary + Benefits	\$169,579.63	=		



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

Step A						
•		<b>\$6,318.75</b> /Month	\$42.1	<b>2</b> /Hour		
Day of the	n a lat It			C-1		
<u>Benefit</u>	<u>Multiplier</u>	4.260.00		Catego		
PERS - Employer	0.200800	1,268.80		Public Works - M	laintenance	
Management Incentive		0.00				
EAP Health Insurance		3.89				
Dental Insurance		1,846.13 155.99				
LTD & STD Insurance	0.008070	50.99				
Life Insurance	0.000213	24.23				
Holiday Pay	0.000213	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	293.38		98.86%	17.95%	
Vision Insurance	0.040430	23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	91.62	& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	31.02	<u> </u>	Overneau	Overneau	Nate
	Total Benefits	\$4,553.52 72.069	6 <b>\$72.48</b>	\$71.66	\$13.01	\$157.15
		Annual Salary + Benefits	\$130,467.27	=		
Step B						
этер в		<b>\$6,634.69</b> /Month	\$44.2	3 /Hour		
	Total Benefits	\$4,638.76 69.929	6 <b>\$75.16</b>	\$74.30	\$13.49	\$162.95
		Annual Salary + Benefits	\$135,281.40	_		
Step C						
		<b>\$6,966.42</b> /Month	\$46.4	4 /Hour		
	Total Benefits	\$4,728.27 67.87%	6 <b>\$77.96</b>	\$77.08	\$13.99	\$169.03
		Annual Salary + Benefits	\$140,336.23			
		•				
Step D		<u></u>				
		<b>\$7,314.74</b> /Month	\$48.7	76 /Hour		
	Total Benefits	\$4,822.24 65.93%	<b>\$80.91</b>	\$79.99	\$14.52	\$175.42
		Annual Salary + Benefits	\$145,643.81	=		
Step E						
		<b>\$7,680.48</b> /Month	\$51.2	0 /Hour		
	Total Benefits	\$4,920.92 64.079	6 <b>\$84.01</b>	\$83.05	\$15.08	\$182.14
		Annual Salary + Benefits	\$151,216.77	<b>=</b>		



# Senior Planner Department: Community Development

Step A							
		\$10,164.69 /N	vonth	\$67.76	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	ry	
PERS - Employer	0.200800	2,041.07		Non-	Sworn Profession		ors
Management Incentive		0.00				•	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	82.03					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	313.29					
Workers Comp.	0.046430	471.95			121.73%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	147.39	_	& Benefits	Overhead	Overhead	Rate
7	Total Benefits	\$5,912.18	58.16%	\$107.18	\$130.47	\$19.24	\$256.89
		Annual Salary	Benefits _	\$192,922.39	=		
Step B							
Step B		\$10,672.92 /	Month	\$71.1	5 /Hour		
7	Total Benefits	\$6,049.30	56.68%	\$111.48	\$135.71	\$20.01	\$267.20
		Annual Salary	Benefits _	\$200,666.67	=		
Step C							
		\$11,206.57 /	√onth	\$74.7	1 /Hour		
٦	Total Benefits	\$6,193.28	55.26%	\$116.00	\$141.21	\$20.82	\$278.03
		Annual Salary +	Benefits _	\$208,798.15	=		
Step D							
3τεμ υ		\$11,766.90 /	√lonth	\$78.4	5 /Hour		
1	Total Benefits	\$6,344.45	53.92%	\$120.74	\$146.98	\$21.67	\$289.39
		Annual Salary	Benefits =	\$217,336.22	=		
Step E							
		\$12,355.24 /	Month	\$82.3	7 /Hour		
ī	Total Benefits	\$6,503.19	52.64%	\$125.72	\$153.04	\$22.57	\$301.33
		Annual Salary	- Benefits	\$226,301.18			



### Senior Police Records Clerk Department: Police

Step A							
		<b>\$6,320.90</b> /Mor	nth	\$42.14	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,277.60			Office Employe		
Management Incentive	0.20000	0.00					
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	51.01					
Life Insurance	0.000213	24.23					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	295.41			36.65%	17.95%	
Vision Insurance	0.040430	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	92.26		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	32.20	_	& Deficites	Overnicad	Overneau	nate
	Total Benefits	\$4,606.69	72.88%	\$72.85	\$26.70	\$13.08	\$112.63
		Annual Salary + Be	nefits =	\$131,131.04	ı		
Step B							
		<b>\$6,636.95</b> /Mor	nth	\$44.25	/Hour		
	Total Benefits	\$4,691.96	70.69%	\$75.53	\$27.68	\$13.56	\$116.77
		Annual Salary + Be	nefits =	\$135,946.92			
Step C							
		<b>\$6,968.79</b> /Mor	nth	\$46.46	/Hour		
	Total Benefits	\$4,781.49	8.61%	\$78.34	\$28.71	\$14.06	\$121.11
		Annual Calamy I Ba	n ofito	¢141 002 22			
		Annual Salary + Be	=	\$141,003.32			
Step D							
		<b>\$7,317.24</b> /Mor	nth	\$48.78	/Hour		
	Total Benefits	\$4,875.50	66.63%	\$81.28	\$29.79	\$14.59	\$125.66
		Annual Salary + Be	nefits _	\$146,312.80	ı		
Step E							
Step 2		<b>\$7,683.10</b> /Mor	nth	\$51.22	/Hour		
	Total Benefits	\$4,974.21	64.74%	\$84.38	\$30.93	\$15.15	\$130.46
		Annual Salary + Be	nefits =	\$151,887.67	:		



### Senior Property and Evidence Technician Department: Police

Step A						
		<b>\$6,590.01</b> /Month	\$43.9	<b>3</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.200800	1,340.01		Office Employ		
Management Incentive	0.200000	0.00		Office Employ		
EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	53.18				
Life Insurance	0.000213	25.27				
Holiday Pay		0.00				
Uniform Allowance		83.33				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	309.84		36.65%	17.95%	
Vision Insurance		23.69	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	96.76	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,732.90 71.82%	\$75.49	\$27.67	\$13.55	\$116.71
		Annual Salary + Benefits	\$135,874.88	<b>=</b>		
2: -						
Step B		**************************************				
		<b>\$6,919.51</b> /Month	\$46.1	3 /Hour		
	Total Benefits	\$4,821.79 69.68%	\$78.28	\$28.69	\$14.05	\$121.02
		Annual Salary + Benefits	\$140,895.68	=		
Step C						
		<b>\$7,265.49</b> /Month	\$48.4	4 /Hour		
	Total Benefits	\$4,915.14 67.65%	\$81.20	\$29.76	\$14.58	\$125.54
		Annual Salary + Benefits	\$146,167.51			
				<b>=</b>		
Step D						
		<b>\$7,628.76</b> /Month	\$50.8	6 /Hour		
	Total Benefits	\$5,013.15 65.71%	\$84.28	\$30.89	\$15.13	\$130.30
		Annual Salary + Benefits	\$151,702.94	=		
Step E						
		<b>\$8,010.20</b> /Month	\$53.4	0 /Hour		
	Total Benefits	\$5,116.06 63.87%	\$87.51	\$32.07	\$15.71	\$135.29
		Annual Salary + Benefits	\$157,515.15	=		



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

School	Step A							
PRS - Employer Management Incentive BAP Management Incentive BAP			\$6,961.81 /	Month	\$46.4	<b>1</b> /Hour		
PRS - Employer Management Incentive BAP Management Incentive BAP	Ronofit	Multiplier				Catego	ru.	
Management Incentive EAP         0.00			1 307 03					
EAP		0.200000				Tublic Works IVI	antenance	
Health Insurance Dental Insurance 1.8.46.13 Dental Insurance 1.59.9   155.90   155.90   155.								
Dental Insurance								
Life Insurance Holiday Pay 0.00 Holiday Pay 0.00 Holiday Pay 0.00 Holiday Pay 0.00 Standby 0.00 Retiree Medical 794.80 Deferred Comp. 0.00 Workers Comp. 0.046430 323.24 Deferred Comp. 0.014500 100.95 Panel Hourly Rate 8. Benefits Department Citywide Overhead Overhead National Panel Pane								
Life Insurance Holiday Pay 0.00 Uniform Allowance Standby 0.00 Condition Allowance Standby 0.00 Retiree Medical 794.80 Deferred Comp. 0.00 Workers Comp. 0.046430 23.23.24 Deferred Comp. 0.014500 100.95 Pale Benefits 54,729.49 67.93% \$77.94 \$113.09 \$13.99 \$205.02 Pale Benefits 54,823.40 65.98% \$80.89 \$117.37 \$14.52 \$212.78 Panual Salary + Benefits 5445,599.59    Step B	LTD & STD Insurance	0.008070	56.18					
Uniform Allowance   0.00   Standby   0.00   Retiree Medical   794.80   0.00   0.00   Very Score   0.00   0.00   Very Score   0.046430   323.24   Very Score   0.014500   100.95   Very Score   0.014500   100.95   Very Score   0.014500   100.95   Very Score   Very	Life Insurance		26.69					
Standby	Holiday Pay		0.00					
Retiree Medical Deferred Comp.   0.00	Uniform Allowance		0.00					
Deferred Comp.   0.00   323.24	Standby		0.00					
Workers Comp. Vision Insurance Note (Insurance Note) (Insurance Not	Retiree Medical		794.80					
Vision Insurance Medicare	Deferred Comp.		0.00					
Medicare   O.014500   100.95   8. Benefits   Overhead   Overhead   Overhead   National Plane	Workers Comp.	0.046430	323.24			145.10%	17.95%	
Total Benefits         \$4,729.49         67.93%         \$77.94         \$113.09         \$13.99         \$205.02           Step B         \$7,309.90 /Month         \$48.73 /Hour           Total Benefits         \$4,823.40         65.98%         \$80.89         \$117.37         \$14.52         \$212.78           Annual Salary + Benefits         \$145,599.59           Step C         \$7,675.39 /Month         \$51.17 /Hour         \$51.17 /Hour         \$220.91           Annual Salary + Benefits         \$151,168.85         \$150,70         \$220.91           Step D         \$8,059.16 /Month         \$53.73 /Hour         \$15.66         \$229.46           Annual Salary + Benefits         \$157,016.58         \$156.57         \$15.66         \$229.46           Step E         \$8,462.12 /Month         \$56.41 /Hour         \$56.41 /Hour         \$238.43	Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Step B   \$7,309.90   Month   \$48.73   Hour	Medicare	0.014500	100.95	_	& Benefits	Overhead	Overhead	Rate
Step B   \$7,309.90   Month   \$48.73   Hour		Total Benefits	\$4,729.49	67.93%	\$77.94	\$113.09	\$13.99	\$205.02
\$7,309.90 /Month \$48.73 /Hour  Total Benefits \$4,823.40 65.98% \$80.89 \$117.37 \$14.52 \$212.78  Annual Salary + Benefits \$145,599.59  Step C  \$7,675.39 /Month \$51.17 /Hour  Total Benefits \$4,922.01 64.13% \$83.98 \$121.86 \$15.07 \$220.91  Annual Salary + Benefits \$151,168.85  Step D  \$8,059.16 /Month \$53.73 /Hour  Total Benefits \$5,025.55 62.36% \$87.23 \$126.57 \$15.66 \$229.46  Annual Salary + Benefits \$157,016.58  Step E  \$8,462.12 /Month \$56.41 /Hour  Total Benefits \$5,134.27 60.67% \$90.64 \$131.52 \$16.27 \$238.43			Annual Salary -	Benefits =	\$140,295.53	=		
\$7,309.90 /Month \$48.73 /Hour  Total Benefits \$4,823.40 65.98% \$80.89 \$117.37 \$14.52 \$212.78  Annual Salary + Benefits \$145,599.59  Step C  \$7,675.39 /Month \$51.17 /Hour  Total Benefits \$4,922.01 64.13% \$83.98 \$121.86 \$15.07 \$220.91  Annual Salary + Benefits \$151,168.85  Step D  \$8,059.16 /Month \$53.73 /Hour  Total Benefits \$5,025.55 62.36% \$87.23 \$126.57 \$15.66 \$229.46  Annual Salary + Benefits \$157,016.58  Step E  \$8,462.12 /Month \$56.41 /Hour  Total Benefits \$5,134.27 60.67% \$90.64 \$131.52 \$16.27 \$238.43	Step B							
Step C   \$7,675.39   Month   \$51.17   Hour			\$ <b>7,309.90</b> /N	Month	\$48.7	3 /Hour		
Step C         \$7,675.39 /Month       \$51.17 /Hour         Total Benefits       \$4,922.01       64.13%       \$83.98       \$121.86       \$15.07       \$220.91         Annual Salary + Benefits       \$151,168.85         Total Benefits       \$5,025.55       62.36%       \$87.23       \$126.57       \$15.66       \$229.46         Annual Salary + Benefits       \$157,016.58         Step E         \$8,462.12 /Month       \$56.41 /Hour         Total Benefits       \$5,134.27       60.67%       \$90.64       \$131.52       \$16.27       \$238.43		Total Benefits	\$4,823.40	65.98%	\$80.89	\$117.37	\$14.52	\$212.78
\$7,675.39 /Month \$51.17 /Hour  Total Benefits \$4,922.01 64.13% \$83.98 \$121.86 \$15.07 \$220.91  Annual Salary + Benefits \$151,168.85  Step D  \$8,059.16 /Month \$53.73 /Hour  Total Benefits \$5,025.55 62.36% \$87.23 \$126.57 \$15.66 \$229.46  Annual Salary + Benefits \$157,016.58  Step E  \$8,462.12 /Month \$56.41 /Hour  Total Benefits \$5,134.27 60.67% \$90.64 \$131.52 \$16.27 \$238.43			Annual Salary +	Benefits _	\$145,599.59	=		
Total Benefits \$4,922.01 64.13% \$83.98 \$121.86 \$15.07 \$220.91  Annual Salary + Benefits \$151,168.85   \$8,059.16 / Month \$53.73 / Hour  Total Benefits \$5,025.55 62.36% \$87.23 \$126.57 \$15.66 \$229.46  Annual Salary + Benefits \$157,016.58   Step E  \$8,462.12 / Month \$56.41 / Hour  Total Benefits \$5,134.27 60.67% \$90.64 \$131.52 \$16.27 \$238.43	Step C							
Step D   \$8,059.16   Month   \$53.73   Hour			\$ <b>7,675.39</b> /N	<b>Month</b>	\$51.1	7 /Hour		
\$8,059.16 /Month \$53.73 /Hour  Total Benefits \$5,025.55 62.36% \$87.23 \$126.57 \$15.66 \$229.46  Annual Salary + Benefits \$157,016.58  Step E  \$8,462.12 /Month \$56.41 /Hour  Total Benefits \$5,134.27 60.67% \$90.64 \$131.52 \$16.27 \$238.43		Total Benefits	\$4,922.01	64.13%	\$83.98	\$121.86	\$15.07	\$220.91
\$8,059.16 /Month \$53.73 /Hour  Total Benefits \$5,025.55 62.36% \$87.23 \$126.57 \$15.66 \$229.46  Annual Salary + Benefits \$157,016.58  Step E  \$8,462.12 /Month \$56.41 /Hour  Total Benefits \$5,134.27 60.67% \$90.64 \$131.52 \$16.27 \$238.43			Annual Salary -	Benefits =	\$151,168.85	=		
Total Benefits \$5,025.55 62.36% \$87.23 \$126.57 \$15.66 \$229.46  Annual Salary + Benefits \$157,016.58  Step E  \$8,462.12 /Month \$56.41 /Hour  Total Benefits \$5,134.27 60.67% \$90.64 \$131.52 \$16.27 \$238.43	Step D							
Annual Salary + Benefits \$\frac{\$\\$157,016.58}{\$\\$56.41 /\text{Hour}}\$  Total Benefits \$\\$5,134.27 & 60.67% \$\\$90.64 \$\\$131.52 \$\\$16.27 \$\\$238.43			\$8,059.16 /	Month	\$53.7	3 /Hour		
\$8,462.12 /Month \$56.41 /Hour  Total Benefits \$5,134.27 60.67% \$90.64 \$131.52 \$16.27 \$238.43		Total Benefits	\$5,025.55	62.36%	\$87.23	\$126.57	\$15.66	\$229.46
\$8,462.12 /Month \$56.41 /Hour  Total Benefits \$5,134.27 60.67% \$90.64 \$131.52 \$16.27 \$238.43			Annual Salary	Benefits =	\$157,016.58	_		
Total Benefits \$5,134.27 60.67% <b>\$90.64 \$131.52 \$16.27 \$238.43</b>	Step E							
			\$8,462.12 /	Month	\$56.4	1 /Hour		
Annual Salary + Benefits \$163,156.69		Total Benefits	\$5,134.27	60.67%	\$90.64	\$131.52	\$16.27	\$238.43
• • • • • • • • • • • • • • • • • • • •			Annual Salary 4	Benefits =	\$163,156.69	_		



### Senior Street Maintenance Worker Department: Public Works

Step A							
		\$6,586.60 /N	/lonth	\$43.9	<b>1</b> /Hour		
<u>Benefit</u>	Multiplier				Catego	rv	
PERS - Employer	0.200800	1,322.59			Public Works - M		
Management Incentive	0.20000	0.00					
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	53.15					
Life Insurance	0.000213	25.25					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	305.82			145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	95.51	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,626.82	70.25%	\$74.76	\$108.47	\$13.42	\$196.65
		Annual Salary +	· Benefits _	\$134,561.04	=		
Step B							
этер в		\$ <b>6,915.93</b> /N	⁄lonth	\$46.1	1 /Hour		
		φο <b>,</b> σ _σ,σ		γ .σ.Ξ	_ ,		
	Total Benefits	\$4,715.67	68.19%	\$77.54	\$112.52	\$13.92	\$203.98
		Annual Salary +	Benefits =	\$139,579.24	=		
Step C							
		\$ <b>7,261.73</b> /N	⁄lonth	\$48.4	1 /Hour		
	Total Benefits	\$4,808.97	66.22%	\$80.47	\$116.76	\$14.44	\$211.67
		Annual Salary +	Benefits _	\$144,848.35	=		
Step D							
Step B		<b>\$7,624.81</b> /N	⁄lonth	\$50.8	3 /Hour		
	Total Benefits	\$4,906.93	64.35%	\$83.54	\$121.22	\$15.00	\$219.76
		Annual Salary +	Benefits _	\$150,380.92	=		
Ston F							
Step E		\$8,006.06 /N	/lonth	\$53.3	7 /Hour		
	Total Benefits	\$5,009.79	62.57%	\$86.77	\$125.91	\$15.58	\$228.26
		Annual Salary +	· Benefits _	\$156,190.11	=		



### Senior Technician Department: City Manager

Step A  Benefit N  PERS - Employer		\$5,430.14 /	Month	ć2C 2C			
		•	VIOIILII	\$36.20	<b>)</b> /Hour		
	/ultiplier				Catego	CV.	
	0.200800	1,090.37			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	43.82					
Life Insurance	0.000213	20.82					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	252.12			51.59%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	78.74	_	& Benefits	Overhead	Overhead	Rate
То	tal Benefits	\$4,310.37	79.38%	\$64.94	\$33.50	\$11.66	\$110.10
		Annual Salary -	+ Benefits =	\$116,886.15	=		
Step B							
		\$ <b>5,701.65</b> /	Month	\$38.03	1 /Hour		
То	tal Benefits	\$4,383.62	76.88%	\$67.24	\$34.69	\$12.07	\$114.00
		Annual Salary	+ Benefits _	\$121,023.26	=		
Step C							
		\$5,986.73 /	Month	\$39.93	1 /Hour		
То	tal Benefits	\$4,460.54	74.51%	\$69.65	\$35.93	\$12.50	\$118.08
		Annual Salary	+ Benefits _	\$125,367.24	=		
Step D							
		\$6,286.07 /1	Month	\$41.93	1 /Hour		
То	tal Benefits	\$4,541.30	72.24%	\$72.18	\$37.24	\$12.96	\$122.38
		Annual Salary	+ Benefits _	\$129,928.41	=		
Step E							
		\$6,600.37 /	Month	\$44.00	O /Hour		
То	tal Benefits	\$4,626.10	70.09%	\$74.84	\$38.61	\$13.43	\$126.88
		Annual Salary	+ Benefits _	\$134,717.64	=		



# Senior Technician Department: Community Development

Step A							
		<b>\$7,255.48</b> /Mc	onth	\$48.37	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	24	
PERS - Employer	0.200800	1,456.90			Office Empl		
Management Incentive	0.200800	0.00			Office Liftpi	Oyees	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	58.55					
Life Insurance	0.000213	27.82					
Holiday Pay	0.000==0	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	336.87			121.73%	17.95%	
Vision Insurance	0.040430	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	105.20		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014500	103.20	_	& Deficines	Overneau	Overneda	nate
	Total Benefits	\$4,809.85	66.29%	\$80.44	\$97.91	\$14.44	\$192.79
		Annual Salary + B	enefits =	\$144,783.90	=		
Step B							
Step 5		<b>\$7,618.25</b> /Mc	nth	\$50.70	) /Hour		
		\$7,010.23 / IVIC	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	750.75	, / 110ui		
	Total Benefits	\$4,907.72	64.42%	\$83.51	\$101.65	\$14.99	\$200.15
		Annual Salary + B	enefits =	\$150,311.71	=		
Step C							
		<b>\$7,999.17</b> /Mc	onth	\$53.33	/Hour		
	Total Benefits	\$5,010.49	62.64%	\$86.73	\$105.58	\$15.57	\$207.88
		Annual Salary + B	enefits =	\$156,115.90	=		
Step D							
		<b>\$8,399.12</b> /Mo	onth	\$55.99	/Hour		
	Total Benefits	\$5,118.40	60.94%	\$90.12	\$109.70	\$16.18	\$216.00
		Annual Salary + B	enefits _	\$162,210.31	=		
Step E							
Step L	-	<b>\$8,819.08</b> /Mo	onth	\$58.79	/Hour		
	Total Benefits	\$5,231.71	59.32%	\$93.67	\$114.03	\$16.81	\$224.51
		Annual Salary + B	enefits _	\$168,609.43	_		
					_		



### Senior Water Distribution Worker Department: Public Works

Step A							
		\$ <b>7,479.05</b> /N	Month	\$49.80	<b>6</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	ru.	
PERS - Employer	0.200800	1,501.79			<u>Catego</u> Public Works - M		
Management Incentive	0.200800	0.00			FUDIIC WOLKS - IVI	antenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	60.36					
Life Insurance	0.000213	28.67					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	347.25			145.10%	17.95%	
Vision Insurance	0.0.0	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	108.45		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.02 1500	100.15	_	a benents	010	010044	11010
	Total Benefits	\$4,871.02	65.13%	\$82.33	\$119.47	\$14.78	\$216.58
		Annual Salary	Benefits _	\$148,200.86	=		
Step B							
этер в		ć7 9F2 00 /N	1anth	¢52.2	F. /11		
		\$ <b>7,</b> 853.00 /N	VIOTILII	\$52.3	5 /Hour		
	Total Benefits	\$4,971.91	63.31%	\$85.50	\$124.06	\$15.35	\$224.91
		Annual Salary	Benefits _	\$153,899.00	=		
Step C							
2356 2		\$ <b>8,245.65</b> /N	<b>Month</b>	\$54.9	7 /Hour		
	Total Benefits	\$5,077.85	61.58%	\$88.82	\$128.88	\$15.94	\$233.64
						·	
		Annual Salary 4	Benefits =	\$159,882.04	=		
Step D		1					
		\$8,657.93 /	vionth	\$57.7	2 /Hour		
	Total Benefits	\$5,189.09	59.93%	\$92.31	\$133.95	\$16.57	\$242.83
		Annual Salary	Benefits =	\$166,164.24	=		
Step E							
		\$9,090.83 /	Month	\$60.6	1 /Hour		
	Total Benefits	\$5,305.88	58.37%	\$95.98	\$139.26	\$17.23	\$252.47
		Annual Salary	Benefits _	\$172,760.55	=		



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

Step A							
		\$6,777.28 /	Month	\$45.18	<b>8</b> /Hour		
Donofit	NA. Itialiau				Cotogo		
<u>Benefit</u> PERS - Employer	Multiplier 0.200800	1,360.88			<u>Categor</u> Public Works - M		
	0.200800	0.00			PUDIIC WOLKS - IVI	anitenance	
Management Incentive EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	54.69					
Life Insurance	0.000213	25.98					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	314.67			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	98.27		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$4,678.99	69.04%	\$76.38	\$110.82	\$13.71	\$200.91
		Annual Salary	+ Benefits	\$137,475.24			
Step B							
		\$ <b>7,116.14</b> /N	Month	\$47.4	4 /Hour		
	Total Benefits	\$4,770.42	67.04%	\$79.24	\$114.98	\$14.22	\$208.44
		Annual Salary	+ Benefits _	\$142,638.72	=		
Step C							
		\$ <b>7,471.95</b> /N	Month	\$49.8	1 /Hour		
	Total Benefits	\$4,866.42	65.13%	\$82.26	\$119.35	\$14.76	\$216.37
		Annual Salame	L Ronofita	\$149 <u>060</u> 36			
		Annual Salary -	=	\$148,060.36	=		
Step D							
	_	\$ <b>7,845.55</b> /N	Month	\$52.3	0 /Hour		
	Total Benefits	\$4,967.21	63.31%	\$85.42	\$123.94	\$15.33	\$224.69
		A 10.1	. D (**	6450 750 00			
		Annual Salary -	+ Benefits =	\$153,753.09	=		
Step E							
		\$8,237.82 /	Month	\$54.9	2 /Hour		
	Total Benefits	\$5,073.05	61.58%	\$88.74	\$128.76	\$15.93	\$233.43
		Annual Salary	+ Benefits _	\$159,730.45	<u>_</u>		
			=		<del>_</del>		



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

Step A							
		\$ <b>5,727.50</b> /Md	onth	\$38.18	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	m.	
PERS - Employer	0.200800	1,150.08			Public Works - M		
Management Incentive	0.200800	0.00			Public Works - IVI	annenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	46.22					
Life Insurance	0.000213	21.96					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	265.93			145.10%	17.95%	
Vision Insurance	0.040430	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	83.05		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014500	03.03	_	G Delicitis	Overneau	Overneda	nate
	Total Benefits	\$4,391.74	76.68%	\$67.46	\$97.89	\$12.11	\$177.46
		Annual Salary + B	enefits =	\$121,430.80	=		
Step B							
этер в		¢¢ 012 97 /N/	-n+h	¢40.00	2 /11		
		\$ <b>6,013.87</b> /Mo	ווווו	\$40.05	9 /Hour		
	Total Benefits	\$4,469.00	74.31%	\$69.89	\$101.40	\$12.54	\$183.83
		Annual Salary + B	enefits =	\$125,794.46	=.		
Step C							
		<b>\$6,314.56</b> /Mo	onth	\$42.10	) /Hour		
	Total Benefits	\$4,550.13	72.06%	\$72.43	\$105.10	\$13.00	\$190.53
		Annual Salary + B	enefits =	\$130,376.31	=		
Step D							
		<b>\$6,630.29</b> /Mo	onth	\$44.20	) /Hour		
	Total Benefits	\$4,635.31	69.91%	\$75.10	\$108.98	\$13.48	\$197.56
		Annual Salary + B	enefits	\$135,187.25			
			=	7199,107.23	=		
Step E							
		<b>\$6,961.81</b> /Mo	onth	\$46.41	1 /Hour		
	Total Benefits	\$4,724.75	67.87%	\$77.91	\$113.05	\$13.98	\$204.94
		Annual Salary + B	enefits _	\$140,238.74	=		



# Solid Waste Equipment Operator II Department: Public Works

Senefit	Step A							
PERS - Employer			<b>\$6,314.56</b> /Mo	onth	\$42.10	) /Hour		
PERS - Employer	Ronofit	Multiplier				Catego	m.	
Management Incentive			1 267 96					
Bealth Insurance		0.200000	•			Tublic Works IVI	amtenance	
Health Insurance   1,846,13								
Dental Insurance								
Life Insurance	Dental Insurance		•					
Holiday Pay	LTD & STD Insurance	0.008070	50.96					
Uniform Allowance Standby 0.00 Retiree Medical 794.80 Deferred Comp. 0.00 Workers Comp. 0.046430 293.19 Vision Insurance Medicare 0.014500 91.56  Total Benefits \$4,552.38 72.09% \$72.45 \$105.12 \$13.00 \$190.57  Annual Salary + Benefits \$130,403.32  Step B  \$6,630.29 / Month \$44.20 / Hour  Total Benefits \$4,637.56 69.95% \$75.12 \$109.00 \$13.48 \$197.60  Annual Salary + Benefits \$4,727.01 67.90% \$77.93 \$113.07 \$13.99 \$204.99  Step D  \$7,309.90 / Month \$48.73 / Hour  Total Benefits \$4,820.92 65.95% \$80.87 \$117.35 \$14.52 \$212.74  Annual Salary + Benefits \$5145,569.81  Step E  \$7,675.39 / Month \$51.17 / Hour	Life Insurance	0.000213	24.21					
Standby	Holiday Pay		0.00					
Retire Medical   794.80   0.00   0.	Uniform Allowance		0.00					
Deferred Comp.   O.046430   293.19	Standby		0.00					
Workers Comp. Vision Insurance Medicare         0.046430 0.014500         293.19 23.69 91.56         Hourly Rate & Benefits         145.10% Department Overhead         17.95% Citywide Overhead         Total Hourly Rate           Total Benefits         \$4,552.38         72.09%         \$72.45         \$105.12         \$13.00         \$190.57           Annual Salary + Benefits         \$130,403.32           Step B         \$6,630.29 /Month         \$44.20 /Hour           Total Benefits         \$4,637.56         69.95%         \$75.12         \$109.00         \$13.48         \$197.60           Annual Salary + Benefits         \$135,214.26           Step C         \$6,961.81 /Month         \$46.41 /Hour           Total Benefits         \$4,727.01         67.90%         \$77.93         \$113.07         \$13.99         \$204.99           Step D           \$7,309.90 /Month         \$48.73 /Hour           Total Benefits         \$4,820.92         65.95%         \$80.87         \$117.35         \$14.52         \$212.74           Annual Salary + Benefits         \$145,569.81           Step E           \$7,675.39 /Month         \$51.17 /Hour <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>								
Vision Insurance Medicare         23.69 9 91.56         Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hourly Rate Page (Not Phead)         Department Overhead         Citywide Overhead         Total Hourly Rate Page (Not Phead)         Department Overhead         Citywide Overhead         Total Hourly Rate Page (Not Phead)         Department Overhead         Citywide Overhead         Total Hourly Rate Page (Not Phead)         Page (Not Phead) <td>The state of the s</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	The state of the s							
Medicare         0.014500         91.56         8. Benefits         Overhead         Overhead         Rate           Total Benefits         \$4,552.38         72.09%         \$72.45         \$105.12         \$13.00         \$190.57           Annual Salary + Benefits         \$130,403.32           Step B           \$6,630.29 /Month         \$44.20 /Hour           Total Benefits         \$4,637.56         69.95%         \$75.12         \$109.00         \$13.48         \$197.60           Annual Salary + Benefits         \$135,214.26           Step C           \$6,961.81 /Month         \$46.41 /Hour           Total Benefits         \$4,727.01         67.90%         \$77.93         \$113.07         \$13.99         \$204.99           Step D           \$7,309.90 /Month         \$48.73 /Hour           Total Benefits         \$4,820.92         65.95%         \$80.87         \$117.35         \$14.52         \$212.74           Annual Salary + Benefits         \$145,569.81         \$145,569.81         \$145,569.81         \$145,569.81         \$145,569.81         \$145,569.81         \$145,569.81         \$145,569.81         \$145,569.81         \$145,569.81	• · · · · · · · · · · · · · · · · · · ·	0.046430						
Total Benefits					=		-	= 1
Step B   \$6,630.29   Month   \$44.20   Hour	Medicare	0.014500	91.56	_	& Benefits	Overhead	Overhead	Rate
Step B   \$6,630.29   Month   \$44.20   Hour		Total Benefits	\$4,552.38	72.09%	\$72.45	\$105.12	\$13.00	\$190.57
\$6,630.29 /Month \$44.20 /Hour  Total Benefits \$4,637.56 69.95% \$75.12 \$109.00 \$13.48 \$197.60  Annual Salary + Benefits \$135,214.26  Step C  \$6,961.81 /Month \$46.41 /Hour  Total Benefits \$4,727.01 67.90% \$77.93 \$113.07 \$13.99 \$204.99  Annual Salary + Benefits \$140,265.75  Step D  \$7,309.90 /Month \$48.73 /Hour  Total Benefits \$4,820.92 65.95% \$80.87 \$117.35 \$14.52 \$212.74  Annual Salary + Benefits \$145,569.81  Step E  \$7,675.39 /Month \$51.17 /Hour  Total Benefits \$4,919.53 64.09% \$83.97 \$121.83 \$15.07 \$220.87			Annual Salary + B	enefits =	\$130,403.32	=		
\$6,630.29 /Month \$44.20 /Hour  Total Benefits \$4,637.56 69.95% \$75.12 \$109.00 \$13.48 \$197.60  Annual Salary + Benefits \$135,214.26  Step C  \$6,961.81 /Month \$46.41 /Hour  Total Benefits \$4,727.01 67.90% \$77.93 \$113.07 \$13.99 \$204.99  Annual Salary + Benefits \$140,265.75  Step D  \$7,309.90 /Month \$48.73 /Hour  Total Benefits \$4,820.92 65.95% \$80.87 \$117.35 \$14.52 \$212.74  Annual Salary + Benefits \$145,569.81  Step E  \$7,675.39 /Month \$51.17 /Hour  Total Benefits \$4,919.53 64.09% \$83.97 \$121.83 \$15.07 \$220.87	Step B							
Annual Salary + Benefits       \$135,214.26         Step C         \$6,961.81 /Month       \$46.41 /Hour         Total Benefits       \$4,727.01       67.90%       \$77.93       \$113.07       \$13.99       \$204.99         Annual Salary + Benefits       \$140,265.75         Step D         \$7,309.90 /Month       \$48.73 /Hour         Total Benefits       \$4,820.92       65.95%       \$80.87       \$117.35       \$14.52       \$212.74         Annual Salary + Benefits       \$145,569.81         Step E         \$7,675.39 /Month       \$51.17 /Hour         Total Benefits       \$4,919.53       64.09%       \$83.97       \$121.83       \$15.07       \$220.87	·		<b>\$6,630.29</b> /Mo	onth	\$44.20	) /Hour		
Step C         \$6,961.81 /Month       \$46.41 /Hour         Total Benefits       \$4,727.01       67.90%       \$77.93       \$113.07       \$13.99       \$204.99         Annual Salary + Benefits       \$140,265.75         Step D         Total Benefits       \$4,820.92       65.95%       \$80.87       \$117.35       \$14.52       \$212.74         Annual Salary + Benefits       \$145,569.81         Step E         \$7,675.39 /Month       \$51.17 /Hour         Total Benefits       \$4,919.53       64.09%       \$83.97       \$121.83       \$15.07       \$220.87		Total Benefits	\$4,637.56	69.95%	\$75.12	\$109.00	\$13.48	\$197.60
\$6,961.81 /Month \$46.41 /Hour  Total Benefits \$4,727.01 67.90% \$77.93 \$113.07 \$13.99 \$204.99  Annual Salary + Benefits \$140,265.75  Step D  \$7,309.90 /Month \$48.73 /Hour  Total Benefits \$4,820.92 65.95% \$80.87 \$117.35 \$14.52 \$212.74  Annual Salary + Benefits \$145,569.81  Step E  \$7,675.39 /Month \$51.17 /Hour  Total Benefits \$4,919.53 64.09% \$83.97 \$121.83 \$15.07 \$220.87			Annual Salary + B	enefits =	\$135,214.26	=		
Total Benefits \$4,727.01 67.90% \$77.93 \$113.07 \$13.99 \$204.99  Annual Salary + Benefits \$140,265.75  Step D  \$7,309.90 /Month \$48.73 /Hour  Total Benefits \$4,820.92 65.95% \$80.87 \$117.35 \$14.52 \$212.74  Annual Salary + Benefits \$145,569.81  Step E  \$7,675.39 /Month \$51.17 /Hour  Total Benefits \$4,919.53 64.09% \$83.97 \$121.83 \$15.07 \$220.87	Step C							
Annual Salary + Benefits       \$140,265.75         Step D         \$7,309.90 /Month       \$48.73 /Hour         Total Benefits       \$4,820.92       65.95%       \$80.87       \$117.35       \$14.52       \$212.74         Annual Salary + Benefits       \$145,569.81         Step E         \$7,675.39 /Month       \$51.17 /Hour         Total Benefits       \$4,919.53       64.09%       \$83.97       \$121.83       \$15.07       \$220.87			<b>\$6,961.81</b> /Mo	onth	\$46.41	l /Hour		
Step D         \$7,309.90 /Month       \$48.73 /Hour         Total Benefits       \$4,820.92 65.95% \$80.87 \$117.35 \$14.52 \$212.74         Annual Salary + Benefits       \$145,569.81         Step E       \$7,675.39 /Month \$51.17 /Hour         Total Benefits       \$4,919.53 64.09% \$83.97 \$121.83 \$15.07 \$220.87		Total Benefits	\$4,727.01	67.90%	\$77.93	\$113.07	\$13.99	\$204.99
\$7,309.90 /Month \$48.73 /Hour  Total Benefits \$4,820.92 65.95% \$80.87 \$117.35 \$14.52 \$212.74  Annual Salary + Benefits \$145,569.81  Step E \$7,675.39 /Month \$51.17 /Hour  Total Benefits \$4,919.53 64.09% \$83.97 \$121.83 \$15.07 \$220.87			Annual Salary + B	enefits =	\$140,265.75	=		
\$7,309.90 /Month \$48.73 /Hour  Total Benefits \$4,820.92 65.95% \$80.87 \$117.35 \$14.52 \$212.74  Annual Salary + Benefits \$145,569.81  Step E \$7,675.39 /Month \$51.17 /Hour  Total Benefits \$4,919.53 64.09% \$83.97 \$121.83 \$15.07 \$220.87	Step D							
Annual Salary + Benefits \$145,569.81  Step E  \$7,675.39 /Month \$51.17 /Hour  Total Benefits \$4,919.53 64.09% \$83.97 \$121.83 \$15.07 \$220.87			<b>\$7,309.90</b> /Mo	onth	\$48.73	3 /Hour		
Step E           \$7,675.39 /Month         \$51.17 /Hour           Total Benefits         \$4,919.53         64.09%         \$83.97         \$121.83         \$15.07         \$220.87		Total Benefits	\$4,820.92	65.95%	\$80.87	\$117.35	\$14.52	\$212.74
\$7,675.39 /Month \$51.17 /Hour  Total Benefits \$4,919.53 64.09% \$83.97 \$121.83 \$15.07 \$220.87			Annual Salary + B	enefits =	\$145,569.81	=		
Total Benefits \$4,919.53 64.09% <b>\$83.97 \$121.83 \$15.07 \$220.87</b>	Step E							
			<b>\$7,675.39</b> /Md	onth	\$51.17	7 /Hour		
		Total Benefits	\$4,919.53	64.09%	\$83.97	\$121.83	\$15.07	\$220.87
Annual Salary + Benefits \$\frac{\$151,139.07}{}			Annual Salary + B	enefits =	\$151,139.07	=		



#### Solid Waste Manager Department: Public Works

Senefit   Multiplier   Senefit   Multiplier   Senefit   Multiplier   Senefit   Sene	Step A							
PRS			<b>\$9,999.87</b> /Mor	nth	\$66.67	/Hour		
PRS	Renefit	Multiplier				Catego	rv	
Management Incentive   Fap	· · · · · · · · · · · · · · · · · · ·		2 007 97		Non			nI.
EAP		0.20000	•		11011	Swom manager	3, 6011114611616	
Health Insurance   1,846.13								
Dental Insurance								
Life Insurance Holiday Pay Uniform Allowance Standby O.00 Uniform Allowance Standby O.00 Retiree Medical Deferred Comp. Workers Comp. O.046430 A64.29 Vision Insurance Medicare O.014500 145.00 145.00  Total Benefits S5,964.41 S9,644  S106.43 S154.43 S19.10 S279.96  Step B  S10,499.86 /Month Total Benefits S6,099.31 S6,240.95 S11,576.10 /Month S77.17 /Hour  Total Benefits S6,389.68 S11,576.10 /Month S77.17 /Hour  Total Benefits S6,389.68 S5,240.95 S11,576.10 /Month S77.17 /Hour  S17.17 /Hour  Total Benefits S6,389.68 S5,240.95 S11,576.10 /Month S81.03 /Hour	Dental Insurance							
Holiday Pay Uniform Allowance Standby 0.00   Nettiree Medical 794.80   Nettiree Medical 794.80	LTD & STD Insurance	0.008070	80.70					
Uniform Allowance Standby	Life Insurance	0.000213	31.95					
Standby   Retiree Medical   794.80	Holiday Pay		0.00					
Retire Medical   Deferred Comp.   3% + \$110   410.00   410.00   410.00   410.00   410.00   410.00   410.00   410.00   410.00   410.00   410.00   48 Benefits   Department   Citywide   Total Hourly Rate   Rate   Overhead   Overhead	Uniform Allowance		0.00					
Deferred Comp.   3% + \$110	Standby		0.00					
Workers Comp. Vision Insurance No.046430         464.29 23.59 23.59 145.00         Hourly Rate & Department Citywide & Citywide & Citywide & Citywide Noverhead         Total Hourly Rate & Benefits & Citywide & Citywide & Citywide & Citywide & Citywide & Citywide Noverhead         Total Hourly Rate & Benefits & S19.104         \$106.43         \$154.43         \$19.10         \$279.96           Step B         \$10,499.86 /Month         \$70.00 /Hour         \$19.571.34         \$19.86         \$291.09           Step C         \$11,024.85 /Month         \$73.50 /Hour         \$19.86         \$291.09           Step C         \$11,024.85 /Month         \$73.50 /Hour         \$206.66         \$302.79           Step D         \$11,576.10 /Month         \$77.17 /Hour         \$173.79         \$21.50         \$315.06           Step E         \$12,154.90 /Month         \$3.85%         \$124.67         \$180.90         \$22.38         \$327.95	Retiree Medical		794.80					
Vision Insurance   Medicare	-	•						
Medicare   0.014500   145.00   8. Benefits   Overhead   Overhead   Overhead   National   State		0.046430						
Total Benefits					-		=	-
Step B	Medicare	0.014500	145.00	_	& Benefits	Overhead	Overhead	Rate
Step B   \$10,499.86   Month   \$70.00   Hour		Total Benefits	\$5,964.41 5	9.64%	\$106.43	\$154.43	\$19.10	\$279.96
\$10,499.86 /Month \$70.00 /Hour  Total Benefits \$6,099.31			Annual Salary + Be	nefits _	\$191,571.34	=		
\$10,499.86 /Month \$70.00 /Hour  Total Benefits \$6,099.31	Step B							
Annual Salary + Benefits       \$199,190.03         \$11,024.85 /Month       \$73.50 /Hour         Total Benefits       \$6,240.95       \$6.61%       \$115.11       \$167.02       \$20.66       \$302.79         Annual Salary + Benefits       \$207,189.67         Step D         Total Benefits       \$6,389.68       55.20%       \$119.77       ∤173.79       \$21.50       \$315.06         Annual Salary + Benefits       \$215,589.28       \$215,589.28       \$12,154.90 /Month       \$81.03 /Hour         Total Benefits       \$6,545.84       53.85%       \$124.67       \$180.90       \$22.38       \$327.95			<b>\$10,499.86</b> /Mor	nth	\$70.00	/Hour		
Step C         \$11,024.85 /Month       \$73.50 /Hour         Total Benefits       \$6,240.95       \$56.61%       \$115.11       \$167.02       \$20.66       \$302.79         Annual Salary + Benefits       \$207,189.67       ***********************************		Total Benefits	\$6,099.31 5	8.09%	\$110.66	\$160.57	\$19.86	\$291.09
\$11,024.85 /Month \$73.50 /Hour  Total Benefits \$6,240.95 \$56.61% \$115.11 \$167.02 \$20.66 \$302.79  Annual Salary + Benefits \$207,189.67  \$11,576.10 /Month \$77.17 /Hour  Total Benefits \$6,389.68 \$55.20% \$119.77 \$173.79 \$21.50 \$315.06  Annual Salary + Benefits \$215,589.28  \$12,154.90 /Month \$81.03 /Hour  Total Benefits \$6,545.84 \$53.85% \$124.67 \$180.90 \$22.38 \$327.95			Annual Salary + Be	nefits =	\$199,190.03	=		
Total Benefits \$6,240.95	Step C							
Annual Salary + Benefits       \$207,189.67         \$11,576.10 /Month       \$77.17 /Hour         Total Benefits       \$6,389.68       55.20%       \$119.77       \$173.79       \$21.50       \$315.06         Annual Salary + Benefits       \$215,589.28         Step E         Total Benefits       \$6,545.84       53.85%       \$124.67       \$180.90       \$22.38       \$327.95			<b>\$11,024.85</b> /Mor	nth	\$73.50	/Hour		
Step D         \$11,576.10 /Month       \$77.17 /Hour         Total Benefits       \$6,389.68       55.20%       \$119.77       \$173.79       \$21.50       \$315.06         Annual Salary + Benefits       \$215,589.28       \$215,589.28       \$12,154.90 /Month       \$81.03 /Hour         Total Benefits       \$6,545.84       53.85%       \$124.67       \$180.90       \$22.38       \$327.95		Total Benefits	\$6,240.95 5	6.61%	\$115.11	\$167.02	\$20.66	\$302.79
\$11,576.10 /Month \$77.17 /Hour  Total Benefits \$6,389.68 55.20% \$119.77 \$173.79 \$21.50 \$315.06  Annual Salary + Benefits \$215,589.28  Step E  \$12,154.90 /Month \$81.03 /Hour  Total Benefits \$6,545.84 53.85% \$124.67 \$180.90 \$22.38 \$327.95			Annual Salary + Be	nefits =	\$207,189.67	=		
\$11,576.10 /Month \$77.17 /Hour  Total Benefits \$6,389.68 55.20% \$119.77 \$173.79 \$21.50 \$315.06  Annual Salary + Benefits \$215,589.28  Step E  \$12,154.90 /Month \$81.03 /Hour  Total Benefits \$6,545.84 53.85% \$124.67 \$180.90 \$22.38 \$327.95	Step D							
Annual Salary + Benefits         \$215,589.28           Step E         \$12,154.90 / Month         \$81.03 / Hour           Total Benefits         \$6,545.84         53.85%         \$124.67         \$180.90         \$22.38         \$327.95			<b>\$11,576.10</b> /Mor	nth	\$77.17	/Hour		
Step E           \$12,154.90 /Month         \$81.03 /Hour           Total Benefits         \$6,545.84         53.85%         \$124.67         \$180.90         \$22.38         \$327.95		Total Benefits	\$6,389.68 5	5.20%	\$119.77	\$173.79	\$21.50	\$315.06
\$12,154.90 /Month \$81.03 /Hour  Total Benefits \$6,545.84 53.85% \$124.67 \$180.90 \$22.38 \$327.95			Annual Salary + Be	nefits _	\$215,589.28	=		
Total Benefits \$6,545.84 53.85% <b>\$124.67 \$180.90 \$22.38 \$327.95</b>	Step E							
			<b>\$12,154.90</b> /Mor	nth	\$81.03	/Hour		
Annual Salary + Benefits \$224,408.88		Total Benefits	\$6,545.84 5	3.85%	\$124.67	\$180.90	\$22.38	\$327.95
			Annual Salary + Be	nefits =	\$224,408.88	=		



#### Solid Waste Supervisor Department: Public Works

Senefit   Multiplier   Senefit   Multiplier   Category   Non-Surriversionals / Supervisors   Supe	Step A							
PRS - Employer			\$8,334.96 /	√lonth	\$55.57	<b>7</b> /Hour		
PRS - Employer	Benefit	Multiplier				Catego	rv	
Management Incentive   Fap   Sab   Sab   Fap   Sab   Fap   Fap   Sab   Fap   Sab   Sab   Fap   Fap   Sab   Fap   Sab   Fab   Sab   Sab   Fab   Sab   Fab   Sab   Sab   Fab   Sab			1 673 66		Non-			ors
Health Insurance		0.20000	•		110	3	ais, supervise	,,,,
Health Insurance Dental Insurance 15.846.13   15.59								
Dental Insurance	Health Insurance							
Life Insurance Holiday Pay Uniform Allowance Standby One Standby One Standby One Standby One Standby One	Dental Insurance							
Holiday Pay Uniform Allowance Standby 0.00   Netiree Medical   794.80   145.10%   17.95%   1	LTD & STD Insurance	0.008070	67.26					
Uniform Allowance Standby	Life Insurance	0.000213	31.95					
Standby   Retiree Medical   794.80	Holiday Pay		0.00					
Retire Medical Deferred Comp. 20% + \$110         794.80 276.70 276.	Uniform Allowance		0.00					
Deferred Comp.   2% + \$110   276.70   386.99   386.99   236.99   40urly Rate   Department   Citywide   Total Hourly Rate   Paper   Rate   Department   Citywide   Total Hourly Rate   Paper   Rate   Department   Citywide   Total Hourly Rate   Paper   Pap	Standby		0.00					
Workers Comp. Vision Insurance No.046430         0.046430 23.69 23.69 23.69 120.86         Hourly Rate & Department Citywide & Citywid	Retiree Medical							
Vision Insurance   Medicare	<b>1</b> ■							
Medicare   0.014500   120.86   8 Benefits   Overhead   Overhead   Overhead   National Salary   Standard   S	1 <b>1</b>	0.046430						
Total Benefits					-		=	=
Step B   \$8,751.71   Month   \$58.34   Hour     Total Benefits   \$5,494.36   62.78%   \$94.97   \$137.81   \$17.05   \$249.83     Step C   \$9,189.30   Month   \$61.26   Hour     Total Benefits   \$5,612.42   61.08%   \$98.68   \$143.18   \$17.71   \$259.57     Annual Salary + Benefits   \$177,620.60     Step D   \$9,648.76   Month   \$64.33   Hour     Total Benefits   \$5,736.38   \$9.45%   \$102.57   \$148.83   \$18.41   \$269.81     Annual Salary + Benefits   \$184,621.74     Step E   \$10,131.20   Month   \$67.54   Hour     Total Benefits   \$5,866.55   \$7.91%   \$106.65   \$154.75   \$19.14   \$280.54	Medicare	0.014500	120.86	_	& Benefits	Overhead	Overhead	Rate
Step B       \$8,751.71 /Month       \$58,34 /Hour         Total Benefits       \$5,494.36       62.78%       \$94.97       \$137.81       \$17.05       \$249.83         Annual Salary + Benefits       \$170,952.84         Step C       \$9,189.30 /Month       \$61.26 /Hour         Total Benefits       \$5,612.42       61.08%       \$98.68       \$143.18       \$17.71       \$259.57         Annual Salary + Benefits       \$177,620.60         \$9,648.76 /Month       \$64.33 /Hour         Total Benefits       \$5,736.38       \$9.45%       \$10.257       \$184.83       \$18.41       \$269.81         Step E         \$10,131.20 /Month       \$67.54 /Hour         Total Benefits       \$5,866.55       \$7.91%       \$106.65       \$19.14       \$280.54		Total Benefits	\$5,381.92	64.57%	\$91.45	\$132.69	\$16.41	\$240.55
\$8,751.71 /Month \$58.34 /Hour  Total Benefits \$5,494.36 62.78% \$94.97 \$137.81 \$17.05 \$249.83  Annual Salary + Benefits \$170,952.84   Total Benefits \$5,612.42 61.08% \$98.68 \$143.18 \$17.71 \$259.57  Annual Salary + Benefits \$177,620.60  Step D  \$9,648.76 /Month \$64.33 /Hour  Total Benefits \$5,736.38 59.45% \$102.57 \$148.83 \$18.41 \$269.81  Annual Salary + Benefits \$184,621.74  Step E  \$10,131.20 /Month \$67.54 /Hour  Total Benefits \$5,866.55 57.91% \$106.65 \$154.75 \$19.14 \$280.54			Annual Salary +	Benefits =	\$164,602.60	=		
\$8,751.71 /Month \$58.34 /Hour  Total Benefits \$5,494.36 62.78% \$94.97 \$137.81 \$17.05 \$249.83  Annual Salary + Benefits \$170,952.84   Total Benefits \$5,612.42 61.08% \$98.68 \$143.18 \$17.71 \$259.57  Annual Salary + Benefits \$177,620.60  Step D  \$9,648.76 /Month \$64.33 /Hour  Total Benefits \$5,736.38 59.45% \$102.57 \$148.83 \$18.41 \$269.81  Annual Salary + Benefits \$184,621.74  Step E  \$10,131.20 /Month \$67.54 /Hour  Total Benefits \$5,866.55 57.91% \$106.65 \$154.75 \$19.14 \$280.54	Step B							
Annual Salary + Benefits       \$170,952.84         \$9,189.30 /Month       \$61.26 /Hour         Total Benefits       \$5,612.42       61.08%       \$98.68       \$143.18       \$17.71       \$259.57         Annual Salary + Benefits       \$177,620.60         Step D         Total Benefits       \$5,736.38       59.45%       \$102.57       \$148.83       \$18.41       \$269.81         Annual Salary + Benefits       \$184,621.74       \$184,621.74       \$10,131.20 /Month       \$67.54 /Hour         Total Benefits       \$5,866.55       57.91%       \$106.65       \$154.75       \$19.14       \$280.54			\$8,751.71 /	Month	\$58.34	4 /Hour		
Step C   \$9,189.30   Month   \$61.26   Hour		Total Benefits	\$5,494.36	62.78%	\$94.97	\$137.81	\$17.05	\$249.83
\$9,189.30 /Month \$61.26 /Hour  Total Benefits \$5,612.42 61.08% \$98.68 \$143.18 \$17.71 \$259.57  Annual Salary + Benefits \$177,620.60  \$9,648.76 /Month \$64.33 /Hour  Total Benefits \$5,736.38 59.45% \$102.57 \$148.83 \$18.41 \$269.81  Annual Salary + Benefits \$184,621.74  \$10,131.20 /Month \$67.54 /Hour  Total Benefits \$5,866.55 57.91% \$106.65 \$154.75 \$19.14 \$280.54			Annual Salary +	Benefits =	\$170,952.84	=		
Total Benefits \$5,612.42 61.08% \$98.68 \$143.18 \$17.71 \$259.57  Annual Salary + Benefits \$177,620.60  \$9,648.76 / Month \$64.33 / Hour  Total Benefits \$5,736.38 59.45% \$102.57 \$148.83 \$18.41 \$269.81  Annual Salary + Benefits \$184,621.74  Step E  \$10,131.20 / Month \$67.54 / Hour  Total Benefits \$5,866.55 57.91% \$106.65 \$154.75 \$19.14 \$280.54	Step C							
Annual Salary + Benefits       \$177,620.60         Step D         \$9,648.76 /Month       \$64.33 /Hour         Total Benefits       \$5,736.38       \$9.45%       \$102.57       \$148.83       \$18.41       \$269.81         Annual Salary + Benefits       \$184,621.74         Step E         Total Benefits       \$5,866.55       \$7.91%       \$106.65       \$154.75       \$19.14       \$280.54			\$9,189.30 /	√onth	\$61.20	6 /Hour		
Step D         \$9,648.76 / Month       \$64.33 / Hour         Total Benefits       \$5,736.38       59.45%       \$102.57       \$148.83       \$18.41       \$269.81         Annual Salary + Benefits       \$184,621.74       \$184,62		Total Benefits	\$5,612.42	61.08%	\$98.68	\$143.18	\$17.71	\$259.57
\$9,648.76 /Month \$64.33 /Hour  Total Benefits \$5,736.38 \$59.45% \$102.57 \$148.83 \$18.41 \$269.81  Annual Salary + Benefits \$184,621.74  Step E  \$10,131.20 /Month \$67.54 /Hour  Total Benefits \$5,866.55 \$7.91% \$106.65 \$154.75 \$19.14 \$280.54			Annual Salary	Benefits =	\$177,620.60	=		
\$9,648.76 /Month \$64.33 /Hour  Total Benefits \$5,736.38 \$59.45% \$102.57 \$148.83 \$18.41 \$269.81  Annual Salary + Benefits \$184,621.74  Step E  \$10,131.20 /Month \$67.54 /Hour  Total Benefits \$5,866.55 \$7.91% \$106.65 \$154.75 \$19.14 \$280.54	Step D							
Annual Salary + Benefits         \$184,621.74           Step E           \$10,131.20 /Month         \$67.54 /Hour           Total Benefits         \$5,866.55         57.91%         \$106.65         \$154.75         \$19.14         \$280.54			\$ <b>9,648.76</b> /N	Month	\$64.33	3 /Hour		
Step E           \$10,131.20 /Month         \$67.54 /Hour           Total Benefits         \$5,866.55         57.91%         \$106.65         \$154.75         \$19.14         \$280.54		Total Benefits	\$5,736.38	59.45%	\$102.57	\$148.83	\$18.41	\$269.81
\$10,131.20 /Month \$67.54 /Hour  Total Benefits \$5,866.55 57.91% \$106.65 \$154.75 \$19.14 \$280.54			Annual Salary	Benefits =	\$184,621.74	=		
Total Benefits \$5,866.55 57.91% <b>\$106.65 \$154.75 \$19.14 \$280.54</b>	Step E							
			\$10,131.20 /	vonth	\$67.5	4 /Hour		
Annual Salary + Benefits\$191,972.93		Total Benefits	\$5,866.55	57.91%	\$106.65	\$154.75	\$19.14	\$280.54
			Annual Salary -	Benefits =	\$191,972.93	=		



### Street Maintenance Worker I Department: Public Works

Step B	Step A							
Peb			<b>\$5,198.45</b> /Mo	onth	\$34.66	6 /Hour		
Peb	Ronofit	Multiplier				Catego	av.	
Management Incentive			1 0/13 85			·	<del></del>	
Health Insurance		0.200000	•			Tublic Works IVI	amtenance	
Health Insurance   1,846.13   Dental Insurance   155.99								
Dental Insurance								
Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. 10.046430 241.36 Vision Insurance Medicare  Total Benefits  \$4,246.97 81.70    Step B    S5,458.37 /Month   S36.29 /Hour								
Life Insurance Holiday Pay Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  Total Benefits  Total Benefits  S4,246.97  Step C  Step D  Step C  Step C  Step B  S5,731.29 /Month Total Benefits S4,268.05 74.25% S69.91  S10.143 S10.143 S10.15 S10.143 S10.15 S10.15 S10.143 S10.15 S10.15 S10.143 S10.15	LTD & STD Insurance	0.008070	41.95					
Uniform Allowance   0.00   Standby   0.00   Retiree Medical   7.94.80   0.00   Norters Comp.   0.046430   241.36   145.10%   17.85%   Overhead   17.85%   Overhead   0.014500   75.38	Life Insurance		19.93					
Standby   0.00   Retiree Medical   794.80   100   145.10%   17.95%   17.	Holiday Pay		0.00					
Retire Medical   794.80   0.00   0	Uniform Allowance		0.00					
Deferred Comp.   O.00   241.36   241	Standby		0.00					
Workers Comp. Vision Insurance No.046430         2.41,36 23.69 75.38 23.69         Hourly Rate & Department Overhead Overhe	Retiree Medical		794.80					
Vision Insurance   Medicare	Deferred Comp.		0.00					
Nedicare   0.014500   75.38   8. Benefits   Overhead   Overhead   Overhead   Nethead   Nethea	Workers Comp.	0.046430	241.36			145.10%	17.95%	
Total Benefits	Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Step B	Medicare	0.014500	75.38		& Benefits	Overhead	Overhead	Rate
Step B   \$5,458.37   Month   \$36.39   Hour		Total Benefits	\$4,246.97	81.70%	\$62.97	\$91.37	\$11.30	\$165.64
\$5,458.37   Month   \$36.39   Hour     Total Benefits   \$4,317.10   79.09%   \$65.17   \$94.56   \$11.70   \$171.43     Annual Salary + Benefits   \$117,305.67     Step C			Annual Salary + B	enefits =	\$113,345.07	=		
\$5,458.37   Month   \$36.39   Hour     Total Benefits   \$4,317.10   79.09%   \$65.17   \$94.56   \$11.70   \$171.43     Annual Salary + Benefits   \$117,305.67     Step C	Step B							
Annual Salary + Benefits       \$117,305.67         \$5,731.29 /Month       \$38.21 /Hour         Total Benefits       \$4,390.73       76.61%       \$67.48       \$97.91       \$12.11       \$177.50         Annual Salary + Benefits       \$121,464.29         Step D         Total Benefits       \$4,468.05       74.25%       \$69.91       \$101.43       \$12.55       \$183.89         Annual Salary + Benefits       \$125,830.85         Step E         Total Benefits       \$4,549.23       72.00%       \$72.45       \$105.13       \$13.01       \$190.59			\$ <b>5,458.37</b> /Mo	onth	\$36.39	9 /Hour		
Step C   \$5,731.29   Month   \$38.21   Hour		Total Benefits	\$4,317.10	79.09%	\$65.17	\$94.56	\$11.70	\$171.43
\$5,731.29 /Month \$38.21 /Hour  Total Benefits \$4,390.73 76.61% \$67.48 \$97.91 \$12.11 \$177.50  Annual Salary + Benefits \$121,464.29  Step D  \$6,017.86 /Month \$40.12 /Hour  Total Benefits \$4,468.05 74.25% \$69.91 \$101.43 \$12.55 \$183.89  Annual Salary + Benefits \$125,830.85  Step E  \$6,318.75 /Month \$42.12 /Hour  Total Benefits \$4,549.23 72.00% \$72.45 \$105.13 \$13.01 \$190.59			Annual Salary + B	enefits =	\$117,305.67	=		
Total Benefits \$4,390.73 76.61% \$67.48 \$97.91 \$12.11 \$177.50  Annual Salary + Benefits \$121,464.29  Step D  \$6,017.86 / Month \$40.12 / Hour  Total Benefits \$4,468.05 74.25% \$69.91 \$101.43 \$12.55 \$183.89  Annual Salary + Benefits \$125,830.85  Step E  \$6,318.75 / Month \$42.12 / Hour  Total Benefits \$4,549.23 72.00% \$72.45 \$105.13 \$13.01 \$190.59	Step C							
Annual Salary + Benefits       \$121,464.29         \$6,017.86 /Month       \$40.12 /Hour         Total Benefits       \$4,468.05       74.25%       \$69.91       \$101.43       \$12.55       \$183.89         Annual Salary + Benefits       \$125,830.85         Step E         \$6,318.75 /Month       \$42.12 /Hour         Total Benefits       \$4,549.23       72.00%       \$72.45       \$105.13       \$13.01       \$190.59			<b>\$5,731.29</b> /Mo	onth	\$38.23	1 /Hour		
Step D         \$6,017.86 /Month       \$40.12 /Hour         Total Benefits       \$4,468.05       74.25%       \$69.91       \$101.43       \$12.55       \$183.89         Annual Salary + Benefits       \$125,830.85       \$125,830.85       \$125,830.85       \$125,830.85       \$125,830.85       \$125,830.85       \$13.01       \$190.59		Total Benefits	\$4,390.73	76.61%	\$67.48	\$97.91	\$12.11	\$177.50
\$6,017.86 /Month \$40.12 /Hour  Total Benefits \$4,468.05 74.25% \$69.91 \$101.43 \$12.55 \$183.89  Annual Salary + Benefits \$125,830.85  Step E  \$6,318.75 /Month \$42.12 /Hour  Total Benefits \$4,549.23 72.00% \$72.45 \$105.13 \$13.01 \$190.59			Annual Salary + B	enefits =	\$121,464.29	=		
Total Benefits \$4,468.05 74.25% \$69.91 \$101.43 \$12.55 \$183.89  Annual Salary + Benefits \$125,830.85  Step E  \$6,318.75 / Month \$42.12 / Hour  Total Benefits \$4,549.23 72.00% \$72.45 \$105.13 \$13.01 \$190.59	Step D							
Annual Salary + Benefits \$\frac{\\$125,830.85}{\\$125,830.85}\$  Step E  \$6,318.75 / Month \$42.12 / Hour  Total Benefits \$4,549.23 72.00% \$72.45 \$105.13 \$13.01 \$190.59			\$ <b>6,017.86</b> /Mo	onth	\$40.12	2 /Hour		
\$6,318.75 /Month \$42.12 /Hour  Total Benefits \$4,549.23 72.00% \$72.45 \$105.13 \$13.01 \$190.59		Total Benefits	\$4,468.05	74.25%	\$69.91	\$101.43	\$12.55	\$183.89
\$6,318.75 /Month \$42.12 /Hour  Total Benefits \$4,549.23 72.00% \$72.45 \$105.13 \$13.01 \$190.59			Annual Salary + B	enefits =	\$125,830.85	=		
Total Benefits \$4,549.23 72.00% <b>\$72.45 \$105.13 \$13.01 \$190.59</b>	Step E							
			<b>\$6,318.75</b> /Mo	onth	\$42.12	2 /Hour		
Annual Salary + Benefits \$\frac{\$130,415.73}{}		Total Benefits	\$4,549.23	72.00%	\$72.45	\$105.13	\$13.01	\$190.59
			Annual Salary + B	enefits =	\$130,415.73	=		



### Street Maintenance Worker II Department: Public Works

Step A							
		\$5,731.29 /N	lonth	\$38.21	<b>L</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	m.	
PERS - Employer	0.200800	1,150.84			Public Works - M		
Management Incentive	0.200800	0.00			FUDIIC WOLKS - IVI	annenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	46.25					
Life Insurance	0.000213	21.97					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	266.10			145.10%	17.95%	
Vision Insurance	0.040450	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	83.10		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	05.10		G Delicitis	Overneau	Overneda	nate
	Total Benefits	\$4,392.78	76.65%	\$67.49	\$97.93	\$12.12	\$177.54
		Annual Salary +	Benefits =	\$121,488.80	=		
Step B							
эсерь		\$ <b>6,017.86</b> /N	1onth	¢40.11	2 /110.05		
		30,017.80 / IV	IOIILII	\$40.1.	2 /Hour		
	Total Benefits	\$4,470.09	74.28%	\$69.92	\$101.45	\$12.55	\$183.92
		Annual Salary +	Benefits =	\$125,855.36	=		
Step C							
2004 2		\$6,318.75 /N	onth	\$42.12	2 /Hour		
	Total Benefits	\$4,551.27	72.03%	\$72.47	\$105.15	\$13.01	\$190.63
		Annual Salary +	Benefits =	\$130,440.24	=		
Step D							
		\$6,634.69 /N	lonth	\$44.23	3 /Hour		
	Total Benefits	\$4,636.51	69.88%	\$75.14	\$109.03	\$13.49	\$197.66
		Annual Salary +	Benefits =	\$135,254.37	=		
Step E							
		\$ <b>6,966.42</b> /N	lonth	\$46.4	4 /Hour		
	Total Benefits	\$4,726.01	67.84%	\$77.95	\$113.10	\$13.99	\$205.04
		Annual Salary +	Benefits _	\$140,309.21	=		



#### Street Sweeper Operator Department: Public Works

Step A							
		\$6,014.94 /N	∕lonth	\$40.10	<b>)</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	m.	
PERS - Employer	0.200800	1,207.80			Public Works - M		
Management Incentive	0.200800	0.00			FUDIIC WOLKS - IVI	annenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	48.54					
Life Insurance	0.000213	23.06					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	279.27			145.10%	17.95%	
Vision Insurance	0.040450	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	87.22		& Benefits	Overhead	Overhead	Rate
Wicalcure	0.014500	07.22	_	a benefits	Overneuu	Overneda	nate
	Total Benefits	\$4,470.39	74.32%	\$69.90	\$101.43	\$12.55	\$183.88
		Annual Salary +	Benefits _	\$125,824.02	=		
Step B							
		\$ <b>6,315.69</b> /N	⁄lonth	\$42.10	0 /Hour		
	Total Benefits	\$4,551.53	72.07%	\$72.45	\$105.12	\$13.00	\$190.57
		Annual Salary +	Benefits =	\$130,406.68	=		
Step C							
		\$6,631.47 /N	/lonth	\$44.2	1 /Hour		
	Total Benefits	\$4,636.73	69.92%	\$75.12	\$109.00	\$13.48	\$197.60
		Annual Salary +	Benefits	\$135,218.48	_		
			_				
Step D		\$6,963. <b>05</b> /N	/onth	¢AE A	2 /Hour		
		ון כט.כסכ,סכ	MOHUI	\$40.4	2 /Hour		
	Total Benefits	\$4,726.19	67.88%	\$77.93	\$113.07	\$13.99	\$204.99
		Annual Salary +	Benefits =	\$140,270.87	=		
Step E							
		<b>\$7,311.20</b> /N	/lonth	\$48.7	4 /Hour		
	Total Benefits	\$4,820.12	65.93%	\$80.88	\$117.35	\$14.52	\$212.75
		Annual Salary +	Benefits _	\$145,575.88	_		
			_				



#### Streets Manager Department: Public Works

Step A							
		<b>\$9,864.26</b> /Mon	th	\$65.76	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,980.74		Non	-Sworn Manager		ıl
Management Incentive		0.00				.,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	79.60					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	3% + \$110	405.93					
Workers Comp.	0.046430	458.00			145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	143.03	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,923.75 60	0.05%	\$105.25	\$152.72	\$18.89	\$276.86
		Annual Salary + Ben	efits _	\$189,456.10	=		
Step B							
Step 5		<b>\$10,357.47</b> /Mon	th	\$69.05	/Hour		
	Total Benefits	\$6,056.82 58	3.48%	\$109.43	\$158.78	\$19.64	\$287.85
		Annual Salary + Ben	efits _	\$196,971.48	=		
Step C							
		<b>\$10,875.34</b> /Mon	th	\$72.50	/Hour		
	Total Benefits	\$6,196.54 56	5.98%	\$113.81	\$165.14	\$20.43	\$299.38
		Annual Salary + Ben	efits _	\$204,862.63	=		
Step D							
		<b>\$11,419.11</b> /Mon	th	\$76.13	Hour		
	Total Benefits	\$6,343.25 55	5.55%	\$118.42	\$171.82	\$21.26	\$311.50
		Annual Salary + Ben	efits _	\$213,148.34	=		
Step E							
	-	<b>\$11,990.06</b> /Mon	th	\$79.93	Hour		
	Total Benefits	\$6,497.30 54	1.19%	\$123.25	\$178.83	\$22.12	\$324.20
		Annual Salary + Ben	efits _	\$221,848.33	=		



#### Streets Supervisor Department: Public Works

Step A							
		\$8,581.15 /	∕Ionth	<b>\$57.2</b> 1	<b>L</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,723.10		Non-	Sworn Profession	<del></del> '	ors
Management Incentive		0.00				,	-
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	69.25					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	281.62					
Workers Comp.	0.046430	398.42			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	124.43	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,453.27	63.55%	\$93.56	\$135.76	\$16.79	\$246.11
		Annual Salary +	Benefits _	\$168,413.02	=		
Step B							
Step 6		\$ <b>9,010.21</b> /N	/lonth	¢60.0	7 /Hour		
		39,010.21 /1	VIOITUI	\$60.0	7 /Houi		
	Total Benefits	\$5,569.03	61.81%	\$97.19	\$141.03	\$17.45	\$255.67
		Annual Salary +	Benefits _	\$174,950.83	=		
Step C							
		\$9,460.72 /N	Month	\$63.0	7 /Hour		
	Total Benefits	\$5,690.57	60.15%	\$101.01	\$146.56	\$18.13	\$265.70
		Annual Salary +	Benefits _	\$181,815.52	=		
Step D							
Ctop 2		\$9 <b>,933.75</b> /N	Иonth	\$66.23	3 /Hour		
	Total Benefits	\$5,818.20	58.57%	\$105.01	\$152.37	\$18.85	\$276.23
		Annual Salary +	Benefits =	\$189,023.46	=		
Step E							
		\$10,430.44 /	<b>Month</b>	\$69.5	4 /Hour		
	Total Benefits	\$5,952.21	57.07%	\$109.22	\$158.47	\$19.60	\$287.29
		Annual Salary +	Benefits =	\$196,591.79	=		



### Technical Assistant I Department: Finance and Information Systems

S5,430.14   Month   \$36.20   Hour	Step A							
PERS - Employer			\$5,430.14 /N	∕Ionth	\$36.20	) /Hour		
PERS - Employer	Ranafit	Multiplier				Catego	ru.	
Management Incentive			1 090 37					
Health Insurance		0.200000	•			Office Empi	oyees .	
Health Insurance								
Dental Insurance								
Life Insurance	Dental Insurance							
Holiday Pay	LTD & STD Insurance	0.008070	43.82					
Uniform Allowance Standby	Life Insurance	0.000213	20.82					
Standby   0.00   794.80   Deferred Comp.   0.00   0.00   Workers Comp.   0.046430   252.12   23.69   Hourly Rate   Department   Citywide   Total Hourly Rate   Department   Citywide   Department   Citywide   Department   Citywide   Department   Citywide   Department   Citywide   Department   Department   Citywide   Department   Depart	Holiday Pay		0.00					
Retiree Medical   794.80   0.00   0	Uniform Allowance		0.00					
Deferred Comp.   0.00   252.12   31.28%   17.95%   17.95%   Vision Insurance   23.69   Hourly Rate   8.8 enefits   Department   Citywide   Total Hourly Rate   Rate   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Rate   Overhead   Overhead   Overhead   Overhead   Rate   Overhead   Overhead   Overhead   Overhead   Rate   Overhead   Overhead	Standby		0.00					
Workers Comp.								
Vision Insurance Medicare         0.014500         23.69 78.74         Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Hourly Rate Overhead           Total Benefits         \$4,310.37         79.38%         \$64.94         \$20.31         \$11.66         \$96.91           Step B           \$5,701.65 /Month         \$38.01 /Hour           Total Benefits         \$4,383.62         76.88%         \$67.24         \$21.03         \$12.07         \$100.34           Annual Salary + Benefits         \$121,023.26           Step C         \$5,986.73 /Month         \$39.91 /Hour           Total Benefits         \$4,460.54         74.51%         \$69.65         \$21.79         \$12.50         \$103.94           Step D           \$6,286.07 /Month         \$41.91 /Hour           Total Benefits         \$4,541.30         72.24%         \$72.18         \$22.58         \$12.96         \$107.72           Annual Salary + Benefits           \$129,928.41           Step E           \$6,600.37 /Month         \$44.00 /Hour	•							
Medicare		0.046430						
Total Benefits \$4,310.37 79.38% \$64.94 \$20.31 \$11.66 \$96.91  Annual Salary + Benefits \$116,886.15  Step B  \$5,701.65 /Month \$38.01 /Hour  Total Benefits \$4,383.62 76.88% \$67.24 \$21.03 \$12.07 \$100.34  Annual Salary + Benefits \$121,023.26  Step C  \$5,986.73 /Month \$39.91 /Hour  Total Benefits \$4,460.54 74.51% \$69.65 \$21.79 \$12.50 \$103.94  Annual Salary + Benefits \$125,367.24  Step D  \$6,286.07 /Month \$41.91 /Hour  Total Benefits \$4,541.30 72.24% \$72.18 \$22.58 \$12.96 \$107.72  Annual Salary + Benefits \$129,928.41  Step E  \$6,600.37 /Month \$44.00 /Hour					=		=	= 1
Step B	Medicare	0.014500	78.74	_	& Benefits	Overhead	Overhead	Rate
Step B   \$5,701.65   Month   \$38.01   Hour		Total Benefits	\$4,310.37	79.38%	\$64.94	\$20.31	\$11.66	\$96.91
\$5,701.65 /Month \$38.01 /Hour  Total Benefits \$4,383.62 76.88% \$67.24 \$21.03 \$12.07 \$100.34  Annual Salary + Benefits \$121,023.26  Step C \$5,986.73 /Month \$39.91 /Hour  Total Benefits \$4,460.54 74.51% \$69.65 \$21.79 \$12.50 \$103.94  Annual Salary + Benefits \$125,367.24  Step D \$6,286.07 /Month \$41.91 /Hour  Total Benefits \$4,541.30 72.24% \$72.18 \$22.58 \$12.96 \$107.72  Annual Salary + Benefits \$129,928.41  Step E \$6,600.37 /Month \$44.00 /Hour			Annual Salary -	Benefits =	\$116,886.15	=		
\$5,701.65 /Month \$38.01 /Hour  Total Benefits \$4,383.62 76.88% \$67.24 \$21.03 \$12.07 \$100.34  Annual Salary + Benefits \$121,023.26  Step C \$5,986.73 /Month \$39.91 /Hour  Total Benefits \$4,460.54 74.51% \$69.65 \$21.79 \$12.50 \$103.94  Annual Salary + Benefits \$125,367.24  Step D \$6,286.07 /Month \$41.91 /Hour  Total Benefits \$4,541.30 72.24% \$72.18 \$22.58 \$12.96 \$107.72  Annual Salary + Benefits \$129,928.41  Step E \$6,600.37 /Month \$44.00 /Hour	Step B							
Step C   \$5,986.73   Month   \$39.91   Hour			\$5,701.65 /N	Month	\$38.03	1 /Hour		
\$5,986.73 /Month \$39.91 /Hour  Total Benefits \$4,460.54 74.51% \$69.65 \$21.79 \$12.50 \$103.94  Annual Salary + Benefits \$125,367.24  Step D  \$6,286.07 /Month \$41.91 /Hour  Total Benefits \$4,541.30 72.24% \$72.18 \$22.58 \$12.96 \$107.72  Annual Salary + Benefits \$129,928.41  Step E  \$6,600.37 /Month \$44.00 /Hour		Total Benefits	\$4,383.62	76.88%	\$67.24	\$21.03	\$12.07	\$100.34
\$5,986.73 /Month \$39.91 /Hour  Total Benefits \$4,460.54 74.51% \$69.65 \$21.79 \$12.50 \$103.94  Annual Salary + Benefits \$125,367.24  Step D  \$6,286.07 /Month \$41.91 /Hour  Total Benefits \$4,541.30 72.24% \$72.18 \$22.58 \$12.96 \$107.72  Annual Salary + Benefits \$129,928.41  Step E  \$6,600.37 /Month \$44.00 /Hour			Annual Salary +	Benefits =	\$121,023.26	=		
Total Benefits \$4,460.54 74.51% \$69.65 \$21.79 \$12.50 \$103.94  Annual Salary + Benefits \$125,367.24  Step D  \$6,286.07 / Month \$41.91 / Hour  Total Benefits \$4,541.30 72.24% \$72.18 \$22.58 \$12.96 \$107.72  Annual Salary + Benefits \$129,928.41  Step E  \$6,600.37 / Month \$44.00 / Hour	Step C							
Step D   \$6,286.07   Month   \$41.91   Hour			\$5,986.73 /N	Иonth	\$39.93	1 /Hour		
\$6,286.07 /Month \$41.91 /Hour  Total Benefits \$4,541.30 72.24% \$72.18 \$22.58 \$12.96 \$107.72  Annual Salary + Benefits \$129,928.41  Step E \$6,600.37 /Month \$44.00 /Hour		Total Benefits	\$4,460.54	74.51%	\$69.65	\$21.79	\$12.50	\$103.94
\$6,286.07 /Month \$41.91 /Hour  Total Benefits \$4,541.30 72.24% \$72.18 \$22.58 \$12.96 \$107.72  Annual Salary + Benefits \$129,928.41  Step E  \$6,600.37 /Month \$44.00 /Hour			Annual Salary +	Benefits =	\$125,367.24	=		
Total Benefits \$4,541.30 72.24% \$72.18 \$22.58 \$12.96 \$107.72  Annual Salary + Benefits \$129,928.41  Step E  \$6,600.37 / Month \$44.00 / Hour	Step D							
Annual Salary + Benefits \$129,928.41  Step E  \$6,600.37 /Month \$44.00 /Hour			\$6,286.07 /	/lonth	\$41.93	1 /Hour		
\$6,600.37 /Month \$44.00 /Hour		Total Benefits	\$4,541.30	72.24%	\$72.18	\$22.58	\$12.96	\$107.72
<b>\$6,600.37</b> /Month \$44.00 /Hour			Annual Salary	Benefits =	\$129,928.41	=		
	Step E							
Total Benefits \$4,626.10 70.09% \$74.84 \$23.41 \$13.43 \$111.68			\$6,600.37 /	<b>Month</b>	\$44.00	0 /Hour		
		Total Benefits	\$4,626.10	70.09%	\$74.84	\$23.41	\$13.43	\$111.68
Annual Salary + Benefits <u>\$134,717.64</u>			Annual Salary	Benefits =	\$134,717.64	=		



#### Technical Assistant I Department: Public Works

Step A							
		\$5,430.14 /N	Month	\$36.20	) /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,090.37			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees .	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	43.82					
Life Insurance	0.000213	20.82					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	252.12			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	78.74	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,310.37	79.38%	\$64.94	\$94.22	\$11.66	\$170.82
		Annual Salary	Benefits =	\$116,886.15	=		
Step B							
Step 5		\$ <b>5,701.65</b> /N	Month	\$38.0	1 /Hour		
	Total Benefits	\$4,383.62	76.88%	\$67.24	\$97.56	\$12.07	\$176.87
		Annual Salary 4	Benefits _	\$121,023.26	=		
Step C							
		\$ <b>5,986.73</b> /N	Month	\$39.9	1 /Hour		
	Total Benefits	\$4,460.54	74.51%	\$69.65	\$101.06	\$12.50	\$183.21
		Annual Salary 4	Benefits _	\$125,367.24	=		
Step D							
		\$6,286.07 /	Month	\$41.9	1 /Hour		
	Total Benefits	\$4,541.30	72.24%	\$72.18	\$104.74	\$12.96	\$189.88
		Annual Salary -	Benefits =	\$129,928.41	=		
Step E							
		\$6,600.37 /	Month	\$44.00	0 /Hour		
	Total Benefits	\$4,626.10	70.09%	\$74.84	\$108.60	\$13.43	\$196.87
		Annual Salary -	Benefits =	\$134,717.64	=		



### Technical Assistant II Department: Finance and Information Systems

Step A							
		\$5,986.73 /N	Month	\$39.91	<b>L</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,202.14			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	oyees .	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	48.31					
Life Insurance	0.000213	22.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	277.96			31.28%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	86.81	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,462.67	74.54%	\$69.66	\$21.79	\$12.50	\$103.95
		Annual Salary	+ Benefits _	\$125,392.84	=		
Step B							
Step B		\$6,286.07 /	Month	\$41.93	1 /Hour		
	Total Benefits	\$4,543.43	72.28%	\$72.20	\$22.58	\$12.96	\$107.74
		Annual Salary	+ Benefits _	\$129,954.01	=		
Step C							
		\$6,600.37 /	Month	\$44.00	0 /Hour		
	Total Benefits	\$4,628.23	70.12%	\$74.86	\$23.42	\$13.44	\$111.72
		Annual Salary	+ Benefits _	\$134,743.24	=		
Step D							
		\$6,930.39 /	Month	\$46.20	0 /Hour		
	Total Benefits	\$4,717.27	68.07%	\$77.65	\$24.29	\$13.94	\$115.88
		Annual Salary	+ Benefits =	\$139,771.93	=		
Step E							
		\$ <b>7,276.91</b> /N	Month	\$48.53	1 /Hour		
	Total Benefits	\$4,810.76	66.11%	\$80.58	\$25.21	\$14.46	\$120.25
		Annual Salary	+ Benefits =	\$145,052.06	=		



### Technical Assistant II Department: Public Works

Step A							
		\$ <b>5,986.73</b> /N	/lonth	\$39.91	L/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	av.	
PERS - Employer	0.200800	1,202.14			Office Empl		
Management Incentive	0.200000	0.00			Office Empi	Oyces	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	48.31					
Life Insurance	0.000213	22.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	277.96			145.10%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	86.81	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,462.67	74.54%	\$69.66	\$101.08	\$12.50	\$183.24
		Annual Salary +	· Benefits _	\$125,392.84	=		
Step B							
этер в		\$ <b>6,286.07</b> /N	/lonth	\$41.93	1 /Hour		
	Total Benefits	\$4,543.43	72.28%	\$72.20	\$104.76	\$12.96	\$189.92
		Annual Salary +	· Benefits _	\$129,954.01	=		
Step C							
510p 2		\$6,600.37 /N	/lonth	\$44.00	O /Hour		
	Total Benefits	\$4,628.23	70.12%	\$74.86	\$108.62	\$13.44	\$196.92
		Annual Salary +	Benefits =	\$134,743.24	=		
Step D							
		\$ <b>6,930.39</b> /N	/lonth	\$46.20	O /Hour		
	Total Benefits	\$4,717.27	68.07%	\$77.65	\$112.67	\$13.94	\$204.26
		Annual Salary +	Benefits _	\$139,771.93	=		
Step E							
		\$7,276.91 /N	/lonth	\$48.53	1 /Hour		
	Total Benefits	\$4,810.76	66.11%	\$80.58	\$116.93	\$14.46	\$211.97
		Annual Salary +	Benefits =	\$145,052.06	=		



#### Utilities Maintenance Mechanic Department: Public Works

Step A							
		\$ <b>7,515.03</b> /N	1onth	\$50.10	<b>0</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	m.	
PERS - Employer	0.200800	1,509.02			<u>Catego</u> Public Works - M		
Management Incentive	0.200800	0.00			Fublic Works - IVI	annenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	60.65					
Life Insurance	0.000213	28.81					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	348.92			145.10%	17.95%	
Vision Insurance	0.0.0	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	108.97		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.02 1500	100.37	_	G Delicitio	010		Hate
	Total Benefits	\$4,880.87	64.95%	\$82.64	\$119.91	\$14.83	\$217.38
		Annual Salary +	Benefits _	\$148,750.72	=		
Step B							
3300		\$ <b>7,890.78</b> /N	/lonth	\$52.6	1 /Hour		
	Total Benefits	\$4,982.24	63.14%	\$85.82	\$124.53	\$15.40	\$225.75
		Annual Salary +	Benefits _	\$154,476.27	=		
Step C							
		\$8,285.32 /N	/lonth	\$55.2	4 /Hour		
	Total Benefits	\$5,088.69	61.42%	\$89.16	\$129.37	\$16.00	\$234.53
		Annual Salary +	Benefits =	\$160,488.10	=		
Step D							
	_	\$8,699.58 /N	<b>l</b> onth	\$58.0	0 /Hour		
	Total Benefits	\$5,200.46	59.78%	\$92.67	\$134.46	\$16.63	\$243.76
		Annual Salary +	Benefits _	\$166,800.52	<b>=</b>		
Step E							
		\$9,134.56 /N	/lonth	\$60.9	0 /Hour		
	Total Benefits	\$5,317.82	58.22%	\$96.35	\$139.80	\$17.29	\$253.44
		Annual Salary +	Benefits _	\$173,428.55	_		



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

Senefit   Multiplier   Category   Public Works - Malintenance   FERS - Employer   0.200800   1,282.18   Public Works - Malintenance   1,846.13   Public Works	Step A							
PERS - Employer   0.200800   1.282.18			\$6,385.35 /M	lonth	\$42.57	<b>7</b> /Hour		
PERS - Employer   0.200800   1.282.18	Ranafit	Multiplier				Catego	m.	
Management Incentive EAP   3.89   1.846.13   1.846.1	<u></u>		1 282 18			· · · · · · · · · · · · · · · · · · ·	<del></del> '	
Health Insurance		0.200000	•			Tublic Works IVI	amtenance	
Health Insurance   1,846.13   Dental Insurance   155.99   Life Insurance   155.99   Life Insurance   10,000   Total Benefits   143.10%   17.95%   Total Benefits   145.10%   17.95%   Total Benefits   146.10%   17.95%   14.11   14.10%   17.95%   17.								
Dental Insurance								
Life Insurance Holiday Pay Holiday Pay Uniform Allowance Standby 0.00 Retiree Medical Deferred Comp. Workers Comp. 0.014500 Workers Comp. Total Benefits  S4,571.75  Annual Salary + Benefits  S6,704.62 / Month Total Benefits  S7,039.85 / Month Total Benefits  S7,391.84 / Month Total Benefits S4,843.30 S51.74 / Hour  Total Benefits S51.75 S118.35 S14.64 S51.75 S18.35 S14.65 S51.75 S18.35 S14.								
Life Insurance Holiday Pay Holiday Pay Uniform Allowance Standby 0.00 Retiree Medical Deferred Comp. Workers Comp. 0.014500 Workers Comp. Total Benefits  S4,571.75  Annual Salary + Benefits  S6,704.62 / Month Total Benefits  S7,039.85 / Month Total Benefits  S7,391.84 / Month Total Benefits S4,843.30 S51.74 / Hour  Total Benefits S51.75 S118.35 S14.64 S51.75 S18.35 S14.65 S51.75 S18.35 S14.	LTD & STD Insurance	0.008070	51.53					
Uniform Allowance   Canadby   Cana	Life Insurance		24.48					
Standby   0.00   Retiree Medical   794.80   1794.80   1794.80   1794.80   1794.80   1794.80   1794.80   1794.80   1795.80	Holiday Pay		0.00					
Retire Medical Deferred Comp.   0.00   0.0	Uniform Allowance		0.00					
Deferred Comp.   O.00   296.47   296.47   296.47   296.47   296.47   296.47   296.47   296.47   296.47   296.47   296.47   296.59   29.59	Standby		0.00					
Workers Comp. Vision Insurance Medicare         0.046430 0.014500         296.47 23.69 92.59         Hourly Rate & Benefits         145.10% Department Nemerical Department Overhead         1795% Citywide Overhead         Total Hourly Rate           Step B         \$4,571.75         71.60%         \$73.05         \$105.99         \$13.11         \$192.15           Step B         \$6,704.62 /Month         \$44.70 /Hour           Total Benefits         \$4,657.89         69.47%         \$75.75         \$109.91         \$13.60         \$199.26           Step C         \$7,039.85 /Month         \$46.93 /Hour         \$46.93 /Hour         \$14.11         \$206.73           Step D         \$7,391.84 /Month         \$49.28 /Hour         \$14.64         \$214.56           Step D         \$7,391.84 /Month         \$49.28 /Hour         \$18.35         \$14.64         \$214.56           Step E         \$7,761.44 /Month         \$51.74 /Hour         \$15.20         \$222.79	Retiree Medical		794.80					
Vision Insurance   Medicare   M	Deferred Comp.		0.00					
Medicare	Workers Comp.	0.046430	296.47			145.10%	17.95%	
Total Benefits       \$4,571.75       71.60%       \$73.05       \$105.99       \$13.11       \$192.15         Annual Salary + Benefits       \$131,485.23       \$131,485.23       \$131,485.23       \$131,485.23       \$13.60       \$199.26         Step B       \$6,704.62 /Month       \$46,57.89       69.47%       \$75.75       \$109.91       \$13.60       \$199.26         Annual Salary + Benefits       \$136,350.10         Step C       \$7,039.85 /Month       \$46.93 /Hour         Total Benefits       \$4,748.33       67.45%       \$78.59       \$114.03       \$14.11       \$206.73         Annual Salary + Benefits       \$141,458.21         Step D         \$7,391.84 /Month       \$49.28 /Hour         Total Benefits       \$4,843.30       65.52%       \$81.57       \$118.35       \$14.64       \$214.56         Annual Salary + Benefits       \$146,821.74         Step E         \$7,761.44 /Month       \$51.74 /Hour         Total Benefits       \$4,943.02       63.69%       \$84.70	Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Annual Salary + Benefits       \$131,485.23         \$6,704.62 /Month       \$44.70 /Hour         Total Benefits       \$4,657.89       69.47%       \$75.75       \$109.91       \$13.60       \$199.26         Annual Salary + Benefits       \$136,350.10         Step C         \$7,039.85 /Month       \$46.93 /Hour         Annual Salary + Benefits       \$141,458.21         Step D         \$7,391.84 /Month       \$49.28 /Hour         Total Benefits       \$4,843.30       65.52%       \$81.57       \$118.35       \$14.64       \$214.56         Annual Salary + Benefits         \$146,821.74         Step E         \$7,761.44 /Month       \$51.74 /Hour         Total Benefits       \$4,943.02       63.69%       \$84.70       \$122.89       \$15.20       \$222.79	Medicare	0.014500	92.59	_	& Benefits	Overhead	Overhead	Rate
Step B   \$6,704.62   Month   \$44.70   Hour		Total Benefits	\$4,571.75	71.60%	\$73.05	\$105.99	\$13.11	\$192.15
\$6,704.62 /Month \$44.70 /Hour  Total Benefits \$4,657.89 69.47% \$75.75 \$109.91 \$13.60 \$199.26   Annual Salary + Benefits \$136,350.10  Step C  \$7,039.85 /Month \$46.93 /Hour  Total Benefits \$4,748.33 67.45% \$78.59 \$114.03 \$14.11 \$206.73   Annual Salary + Benefits \$141,458.21  Step D  \$7,391.84 /Month \$49.28 /Hour  Total Benefits \$4,843.30 65.52% \$81.57 \$118.35 \$14.64 \$214.56   Annual Salary + Benefits \$146,821.74  Step E  \$7,761.44 /Month \$51.74 /Hour  Total Benefits \$4,943.02 63.69% \$84.70 \$122.89 \$15.20 \$222.79			Annual Salary +	Benefits =	\$131,485.23	=		
\$6,704.62 /Month \$44.70 /Hour  Total Benefits \$4,657.89 69.47% \$75.75 \$109.91 \$13.60 \$199.26   Annual Salary + Benefits \$136,350.10  Step C  \$7,039.85 /Month \$46.93 /Hour  Total Benefits \$4,748.33 67.45% \$78.59 \$114.03 \$14.11 \$206.73   Annual Salary + Benefits \$141,458.21  Step D  \$7,391.84 /Month \$49.28 /Hour  Total Benefits \$4,843.30 65.52% \$81.57 \$118.35 \$14.64 \$214.56   Annual Salary + Benefits \$146,821.74  Step E  \$7,761.44 /Month \$51.74 /Hour  Total Benefits \$4,943.02 63.69% \$84.70 \$122.89 \$15.20 \$222.79	Step B							
Annual Salary + Benefits       \$136,350.10         Step C         \$7,039.85 /Month       \$46.93 /Hour         Total Benefits       \$4,748.33       67.45%       \$78.59       \$114.03       \$14.11       \$206.73         Annual Salary + Benefits       \$141,458.21         Total Benefits       \$4,843.30       65.52%       \$81.57       \$118.35       \$14.64       \$214.56         Annual Salary + Benefits       \$146,821.74         Step E         \$7,761.44 /Month       \$51.74 /Hour         Total Benefits       \$4,943.02       63.69%       \$84.70       \$122.89       \$15.20       \$222.79			\$6,704.62 /N	lonth	\$44.70	0 /Hour		
Step C   \$7,039.85   Month   \$46.93   Hour		Total Benefits	\$4,657.89	69.47%	\$75.75	\$109.91	\$13.60	\$199.26
\$7,039.85 /Month \$46.93 /Hour  Total Benefits \$4,748.33 67.45% \$78.59 \$114.03 \$14.11 \$206.73  Annual Salary + Benefits \$141,458.21  Step D  \$7,391.84 /Month \$49.28 /Hour  Total Benefits \$4,843.30 65.52% \$81.57 \$118.35 \$14.64 \$214.56  Annual Salary + Benefits \$146,821.74  Step E  \$7,761.44 /Month \$51.74 /Hour  Total Benefits \$4,943.02 63.69% \$84.70 \$122.89 \$15.20 \$222.79			Annual Salary +	Benefits _	\$136,350.10	=		
Total Benefits \$4,748.33 67.45% \$78.59 \$114.03 \$14.11 \$206.73  Annual Salary + Benefits \$141,458.21  Step D  \$7,391.84 /Month \$49.28 /Hour  Total Benefits \$4,843.30 65.52% \$81.57 \$118.35 \$14.64 \$214.56  Annual Salary + Benefits \$146,821.74  Step E  \$7,761.44 /Month \$51.74 /Hour  Total Benefits \$4,943.02 63.69% \$84.70 \$122.89 \$15.20 \$222.79	Step C							
Annual Salary + Benefits       \$141,458.21         \$7,391.84 /Month       \$49.28 /Hour         Total Benefits       \$4,843.30       65.52%       \$81.57       \$118.35       \$14.64       \$214.56         Annual Salary + Benefits       \$146,821.74         Step E         \$7,761.44 /Month       \$51.74 /Hour         Total Benefits       \$4,943.02       63.69%       \$84.70       \$122.89       \$15.20       \$222.79			\$ <b>7,039.85</b> /M	lonth	\$46.93	3 /Hour		
\$7,391.84 /Month \$49.28 /Hour  Total Benefits \$4,843.30 65.52% \$81.57 \$118.35 \$14.64 \$214.56  Annual Salary + Benefits \$146,821.74  Step E  \$7,761.44 /Month \$51.74 /Hour  Total Benefits \$4,943.02 63.69% \$84.70 \$122.89 \$15.20 \$222.79		Total Benefits	\$4,748.33	67.45%	\$78.59	\$114.03	\$14.11	\$206.73
\$7,391.84 /Month \$49.28 /Hour  Total Benefits \$4,843.30 65.52% \$81.57 \$118.35 \$14.64 \$214.56  Annual Salary + Benefits \$146,821.74  Step E  \$7,761.44 /Month \$51.74 /Hour  Total Benefits \$4,943.02 63.69% \$84.70 \$122.89 \$15.20 \$222.79			Annual Salary +	Benefits _	\$141,458.21	=		
Total Benefits \$4,843.30 65.52% \$81.57 \$118.35 \$14.64 \$214.56  Annual Salary + Benefits \$146,821.74  Step E  \$7,761.44 /Month \$51.74 /Hour  Total Benefits \$4,943.02 63.69% \$84.70 \$122.89 \$15.20 \$222.79	Step D		4					
Annual Salary + Benefits \$146,821.74  Step E  \$7,761.44 /Month \$51.74 /Hour  Total Benefits \$4,943.02 63.69% \$84.70 \$122.89 \$15.20 \$222.79			\$ <b>7,391.84</b> /M	Ionth	\$49.28	8 /Hour		
\$7,761.44 /Month \$51.74 /Hour  Total Benefits \$4,943.02 63.69% \$84.70 \$122.89 \$15.20 \$222.79		Total Benefits	\$4,843.30	65.52%	\$81.57	\$118.35	\$14.64	\$214.56
\$7,761.44 /Month \$51.74 /Hour  Total Benefits \$4,943.02 63.69% \$84.70 \$122.89 \$15.20 \$222.79			Annual Salary +	Benefits =	\$146,821.74	=		
Total Benefits \$4,943.02 63.69% <b>\$84.70 \$122.89 \$15.20 \$222.79</b>	Step E							
			<b>\$7,761.44</b> /M	lonth	\$51.74	4 /Hour		
Annual Salary + Benefits \$152,453.43		Total Benefits	\$4,943.02	63.69%	\$84.70	\$122.89	\$15.20	\$222.79
			Annual Salary +	Benefits _	\$152,453.43	=		



### Wastewater Laboratory Technician II Department: Public Works

Step A						
		<b>\$7,039.85</b> /Month	\$46.9	<b>3</b> /Hour		
Donafit	NAltimlinu			Catago		
Benefit	Multiplier 0.200800	1 412 60		<u>Catego</u> Public Works - M		
PERS - Employer	0.200800	1,413.60		Public Works - IV	iaintenance	
Management Incentive EAP		0.00 3.89				
Health Insurance		1,846.13				
Dental Insurance		1,846.13				
LTD & STD Insurance	0.008070	56.81				
Life Insurance	0.000213	26.99				
Holiday Pay	0.000213	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	326.86		145.10%	17.95%	
Vision Insurance	0.040450	23.69	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	102.08	& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	102.00	a belients	Overnicau	Overneau	Nate
	Total Benefits	\$4,750.84 67.48%	\$78.60	\$114.06	\$14.11	\$206.77
		Annual Salary + Benefits	\$141,488.33	=		
Step B						
эсер Б		<b>\$7,391.84</b> /Month	\$40.7	28 /Hour		
		77,331.04 / WOULT	<b>743.2</b>	18 /110ui		
	Total Benefits	\$4,845.81 65.56%	\$81.58	\$118.38	\$14.64	\$214.60
		Annual Salary + Benefits	\$146,851.85	=		
Step C						
		<b>\$7,761.44</b> /Month	\$51.7	74 /Hour		
	Total Benefits	\$4,945.53 63.72%	\$84.71	\$122.92	\$15.21	\$222.84
		A	6452 402 55			
		Annual Salary + Benefits	\$152,483.55	_		
Step D						
		<b>\$8,149.51</b> /Month	\$54.3	33 /Hour		
	Total Benefits	\$5,050.23 61.97%	\$88.00	\$127.69	\$15.80	\$231.49
		Annual Salary + Benefits	¢1E0 20C 02			
		Allitual Salary + Bellents	\$158,396.83	=		
Step E						
		<b>\$8,556.98</b> /Month	\$57.0	05 /Hour		
	Total Benefits	\$5,160.16 60.30%	\$91.45	\$132.69	\$16.41	\$240.55
		Annual Salary + Benefits	\$164,605.78	=		



#### Wastewater Operations Manager Department: Public Works

Stop	Step A							
PERS - Employer   0.200800   2,025.99   Non-Sworn Managers / Confidential Management Incentive   0.00   Non-Sworn Managers / Confidential Managers			<b>\$10,089.58</b> /Month		\$67.26	/Hour		
PERS - Employer   0.200800   2,025.99   Non-Sworn Managers / Confidential Management Incentive   0.00   Non-Sworn Managers / Confidential Managers	Benefit	Multiplier				Catego	rv	
Management Incentive	· · · · · · · · · · · · · · · · · · ·		2.025.99		Non			nl
Health Insurance	- · ·		·				.,	
Dental Insurance								
LTD & STD Insurance Life Insurance D000013 31.95 0.00 Uniform Allowance Standby 0.00 Retiree Medical Deferred Comp. 3% + \$110 412.69 Workers Comp. 0.046430 23.69 Workers Comp. Vision Insurance Medicare  Total Benefits  \$5,991.31 59.38% \$107.21 \$155.56 \$19.24 \$282.01  Step B  \$10,594.06 /Month \$70.63 /Hour  Total Benefits \$6,127.41 57.84% \$111.48 \$161.75 \$200.01 \$293.24  Annual Salary + Benefits \$200,657.69  Step C  \$11,123.76 /Month \$74.16 /Hour  Total Benefits \$6,270.33 56.37% \$115.96 \$168.26 \$208.729.09  Step D  \$11,679.95 /Month \$77.87 /Hour  Total Benefits \$6,420.39 \$4.97% \$120.67 \$175.09 \$21.66 \$317.42  Step E  \$12,263.95 /Month \$81.76 /Hour  \$81.76 /Hour  \$12,263.95 /Month \$81.76 /Hour  \$12,263.95 /Month \$81.76 /Hour  \$12,263.95 /Month \$81.76 /Hour	Health Insurance		1,846.13					
Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp.       0.00 0.046430 146.30       468.46 468.46 23.69 146.30       1415.00 468.46 146.30       115.00 468.46 469.46 469.46       115.00 468.46 469.46 469.46       115.00 469.46 469.46 469.46       115.00 469.46 469.46 469.46       17.95% 469.46 469.46 469.46       17.95% 469.46       Total Hourly Rate 469.46 469.46       Department 469.46 469	Dental Insurance		155.99					
Holiday Pay Uniform Allowance	LTD & STD Insurance	0.008070	81.42					
Uniform Allowance   Canaday   Can	Life Insurance	0.000213	31.95					
Standby   0.00   Retiree Medical   794.80   794.80   142.69   142.69   142.69   142.69   142.69   146.30   1								
Retiree Medical Deferred Comp. Deferred Comp. Workers Cormp. Workers Cormp. U.0.046430								
Deferred Comp.   Workers Comp.   Workers Comp.   Union Insurance   Union Insura								
Workers Comp. Vision Insurance Vision Insurance Number (Insurance Note) Insurance (Insurance Note) Insura								
Vision Insurance   Medicare	• · · · · · · · · · · · · · · · · · · ·							
Medicare         0.014500         146.30         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$55,991.31         59.38%         \$107.21         \$155.56         \$19.24         \$282.01           Step B         \$10,594.06 /Month         \$70.63 /Hour           Total Benefits         \$6,127.41         57.84%         \$111.48         \$161.75         \$20.01         \$293.24           Annual Salary + Benefits         \$200,657.69         \$11,123.76 /Month         \$74.16 /Hour         \$305.03           Total Benefits         \$6,270.33         56.37%         \$115.96         \$168.26         \$20.81         \$305.03           Annual Salary + Benefits         \$208,729.09         \$21.66         \$317.42           Total Benefits         \$6,420.39         54.97%         \$120.67         \$175.09         \$21.66         \$317.42           Annual Salary + Benefits         \$217,204.07         \$21.66         \$317.42           Step E         \$12,263.95 /Month         \$81.76 /Hour           Total Benefits         \$6,577.95         53.64%         \$125.61         \$182.26         \$22.55         \$330.42	<b>■</b>	0.046430			Hand 5 :			T-1.111
Total Benefits		0.04.45.00			=		=	= 1
Step B	Medicare	0.014500	146.30		& Benefits	Overhead	Overhead	Rate
Step B   \$10,594.06   Month   \$70.63   Hour		Total Benefits	\$5,991.31 59.3	8%	\$107.21	\$155.56	\$19.24	\$282.01
\$10,594.06 /Month \$70.63 /Hour  Total Benefits \$6,127.41 57.84% \$111.48 \$161.75 \$20.01 \$293.24  Annual Salary + Benefits \$200,657.69  Step C  \$11,123.76 /Month \$74.16 /Hour  Total Benefits \$6,270.33 56.37% \$115.96 \$168.26 \$20.81 \$305.03  Annual Salary + Benefits \$208,729.09  Step D  \$11,679.95 /Month \$77.87 /Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42			Annual Salary + Benef	its	\$192,970.64	=		
\$10,594.06 /Month \$70.63 /Hour  Total Benefits \$6,127.41 57.84% \$111.48 \$161.75 \$20.01 \$293.24  Annual Salary + Benefits \$200,657.69  Step C  \$11,123.76 /Month \$74.16 /Hour  Total Benefits \$6,270.33 56.37% \$115.96 \$168.26 \$20.81 \$305.03  Annual Salary + Benefits \$208,729.09  Step D  \$11,679.95 /Month \$77.87 /Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42	Step B							
Annual Salary + Benefits       \$200,657.69         \$11,123.76 /Month       \$74.16 /Hour         Total Benefits       \$6,270.33       \$6.37%       \$115.96       \$168.26       \$20.81       \$305.03         Annual Salary + Benefits       \$208,729.09         Step D         Total Benefits       \$6,420.39       \$4.97%       \$120.67       \$175.09       \$21.66       \$317.42         Annual Salary + Benefits       \$217,204.07         Step E         Total Benefits       \$6,577.95       \$3.64%       \$125.61       \$182.26       \$22.55       \$330.42			<b>\$10,594.06</b> /Month		\$70.63	3 /Hour		
Step C   \$11,123.76   Month   \$74.16   Hour		Total Benefits	\$6,127.41 57.8	4%	\$111.48	\$161.75	\$20.01	\$293.24
\$11,123.76 /Month \$74.16 /Hour  Total Benefits \$6,270.33 56.37% \$115.96 \$168.26 \$20.81 \$305.03  Annual Salary + Benefits \$208,729.09  \$11,679.95 /Month \$77.87 /Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42			Annual Salary + Benef	its	\$200,657.69	=		
Total Benefits \$6,270.33 56.37% \$115.96 \$168.26 \$20.81 \$305.03  Annual Salary + Benefits \$208,729.09  \$11,679.95 / Month \$77.87 / Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 / Month \$81.76 / Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42	Step C							
Annual Salary + Benefits       \$208,729.09         Step D         \$11,679.95 /Month       \$77.87 /Hour         Total Benefits       \$6,420.39       \$4.97%       \$120.67       \$175.09       \$21.66       \$317.42         Annual Salary + Benefits       \$217,204.07         Step E         Total Benefits       \$6,577.95       \$3.64%       \$125.61       \$182.26       \$22.55       \$330.42			<b>\$11,123.76</b> /Month		\$74.16	6 /Hour		
Step D   \$11,679.95   Month   \$77.87   Hour		Total Benefits	\$6,270.33 56.3	7%	\$115.96	\$168.26	\$20.81	\$305.03
\$11,679.95 /Month \$77.87 /Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42			Annual Salary + Benef	its	\$208,729.09	=		
\$11,679.95 /Month \$77.87 /Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42	Step D							
Annual Salary + Benefits         \$217,204.07           Step E         \$12,263.95 /Month         \$81.76 /Hour           Total Benefits         \$6,577.95         53.64%         \$125.61         \$182.26         \$22.55         \$330.42			<b>\$11,679.95</b> /Month		\$77.87	/ /Hour		
Step E           \$12,263.95 /Month         \$81.76 /Hour           Total Benefits         \$6,577.95         53.64%         \$125.61         \$182.26         \$22.55         \$330.42		Total Benefits	\$6,420.39 54.9	7%	\$120.67	\$175.09	\$21.66	\$317.42
\$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42			Annual Salary + Benef	its	\$217,204.07	=		
Total Benefits \$6,577.95 53.64% <b>\$125.61 \$182.26 \$22.55 \$330.42</b>	Step E							
			<b>\$12,263.95</b> /Month		\$81.76	6 /Hour		
Annual Salary + Benefits\$226,102.79		Total Benefits	\$6,577.95 53.6	4%	\$125.61	\$182.26	\$22.55	\$330.42
			Annual Salary + Benef	its	\$226,102.79	=		



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

Step A						
		<b>\$5,003.06</b> /Month	\$33.3!	<b>5</b> /Hour		
D (*)						
Benefit	<u>Multiplier</u>	4.004.63		Catego		
PERS - Employer	0.200800	1,004.62		Public Works - M	aintenance	
Management Incentive EAP		0.00				
Health Insurance		3.89 1,846.13				
Dental Insurance		1,846.13				
LTD & STD Insurance	0.008070	40.37				
Life Insurance	0.000213	19.18				
Holiday Pay	0.000213	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	232.29		145.10%	17.95%	
Vision Insurance	0.040450	23.69	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	72.54	& Benefits	Overhead	Overhead	Rate
Wiedicure	0.014500	72.54	a benents	Overnead	Overneau	nate
	Total Benefits	\$4,193.51 83.82%	\$61.31	\$88.96	\$11.01	\$161.28
		Annual Salary + Benefits	\$110,358.86	=		
2: 2						
Step B						
		<b>\$5,253.22</b> /Month	\$35.0	2 /Hour		
	Total Benefits	\$4,261.00 81.11%	\$63.43	\$92.03	\$11.39	\$166.85
		Annual Salary + Benefits	\$114,170.59	=		
Step C						
Step C		¢E E1E 00 /Manth	¢26.7	7 /11		
		<b>\$5,515.88</b> /Month	\$36.7	7 /Hour		
	Total Benefits	\$4,331.87 78.53%	\$65.65	\$95.26	\$11.78	\$172.69
		Amount Colores - Description	6440 473 04			
		Annual Salary + Benefits =	\$118,172.91	=		
Step D						
		\$5,791.67 /Month	\$38.6	1 /Hour		
	Total Benefits	\$4,406.27 76.08%	\$67.99	\$98.65	\$12.20	\$178.84
		Annual Salary + Benefits	\$122,375.35	=		
Step E						
		<b>\$6,081.25</b> /Month	\$40.5	4 /Hour		
	Total Benefits	\$4,484.40 73.74%	\$70.44	\$102.21	\$12.64	\$185.29
		Annual Salary + Benefits	\$126,787.91	=		



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

Step A							
		\$6,081.25 /N	lonth	\$40.54	<b>1</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	m.	
PERS - Employer	0.200800	1,221.12			Public Works - M		
Management Incentive	0.200800	0.00			FUDIIC WOLKS - IVI	annenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	49.08					
Life Insurance	0.000213	23.32					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	282.35			145.10%	17.95%	
Vision Insurance	0.040450	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	88.18		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	00.10		G Delicitis	Overneau	Overneda	nate
	Total Benefits	\$4,488.54	73.81%	\$70.47	\$102.25	\$12.65	\$185.37
		Annual Salary +	Benefits _	\$126,837.51	=		
Step B							
этер в		¢C 205 22 /N	ما ده ۵	642.5	7 /11		
		\$6,385.32 /N	iontn	\$42.5	7 /Hour		
	Total Benefits	\$4,570.57	71.58%	\$73.04	\$105.98	\$13.11	\$192.13
		Annual Salary +	Benefits =	\$131,470.70	=		
Step C							
		\$6,704.58 /N	lonth	\$44.7	0 /Hour		
	Total Benefits	\$4,656.71	69.46%	\$75.74	\$109.90	\$13.60	\$199.24
		Amm1.C. 1	Don-ft	ć12C 22E EE			
		Annual Salary +	Benefits =	\$136,335.55	=		
Step D							
		\$7,039.81 /N	lonth	\$46.9	3 /Hour		
	Total Benefits	\$4,747.16	67.43%	\$78.58	\$114.02	\$14.11	\$206.71
		Annual Calamat	Ronofit-	\$141 442 62			
		Annual Salary +	benefits =	\$141,443.63	=		
Step E							
		\$ <b>7,391.80</b> /N	lonth	\$49.2	8 /Hour		
	Total Benefits	\$4,842.12	65.51%	\$81.56	\$118.34	\$14.64	\$214.54
		Annual Salary +	Benefits _	\$146,807.13	=		



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

Step A							
		\$6,704.58 /N	lonth	\$44.70	<b>0</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	m.	
PERS - Employer	0.200800	1,346.28			Public Works - M	<del></del> '	
Management Incentive	0.200800	0.00			Fublic Works - IVI	annenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	54.11					
Life Insurance	0.000213	25.71					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	311.29			145.10%	17.95%	
Vision Insurance	0.040430	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	97.22		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	37.22		& Deficites	Overneau	Overneda	nate
	Total Benefits	\$4,659.10	69.49%	\$75.76	\$109.92	\$13.60	\$199.28
		Annual Salary +	Benefits _	\$136,364.22	=		
Step B							
Ctop 2		\$ <b>7,039.81</b> /N	lonth	\$46.9	3 /Hour		
	Total Benefits	\$4,749.55	67.47%	\$78.60	\$114.04	\$14.11	\$206.75
		Annual Salary +	Benefits =	\$141,472.31	=		
Step C							
		\$ <b>7,391.80</b> /N	lonth	\$49.2	8 /Hour		
	Total Benefits	\$4,844.51	65.54%	\$81.58	\$118.37	\$14.64	\$214.59
		Annual Salary +	Benefits	\$146,835.80			
					<del>-</del>		
Step D		\$ <b>7,761.39</b> /N	1onth	ć <b>.</b> 1 7	4 /Hour		
		\$7,761.59 /10	1011111	\$51.7	4 /Hour		
	Total Benefits	\$4,944.23	63.70%	\$84.70	\$122.91	\$15.20	\$222.81
		Annual Salary +	Benefits _	\$152,467.47	=		
Step E							
		\$ <b>8,149.46</b> /N	lonth	\$54.3	3 /Hour		
	Total Benefits	\$5,048.93	61.95%	\$87.99	\$127.67	\$15.79	\$231.45
		Annual Salary +	Benefits _	\$158,380.72	=		



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

Step A						
		<b>\$7,391.80</b> /Month	\$49.2	<b>8</b> /Hour		
Day of the	n de alaterit e e			0-1		
Benefit	<u>Multiplier</u>	4 552 77		<u>Catego</u> Public Works - M	<del></del>	
PERS - Employer	0.200800	1,552.77 0.00		Public Works - IV	iaintenance	
Management Incentive EAP		3.89				
Health Insurance		1,846.13				
Dental Insurance		155.99				
LTD & STD Insurance	0.008070	59.65				
Life Insurance	0.008070	31.95				
Holiday Pay	8.0	341.12				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	359.04		145.10%	17.95%	
Vision Insurance		23.69	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	112.13	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,281.16 71.45%	\$84.49	\$122.59	\$15.17	\$222.25
	Total Bellents	\$5,281.16 71.45%	\$ <b>64.49</b>	\$122.59	\$15.17	<b>3222.23</b>
		Annual Salary + Benefits	\$152,075.56	_		
Step B						
		<b>\$7,761.39</b> /Month	\$51.7	4 /Hour		
	Total Benefits	\$5,402.48 69.61%	\$87.76	\$127.34	\$15.75	\$230.85
		Annual Salary + Benefits	\$157,966.43	=		
Step C						
		<b>\$8,149.46</b> /Month	\$54.3	3 /Hour		
	Total Benefits	\$5,529.69 67.85%	\$91.19	\$132.32	\$16.37	\$239.88
		Annual Salary + Benefits	\$164,149.79	_		
Step D	_					
515p 2		<b>\$8,556.94</b> /Month	\$57.0	5 /Hour		
	Total Benefits	\$5,663.44 66.19%	\$94.80	\$137.56	\$17.02	\$249.38
		Annual Salary + Benefits	\$170,644.56	=		
Step E		<b>10.00</b> tr		·		
		<b>\$8,984.78</b> /Month	\$59.9	0 /Hour		
	Total Benefits	\$5,803.71 64.59%	\$98.59	\$143.05	\$17.70	\$259.34
		Annual Salary + Benefits	\$177,461.89	=		



#### Wastewater Treatment Plant Senior Operator Department: Public Works

Step A							
		<b>\$8,149.46</b> /N	∕lonth	\$54.33	<b>3</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,636.41			Public Works - M		
Management Incentive	0.200800	0.00			Fublic Works - IVI	antenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	65.77					
Life Insurance	0.000213	31.25					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	378.38			145.10%	17.95%	
Vision Insurance	0.0.0	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	118.17		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.02 1500	110.17	_	G Delicitio	010	010044	11010
	Total Benefits	\$5,054.47	62.02%	\$88.03	\$127.73	\$15.80	\$231.56
		Annual Salary +	· Benefits _	\$158,447.20	=		
Step B							
Step B		<b>\$8,556.94</b> /N	10nth	¢[7.0	Г /Hour		
		30,330.34 / N	/IOIILII	\$57.0	5 /Hour		
	Total Benefits	\$5,164.41	60.35%	\$91.48	\$132.73	\$16.42	\$240.63
		Annual Salary +	· Benefits _	\$164,656.11	=		
Step C							
С		\$ <b>8,984.78</b> /N	⁄lonth	\$59.9	0 /Hour		
	Total Benefits	\$5,279.84	58.76%	\$95.10	\$137.99	\$17.07	\$250.16
		Annual Salary +	· Benefits =	\$171,175.47	=		
Step D							
		\$9,434. <b>02</b> /N	/lonth	\$62.8	9 /Hour		
	Total Benefits	\$5,401.04	57.25%	\$98.90	\$143.50	\$17.75	\$260.15
		Annual Salary +	Benefits =	\$178,020.80	=		
Step E							
		\$9,905.72 /N	/lonth	\$66.0	4 /Hour		
	Total Benefits	\$5,528.31	55.81%	\$102.89	\$149.30	\$18.47	\$270.66
		Annual Salary +	· Benefits _	\$185,208.39	=		



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

Step A							
		\$8,839.86 /1	Month	\$58.93	<b>3</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,775.04		Non-	-Sworn Profession		ors
Management Incentive		0.00				, ,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.34					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.80					
Workers Comp.	0.046430	410.43			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	128.18	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,528.24	62.54%	\$95.79	\$138.99	\$17.19	\$251.97
		Annual Salary -	+ Benefits	\$172,417.19	=		
Cton P							
Step B		ĆO 201 OF /N	Month	¢64.0	0. /11		
		\$9,281.85 /	vionth	\$61.83	8 /Hour		
	Total Benefits	\$5,647.49	60.84%	\$99.53	\$144.42	\$17.87	\$261.82
		Annual Salary -	+ Benefits _	\$179,152.10	=		
Step C							
		\$9,745.94 /1	Month	\$64.9	7 /Hour		
	Total Benefits	\$5,772.70	59.23%	\$103.46	\$150.12	\$18.57	\$272.15
		Annual Salary	+ Benefits	\$186,223.75	_		
Stop D							
Step D		\$10,233.24 /	Month	\$68.2	2 /Hour		
	Total Benefits	\$5,904.18	57.70%	\$107.58	\$156.10	\$19.31	\$282.99
		Annual Salary -	+ Renefits	\$193,648.99			
		Ailliuai Salai y	=	9±JJ,U40.33	=		
Step E							
		\$10,744.90 /	Month	\$71.6	3 /Hour		
	Total Benefits	\$6,042.22	56.23%	\$111.91	\$162.39	\$20.09	\$294.39
		Annual Salary -	+ Benefits	\$201,445.49	<b>=</b>		



#### Water Conservation Specialist Department: Public Works

Step A						
		<b>\$6,146.38</b> /Month	\$40	<b>).98</b> /Hour		
David St.	n a lat lt			C-1		
<u>Benefit</u>	<u>Multiplier</u>	4 224 40		Catego	<del></del>	
PERS - Employer	0.200800	1,234.19		Public Works - N	laintenance	
Management Incentive		0.00				
EAP Health Insurance		3.89				
Dental Insurance		1,846.13 155.99				
LTD & STD Insurance	0.008070	49.60				
Life Insurance	0.000213	23.57				
Holiday Pay	0.000213	0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		794.80				
Deferred Comp.		0.00				
Workers Comp.	0.046430	285.38		145.10%	17.95%	
Vision Insurance	0.0 10 100	23.69	Hourly Rate		Citywide	Total Hourly
Medicare	0.014500	89.12	& Benefits	=	Overhead	Rate
	Total Benefits	\$4,506.36 73.32	2% \$71.02	\$103.05	\$12.75	\$186.82
		Annual Salary + Benefi	ts \$127,832.90	<u> </u>		
Step B						
		<b>\$6,453.70</b> /Month	\$43	3.02 /Hour		
	Total Benefits	\$4,589.27 71.13	\$73.62	\$106.82	\$13.21	\$193.65
		Annual Salary + Benefi	\$132,515.70	) <u> </u>		
Step C						
		<b>\$6,776.39</b> /Month	\$4	5.18 /Hour		
	Total Benefits	\$4,676.33 69.03	\$76.35	\$110.79	\$13.71	\$200.85
		Annual Salary + Benefi	\$137,432.65	<u></u>		
Step D						
		<b>\$7,115.21</b> /Month	\$4	7.43 /Hour		
	Total Benefits	\$4,767.75 67.03	\$79.22	\$114.95	\$14.22	\$208.39
		Annual Salary + Benefi	ts \$142,595.44	<u>.                                    </u>		
Ston E						
Step E		<b>\$7,470.97</b> /Month	\$49	9.81 /Hour		
	Total Benefits	\$4,863.73 65.10	)% \$82.23	\$119.32	\$14.76	\$216.31
	- 55	Annual Salary + Benefi				
		Aimadi Jului y i Dellell	<u> </u>			



#### Water Distribution Supervisor Department: Public Works

Step A							
		\$8,839.86 /1	Month	\$58.93	<b>3</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,775.04		Non-	-Sworn Profession		ors
Management Incentive		0.00				, ,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.34					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.80					
Workers Comp.	0.046430	410.43			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	128.18	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,528.24	62.54%	\$95.79	\$138.99	\$17.19	\$251.97
		Annual Salary -	+ Benefits	\$172,417.19	=		
Cton P							
Step B		ĆO 201 OF /N	Month	¢64.0	0. /11		
		\$9,281.85 /	vionth	\$61.83	8 /Hour		
	Total Benefits	\$5,647.49	60.84%	\$99.53	\$144.42	\$17.87	\$261.82
		Annual Salary -	+ Benefits _	\$179,152.10	=		
Step C							
		\$9,745.94 /1	Month	\$64.9	7 /Hour		
	Total Benefits	\$5,772.70	59.23%	\$103.46	\$150.12	\$18.57	\$272.15
		Annual Salary	+ Benefits	\$186,223.75	_		
Stop D							
Step D		\$10,233.24 /	Month	\$68.2	2 /Hour		
	Total Benefits	\$5,904.18	57.70%	\$107.58	\$156.10	\$19.31	\$282.99
		Annual Salary -	+ Renefits	\$193,648.99			
		Ailliuai Salai y	=	9±JJ,U40.33	=		
Step E							
		\$10,744.90 /	Month	\$71.6	3 /Hour		
	Total Benefits	\$6,042.22	56.23%	\$111.91	\$162.39	\$20.09	\$294.39
		Annual Salary -	+ Benefits	\$201,445.49	<b>=</b>		



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

<u>olier</u> 00800 08070 00213	\$6,153.03 / I 1,235.53 0.00 3.89 1,846.13 155.99 49.65 23.59 0.00	Month		<b>2</b> /Hour <u>Categor</u> Public Works - M		
00800	0.00 3.89 1,846.13 155.99 49.65 23.59 0.00					
00800	0.00 3.89 1,846.13 155.99 49.65 23.59 0.00					
08070	0.00 3.89 1,846.13 155.99 49.65 23.59 0.00					
	3.89 1,846.13 155.99 49.65 23.59 0.00					I
	1,846.13 155.99 49.65 23.59 0.00					•
	155.99 49.65 23.59 0.00					
	23.59 0.00					
	23.59 0.00					
	0.00					
						ļ
	0.00					
	0.00					ļ
	794.80					ļ
	0.00					ļ
46430	285.69			145.10%	17.95%	ļ
			Hourly Rate			<b>Total Hourly</b>
14500			-	•	-	Rate
		_	<u> </u>			
enefits	\$4,508.18	73.27%	\$71.07	\$103.13	\$12.76	\$186.96
	Annual Salary	+ Benefits _	\$127,934.54	=		
	\$6,460.68 /	Month	\$43.0	7 /Hour		
enefits	\$4,591.18	71.06%	\$73.68	\$106.91	\$13.23	\$193.82
	Annual Salary	+ Benefits _	\$132,622.41	=		
	\$6,783.72 /	Month	\$45.22	2 /Hour		
			Ć7C 44	ć110.00	ć12.72	ć204 04
enents	\$4,076.34	06.90%	\$76.41	\$110.88	\$15.72	\$201.01
	Annual Salary	+ Benefits _	\$137,544.67	=		
	\$ <b>7,122.90</b> /I	Month	\$47.49	9 /Hour		
enefits	\$4,769.85	66.96%	\$79.29	\$115.04	\$14.23	\$208.56
	Annual Salary	+ Benefits _	\$142,713.05	=		
	\$7,479.05 /1	Month	\$49.86	6 /Hour		
enefits	\$4,865.94	65.06%	\$82.30	\$119.42	\$14.77	\$216.49
	Annual Salary	+ Benefits	\$148,139.85			
	enefits enefits enefits	23.69 14500 89.22 enefits \$4,508.18  Annual Salary  \$6,460.68 /   \$4,591.18  Annual Salary  \$6,783.72 /   \$4,678.34  Annual Salary  \$7,122.90 /   \$7,122.90 /   \$4,769.85  Annual Salary  \$7,479.05 /   \$4,865.94	23.69 14500 89.22  enefits \$4,508.18 73.27%  Annual Salary + Benefits =  \$6,460.68 /Month  enefits \$4,591.18 71.06%  Annual Salary + Benefits =  \$6,783.72 /Month  enefits \$4,678.34 68.96%  Annual Salary + Benefits =  \$7,122.90 /Month  enefits \$4,769.85 66.96%  Annual Salary + Benefits =  \$7,479.05 /Month	23.69 89.22 Renefits  \$4,508.18  \$73.27%  \$71.07  Annual Salary + Benefits  \$6,460.68 /Month \$43.00  Penefits  \$4,591.18  \$71.06%  \$73.68  Annual Salary + Benefits  \$132,622.41  \$6,783.72 /Month \$45.20  Penefits  \$4,678.34  \$8.96%  \$76.41  Annual Salary + Benefits  \$7,122.90 /Month \$47.40  Penefits  \$4,769.85  \$6.96%  \$79.29  Annual Salary + Benefits  \$142,713.05  \$7,479.05 /Month \$49.80  Penefits  \$4,865.94  \$65.06%  \$82.30	23.69	14500   89.22   Hourly Rate & Benefits   Department Overhead



### Water Distribution Worker II Department: Public Works

Step A							
		\$6,783.72 /	Month	\$45.22	<b>2</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	ru.	
PERS - Employer	0.200800	1,362.17			<u>Catego</u> Public Works - M		
Management Incentive	0.200800	0.00			FUDIIC WOLKS - IVI	antenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	54.74					
Life Insurance	0.000213	26.01					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	314.97			145.10%	17.95%	
Vision Insurance	0.040430	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	98.36		& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	98.30	_	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$4,680.76	69.00%	\$76.43	\$110.90	\$13.72	\$201.05
		Annual Salary -	+ Benefits _	\$137,573.69	=		
Step B							
334 2		\$ <b>7,122.90</b> /	Month	\$47.4	9 /Hour		
	Total Benefits	\$4,772.27	67.00%	\$79.30	\$115.07	\$14.23	\$208.60
		Annual Salary -	+ Benefits =	\$142,742.07	_		
Step C							
		\$7,479.05 /1	Month	\$49.8	6 /Hour		
	Total Benefits	\$4,868.36	65.09%	\$82.32	\$119.44	\$14.78	\$216.54
		Annual Salary -	+ Benefits =	\$148,168.87	_		
Step D							
		\$7,853.00 /1	Month	\$52.3	5 /Hour		
	Total Benefits	\$4,969.25	63.28%	\$85.48	\$124.03	\$15.34	\$224.85
		Annual Salary -	+ Benefits =	\$153,867.01	=		
Step E							
		\$8,245.65 /1	Month	\$54.9	7 /Hour		
	Total Benefits	\$5,075.19	61.55%	\$88.81	\$128.86	\$15.94	\$233.61
		Annual Salary -	+ Benefits _	\$159,850.05	_		



#### Water Operations Manager Department: Public Works

Step B	Step A							
PRS - Employer			<b>\$10,089.58</b> /Month	1	\$67.26	6 /Hour		
PRS - Employer	Benefit	Multiplier				Catego	rv	
Management Incentive   CAP   SAB9   FAP   SAB9   FAP   FAP	· · · · · · · · · · · · · · · · · · ·		2.025.99		Non			nl
EAP	- · ·		•				.,	
Dental Insurance								
LTD & STD Insurance   0.008070   81.42	Health Insurance		1,846.13					
Life Insurance Holiday Pay Holiday Pay Holiday Pay Uniform Allowance Standby 0.00 Retriee Medical Deferred Comp. Workers Comp. Vision Insurance Medicare  Total Benefits  \$5,991.31  \$193.87    Hourly Rate   Department Citywide Overhead   Department Citywide Negrous	Dental Insurance		155.99					
Holiday Pay	LTD & STD Insurance	0.008070	81.42					
Uniform Allowance   Canadby   Can	Life Insurance	0.000213	31.95					
Standby   Retiree Medical   794.80	Holiday Pay		0.00					
Retire Medical Deferred Comp.   3% + \$110	Uniform Allowance		0.00					
Deferred Comp.   Workers Comp.   University (17.95%   University (17.	Standby		0.00					
Workers Comp. Vision Insurance Medicare         0.046430 0.014500         468.46 23.69 146.30         Hourly Rate & Benefits         145.10% Department Overhead         1795% Citywide Overhead         Total Hourly Rate           Total Benefits         \$5,991.31         59.38%         \$107.21         \$155.56         \$19.24         \$282.01           Step B         \$10,594.06 /Month         \$70.63 /Hour         \$20.01         \$293.24           Step C         \$11,123.76 /Month         \$77.87         \$115.96         \$168.26         \$20.81         \$305.03           Step D         \$11,679.95 /Month         \$77.87 /Hour         \$175.09         \$21.66         \$317.42           Step D         \$11,679.95 /Month         \$77.87 /Hour         \$175.09         \$21.66         \$317.42           Step E         \$12,263.95 /Month         \$81.76 /Hour           Total Benefits         \$6,577.95         \$3.64%         \$125.61         \$182.26         \$22.55         \$330.42	Retiree Medical		794.80					
Vision Insurance   Medicare	Deferred Comp.	3% + \$110	412.69					
Medicare   0.014500   146.30   8. Benefits   Overhead   Overhead   Nate	<b>■</b>	0.046430						
Total Benefits			23.69		-	Department	=	Total Hourly
Step B	Medicare	0.014500	146.30	_	& Benefits	Overhead	Overhead	Rate
Step B   \$10,594.06   Month   \$70.63   Hour		Total Benefits	\$5,991.31 59.3	38%	\$107.21	\$155.56	\$19.24	\$282.01
\$10,594.06 /Month \$70.63 /Hour  Total Benefits \$6,127.41 57.84% \$111.48 \$161.75 \$20.01 \$293.24  Annual Salary + Benefits \$200,657.69  Step C  \$11,123.76 /Month \$74.16 /Hour  Total Benefits \$6,270.33 56.37% \$115.96 \$168.26 \$20.81 \$305.03  Annual Salary + Benefits \$208,729.09  Step D  \$11,679.95 /Month \$77.87 /Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42			Annual Salary + Bene	fits _	\$192,970.64	=		
\$10,594.06 /Month \$70.63 /Hour  Total Benefits \$6,127.41 57.84% \$111.48 \$161.75 \$20.01 \$293.24  Annual Salary + Benefits \$200,657.69  Step C  \$11,123.76 /Month \$74.16 /Hour  Total Benefits \$6,270.33 56.37% \$115.96 \$168.26 \$20.81 \$305.03  Annual Salary + Benefits \$208,729.09  Step D  \$11,679.95 /Month \$77.87 /Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42	Sten R							
Annual Salary + Benefits       \$200,657.69         \$11,123.76 /Month       \$74.16 /Hour         Total Benefits       \$6,270.33       \$6.37%       \$115.96       \$168.26       \$20.81       \$305.03         Annual Salary + Benefits       \$208,729.09         Step D         Total Benefits       \$6,420.39       \$4.97%       \$120.67       \$175.09       \$21.66       \$317.42         Annual Salary + Benefits       \$217,204.07         Step E         \$12,263.95 /Month       \$81.76 /Hour         Total Benefits       \$6,577.95       \$3.64%       \$125.61       \$182.26       \$22.55       \$330.42			<b>\$10,594.06</b> /Month	1	\$70.63	3 /Hour		
Step C   \$11,123.76   Month   \$74.16   Hour		Total Benefits	\$6,127.41 57.	34%	\$111.48	\$161.75	\$20.01	\$293.24
\$11,123.76 /Month \$74.16 /Hour  Total Benefits \$6,270.33 56.37% \$115.96 \$168.26 \$20.81 \$305.03  Annual Salary + Benefits \$208,729.09  \$11,679.95 /Month \$77.87 /Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42			Annual Salary + Bene	fits _	\$200,657.69	=		
Total Benefits \$6,270.33 56.37% \$115.96 \$168.26 \$20.81 \$305.03  Annual Salary + Benefits \$208,729.09  \$11,679.95 / Month \$77.87 / Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 / Month \$81.76 / Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42	Step C							
Annual Salary + Benefits       \$208,729.09         \$11,679.95 /Month       \$77.87 /Hour         Total Benefits       \$6,420.39       \$4.97%       \$120.67       \$175.09       \$21.66       \$317.42         Annual Salary + Benefits       \$217,204.07         Step E         Total Benefits       \$6,577.95       \$3.64%       \$125.61       \$182.26       \$22.55       \$330.42			<b>\$11,123.76</b> /Month	1	\$74.16	5 /Hour		
Step D         \$11,679.95 /Month       \$77.87 /Hour         Total Benefits       \$6,420.39       54.97%       \$120.67       \$175.09       \$21.66       \$317.42         Annual Salary + Benefits       \$217,204.07         Step E         \$12,263.95 /Month       \$81.76 /Hour         Total Benefits       \$6,577.95       53.64%       \$125.61       \$182.26       \$22.55       \$330.42		Total Benefits	\$6,270.33 56.3	37%	\$115.96	\$168.26	\$20.81	\$305.03
\$11,679.95 /Month \$77.87 /Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42			Annual Salary + Bene	fits _	\$208,729.09	=		
\$11,679.95 /Month \$77.87 /Hour  Total Benefits \$6,420.39 54.97% \$120.67 \$175.09 \$21.66 \$317.42  Annual Salary + Benefits \$217,204.07  Step E  \$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42	Step D							
Annual Salary + Benefits         \$217,204.07           Step E         \$12,263.95 /Month         \$81.76 /Hour           Total Benefits         \$6,577.95         53.64%         \$125.61         \$182.26         \$22.55         \$330.42			<b>\$11,679.95</b> /Month	1	\$77.87	7 /Hour		
Step E           \$12,263.95 / Month         \$81.76 / Hour           Total Benefits         \$6,577.95         53.64%         \$125.61         \$182.26         \$22.55         \$330.42		Total Benefits	\$6,420.39 54.	97%	\$120.67	\$175.09	\$21.66	\$317.42
\$12,263.95 /Month \$81.76 /Hour  Total Benefits \$6,577.95 53.64% \$125.61 \$182.26 \$22.55 \$330.42			Annual Salary + Bene	fits _	\$217,204.07	=		
Total Benefits \$6,577.95 53.64% <b>\$125.61 \$182.26 \$22.55 \$330.42</b>	Step E							
			<b>\$12,263.95</b> /Month	1	\$81.76	5 /Hour		
Annual Salary + Benefits\$226,102.79		Total Benefits	\$6,577.95 53.0	54%	\$125.61	\$182.26	\$22.55	\$330.42
			Annual Salary + Bene	fits _	\$226,102.79	=		



#### Water Production Supervisor Department: Public Works

Step A							
		\$8,839.86 /N	lonth	\$58.93	3 /Hour		
<u>Benefit</u>	Multiplier				Catego	rv	
PERS - Employer	0.200800	1,775.04		Non-	Sworn Profession		ors
Management Incentive		0.00				,	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	71.34					
Life Insurance	0.000213	31.95					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	286.80					
Workers Comp.	0.046430	410.43		Harrie Bata	145.10%	17.95%	Takal Hannik
Vision Insurance	0.014500	23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	128.18	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,528.24	62.54%	\$95.79	\$138.99	\$17.19	\$251.97
		Annual Salary +	Benefits	\$172,417.19			
		•	=	<u> </u>	=		
Step B							
		\$ <b>9,281.85</b> /N	lonth	\$61.88	3 /Hour		
	Total Benefits	\$5,647.49	60.84%	\$99.53	\$144.42	\$17.87	\$261.82
		Annual Salary +	Benefits =	\$179,152.10	=		
Step C							
		\$ <b>9,745.94</b> /N	lonth	\$64.97	7 /Hour		
	Total Benefits	\$5,772.70	59.23%	\$103.46	\$150.12	\$18.57	\$272.15
		Annual Salary +	Renefite	\$186,223.75			
		Ailliuai Jaiai y T	=	7100,223.73	=		
Step D							
		\$10,233.24 /N	lonth	\$68.22	2 /Hour		
	Total Benefits	\$5,904.18	57.70%	\$107.58	\$156.10	\$19.31	\$282.99
		Annual Salary +	Benefits _	\$193,648.99	=		
Step E							
		\$10,744.90 /N	lonth	\$71.63	3 /Hour		
	Total Benefits	\$6,042.22	56.23%	\$111.91	\$162.39	\$20.09	\$294.39
		Annual Salary +	Benefits _	\$201,445.49	=		



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

Step A							
		<b>\$5,858.61</b> /Mor	nth	\$39.06	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,176.41			Public Works - M		
Management Incentive	0.200000	0.00			Tublic Works IVI	anremance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	47.28					
Life Insurance	0.000213	22.46					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	272.02			145.10%	17.95%	
Vision Insurance		23.69		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	84.95	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,427.61	'5.57%	\$68.57	\$99.50	\$12.31	\$180.38
		Annual Salary + Be	nefits _	\$123,434.65	=		
Step B							
		<b>\$6,151.54</b> /Mor	nth	\$41.01	l /Hour		
	Total Benefits	\$4,506.65	3.26%	\$71.05	\$103.10	\$12.75	\$186.90
		Annual Salary + Be	nefits _	\$127,898.21	=		
Step C							
		<b>\$6,459.11</b> /Mor	nth	\$43.06	5 /Hour		
	Total Benefits	\$4,589.63	1.06%	\$73.66	\$106.88	\$13.22	\$193.76
		Annual Salary + Be	nefits _	\$132,584.94	=		
Step D							
		<b>\$6,782.07</b> /Mor	nth	\$45.21	1 /Hour		
	Total Benefits	\$4,676.76	8.96%	\$76.39	\$110.85	\$13.71	\$200.95
		Annual Salary + Be	nefits =	\$137,506.01	=		
Step E							
		<b>\$7,121.17</b> /Mor	nth	\$47.47	7 /Hour		
	Total Benefits	\$4,768.25	66.96%	\$79.26	\$115.01	\$14.23	\$208.50
		Annual Salary + Be	nefits =	\$142,673.14	=		



### Water Production Worker II Department: Public Works

Senefit   Multiplier   Category   Public Works - Maintenance   Category   Category   Public Works - Maintenance   Category   Category   Public Works - Maintenance   Category   Category   Category   Category   Public Works - Maintenance   Category	Step A							
PERS - Employer			<b>\$6,459.11</b> /Mont	th	\$43.06	6 /Hour		
PERS - Employer	Renefit	Multiplier				Catego	rv.	
Management Incentive EAP   3.89			1 296 99					
Health Insurance		0.200000	•			Tublic Works IVI	amtenance	
Health Insurance   1,846.13   Dental Insurance   155.99   Life Insurance   155.99   Life Insurance   10,000   Total Benefits   143.10%   17.95%   Total Benefits   145.10%   17.95%   Total Benefits   145.10%   17.95%   17.05%								
Dental Insurance								
Life Insurance Holiday Pay Uniform Allowance Standby 0.00 Retiree Medical Deferred Comp. Workers Comp. 0.014500 Workers Comp. Modicare  Total Benefits  \$4,591.93  71.09%  \$73.67  \$106.90  \$13.22  \$193.79    Hourly Rate   Department Citywide Overhead   Overhead Overhead   Overhead								
Life Insurance Holiday Pay Uniform Allowance Standby 0.00 Retiree Medical Deferred Comp. Workers Comp. 0.014500 Workers Comp. Modicare  Total Benefits  \$4,591.93  71.09%  \$73.67  \$106.90  \$13.22  \$193.79    Hourly Rate   Department Citywide Overhead   Overhead Overhead   Overhead	LTD & STD Insurance	0.008070	52.13					
Uniform Allowance   Canadby   Can	Life Insurance		24.76					
Standby   0.00   Retiree Medical   794.80   1794.80   1794.80   1794.80   1794.80   1794.80   1794.80   1794.80   1794.80   1795.80	Holiday Pay		0.00					
Retire Medical Deferred Comp.   0.00	Uniform Allowance		0.00					
Deferred Comp.   O.00   299.90   299	Standby		0.00					
Workers Comp. Vision Insurance Medicare         0.046430 0.014500 23.69 33.66         299.90 23.69 393.66         Hourly Rate & Benefits         145.10% Department Nember (Citywide)         Total Hourly Rate           Step B         \$4,591.93         71.09%         \$73.67         \$106.90         \$13.22         \$193.79           Step B         \$6,782.07 /Month         \$45.21 /Hour         \$132,612.57         \$132,612.57         \$132,612.57         \$132,612.57         \$13.72         \$201.00           Step B         \$6,782.07 /Month         \$45.99         \$76.41         \$110.87         \$13.72         \$201.00           Step C         \$7,221.17 /Month         \$47.47 /Hour         \$47.47 /Hour         \$115.03         \$14.23         \$208.54           Step D         \$7,477.23 /Month         \$49.85 /Hour         \$48.85 /Hour           Total Benefits         \$4,866.62         65.09%         \$82.29         \$119.41         \$14.77         \$216.47           Step E         \$7,851.09 /Month         \$52.34 /Hour           Total Benefits         \$4,967.49         63.27%         \$85.46         \$124.00         \$15.34	Retiree Medical		794.80					
Vision Insurance   Medicare   M	Deferred Comp.		0.00					
Medicare	Workers Comp.	0.046430	299.90			145.10%	17.95%	
Total Benefits       \$4,591.93       71.09%       \$73.67       \$106.90       \$13.22       \$193.79         Annual Salary + Benefits       \$132,612.57       \$106.90       \$13.22       \$193.79         Step B         \$6,782.07 /Month       \$45.21 /Hour         Annual Salary + Benefits       \$110.87       \$13.72       \$201.00         Annual Salary + Benefits       \$137,533.64         Step C         \$7,121.17 /Month       \$47.47 /Hour         Total Benefits       \$4,770.56       66.99%       \$79.28       \$115.03       \$14.23       \$208.54         Annual Salary + Benefits       \$142,700.76         Step D         \$7,477.23 /Month       \$49.85 /Hour         Total Benefits       \$4,866.62       65.09%       \$82.29       \$119.41       \$14.77       \$216.47         Annual Salary + Benefits         \$7,851.09 /Month       \$52.34 /Hour         Total Benefits       \$4,967.49       63.27%       \$85.46       \$124.00       \$15.34       \$224.80			23.69		=	Department	-	<b>Total Hourly</b>
Annual Salary + Benefits       \$132,612.57         Step B         \$6,782.07 /Month       \$45.21 /Hour         Total Benefits       \$4,679.07       68.99%       \$76.41       \$110.87       \$13.72       \$201.00         Annual Salary + Benefits         \$7,121.17 /Month       \$47.47 /Hour         Total Benefits       \$4,770.56       66.99%       \$79.28       \$115.03       \$14.23       \$208.54         Annual Salary + Benefits         \$142,700.76         Step D         \$7,477.23 /Month       \$49.85 /Hour         Annual Salary + Benefits       \$119.41       \$14.77       \$216.47         Annual Salary + Benefits         \$148,126.24         Step E         \$7,851.09 /Month       \$52.34 /Hour         Total Benefits       \$4,967.49       63.27%       \$85.46       \$124.00       \$15.34       \$224.80	Medicare	0.014500	93.66	_	& Benefits	Overhead	Overhead	Rate
Step B   \$6,782.07   Month   \$45.21   Hour		Total Benefits	\$4,591.93 71	09%	\$73.67	\$106.90	\$13.22	\$193.79
\$6,782.07 /Month \$45.21 /Hour  Total Benefits \$4,679.07 68.99% \$76.41 \$110.87 \$13.72 \$201.00  Annual Salary + Benefits \$137,533.64   Step C  \$7,121.17 /Month \$47.47 /Hour  Total Benefits \$4,770.56 66.99% \$79.28 \$115.03 \$14.23 \$208.54  Annual Salary + Benefits \$142,700.76   \$7,477.23 /Month \$49.85 /Hour  Total Benefits \$4,866.62 65.09% \$82.29 \$119.41 \$14.77 \$216.47  Annual Salary + Benefits \$148,126.24   Step E  \$7,851.09 /Month \$52.34 /Hour  Total Benefits \$4,967.49 63.27% \$85.46 \$124.00 \$15.34 \$224.80			Annual Salary + Ben	efits _	\$132,612.57	=		
\$6,782.07 /Month \$45.21 /Hour  Total Benefits \$4,679.07 68.99% \$76.41 \$110.87 \$13.72 \$201.00  Annual Salary + Benefits \$137,533.64   Step C  \$7,121.17 /Month \$47.47 /Hour  Total Benefits \$4,770.56 66.99% \$79.28 \$115.03 \$14.23 \$208.54  Annual Salary + Benefits \$142,700.76   \$7,477.23 /Month \$49.85 /Hour  Total Benefits \$4,866.62 65.09% \$82.29 \$119.41 \$14.77 \$216.47  Annual Salary + Benefits \$148,126.24   Step E  \$7,851.09 /Month \$52.34 /Hour  Total Benefits \$4,967.49 63.27% \$85.46 \$124.00 \$15.34 \$224.80	Step B							
Annual Salary + Benefits       \$137,533.64         \$7,121.17 /Month       \$47.47 /Hour         Total Benefits       \$4,770.56       66.99%       \$79.28       \$115.03       \$14.23       \$208.54         Annual Salary + Benefits       \$142,700.76         Step D         Total Benefits       \$4,866.62       65.09%       \$82.29       \$119.41       \$14.77       \$216.47         Annual Salary + Benefits       \$148,126.24         Step E         \$7,851.09 /Month       \$52.34 /Hour         Total Benefits       \$4,967.49       63.27%       \$85.46       \$124.00       \$15.34       \$224.80			<b>\$6,782.07</b> /Mont	th	\$45.21	1 /Hour		
Step C   \$7,121.17   Month   \$47.47   Hour		Total Benefits	\$4,679.07 68	3.99%	\$76.41	\$110.87	\$13.72	\$201.00
\$7,121.17 /Month \$47.47 /Hour  Total Benefits \$4,770.56 66.99% \$79.28 \$115.03 \$14.23 \$208.54  Annual Salary + Benefits \$142,700.76  \$7,477.23 /Month \$49.85 /Hour  Total Benefits \$4,866.62 65.09% \$82.29 \$119.41 \$14.77 \$216.47  Annual Salary + Benefits \$148,126.24  \$5tep E  \$7,851.09 /Month \$52.34 /Hour  Total Benefits \$4,967.49 63.27% \$85.46 \$124.00 \$15.34 \$224.80			Annual Salary + Ben	efits _	\$137,533.64	=		
Total Benefits \$4,770.56 66.99% \$79.28 \$115.03 \$14.23 \$208.54  Annual Salary + Benefits \$142,700.76  \$7,477.23   Month \$49.85   Hour  Total Benefits \$4,866.62 65.09% \$82.29 \$119.41 \$14.77 \$216.47  Annual Salary + Benefits \$148,126.24  \$7,851.09   Month \$52.34   Hour  Total Benefits \$4,967.49 63.27% \$85.46 \$124.00 \$15.34 \$224.80	Step C							
Annual Salary + Benefits       \$142,700.76         \$7,477.23 /Month       \$49.85 /Hour         Total Benefits       \$4,866.62       65.09%       \$82.29       \$119.41       \$14.77       \$216.47         Annual Salary + Benefits       \$148,126.24         Step E         \$7,851.09 /Month       \$52.34 /Hour         Total Benefits       \$4,967.49       63.27%       \$85.46       \$124.00       \$15.34       \$224.80			<b>\$7,121.17</b> /Mont	th	\$47.47	7 /Hour		
Step D         \$7,477.23 /Month       \$49.85 /Hour         Total Benefits       \$4,866.62 65.09% \$82.29 \$119.41 \$14.77 \$216.47         Annual Salary + Benefits       \$148,126.24         Step E       \$7,851.09 /Month \$52.34 /Hour         Total Benefits       \$4,967.49 63.27% \$85.46 \$124.00 \$15.34 \$224.80		Total Benefits	\$4,770.56 66	5.99%	\$79.28	\$115.03	\$14.23	\$208.54
\$7,477.23 /Month \$49.85 /Hour  Total Benefits \$4,866.62 65.09% \$82.29 \$119.41 \$14.77 \$216.47  Annual Salary + Benefits \$148,126.24  Step E  \$7,851.09 /Month \$52.34 /Hour  Total Benefits \$4,967.49 63.27% \$85.46 \$124.00 \$15.34 \$224.80			Annual Salary + Ben	efits _	\$142,700.76	=		
Total Benefits \$4,866.62 65.09% \$82.29 \$119.41 \$14.77 \$216.47  Annual Salary + Benefits \$148,126.24  Step E  \$7,851.09 / Month \$52.34 / Hour  Total Benefits \$4,967.49 63.27% \$85.46 \$124.00 \$15.34 \$224.80	Step D							
Annual Salary + Benefits \$148,126.24  Step E  \$7,851.09 / Month \$52.34 / Hour  Total Benefits \$4,967.49 63.27% \$85.46 \$124.00 \$15.34 \$224.80			<b>\$7,477.23</b> /Mont	th	\$49.85	5 /Hour		
\$7,851.09 /Month \$52.34 /Hour  Total Benefits \$4,967.49 63.27% \$85.46 \$124.00 \$15.34 \$224.80		Total Benefits	\$4,866.62 65	5.09%	\$82.29	\$119.41	\$14.77	\$216.47
\$7,851.09 /Month \$52.34 /Hour  Total Benefits \$4,967.49 63.27% \$85.46 \$124.00 \$15.34 \$224.80			Annual Salary + Ben	efits =	\$148,126.24	=		
Total Benefits \$4,967.49 63.27% \$85.46 \$124.00 \$15.34 \$224.80	Step E							
			<b>\$7,851.09</b> /Mont	th	\$52.34	4 /Hour		
Annual Salary + Benefits \$153,823.00		Total Benefits	\$4,967.49 63	3.27%	\$85.46	\$124.00	\$15.34	\$224.80
			Annual Salary + Ben	efits _	\$153,823.00	=		



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

Step A							
		\$5,575.68 /1	Month	\$37.17	<b>7</b> /Hour		
<u>Benefit</u>	Multiplier				<u>Catego</u>	rv.	
PERS - Employer	0.200800	1,119.60			Public Works - M		
Management Incentive	0.200800	0.00			Fublic Works - IVI	antenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	45.00					
Life Insurance	0.000213	21.38					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	258.88			145.10%	17.95%	
Vision Insurance	0.040450	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	80.85		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	00.03	_	& Deficites	Overneau	Overneau	nate
	Total Benefits	\$4,350.20	78.02%	\$66.17	\$96.02	\$11.88	\$174.07
		Annual Salary -	+ Benefits _	\$119,110.55	=		
Step B							
		\$5,854.47 /	Month	\$39.0	3 /Hour		
	Total Benefits	\$4,425.41	75.59%	\$68.53	\$99.44	\$12.30	\$180.27
		Annual Salary -	+ Benefits =	\$123,358.55	=		
Step C							
		\$6,147.19 /	Month	\$40.9	8 /Hour		
	Total Benefits	\$4,504.39	73.28%	\$71.01	\$103.04	\$12.75	\$186.80
		Annual Salary -	+ Benefits _	\$127,818.95	=		
Step D							
Step D		\$6,454.55 /1	Month	\$43.0	3 /Hour		
	Total Benefits	\$4,587.31	71.07%	\$73.61	\$106.81	\$13.21	\$193.63
		Annual Salary -	+ Benefits =	\$132,502.37	=		
Step E							
		\$6,777.28 /1	Month	\$45.1	8 /Hour		
	Total Benefits	\$4,674.39	68.97%	\$76.34	\$110.78	\$13.70	\$200.82
		Annual Salary -	+ Benefits =	\$137,419.96	=		



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

Step A							
		\$6,147.19 /N	Month	\$40.98	<b>8</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ru.	
PERS - Employer	0.200800	1,234.36			Public Works - M		
Management Incentive	0.200800	0.00			Fublic Works - IVI	antenance	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	49.61					
Life Insurance	0.000213	23.57					
Holiday Pay	0.000213	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.		0.00					
Workers Comp.	0.046430	285.41			145.10%	17.95%	
Vision Insurance	0.040450	23.69		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	89.13		& Benefits	Overhead	Overhead	Rate
Wicalcare	0.014300	05.15	_	& Deficites	Overneau	Overneau	nate
	Total Benefits	\$4,506.58	73.31%	\$71.03	\$103.06	\$12.75	\$186.84
		Annual Salary	+ Benefits	\$127,845.24	=		
C1 D							
Step B							
		\$6,454.55 /N	vlonth	\$43.0	3 /Hour		
	Total Benefits	\$4,589.51	71.10%	\$73.63	\$106.83	\$13.22	\$193.68
		Annual Salary	+ Benefits _	\$132,528.66	=		
Step C							
		\$6,777.28 /	Month	\$45.1	8 /Hour		
	Total Benefits	\$4,676.58	69.00%	\$76.36	\$110.80	\$13.71	\$200.87
		Annual Salary	+ Benefits =	\$137,446.26	=		
Step D							
		\$ <b>7,116.14</b> /N	Month	\$47.4	4 /Hour		
	Total Benefits	\$4,768.00	67.00%	\$79.23	\$114.96	\$14.22	\$208.41
		Annual Salary +	+ Benefits	\$142,609.73			
			=		=		
Step E		<b>4-</b>					
		\$ <b>7,471.95</b> /N	Vionth	\$49.8	1 /Hour		
	Total Benefits	\$4,864.00	65.10%	\$82.24	\$119.33	\$14.76	\$216.33
		Annual Salary	+ Benefits	\$148,031.37	<b>=</b>		



Webmaster
Department: Finance and Information Systems

Step A							
		<b>\$7,571.36</b> /N	/lonth	\$50.48	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.200800	1,520.33		Non-	Sworn Profession		ors
Management Incentive	0.20000	0.00		11011	3	iais, supervise	
EAP		3.89					
Health Insurance		1,846.13					
Dental Insurance		155.99					
LTD & STD Insurance	0.008070	61.10					
Life Insurance	0.000213	29.03					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		794.80					
Deferred Comp.	2% + \$110	261.43					
Workers Comp.	0.046430	351.54			31.28%	17.95%	
Vision Insurance		23.69		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	109.78	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,157.71	68.12%	\$84.86	\$26.54	\$15.23	\$126.63
		Annual Salary +	Benefits _	\$152,748.80	=		
Ston P							
Step B		ć7 040 02 /N	ماخميما	ģ52.04	0. //		
		\$ <b>7,949.93</b> /N	nonth	\$53.00	O /Hour		
	Total Benefits	\$5,259.85	66.16%	\$88.07	\$27.55	\$15.81	\$131.43
		Annual Salary +	Benefits _	\$158,517.26	=		
Step C							
		\$ <b>8,347.42</b> /N	/lonth	\$55.65	5 /Hour		
	Total Benefits	\$5,367.09	64.30%	\$91.43	\$28.60	\$16.41	\$136.44
		Annual Salary +	Benefits _	\$164,574.15	=		
Step D							
Ctop 2		\$8,764.79 /N	/lonth	\$58.43	3 /Hour		
	Total Benefits	\$5,479.70	62.52%	\$94.96	\$29.70	\$17.05	\$141.71
		Annual Salary +	Benefits _	\$170,933.89	=		
Step E							
		\$9,203.03 /N	/lonth	\$61.35	5 /Hour		
	Total Benefits	\$5,597.93	60.83%	\$98.67	\$30.86	\$17.71	\$147.24
		Annual Salary +	Benefits =	\$177,611.61	=		



#### 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 <sup>1</sup>	Actual Cost
Compact Disc - If mailed, postage fees will apply	\$14.36
Audio/Video DVD - If mailed, postage fees will apply	\$24.75
Document Certification (per document)	\$28.71
Notary Fee <sup>2</sup> (per signature)	\$15.00
Notice of Intent to Circulate Petition <sup>3</sup>	\$200.00
Passport Execution Fee <sup>4</sup>	\$35.00
Passport Photos (each)	\$22.19
Political Reform Act Copies of Documents <sup>5</sup> (per page)	\$0.10
Political Reform Act Retrieval Fee <sup>5</sup> - More Than Five Years Old	\$5.00
Subpoenaed Staff as Witness <sup>6</sup>	Actual Cost
\$275.00 Deposit (per day)	
Photocopies:	
Pages 1-20 (per page)	\$0.32
Pages 21 and above (per page)	\$0.11
Photocopies - larger than legal size (per page)	\$3.93
Copies - Plotted Maps (per map)	\$22.19
Printout of Electronic Documents (per page)	\$0.11
Documents and Books (printed by contractor)	Actual Cost
Postage and Shipping (packaging)	Actual Cost

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

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

<sup>&</sup>lt;sup>3</sup> E.C. 9202

<sup>&</sup>lt;sup>4</sup> Fee prescribed by Secretary of State regulation in U.S. Department of State Government Code 22 U.S.C. 214, 22 C.F.R. 22.1, 22 C.F.R 51.50-56

<sup>&</sup>lt;sup>5</sup> § 81008 Political Reform Act

<sup>&</sup>lt;sup>6</sup> G.C. §68096.1



### Finance and Information Systems Business License Tax and Fees

Fee Description	Fee
Gross Receipts: <sup>1</sup>	
\$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	\$48.93
Certificate Duplication Fee	\$32.62
Business License Listing (per page)	\$0.32
State Mandated Fee SB1186 <sup>2</sup>	\$4.00
Late Penalty	10% - \$30.00 Minimum
Special Events - Umbrella Business License Tax beginning February 1 Promoter:	1, 2017: <sup>3</sup>
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

\$10.00 per event/per booth \$25.00 per event/per booth

Open over 4 hours with 5 or fewer total booths

Open over 4 hours with over 5 total booths

<sup>&</sup>lt;sup>1</sup> Per Brentwood Municipal Code § 5.04.060

<sup>&</sup>lt;sup>2</sup> Certified Access Specialist Program (CASP) per SB1186 collected from January 1, 2018 until December 31, 2023

<sup>&</sup>lt;sup>3</sup> 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 <sup>1</sup>	\$250.00
Balance Due - Late Fee <sup>1</sup>	5% delinquency penalty
Application Fee	\$43.89
Return Payment Fee <sup>2</sup>	\$17.53

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

<sup>&</sup>lt;sup>2</sup> Applies to all checks received by the City of Brentwood



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

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

<sup>&</sup>lt;sup>1</sup> Caltrans Published Rates, Labor Surcharge and Equipment Rental, in effect at the time of Cost Allocation Plan adoption

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

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

<sup>&</sup>lt;sup>2</sup> Excludes Citywide Overhead and Benefits



### **Building Valuation Schedule Calculation - Schedule A**

Fee Description  Type of Building	<b>Fee<sup>1</sup></b> Valuation Per Square Foot
Type of Ballaning	valuation i et square i cot
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

<sup>&</sup>lt;sup>1</sup> Add 0.5 percent to total cost for each story over three stories



## Building Valuation Schedule Calculation - Schedule A

	Fee Description Type of Building	<b>Fee<sup>1</sup></b> 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 Type VB		\$92.20 \$87.70
Type vb		Ş67.70
B OFFICES:		ć02.20
Type IA & IB		\$92.20 \$59.70
Type IIA 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

<sup>&</sup>lt;sup>1</sup> Add 0.5 percent to total cost for each story over three stories



### Building Valuation Schedule Calculation - Schedule A

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

<sup>&</sup>lt;sup>1</sup> Add 0.5 percent to total cost for each story over three stories



### **Building Valuation Schedule Calculation - Schedule A**

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

<sup>&</sup>lt;sup>1</sup> Add 0.5 percent to total cost for each story over three stories



### Building Valuation Schedule Calculation - Schedule A

Fee Description  Type of Building	<b>Fee<sup>1</sup></b> Valuation Per Square Foot
Type of building	valuation Fel Squale 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

<sup>&</sup>lt;sup>1</sup> Add 0.5 percent to total cost for each story over three stories



### Building Valuation Schedule Calculation - Schedule A

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

<sup>&</sup>lt;sup>1</sup> Add 0.5 percent to total cost for each story over three stories



### Miscellaneous and Flat Fee Schedule Calculation - Schedule A-1

Fee Description	Fee
BUILDING PERMIT FEES: Fees based on Valuation and Rate Schedule	
PLAN REVIEW:	
Standard Plan Check - 65% of permit fee	
Master Plan Check Program	
Single Family - 50% of permit fee no Initial Plan Check Multi Family - 25% of permit fee + Initial Plan Check	
Energy Plan Check - per building	\$113.71
OFFICE ALITOMATION (DEP DEPMIT).	\$3.51
OFFICE AUTOMATION (PER PERMIT): or 1% of the Building Permit Fee, whichever is greater	\$5.51
DEMOLITION PERMIT:	1 hour <sup>1</sup>
INVESTIGATION WITH REPORT:	
Up to 5,000 sq. ft.	1 hour <sup>1</sup>
5,001 to 10,000 sq. ft.	1 1/2 hours <sup>1</sup>
10,001 to 100,000 sq. ft.	2 hours <sup>1</sup>
100,001 sq. ft. and above	4 1/2 hours <sup>1</sup>
REROOF:	
Commercial - Fee based on Valuation and Rate Schedule	
Residential	1 hour <sup>1</sup>
WINDOW REPLACEMENT:	
Remove and replace four (4) or fewer windows of the same size on the same story on one	4
side of the dwelling	1 hour <sup>1</sup>
Remove and replace windows of the same size and in the same location	2 hours <sup>1</sup>
Each additional story over a single story	1 hour <sup>1</sup>
MOBILE HOME SET-UP:	
(Does not include plumbing, electrical and mechanical)	1 hour <sup>1</sup>
CHANGE OF OCCUPANCY INVESTIGATION WITH REPORT:	
Up to 5,000 sq. ft.	1 hour <sup>1</sup>
5,001 to 10,000 sq. ft.	1 1/2 hours <sup>1</sup>
10,001 to 100,000 sq. ft.	2 1/2 hours <sup>1</sup>
100,001 sq. ft. and above	3 1/2 hours <sup>1</sup>

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



#### Miscellaneous and Flat Fee Schedule **Calculation - Schedule A-1**

Fee Description	Fee
APPLICATION AND INSPECTION FEES:	
FOR RELOCATED BUILDINGS:	
Up to 5,000 sq. ft.	1 1/2 hours <sup>1</sup>
5,001 sq. ft. and above	1 1/2 hours <sup>1</sup>
POOLS/SPAS/OUTDOOR KITCHENS:	
Swimming pool, including Electrical and Plumbing - (per gunite or fiberglass pool)	\$1,170.68
Swimming pool deposit Liner Type, including Electrical and Plumbing - (per in ground pool)	\$500.00 \$491.61
Above Ground, including Electrical and Plumbing - (per in ground pool)	\$491.01
Gazebo with Self Contained Spa, including Electrical - (no plan check fee) - (per spa)	\$276.56
Outdoor BBQ with Kitchen - (no plan check fee) - (per unit)	\$285.51
Self Contained Spa or Above Ground Doughboy Style Pool - Only requires electrical permit	
OTHER INSPECTIONS AND FEES: <sup>2</sup>	
Inspections outside of normal business hours - (Minimum charge - 2 hours)	Hourly Rate <sup>1</sup>
Above rate to be charged at 1 1/2 times for overtime and weekends, and 2 times for Holidays	
Re-inspection	Hourly Rate <sup>1</sup>
Inspections for which no fee is specifically indicated	Hourly Rate <sup>1</sup>
(Minimum charge - 1/2 hour)	
Certified Access Specialist Program (CASP) Inspection, Reinspection and	
Reports - Per Request	\$129.16
CASP Consultant	Actual Cost <sup>3</sup>
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - 1/2 hour)	Hourly Rate <sup>1</sup>
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	1/2 of the fee in effect at
Official)	the time of issuance

<sup>&</sup>lt;sup>1</sup> To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan
<sup>2</sup> Total hourly cost to the City of Brentwood. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved

<sup>&</sup>lt;sup>3</sup> To be charged at Actual Consultant Costs



### **Electrical Permit Fees Calculation - Schedule B**

PERMIT ISSUANCE: For issuing each permit For issuing each supplemental permit  Plan Review 65% of the total  OFFICE AUTOMATION - PER PERMIT:   or 1% of the Electrical Permit Fee, whichever is greater  SYSTEM FEE SCHEDULE:  NEW BUILDINGS: The following fees shall include all wiring and electrical equipment in or on each building, or other electrical equipment on the same premises constructed at the same time except swimming pools.  New residential, non-residential buildings - (per sq. ft.)  ALTERATIONS & ADDITIONS:	\$101.00 \$18.04 al permit fee \$3.51
Plan Review  OFFICE AUTOMATION - PER PERMIT:     or 1% of the Electrical Permit Fee, whichever is greater  SYSTEM FEE SCHEDULE:  NEW BUILDINGS:  The following fees shall include all wiring and electrical equipment in or on each building, or other electrical equipment on the same premises constructed at the same time except swimming pools.  New residential, non-residential buildings - (per sq. ft.)	\$18.04
Plan Review  OFFICE AUTOMATION - PER PERMIT:   or 1% of the Electrical Permit Fee, whichever is greater  SYSTEM FEE SCHEDULE:  NEW BUILDINGS:  The following fees shall include all wiring and electrical equipment in or on each building, or other electrical equipment on the same premises constructed at the same time except swimming pools.  New residential, non-residential buildings - (per sq. ft.)	al permit fee
OFFICE AUTOMATION - PER PERMIT:     or 1% of the Electrical Permit Fee, whichever is greater  SYSTEM FEE SCHEDULE:  NEW BUILDINGS:  The following fees shall include all wiring and electrical equipment in or on each building, or other electrical equipment on the same premises constructed at the same time except swimming pools.  New residential, non-residential buildings - (per sq. ft.)	
or 1% of the Electrical Permit Fee, whichever is greater  SYSTEM FEE SCHEDULE:  NEW BUILDINGS:  The following fees shall include all wiring and electrical equipment in or on each building, or other electrical equipment on the same premises constructed at the same time except swimming pools.  New residential, non-residential buildings - (per sq. ft.)	\$3.51
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.)	
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.)	
or other electrical equipment on the same premises constructed at the same time except swimming pools.  New residential, non-residential buildings - (per sq. ft.)	
swimming pools.  New residential, non-residential buildings - (per sq. ft.)	
New residential, non-residential buildings - (per sq. ft.)	
ALTERATIONS & ADDITIONS:	\$0.0621
ALIENATIONS & ADDITIONS.	
Alterations, additions and modifications to existing buildings	
<500 sq. ft. <sup>1</sup>	\$0.1740
>500 and < 1,000 sq. ft. <sup>1</sup>	\$0.1414
SPA:	
Self Contained Spa - (per spa) <sup>2</sup>	1/2 Hour
Other types of swimming pools, therapeutic whirlpools, spas and alterations to existing swimming pools  Use Unit F	ee Schedule
Swiffining pools Ose Onit i	ee scriedule
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	\$26.88
Mechanically driven rides and walk-through attractions or displays having electrical lighting	\$8.04
Permanently installed rides, booths, displays and attractions  Use Unit F	ee Schedule
TEMPORARY POWER SERVICE:	
Temporary service power pole or pedestal, including all pole or pedestal-mounted	
receptacle outlets & appurtenances	\$26.88
COMBINATION ELECTRICAL, PLUMBING and MECHANICAL:	
10 or less. Items are similar to a bathroom remodel	ngle Issuance ee is Charged

<sup>&</sup>lt;sup>1</sup> Option to Use Unit Fee Schedule

 $<sup>^2</sup>$  To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan



### **Electrical Permit Fees Calculation - Schedule B**

Fee Description	Fee
e 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:	ć4 20
First 20 - (each)	\$1.30 \$0.76
Additional fixtures - (each)	\$0.76
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)	\$1.30
Additional fixtures - (each)	\$0.78
Pole or platform-mounted lighting fixtures - (each)	\$1.25
Theatrical-type lighting fixtures or assemblies - (each)	\$5.35
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	\$5.35
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	\$5.35
For other types of air conditioners and other motor-driven appliances having larger	
electrical ratings	SEE POWER APPARATUS



### **Electrical Permit Fees Calculation - Schedule B**

Fee 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	\$5.35
Over 1 and not over 10	\$13.42
Over 10 and not over 50	\$26.87
Over 50 and not over 100	\$53.77
Over 100	\$80.65
BUSWAYS:	
Trolley and plug-in-type busway (per 100 ft.) <sup>3</sup>	\$8.02
SIGNS, OUTLINE LIGHTING AND MARQUEES - (each):	
Signs, outline lighting systems or marquees supplied from one branch circuit	\$26.88
Additional branch circuits within the sign, outline lighting system or marquee	\$5.35
SERVICES - (each):	
Services of 600 volts or less and not over 200 amperes in rating	\$33.13
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$67.22
Services over 600 volts or over 1000 amperes in rating	\$134.44

Electrical apparatus, conduits and conductors for which a permit is required but for which

MISCELLANEOUS APPARATUS, CONDUITS AND CONDUCTORS - (each):

no fees herein set forth<sup>4</sup>

\$19.71

<sup>&</sup>lt;sup>1</sup> For equipment or appliances having more than one motor, transformer, heater, etc., the sum of the combined ratings may be used

<sup>&</sup>lt;sup>2</sup> These fees include all switches, circuit breakers, contactors, thermostats, relays and other directly related control equipment

<sup>&</sup>lt;sup>3</sup> 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

<sup>&</sup>lt;sup>4</sup> This fee is not applicable when a fee is paid for one or more services, outlets, fixtures, appliances, power apparatus, busways, signs or other equipment



### **Electrical Permit Fees Calculation - Schedule B**

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	\$310.10	
Additional Inverters	\$54.71	
Commercial Systems 1-15 KW		
Single Inverter	\$310.10	
Additional Inverters - (each)	\$54.71	
Commercial Systems 16-50 KW	\$466.21	
Commercial Systems 51-250 KW	\$466.21 + \$7/25KW + \$126.25	

#### OTHER INSPECTIONS AND FEES:1

(Minimum charge - 1/2 hour)

Commercial Systems >250 KW

Inspections outside of normal business hours - (Minimum charge - two hours) to be charged at 1 1/2 times for after hours, overtime and weekends, and 2 times for Holidays

**Fee Description** 

Hourly Rate<sup>2</sup>

Fee

\$466.21 + \$5/50KW + \$252.50

Re-inspection

Hourly Rate<sup>2</sup>

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

Hourly Rate<sup>2</sup>

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

Hourly Rate<sup>2</sup>

<sup>&</sup>lt;sup>1</sup> Total hourly cost to the City of Brentwood. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved

<sup>&</sup>lt;sup>2</sup> To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan



#### Plumbing Permit Fees Calculation - Schedule C

Fee Description	Fee
PERMIT ISSUANCE:	
For issuing each permit	\$101.00
For issuing each supplemental permit	\$18.04
Plan Review	65% of the total permit fee
OFFICE AUTOMATION - PER PERMIT:	\$3.51
or 1% of the Plumbing Permit Fee, whichever is greater	
SYSTEM FEE SCHEDULE:	
NEW BUILDINGS:	
Residential, non-residential buildings - (per sq. ft.)	\$0.0621
SWIMMING POOLS:	
Swimming Pool or Spa - (each)	\$80.65
The following fees will be charged in addition to the permit issuance fee:	
UNIT FEE SCHEDULE:	
For each plumbing fixture on one trap or a set of fixtures on one trap - (including water,	\$12.53
drainage piping and backflow protection device therefore)	·
For each building sewer and each trailer park sewer	\$26.88
Rainwater systems - (each drain inside building)	\$12.57
For each cesspool - (where permitted)	\$44.80
For each private sewage disposal system	\$71.71
For each water heater and/or vent	\$12.57
For each gas-piping system:	**
1 to 5 systems - (per system)	\$8.97
over 5 systems - (per system)	\$1.79
For each industrial waste pre-treatment interceptor including its trap and vent, except	
kitchen-type grease interceptors functioning as fixture traps	\$12.57
For each installation, alteration or repair of water piping and/or water treating equipment (each)	\$12.57
For each repair or alteration of drainage or vent piping - (each fixture)	\$12.57
For each lawn sprinkler system on any one meter including backflow protection devices	, .=.•
therefore	\$12.57



### Plumbing Permit Fees Calculation - Schedule C

Fee Description	Fee
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)	\$8.97
6 or more breakers - (each)	\$1.79
For each backflow protective device other than atmospheric	
type vacuum breakers:	
2 inch diameter and smaller - (each)	\$12.57
over 2 inch diameter - (each)	\$26.88
Water Softener and/or Reverse Osmosis system installation - (each)	\$12.57
OTHER INSPECTIONS AND FEES: <sup>1</sup>	
Inspections outside of normal business hours - (Minimum charge - 2 hours) to be charged at	
1 1/2 times for after hours, overtime and weekends, and 2 times for Holidays	Hourly Rate <sup>2</sup>
Re-inspection	Hourly Rate <sup>2</sup>
Inspections for which no fee is specifically indicated - (Minimum charge - 1/2 hour)	Hourly Rate <sup>2</sup>
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - 1/2 hour)	Hourly Rate <sup>2</sup>
COMBINATION ELECTRICAL, PLUMBING & MECHANICAL:	
For residential permits only, where the work is localized to one area and the item count is	Single Issuance Fee is
10 or less. Items are similar to a bathroom remodel.	Charged
	•

<sup>&</sup>lt;sup>1</sup> Total hourly cost to the City of Brentwood. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees

<sup>&</sup>lt;sup>2</sup> To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan



### Mechanical Permit Fees Calculation Schedule D

Fee Description	Fee
PERMIT ISSUANCE:	
For issuing each permit	\$101.00
For issuing each supplemental permit	\$18.04
Plan Review	65% of the total permit fee
Office Automation - Per Permit or 1% of the Mechanical Permit Fee, whichever is greater	\$3.51
NEW BUILDINGS:	
New residential, non-residential buildings - (per sq. ft.)	\$0.0621
e following fees will be charged in addition to the permit issuance fee:	
UNIT FEE SCHEDULE:	
For the installation or relocation of each forced-air or gravity-type furnace or burner,	
including ducts and vents attached to such appliance, up to and including 100,000 Btu/h	\$16.13
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	\$19.71
For the installation or relocation of each floor furnace, including vent	\$16.13
For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$16.13
For the installation, relocation or replacement of each appliance vent installed and not	·
included in an appliance permit	\$8.06
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	\$16.13
For the installation or relocation of each boiler or compressor to and including three	\$10.13
horsepower, or each absorption system to and including 100,000 Btu/h	\$16.13
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	\$29.55
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	¢40.20
1,000,000 Btu/h  For the installation or relocation of each boiler or compressor over 20 bersonewer to and	\$40.36
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	\$60.06



### Mechanical Permit Fees Calculation Schedule D

**Fee Description** Fee The following fees will be charged in addition to the permit issuance fee: **UNIT FEE SCHEDULE (continued):** For the installation or relocation of each boiler or refrigeration compressor over 50 horsepower, or each absorption system over 1,750,000 Btu/h \$100.39 For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto<sup>1</sup> \$11.81 For each air-handling unit over 10,000 cfm \$19.71 \$11.68 For each evaporative cooler other than portable type For each ventilation fan connected to a single duct \$8.06 For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit \$11.68 For the installation of each hood which is served by mechanical exhaust, including the ducts

appliance categories, or for which no other fee is listed in this code

Permit fees for fuel-gas piping shall be:

For each fuel-gas-piping system of one to four outlets

\$8.97

For each appliance or piece of equipment regulated by this code but not classed in other

\$11.68

For each fuel-gas-piping system of five or more outlets, per outlet \$1.79

Permit fees for process piping shall be:

for such hood

For each process piping system of one to four outlets \$8.97

For each process piping system of five or more outlets, per outlet \$1.79

<sup>1</sup> This fee shall not apply to an air-handling unit which is a portion of a factory-assembled appliance, boiling unit, evaporative cooler or absorption unit for which a permit is required elsewhere in this code



### Mechanical Permit Fees Calculation Schedule D

Fee Description	Fee
i ce bescription	ı cc

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)

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<sup>2</sup>

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

Hourly Rate<sup>2</sup>

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

(Minimum charge - 1/2 hour)

Hourly Rate<sup>2</sup>

#### **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

<sup>&</sup>lt;sup>1</sup> Total hourly cost to the City of Brentwood. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees

 $<sup>^2</sup>$  To be charged at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan



#### Building Permit Fee Rate Schedule

Valua	ation	Fe	ee
Rai	nge	Incre	ment
Low	High	Base Fee	
\$0.00	\$500.00	\$98.24	N/A
Low	High	Base Fee	per \$100
\$500.00	\$2,000.00	\$98.24	\$5.36
Low	High	Base Fee	per \$1,000
\$2,000.00	\$25,000.00	\$178.76	\$24.19
\$25,000.00	\$50,000.00	\$735.28	\$17.49
\$50,000.00	\$100,000.00	\$1,172.50	\$12.13
\$100,000.00	\$500,000.00	\$1,779.22	\$9.43
\$500,000.00	\$1,000,000.00	\$5,552.12	\$7.89
\$1,000,000.00	\$99,999,999.00	\$9,497.16	\$5.28



# **Community Development Building Permit Surcharge Fees**

#### **Building Standards Commission Revolving Fund**

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

<sup>&</sup>lt;sup>1</sup> Fees are established by SB1473

#### **California Strong Motion Instrumentation (SMI) Program**

Fee Description	Fee <sup>2</sup>
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

<sup>&</sup>lt;sup>2</sup> Fees are established by SB593



# Community Development Residential Growth Management Program (RGMP)<sup>1</sup> Fee

Fee Description	Fee
RGMP Allocation Fee, Per Application <sup>2</sup>	\$3,651.00

<sup>1</sup> 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

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

<sup>&</sup>lt;sup>2</sup> 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 <sup>1</sup>	\$100.00
Second Violation <sup>1</sup>	\$200.00
Third Violation <sup>1</sup>	\$500.00
Further Violation <sup>1</sup>	\$500.00

 $<sup>^{1}</sup>$  Each day a violation continues is deemed a separate offense.

#### **Abatement**

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

<sup>&</sup>lt;sup>2</sup> Municipal Code 10.20

<sup>&</sup>lt;sup>3</sup> Municipal Code 8.00.100



## **Community Development**Habitat Conservation Plan (HCP) Fees

Fee Description	Fee
<b>Development Fee<sup>1</sup></b> - 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	\$17,602.20/acre
Zone II	\$35,204.40/acre
Zone III	\$8,801.84/acre

**Wetland Mitigation Fee**<sup>1</sup> - The Fee is based upon land cover type, unit of impact, compensation ratio and fee boundary method (see below).

	Required	
	Compensation	
	Ratio for	
	Restoration /	
Fee per unit of Impact <sup>2</sup>	Creation <sup>1</sup>	Method for Determining Fee Boundary
\$85,924.69/acre	1:1	Limit of tree or shrub canopy (drip line)
		Jurisdictional wetland boundary of state
\$117,581.16/acre	1:1	or federal government <sup>3</sup> , whichever is
		greater
\$254,759.18/acre	2:1	Same as above
\$241,192.12/acre	2:1	Same as above
¢420,422,227	4.4	Jurisdictional waters boundary of state or
\$128,133.32/acre	1:1	federal government <sup>3</sup> , whichever is greater
		Wetted area during normal rainfall year or
\$64,820.38/acre	1:1	jurisdictional waters boundary, whichever
		is greater
\$146,222.72/acre	1:1	Area of impact within banks
		Stream length measured along stream
\$700.52/linear ft	1:1	centerline. Stream width measured
		between top of bank
		Stream length measured along stream
\$1,055.22/linear ft	1:1	centerline. Stream width measured
		between top of bank
	\$85,924.69/acre \$117,581.16/acre \$254,759.18/acre \$241,192.12/acre \$128,133.32/acre \$64,820.38/acre \$146,222.72/acre \$700.52/linear ft	Compensation Ratio for Restoration / Creation 1  \$85,924.69/acre 1:1  \$117,581.16/acre 1:1  \$254,759.18/acre 2:1 \$241,192.12/acre 2:1  \$128,133.32/acre 1:1  \$64,820.38/acre 1:1  \$700.52/linear ft 1:1

<sup>&</sup>lt;sup>1</sup> Fee to be adjusted annually on March 15 based upon Home Price Index (HPI) and Consumer Price Index (CPI). Fees are set by East Contra Costa Habitat Conservancy

<sup>&</sup>lt;sup>2</sup> See Appendix G of the Final East Contra Costa County Habitat Conservation Plan (HCP) & Natural Community Conservation Plan (NCCP) for calculation of fee by wetland type.

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

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



# Community Development Habitat Conservation Plan (HCP) Fees

Administration Fee	Fee
HCP/NCCP incidental take authorization applications <sup>1</sup>	\$1,672.07
Complex HCP/NCCP incidental take authorization applications - Deposit involving one or of the following: wetland land cover types, dedication of land, or project sites of 10 acres	
more in size.	

<sup>&</sup>lt;sup>1</sup> 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)	\$256.00
6. Tentative Maps	Actual Cost
Deposit	\$6,000.00
Tentative Parcel Map Waiver	\$3,093.00
·	. ,
7. Variance	Actual Cost
Deposit	\$1,700.00
Admin Variance	\$998.00
8. Sign Permit/Review	
Administrative	\$321.00
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 - (prepared by consultant)	Consultant Cost
Negative Declaration - (prepared by staff)	+ 25% for City Admin Actual Cost
Deposit	\$3,500.00
Mitigated Negative Declaration - (prepared by staff)	Actual Cost \$4,900.00
Deposit  Mitigated Negative Declaration - (prepared by consultant)	\$4,900.00 Actual Cost + 25% for City Admin
Deposit	Actual Cost + 25% for City Admin
10. Administrative Oil Permit	Actual Cost
Deposit	\$2,500.00
11. Development Agreement	Actual Cost
Deposit	\$4,200.00
12. Affordable Housing - (Legal review or consulting)	Actual Cost + 25% for City Admin
Deposit	Actual Cost + 25% for City Admin
13. Appeals	\$386.00
14. Categorical Exemption	\$212.00
15. Temporary Use Permit - (TUP)	
Universal TUP	\$890.00
Minor TUP	\$68.00
16. Amendments	Actual Cost
Deposit	\$2,200.00
17. Time Extensions	\$1,455.00
18. General Plan Maintenance Fee	
Per dwelling unit or non residential per 2,500 sq. ft.	\$358.00

**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) <sup>1</sup>	\$8,009.00
20. County Environmental Filing Fees <sup>2</sup>	Actual Cost
21. Residential Street Addressing Subdivisions Secondary Units	\$212.00 \$54.82
22. Peer Review - (Legal, Consultant)	Actual Cost + 25% for City Admin
23. Special Studies - (Traffic, Environmental, etc.)	Actual Cost + 25% for City Admin
24. Adult Oriented Zoning Review	\$5,085.00
25. Residential Condominium Conversion  Deposit	Actual Cost \$2,200.00
26. Preliminary Application Review	No Charge
27. Outdoor Dining/Merchandise Display Review	No Charge
28. Home Occupation Zoning Review	\$50.00
29. Archival Fee (No charge if provided in acceptable electronic format)	\$193.00
30. Landscape Review - (Private Landscaping) Plan Check and Inspection Fee - (by Staff) Plan Check - (by Consultant) Deposit	Actual Cost Actual Cost + 25% for City Admin \$3,000.00
31. Consultant Planning Services	Actual Cost + 25% for City Admin

 $<sup>^{1}</sup>$  Fee Set by BMC 17.730/Ord. 877 and Reso. 2354 adopted August 28, 2001

**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

<sup>&</sup>lt;sup>2</sup> Contra Costa County Clerk Filing Fees



# Community Development Downtown Parking In-Lieu Fees<sup>1,2</sup>

Land Use Fee

Residential

One space shall be located on site and any additional space off site shall be \$4,367.00 per required parking space

Retail/Commercial/Office - (per space)

\$4,367.00

<sup>&</sup>lt;sup>1</sup> When parking cannot be provided per Brentwood Municipal Code Chapter 17.620, these fees will apply in Downtown Brentwood

<sup>&</sup>lt;sup>2</sup> Per City Council Resolution 2017-72, the in-lieu parking fee is temporarilty suspended within the downtown area



### Community Development Affordable Housing Program and In-Lieu Fee

The Affordable Housing requirement consists of building 10% of new residential developments as affordable.

#### Breakdown of Affordable Levels as of January 1, 2021

Ownership 3% Moderate
4% Low Income

3% Very Low Income

Rental 0% Moderate 5% Low Income

5% Very Low Income

**Note:** One of the options available to satisfy the Affordable Housing Ordinance for new residential developments is through the payment of In-Lieu fees. Authorization to pay In-Lieu fees must be secured from the City Manager and approved by the City Council by way of an approved Affordable Housing Agreement.

#### In-Lieu Fee Three (3) Bedroom<sup>1</sup>

\$16,000 per moderate income unit not built \$326,000 per low income unit not built \$433,000 per very low income unit not built

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

<sup>&</sup>lt;sup>1</sup> The In-Lieu Fee paid by the developer shall be calculated based on the median sales price for comparable market rate homes in the prior year. The in-lieu fee is calculated based on the weighted average of the monthly median sales price for a 3-bedroom home in Brentwood, sized between 1,500 – 1,700 square feet, that was sold between May 1 to April 1 in the prior fiscal year minus the current Affordable Housing Cost as defined in the California Health and Safety Code for owner-occupied units for the applicable household income level. The In-Lieu Fee for each Affordable Unit shall be the difference between the Market Rate median sales price, calculated as above, and the Affordable Housing Cost for a for-sale 3-bedroom unit for a household of 4. Median sales price from May 1, 2020 through April 1, 2021 was \$597,000.



## **Community Development Affordable Housing Monthly Rent**

July 1, 2021 - June 30, 2022 Affordable Monthly Rent for Renter Households in Single Family / Duet / Quad Units at Very Low, Low and Moderate Income Levels

		cc					
	culation of A		-			_	
Number Of Bedrooms	0	1	2	3	4	5	6
Family Size <sup>1</sup>	1	2	3	4	5	6	7
Area Median Income (AMI) <sup>2</sup>	\$87,900	\$100,500	\$113,050	\$125,600	\$135,650	\$145,700	\$155,750
Very Low Income Households: Maximum Affo	ordable Cost = 3	0% of 50% of	AMI				
Annual Income @ 50% of AMI	\$43,950	\$50,250	\$56,500	\$62,800	\$67,800	\$72 <i>,</i> 850	\$77,850
Affordable Monthly Housing Cost	\$1,099	\$1,256	\$1,413	\$1,570	\$1,695	\$1,821	\$1,946
Less: Utility Allowance <sup>3</sup>	\$158	\$171	\$209	\$251	\$294	\$334	\$360
Maximum Affordable Monthly Rent	\$941	\$1,085	\$1,204	\$1,319	\$1,401	\$1,487	\$1,586
Annual Income @ 60% of AMI	\$52,750	\$60,300	\$67,800	\$75,350	\$81,400	\$87,400	\$93,450
Affordable Monthly Housing Cost Less: Utility Allowance <sup>3</sup>	\$1,319 \$158	\$1,508 \$171	\$1,695 \$209	\$1,884 \$251	\$2,035 \$294	\$2,185 \$334	\$2,336
			. ,		. ,		\$2,336 \$360
Less: Utility Allowance <sup>3</sup>	\$158 <b>\$1,161</b>	\$171 <b>\$1,337</b>	\$209 <b>\$1,486</b>	\$251	\$294	\$334	\$2,336 \$360
Less: Utility Allowance <sup>3</sup> Maximum Affordable Monthly Rent	\$158 <b>\$1,161</b>	\$171 <b>\$1,337</b>	\$209 <b>\$1,486</b>	\$251	\$294	\$334	\$2,336 \$360 <b>\$1,976</b> \$171,300
Less: Utility Allowance <sup>3</sup> Maximum Affordable Monthly Rent  Moderate Income Households: Maximum Aff	\$158 <b>\$1,161</b> ordable Cost = 3	\$171 <b>\$1,337</b> 30% of 110%	\$209 <b>\$1,486</b> of AMI	\$251 <b>\$1,633</b>	\$294 <b>\$1,741</b>	\$334 <b>\$1,851</b>	\$2,336 \$360 <b>\$1,976</b> \$171,300
Less: Utility Allowance <sup>3</sup> Maximum Affordable Monthly Rent  Moderate Income Households: Maximum Affordable Monthly Rent  Annual Income @ 110% of AMI	\$158 <b>\$1,161</b> ordable Cost = 3 \$96,700	\$171 <b>\$1,337</b> <b>30% of 110%</b> \$110,500	\$209 <b>\$1,486</b> of AMI \$124,350	\$251 <b>\$1,633</b> \$138,150	\$294 <b>\$1,741</b> \$149,200	\$334 <b>\$1,851</b> \$160,250	\$2,336 \$360 <b>\$1,976</b>

<sup>&</sup>lt;sup>1</sup> Correlation of household size to bedroom size is based on Health and Safety Code Section 50053 for renter-occupied and Section 50052.5 for owner-occupied households.

 $\textbf{\textit{NOTE:}} \ \ \textit{Source: California Department of Housing and Community Development, Contra Costa County Housing Authority, City of Brentwood.}$ 

<sup>&</sup>lt;sup>2</sup> Based on annual income limits for County published by HCD and HUD, adjusted to CRL affordable housing cost income levels using HCD rounding methodology.

<sup>&</sup>lt;sup>3</sup> Based on Contra Costa County Housing Authority Utility Allowance, which includes gas heating, gas cooking, other electric, and microwave allowances for townhome and semi-detached dwelling units.



### 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	\$245.00
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



ingo Permit (annual) ity Run Youth Sports Non-Resident Fee 10% of Registration fee, minimum \$5 on-Resident Fee for Adult Sport Leagues (per person) on-Resident 50% cost recovery (excluding aquatic and youth sports) ate Fee for Youth Sport Leagues (per person)  Adult Sports eam Name Change USSSA Fee	
10% of Registration fee, minimum \$5 on-Resident Fee for Adult Sport Leagues (per person) on-Resident 50% cost recovery (excluding aquatic and youth sports) ate Fee for Youth Sport Leagues (per person)  Adult Sports	\$50.00
on-Resident Fee for Adult Sport Leagues (per person) on-Resident 50% cost recovery (excluding aquatic and youth sports) ate Fee for Youth Sport Leagues (per person)  Adult Sports	
on-Resident 50% cost recovery (excluding aquatic and youth sports) ate Fee for Youth Sport Leagues (per person)  Adult Sports	
ate Fee for Youth Sport Leagues (per person)  Adult Sports	\$13.00
Adult Sports	
·	\$26.25
eam Name Change USSSA Fee	
	Actual Cost
dult Softball Leagues <sup>1</sup>	\$760.00
dult Bocce Leagues <sup>1</sup>	\$140.00
Youth Sports	
ny Tot Sports 6 Week Program at BUSD Facility	\$80.00
ny Tot Sports 6 Week Program at BUSD Facility (Non-Resident)	\$88.00
ny Tot Sports 6 Week Program at City Facility	\$81.00
ny Tot Sports 6 Week Program at City Facility (Non-Resident)	\$90.00
ny Tot Sandlot T-Ball	\$69.00
ny Tot Sandlot T-Ball (Non-Resident)	\$75.00
outh Basketball	\$141.00
outh Basketball (Non-Resident)	\$155.00
idz Love Soccer 4 Week Virtual Program	\$43.00
dz Love Soccer 4 Week Virtual Program (Non-Resident)	\$47.00
idz Love Soccer 5 Week Indoor Program	\$83.00
idz Love Soccer 5 Week Indoor Program (Non-Resident)	\$86.00
idz Love Soccer 6 Week Indoor Program	\$96.00
dz Love Soccer 6 Week Indoor Program (Non-Resident)	\$100.00
idz Love Soccer 7 Week Program	\$110.00
idz Love Soccer 7 Week Program (Non-Resident)	\$114.00
idz Love Soccer 8 Week Program	\$123.00
idz Love Soccer 8 Week Program (Non-Resident)	\$128.00
Sky Hawks	
kyhawks - Half Day Camps	\$200.00
kyhawks - Half Day Camps (Non-Resident)	\$237.00
kyhawks Sport Classes - 3 Weeks	\$72.00
kyhawks Sport Classes - 3 Weeks (Non-Resident)	\$86.00
kyhawks Sport Classes - 5 weeks	\$120.00
kyhawks Sport Classes - 5 weeks (Non-Resident)	\$140.00
kyhawks Sport Classes - 6 weeks	\$144.00
kyhawks Sport Classes - 6 weeks (Non-Resident)	\$168.00
kyhawks Sport Classes - 7 weeks	\$168.00
kyhawks Sport Classes - 7 weeks (Non-Resident)	\$194.00
kyhawks Sport Classes - 8 weeks	\$192.00
kyhawks Sport Classes - 8 weeks (Non-Resident)	\$224.00
Creative Activities Play Classes	
ımp Bunch Friday Sport Classes - 4 Weeks	\$64.00
ımp Bunch Friday Sport Classes - 4 Weeks (Non-Resident)	\$66.00

<sup>&</sup>lt;sup>1</sup> Non-Resident Fee does not apply to these programs



Fee Description	Fee
Creative Activities Play Classes (Continued)	
Jump Bunch Friday Sport Classes - 6 Weeks	\$96.00
Jump Bunch Friday Sport Classes - 6 Weeks (Non-Resident)	\$100.00
Jump Bunch Friday Sport Classes - 8 Weeks	\$120.00
Jump Bunch Friday Sport Classes - 8 Weeks (Non-Resident)	\$125.00
Jump Bunch Saturday Sport Classes - 4 Weeks	\$72.00
Jump Bunch Saturday Sport Classes - 4 Weeks (Non-Resident)	\$75.00
Jump Bunch Saturday Sport Classes - 6 Weeks	\$108.00
Jump Bunch Saturday Sport Classes - 6 Weeks (Non-Resident)	\$112.00
Jump Bunch Saturday Sport Classes - 8 Weeks	\$144.00
Jump Bunch Saturday Sport Classes - 8 Weeks (Non-Resident)	\$150.00
Jump Bunch Volleyball Classes - 4 Weeks	\$80.00
Jump Bunch Volleyball Classes - 4 Weeks (Non-Resident)	\$91.00
Jump Bunch Volleyball Classes - 6 Weeks	\$120.00
Jump Bunch Volleyball Classes - 6 Weeks (Non-Resident)	\$136.00
Jump Bunch Volleyball Classes - 8 Weeks	\$160.00
Jump Bunch Volleyball Classes - 8 Weeks (Non-Resident)	\$182.00
Play Well TEKnologies - Full Day Camp	\$385.00
Play Well TEKnologies - Full Day Camp (Non-Resident)	\$434.00
Play Well TEKnologies - Half Day Camp	\$190.00
Play Well TEKnologies - Half Day Camp (Non-Resident)	\$212.00
Play Well TEKnologies - Virtual Day Camp	\$190.00
Play Well TEKnologies - Virtual Day Camp (Non-Resident)  Cooking Round the World - 1 Week Cooking Class	\$212.00 \$25.00
Cooking Round the World - 1 Week Cooking Class (Non-Resident)	\$26.00
Cooking Round the World - 1 Week Virtual Cooking Class	\$25.00
Cooking Round the World - 1 Week Virtual Cooking Class (Non-Resident)	\$27.00
Cooking Round the World - 5 Week Cooking Class	\$125.00
Cooking Round the World - 5 Week Cooking Class (Non-Resident)	\$130.00
Cooking Round the World - 5 Week Virtual Cooking Class	\$125.00
Cooking Round the World - 5 Week Virtual Cooking Class (Non-Resident)	\$139.00
Cooking Round the World - 6 Week Cooking Class	\$150.00
Cooking Round the World - 6 Week Cooking Class (Non-Resident)	\$156.00
Cooking Round the World - 10 Week Cooking Class	\$250.00
Cooking Round the World - 10 Week Cooking Class (Non-Resident)	\$261.00
Cooking Round the World - 10 Week Virtual Cooking Class	\$250.00
Cooking Round the World - 10 Week Virtual Cooking Class (Non-Resident)	\$279.00
Cooking Round the World - Cooking Camp	\$250.00
Cooking Round the World - Cooking Camp (Non-Resident)	\$261.00
Creative Activities Arts and Crafts Classes	
Created By You Art 1 session Art Class/Camp	\$30.00
Created By You Art 1 session Art Class/Camp (Non-Resident)	\$31.00
Created By You Art 2 session Art Class/Camp	\$45.00
Created By You Art 2 session Art Class/Camp (Non-Resident)	\$46.00
Created By You Art 4 session Art Class/Camp	\$75.00



Fee Description	Fee
Creative Activities Arts and Crafts Classes (Continued)	
Created By You Art 4 session Art Class/Camp (Non-Resident)	\$78.00
Created By You Woodshop 1 session	\$30.00
Created By You Woodshop 1 session (Non-Resident)	\$31.00
Created By You Woodshop 2 session	\$45.00
Created By You Woodshop 2 session (Non-Resident)	\$46.00
Created By You Holiday Themed Art Camp 2 session	\$65.00
Created By You Holiday Themed Art Camp 2 session (Non-Resident)	\$71.00
Created By You Online Paint Nights	\$40.00
Created By You Online Paint Nights (Non-Resident)	\$41.00
Art Education Classes and Camps 1 hour	\$25.00
Art Education Classes and Camps 1 hour (Non-Resident)	\$26.00
Art Education Classes and Camps 2 hour	\$50.00
Art Education Classes and Camps 2 hour (Non-Resident)	\$52.00
Art Education Classes and Camps 3 hour	\$75.00
Art Education Classes and Camps 3 hour (Non-Resident)	\$78.00
Art Education Classes and Camps 4 hour	\$100.00
Art Education Classes and Camps 4 hour (Non-Resident)	\$104.00
Teen & Adult Fitness Classes	¥255
Zumba (Ages 13+)	\$48.00
Zumba (Ages 13+) (Non-Resident)	\$52.00
Tai Chi	\$10.00
Tai Chi (Non-Resident)	\$11.00
Misc Classes	
Homework Support 4 classes	\$80.00
Homework Support 4 classes (Non-Resident)	\$83.00
Homework Support 8 classes	\$180.00
Homework Support 8 classes (Non-Resident)	\$187.00
Spanish Homework Support	\$125.00
Spanish Homework Support (Non-Resident)	\$130.00
Education Program 9 classes	\$225.00
Education Program 9 classes (Non-Resident)	\$234.00
Education Program 18 classes	\$450.00
Education Program 18 classes (Non-Resident)	\$469.00
Ed2go (online classes) <sup>1</sup>	\$105.0
Youth & Teen Dance Classes	
Youth Dance Classes 6 weeks (Ages 1-17)	\$72.00
Youth Dance Classes 6 weeks (Ages 1-17) (Non-Resident)	\$89.00
Tennis	
Tennis Classes and Camp (Ages 4-6)	\$51.00
Tennis Classes and Camp (Ages 4-6) (Non-Resident)	\$56.00
Miss Hits Tennis Class (Ages 5-8)	\$99.0
Miss Hits Tennis Class (Ages 5-8) (Non-Resident)	\$103.00
Tennis Classes and Camp (Ages 7-17)	\$99.00
Tennis Classes and Camp (Ages 7-17) (Non-Resident)	\$103.00
Non-Resident Fee does not apply to these programs	



Fee Description	Fee
Tennis (Continued)	
Adult Tennis Classes (Ages 18+)	\$99.
Adult Tennis Classes (Ages 18+) (Non-Resident)	\$103.
Health and Safety Classes	
CPR/AED + First Aid Class (Ages 15+)	\$95.
CPR/AED + First Aid Class (Ages 15+) (Non-Resident)	\$104.
Technology Classes and Camps	
IncrediFlix - Action Movie Flix	\$215.
IncrediFlix - Action Movie Flix (Non-Resident)	\$247.
IncrediFlix - Lego Flix	\$195.
IncrediFlix - Lego Flix (Non-Resident)	\$224.
IncrediFlix - Action Movie and Lego Combo Flix	\$360.
IncrediFlix - Action Movie and Lego Combo Flix (Non-Resident)	\$419.
IncrediFlix - Live Action Flix	\$175.
IncrediFlix - Live Action Flix (Non-Resident)	\$197.
IncrediFlix - Animation Flix (Ages 7-12)	\$155.
IncrediFlix - Animation Flix (Ages 7-12) (Non-Resident)	\$179.
IncrediFlix - Live Action and Animation Combo (Ages 7-12)	\$290.
IncrediFlix - Live Action and Animation Combo (Ages 7-12) (Non-Resident)  Youth Camps	\$340.
Camp Brentwood 1 week Day Camp (Ages 5-12)	\$212.
Camp Brentwood 1 week Day Camp (Ages 5-12) (Non-Resident)	\$233.
Special Events	
A Letter from Santa 1	\$6.
Tiny Tot Triathalon <sup>1</sup>	\$15.
Summer of Color Individual Kit	\$6.
Summer of Color Individual Kit (Non-Resident)	\$7.
Summer of Color Group Kit	\$21.
Summer of Color Group Kit (Non-Resident)	\$23.
Military/Veteran Banner Program¹	\$75.
Active Adults	
Bocce League <sup>1</sup>	\$100.
Aquatics	
Parent/Child Lessons	\$56.
Parent/Child Lessons (Non-Resident)	\$61.
Swim Lessons	\$65.
Swim Lessons (Non-Resident)	\$71.
Private Swim Lessons	\$97.
Private Swim Lessons (Non-Resident)	\$106.
Recreational Swim Single Entry \$2 @ 4:00pm <sup>1</sup>	\$3.
Inflatable Obstacle Course <sup>1</sup>	\$2.
Recreational Swim Single Entry (Saturday and Sunday) <sup>1</sup>	\$9.
Recreational Swim Single Entry (Monday - Friday) <sup>1</sup>	\$8.
10 Swim Pass	\$67.
10 Swim Pass (Non-Resident) n-Resident Fee does not apply to these programs	\$73.

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Fee Description	Fee
Aquatics (Continued)	
25 Swim Pass	\$161.00
25 Swim Pass (Non-Resident)	\$177.00
Family Swim <sup>1</sup>	\$25.00
Family Lap Swim <sup>1</sup>	\$5.00
Lap Swim Single Entry <sup>1</sup>	\$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	\$86.00
Lifeguard Certification (Non-Resident)	\$94.00
Jr. Lifeguard Camp	\$120.00
Jr. Lifeguard Camp (Non-Resident)	\$133.00
Lifeguard Recertification	\$86.00
Lifeguard Recertification (Non-Resident)	\$94.00
Water Aerobics (18+) (2 days/week)	\$50.00
Water Aerobics (18+) (2 days/week) (Non-Resident)	\$55.00
Diving	\$165.00
Diving (Non-Resident)	\$181.00
Splashball (Ages 5-9) (8-weeks)	\$132.00
Splashball (Ages 5-9) (8-weeks) (Non-Resident)	\$169.00
Part-Time Staff (per hour)	Hourly Rate + Benefits
Facility Rentals <sup>2</sup>	
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 + Benefits
Field Rentals <sup>2</sup>	
Ball Field Prep Services (per field)	\$33.75
Ball Field Prep without lining (per field)	\$19.75
ee Facility Rentals/Tournament Cancellation Policy	

<sup>&</sup>lt;sup>2</sup> See Facility Rentals/Tournament Cancellation Policy



Fee Description	Fee
Field Rentals (Continued) <sup>2</sup>	
Extra Mow (per field)	Actual Cost
Scorekeeper Fee (per hour)	Hourly Rate + 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
Brentwood Family Aquatic Complex <sup>2</sup>	<b>†200.00</b>
Competitive Pool (per hour) (3 hours minimum)	\$399.00
Recreation/Slide Pools (per hour) (3 hours minimum)  Aquatic Park (per hour) (3 hours minimum)	\$307.00 \$708.00
Refundable Deposit	\$750.00 \$750.00
Picnic Tables 2 hours:	\$730.00
Resident	\$33.25
Non-Resident	\$36.50
Brentwood Community Center <sup>2</sup>	
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)	¢24.2F
Rate (per hour)  Community Room Full - Up to 5 Hours (Friday-Saturday)	\$34.25
Resident (per hour)	\$269.00
Non-Resident (per hour)	\$295.00
Commercial (per hour)	\$349.00
Non-Profit (per hour)	\$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)	4224.22
Resident (per hour)	\$201.00
Non-Resident (per hour)	\$221.00
Commercial (per hour)	\$261.00 \$140.00
Non-Profit (per hour)  Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday)	\$140.00
Resident (per hour)	\$134.00
Non-Resident (per hour)	\$147.00
Commercial (per hour)	\$174.00
Non-Profit (per hour)	\$93.00
<sup>2</sup> See Facility Rentals/Tournament Cancellation Policy	



Fee Description	Fee
Brentwood Community Center (Continued) <sup>2</sup>	
Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$110.00
Non-Resident (per hour)	\$121.00
Commercial (per hour)	\$143.00
Non-Profit (per hour)	\$77.00
Community Room Hall A and/or B (Sunday-Thursday)	<i>Ţ71.</i> 00
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	<b>,</b>
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) <sup>2</sup>	
Entire Facility Rental	
Resident (per hour)	\$43.25
Non-Resident (per hour)	\$47.50
Commercial (per hour)	\$56.00
Non-Profit (per hour)	\$30.25
<sup>2</sup> See Facility Rentals/Tournament Cancellation Policy	



Fee Description	Fee
Brentwood Senior Activity Center (2 hours Minimum Required) <sup>2</sup>	
Main Hall - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$120.0
Non-Resident (per hour)	\$132.0
Commercial (per hour)	\$156.0
Non-Profit (per hour)	\$84.0
Main Hall - More than 5 Hours (Friday-Saturday)	7.5.55
Resident (per hour)	\$108.0
Non-Resident (per hour)	\$119.0
Commercial (per hour)	\$141.0
Non-Profit (per hour)	\$75.0
Main Hall (Sunday-Thursday)	·
Resident (per hour)	\$86.0
Non-Resident (per hour)	\$91.0
Commercial (per hour)	\$107.0
Non-Profit (per hour)	\$60.0
Meeting Room	
Resident (per hour)	\$54.0
Non-Resident (per hour)	\$60.0
Commercial (per hour)	\$71.0
Non-Profit (per hour)	\$38.2
Class Room	
Resident (per hour)	\$43.5
Non-Resident (per hour)	\$47.7
Commercial (per hour)	\$56.5
Non-Profit (per hour)	\$30.2
Meeting Room/Class Room Combination	
Resident (per hour)	\$68.0
Non-Resident (per hour)	\$74.0
Commercial (per hour)	\$88.0
Non-Profit (per hour)	\$47.0
(itchen	
Rate (per hour)	\$23.2
enior Center Equipment Rental with Rental of Senior Center (Flat Rate)	
Portable Stage 16 ft x 8 ft Removal	\$69.0
Portable Stage Rental Resizing	\$117.0
Portable Bar (each)	\$48.5
ntire Facility Daily Rate (10 hours maximum for 2 or more consecutive days)	
Resident	\$1,138.0
Non-Resident	\$1,251.0
Commercial	\$1,479.0
Non-Profit	\$796.0
Commercial Kitchen Daily Rate (10 hours maximum for 2 or more consecutive days)	
Resident	\$382.0
Non-Resident	\$420.0
See Facility Rentals/Tournament Cancellation Policy	

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Fee Description	Fee
Brentwood Senior Activity Center (2 hours Minimum Required) (Continued) <sup>2</sup>	
Commercial Kitchen Daily Rate (10 hours maximum for 2 or more consecutive days) (Continued)	
Commercial	\$496.0
Non-Profit	\$267.0
Apple Hill, Balfour Guthrie and Veterans Parks <sup>2</sup>	
Group Picnic Shelter Rentals (26-50 Capacity)	
Resident (per hour)	\$20.0
Non-Resident (per hour)	\$26.0
Commercial (per hour)	\$26.0
Non-Profit (per hour)	\$14.0
Resident (per day)	\$121.0
Non-Resident (per day)	\$157.0
Commercial (per day)	\$157.0
Non-Profit (per day)	\$84.0
Apple Hill and Veterans Parks <sup>2</sup>	
Bocce Courts	
Resident (per hour)	\$13.0
Non-Resident (per day)	\$14.2
Commercial (per day)	\$16.7
Non-Profit (per day)	\$9.0 \$100.0
Two Hour Minimum Equipment Deposit  Apple Hill, Garin and Summerwood Parks <sup>2</sup>	\$100.0
Ball Field Rental	
Resident (per day)	\$13.0
Non-Resident (per day)	\$14.2
Commercial (per day)	\$16.7
Non-Profit (per day)	\$9.0
Balfour Guthrie Park and Sunset Park Athletic Complex <sup>2</sup>	·
Group Picnic Shelter Rentals (51-100 Capacity)	
Resident (per hour)	\$40.7
Non-Resident (per hour)	\$52.7
Commercial (per hour)	\$52.7
Non-Profit (per hour)	\$28.5
Resident (per day)	\$245.0
Non-Resident (per day)	\$318.0
Commercial (per day)	\$318.0
Non-Profit (per day)	\$171.0
Balfour Guthrie Park <sup>2</sup>	
Ball Field/Soccer Field Rental	
Resident (per day)	\$13.0
Non-Resident (per day)	\$14.2
Commercial (per day)	\$16.7
Non-Profit (per day)	\$9.0
Field/Soccer Overlay Lights (per hour)	\$10.7



Fee Description	Fee
Blue Goose, City and Oak Meadow Parks <sup>2</sup>	
Group Picnic Shelter Rentals (1-25 Capacity)	
Resident (per hour)	\$9.
Non-Resident (per hour)	\$12.
Commercial (per hour)	\$12.
Non-Profit (per hour)	\$6.
Resident (per day)	\$60.
Non-Resident (per day)	\$78.
Commercial (per day)	\$78.
Non-Profit (per day)	\$42.
City Park <sup>2</sup>	
ity Park (grass and staging area)	
Resident (per hour)	\$87.
Non-Resident (per hour)	\$95.
Commercial (per hour)	\$113.
Non-Profit (per hour)	\$60.
Resident (per day)	\$441.
Non-Resident (per day)	\$485.
Commercial (per day)	\$573.
Non-Profit (per day)	\$308.
Part-Time Staff Fee (per hour)	Hourly Rate + Benef
roup Picnic Area w/BBQ Island (1-25 Capacity)	
Resident (per hour)	\$14.
Non-Resident (per hour)	\$18.
Commercial (per hour)	\$18.
Non-Profit (per hour)	\$10.
Resident (per day)	\$88.
Non-Resident (per day)	\$114.
Commercial (per day)	\$114.
Non-Profit (per day)	\$61
Gazebo	***
Resident (per hour)	\$41.
Non-Resident (per hour)	\$45.
Commercial (per hour)	\$53.
Non-Profit (per hour)	\$28
Resident (per day)	\$274.
Non-Resident (per day)	\$301
Commercial (per day)	\$356
Non-Profit (per day)  Oak Meadow Park <sup>2</sup>	\$192.
оак меадоw Рагк all Field/Soccer Field Rental (For the First Field)	
Resident (per field, per day)	\$13.
Non-Resident (per field, per day)	\$13. \$14.
Commercial (per field, per day)	\$14. \$16.
Non-Profit (per field, per day)	\$10. \$9.
See Facility Rentals/Tournament Cancellation Policy	<b>,</b>

<sup>255</sup> 



Fee Description	Fee
Oak Meadow Park (Continued) <sup>2</sup>	
Ball Field/Soccer Field Rental (For the First Field) (Continued)	
Ball Field Lights (per hour)	\$10.7
Soccer Overlay Lights (per hour)	\$29.5
Sunset Park Athletic Complex <sup>2</sup>	·
Ball Field Rental (for the First Field) Rates	
Resident (per hour)	\$26.0
Non-Resident (per hour)	\$28.5
Commercial (per hour)	\$33.7
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)	\$8.2
Soccer Field Lights (per hour)	\$33.7
Entire Facility Rental	
Resident (per hour) (4 hour minimum)	\$328.00
Non-Resident (per hour) (4 hour minimum)	\$360.00
Commercial (per hour) (4 hour minimum)	\$426.00
Non-Profit (per hour) (4 hour minimum)	\$229.00
Includes staff fee but does not include lights, equipment, or preparation fees.	
Veterans Park <sup>2</sup>	
Horseshoes Court	\$13.00
Resident (per hour)	\$14.25
Non-Resident (per hour)	\$16.75
Commercial (per hour)	\$9.00
Non-Profit (per hour)	\$100.00
Equipment Deposit (2 hour minimum)	
Mobile Stage or Portable Bleachers Rental <sup>2</sup>	
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) Stage Rental - Resident (per day)	\$377.00 \$132.00
Stage Rental - Non-Resident (per day)	\$132.00 \$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 <sup>2</sup> See Facility Rentals/Tournament Cancellation Policy	\$279.00



Fee Description	Fee
Mobile Stage or Portable Bleachers Rental (Continued) <sup>2</sup>	
Available for Rent within the Brentwood City Limits	
Weekend and Holidays Delivery/Set-up/Take Down/Retrieval (Continued)	
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
<sup>2</sup> See Facility Rentals/Tournament Cancellation Policy	
<b>Note:</b> Any fees not shown above can be approved by the Director of Parks and Recreation per Budget and Fiscal Policy 10-5, Section 5.8. Facility deposits for non-profits may be waived at the discretion of the Director of Parks and Recreation	

## **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

## **Cancellation Processing Fee \$33.50**

**Note:** Facilities booked in hourly increments only

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 Processing Fee \$33.50**

If an event is cancelled, for reasons other than inclement weather, our tournament cancellation Policy is as

- 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.

Seven (7) business days prior to the event tournament bracket is due.

Any other billing adjustments will occur after the event.



Fee/Fine Description	Fee/Fine
Photocopy Fee	
Pages 1-20	\$0.32
Pages 21 and on	\$0.11
ABC Permit	\$67.50
Record Review	\$46.00
Visa Clearance	\$39.00
Loss Verification Letter	\$31.25
Restitution - Determined by Court	Actual Cost
Police and Accident Reports (Victim)	No Charge
Police and Accident Reports (Non-Victim)	\$11.50
VIN Verification	\$105.50
Citation Sign off - Residents	No Charge
Citation Sign off - Non-Residents	\$44.50
Repossession Filing Fee <sup>1</sup>	\$15.00
Stored Vehicle - Vehicle Code Sections 22651 and 14602.6	\$180.75
(Excluding Vehicle Code Sections 22651 (c) and (g))	
Inoperative Vehicle (22669d VC)	\$180.75
Block Party Permit	\$97.75
Background Investigation <sup>2</sup>	\$744.00
Photos/Printed	\$64.00
Audio/Video/Photo CD or DVD	\$24.75
Video and Audio Redaction Fee <sup>3</sup>	No Charge
2nd and Subsequent Response - Disturbance <sup>4</sup>	Actual Cost
False Alarm Response - per response	\$84.50
Civil Subpoena <sup>5</sup> (\$275.00 Deposit per day)	Actual Cost
Civil Subpoena Clerical Costs	\$6 per quarter Hour
DUI Emergency Cost Recover	Actual Cost
Bicycle Registration	No Charge
Finger Prints - Local Rolling Fee (Livescan or Ink Card)	\$51.00
State and Federal (DOJ/FBI) Criminal History Record Check Fees	Actual Cost
Booking Fee <sup>6</sup>	Actual Cost

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

<sup>&</sup>lt;sup>2</sup> Includes the cost of finger printing

<sup>&</sup>lt;sup>3</sup> May 28, 2020 California Supreme Court ruling determined there can be no charge for redaction of public records

<sup>&</sup>lt;sup>4</sup> Actual Cost includes staff time at Step E per the Cost Allocation Plan for 2021/22, for the staff member that responds to the call

<sup>&</sup>lt;sup>5</sup> Per Government Code 68097.2

<sup>&</sup>lt;sup>6</sup> 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



Massage Establishment Permit - Initial Application         \$265.00           Massage Establishment Permit - Renewal         \$131.25           Background Check¹         \$67.00           Peddler Permit Initial Application²         \$223.75           Peddler Permit Renewal²         \$323.75           Appeal Process         \$389.00           Range Qualification         \$343.25           Taxi Permits³         \$332.50           Owner Original Application Including Inspection of 1 Taxi         \$332.50           Owner Taxi Vehicle Inspection - Per Vehicle         \$109.75           Driver Only Taxi Permit - Submitted After Initial Application         \$109.75           Owner Renewal of Taxi Permit Including Inspection of 1 Taxi         \$221.00           Owner Renewal Taxi Vehicle Inspection - Per Vehicle         \$109.75           Driver Only Taxi Permit Renewal - Submitted After Renewal Application         \$54.00           Renewal Taxi Vehicle Reports         \$389.00           Computer Aided Dispatch Reports         \$389.00           Computer Aided Dispatch Reports         \$389.00           Computer Aided Dispatch Reports         \$400.50           Appeal         \$400.50           Appeal         \$400.50           Appeal Fines Vehicle Code¹         \$38.00           Parking Levees,	Fee/Fine Description	Fee/Fine
Background Check¹         \$67.00           Peddler Permit Intial Application²         \$223.75           Peddler Permit Renewal²         \$223.75           Appeal Process         \$389.00           Appeal Process         \$389.00           Range Qualification         \$343.25           Taxi Permit³           Owner Original Application Including Inspection of 1 Taxi         \$332.50           Owner Taxi Vehicle Inspection - Per Vehicle         \$109.75           Driver Only Taxi Permit Including Inspection of 1 Taxi         \$221.00           Owner Renewal Taxi Vehicle Inspection - Per Vehicle         \$109.75           Owner Renewal Taxi Vehicle Inspection - Per Vehicle on In Taxi         \$210.07           Owner Renewal Taxi Vehicle Inspection - Per Vehicle on In Taxi         \$109.75           Driver Only Taxi Permit Renewal - Submitted After Renewal Application         \$440.00           Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)         \$109.75           Appeal Process         \$389.00           Computer Gaming and Internet Access Establishments:         \$40.50           Initial Application         \$440.50           Appeal         \$440.50           Appeal         \$440.50           Parking Fines Vehicle Code <sup>4</sup> \$38.00           Parked	Massage Establishment Permit - Initial Application	\$265.00
Peddler Permit Initial Application²         \$223.75           Peddler Permit Renewal²         \$223.75           Appeal Process         \$389.00           Range Qualification         \$343.25           Taxi Permits³           Owner Original Application Including Inspection of 1 Taxi         \$332.50           Owner Taxi Vehicle Inspection - Per Vehicle         \$109.75           Driver Only Taxi Permit - Submitted After Initial Application         \$109.75           Owner Renewal of Taxi Permit Including Inspection of 1 Taxi         \$221.00           Owner Renewal Taxi Vehicle Inspection - Per Vehicle         \$109.75           Driver Only Taxi Permit Renewal - Submitted After Renewal Application         \$440.05           Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)         \$109.75           Appeal Process         \$389.00           Computer Gaming and Internet Access Establishments:         \$10.10 per page           Initial Application         \$440.50           Appeal         \$389.00           Parking Fines Vehicle Code³         \$389.00           Parking Fines Vehicle Code³         \$389.00           Parked in Bike Lane         \$38.00           Parked in Red Zone         \$38.00           Blocking Intersection         \$38.00           Parked i	Massage Establishment Permit - Renewal	\$131.25
Peddler Permit Renewal	Background Check <sup>1</sup>	\$67.00
Appeal Process         \$389.00           Range Qualification         \$343.25           Taxi Permits³         "S32.50           Owner Original Application Including Inspection of 1 Taxi         \$332.50           Owner Taxi Vehicle Inspection - Per Vehicle         \$109.75           Driver Only Taxi Permit - Submitted After Initial Application         \$109.75           Owner Renewal of Taxi Permit Including Inspection of 1 Taxi         \$221.00           Owner Renewal Taxi Vehicle Inspection - Per Vehicle         \$109.75           Driver Only Taxi Permit Renewal - Submitted After Renewal Application         \$54.00           Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)         \$109.75           Appeal Process         \$389.00           Computer Aided Dispatch Reports         \$0.10 per page           Computer Aided Dispatch Reports         \$0.10 per page <td>Peddler Permit Initial Application<sup>2</sup></td> <td>\$223.75</td>	Peddler Permit Initial Application <sup>2</sup>	\$223.75
Taxi Permits³ Owner Original Application Including Inspection of 1 Taxi Owner Original Application Including Inspection of 1 Taxi Owner Original Application Including Inspection of 1 Taxi Owner Taxi Vehicle Inspection - Per Vehicle Driver Only Taxi Permit - Submitted After Initial Application Owner Renewal of Taxi Permit Including Inspection of 1 Taxi Owner Renewal Taxi Vehicle Inspection - Per Vehicle Owner Renewal Taxi Vehicle Inspection - Per Vehicle Driver Only Taxi Permit Renewal - Submitted After Renewal Application Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year) Appeal Process Computer Aided Dispatch Reports Initial Application Renewal Appeal Sasono Parking Fines Vehicle Code Vehicle on Public Grounds Parking Levees, etc. Sasono Parking Levees, etc. Sasono Parked in Bike Lane Parked in Red Zone Parked in Posted Fire Lane Blocking Intersection Blocking Crosswalk Parking Adjacent to Safety Zone Park within 15 ft. of Fire Department Driveway Blocking Driveway Blocking Driveway Blocking Sidewalk Blocking Excavation Sasono Blocking Excavation Sasono Bus Loading Zone (red) Sasono Bus Loading Zone (red)	Peddler Permit Renewal <sup>2</sup>	\$223.75
Taxi Permits³Owner Original Application Including Inspection of 1 Taxi\$332.50Owner Taxi Vehicle Inspection - Per Vehicle\$109.75Driver Only Taxi Permit - Submitted After Initial Application\$109.75Owner Renewal of Taxi Permit Including Inspection of 1 Taxi\$221.00Owner Renewal Taxi Vehicle Inspection - Per Vehicle\$109.75Driver Only Taxi Permit Renewal - Submitted After Renewal Application\$54.00Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)\$109.75Appeal Process\$389.00Computer Aided Dispatch Reports\$0.10 per pageComputer Aided Dispatch Reports\$0.10 per pageComputer Gaming and Internet Access Establishments:\$440.50Renewal\$440.50Appeal\$389.00Parking Fines Vehicle Code⁴\$38.00Vehicle on Public Grounds\$38.00Parked in Bike Lane\$38.00Parked in Bike Lane\$38.00Parked in Red Zone\$38.00Blocking Intersection\$38.00Blocking Intersection\$38.00Blocking Crosswalk\$38.00Park within 15 ft. of Fire Department Driveway\$38.00Blocking Driveway\$38.00Blocking Sidewalk\$38.00Blocking Excavation\$38.00Blocking Excavation\$38.00Bouble Parked\$38.00Bouble Parked\$38.00	Appeal Process	\$389.00
Owner Original Application Including Inspection of 1 Taxi \$332.50 Owner Taxi Vehicle Inspection - Per Vehicle \$109.75 Driver Only Taxi Permit - Submitted After Initial Application \$109.75 Owner Renewal of Taxi Permit Including Inspection of 1 Taxi \$221.00 Owner Renewal Taxi Vehicle Inspection - Per Vehicle \$109.75 Driver Only Taxi Permit Renewal - Submitted After Renewal Application \$54.00 Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year) \$109.75 Appeal Process \$389.00 Computer Aided Dispatch Reports \$0.10 per page Computer Gaming and Internet Access Establishments: Initial Application \$440.50 Appeal \$389.00 Parking Fines 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 Red Zone \$38.00 Blocking Intersection \$38.00 Blocking Intersection \$38.00 Blocking Crosswalk \$38.00 Park within 15 ft. of Fire Department Driveway \$38.00 Blocking Driveway \$38.00 Blocking Sidewalk \$38.00 Blocking Sidewalk \$38.00 Double Parked \$38.00 Blocking Excavation \$38.00 Blocking Excavation \$38.00 Blocking Excavation \$38.00 Bus Loading Zone (red) \$253.00	Range Qualification	\$343.25
Owner Taxi Vehicle Inspection - Per Vehicle Driver Only Taxi Permit - Submitted After Initial Application Owner Renewal of Taxi Permit Including Inspection of 1 Taxi Owner Renewal Taxi Vehicle Inspection - Per Vehicle Driver Only Taxi Permit Renewal - Submitted After Renewal Application Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year) Appeal Process Saspo. Computer Aided Dispatch Reports Sol.10 per page Computer Gaming and Internet Access Establishments: Initial Application Renewal Appeal	Taxi Permits <sup>3</sup>	
Driver Only Taxi Permit - Submitted After Initial Application Owner Renewal of Taxi Permit Including Inspection of 1 Taxi Owner Renewal Taxi Vehicle Inspection - Per Vehicle Driver Only Taxi Permit Renewal - Submitted After Renewal Application Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year) Appeal Process Appeal Process Computer Aided Dispatch Reports Sol.10 per page Computer Gaming and Internet Access Establishments: Initial Application Renewal Appeal	Owner Original Application Including Inspection of 1 Taxi	\$332.50
Owner Renewal of Taxi Permit Including Inspection of 1 Taxi\$221.00Owner Renewal Taxi Vehicle Inspection - Per Vehicle\$109.75Driver Only Taxi Permit Renewal - Submitted After Renewal Application\$54.00Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)\$109.75Appeal Process\$389.00Computer Aided Dispatch Reports\$0.10 per pageComputer Gaming and Internet Access Establishments:Initial Application\$440.50Renewal\$440.50Appeal\$389.00Parking Fines Vehicle Code¹\$38.00Vehicle on Public Grounds\$38.00Parked in Bike Lane\$38.00Parked in Bike Lane\$38.00Parked in Red Zone\$38.00Parked in Posted Fire Lane\$38.00Blocking Intersection\$38.00Blocking Crosswalk\$38.00Parking Adjacent to Safety Zone\$38.00Park within 15 ft. of Fire Department Driveway\$38.00Blocking Driveway\$38.00Blocking Sidewalk\$38.00Blocking Excavation\$38.00Blocking Excavation\$38.00Double Parked\$38.00Blocking Excavation\$38.00Bus Loading Zone (red)\$253.00	Owner Taxi Vehicle Inspection - Per Vehicle	\$109.75
Owner Renewal Taxi Vehicle Inspection - Per Vehicle\$109.75Driver Only Taxi Permit Renewal - Submitted After Renewal Application\$54.00Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)\$109.75Appeal Process\$389.00Computer Aided Dispatch Reports\$0.10 per pageComputer Gaming and Internet Access Establishments:Initial Application\$440.50Renewal\$440.50Appeal\$389.00Parking Fines Vehicle Code¹\$38.00Parking Fines Vehicle Grounds\$38.00Parked in Bike Lane\$38.00Parked in Bed Zone\$38.00Parked in Posted Fire Lane\$38.00Blocking Intersection\$38.00Blocking Crosswalk\$38.00Parking Adjacent to Safety Zone\$38.00Park within 15 ft. of Fire Department Driveway\$38.00Blocking Driveway\$38.00Blocking Sidewalk\$38.00Blocking Excavation\$38.00Double Parked\$38.00Blocking Excavation\$38.00Bus Loading Zone (red)\$253.00	Driver Only Taxi Permit - Submitted After Initial Application	\$109.75
Driver Only Taxi Permit Renewal - Submitted After Renewal Application\$54.00Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)\$109.75Appeal Process\$389.00Computer Aided Dispatch Reports\$0.10 per pageComputer Gaming and Internet Access Establishments:Initial Application\$440.50Renewal\$440.50Appeal\$389.00Parking Fines Vehicle Code <sup>4</sup> Vehicle on Public Grounds\$38.00Parking Levees, etc.\$38.00Parked in Bike Lane\$38.00Parked in Red Zone\$38.00Parked in Posted Fire Lane\$38.00Blocking Intersection\$38.00Blocking Intersection\$38.00Parking Adjacent to Safety Zone\$38.00Park within 15 ft. of Fire Department Driveway\$38.00Blocking Driveway\$38.00Blocking Sidewalk\$38.00Blocking Excavation\$38.00Blocking Excavation\$38.00Bus Loading Zone (red)\$253.00	Owner Renewal of Taxi Permit Including Inspection of 1 Taxi	\$221.00
Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)\$109.75Appeal Process\$389.00Computer Aided Dispatch Reports\$0.10 per pageComputer Gaming and Internet Access Establishments:\$440.50Initial Application\$440.50Renewal\$440.50Appeal\$389.00Parking Fines Vehicle Code <sup>4</sup> \$38.00Vehicle on Public Grounds\$38.00Parked in Bike Lane\$38.00Parked in Red Zone\$38.00Parked in Red Zone\$38.00Parked in Posted Fire Lane\$38.00Blocking Intersection\$38.00Blocking Crosswalk\$38.00Parking Adjacent to Safety Zone\$38.00Park within 15 ft. of Fire Department Driveway\$38.00Blocking Driveway\$38.00Blocking Sidewalk\$38.00Blocking Excavation\$38.00Blocking Excavation\$38.00Double Parked\$38.00Bus Loading Zone (red)\$253.00	Owner Renewal Taxi Vehicle Inspection - Per Vehicle	\$109.75
Appeal Process         \$389.00           Computer Aided Dispatch Reports         \$0.10 per page           Computer Gaming and Internet Access Establishments:         ***           Initial Application         \$440.50           Renewal         \$440.50           Appeal         \$389.00           Parking Fines Vehicle Code <sup>4</sup> 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	Driver Only Taxi Permit Renewal - Submitted After Renewal Application	\$54.00
Computer Aided Dispatch Reports\$0.10 per pageComputer Gaming and Internet Access Establishments:Initial Application\$440.50Renewal\$440.50\$389.00Appeal\$389.00Parking Fines Vehicle Code4Vehicle on Public Grounds\$38.00Parking Levees, etc.\$38.00Parked in Bike Lane\$38.00Parked in Red Zone\$38.00Parked in Posted Fire Lane\$38.00Blocking Intersection\$38.00Blocking Crosswalk\$38.00Parking Adjacent to Safety Zone\$38.00Park within 15 ft. of Fire Department Driveway\$38.00Blocking Driveway\$38.00Blocking Sidewalk\$38.00Blocking Excavation\$38.00Double Parked\$38.00Bus Loading Zone (red)\$253.00	Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)	\$109.75
Computer Gaming and Internet Access Establishments:Initial Application\$440.50Renewal\$440.50Appeal\$389.00Parking Fines Vehicle Code <sup>4</sup> Vehicle on Public Grounds\$38.00Parked in Bike Lane\$38.00Parked in Bike Lane\$38.00Parked in Red Zone\$38.00Parked in Posted Fire Lane\$38.00Blocking Intersection\$38.00Blocking Crosswalk\$38.00Parking Adjacent to Safety Zone\$38.00Park within 15 ft. of Fire Department Driveway\$38.00Blocking Driveway\$38.00Blocking Sidewalk\$38.00Blocking Excavation\$38.00Double Parked\$38.00Bus Loading Zone (red)\$253.00	Appeal Process	\$389.00
Initial Application         \$440.50           Renewal         \$440.50           Appeal         \$389.00           Parking Fines Vehicle Code <sup>4</sup> 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	Computer Aided Dispatch Reports	\$0.10 per page
Renewal         \$440.50           Appeal         \$389.00           Parking Fines Vehicle Code <sup>4</sup> 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	Computer Gaming and Internet Access Establishments:	
Appeal\$389.00Parking Fines Vehicle Code <sup>4</sup> Vehicle on Public Grounds\$38.00Parking Levees, etc.\$38.00Parked in Bike Lane\$38.00Parked in Red Zone\$38.00Parked in Posted Fire Lane\$38.00Blocking Intersection\$38.00Blocking Crosswalk\$38.00Parking Adjacent to Safety Zone\$38.00Park within 15 ft. of Fire Department Driveway\$38.00Blocking Driveway\$38.00Blocking Sidewalk\$38.00Blocking Excavation\$38.00Double Parked\$38.00Bus Loading Zone (red)\$253.00	Initial Application	\$440.50
Parking Fines Vehicle Code <sup>4</sup> Vehicle on Public Grounds\$38.00Parking Levees, etc.\$38.00Parked in Bike Lane\$38.00Parked in Red Zone\$38.00Parked in Posted Fire Lane\$38.00Blocking Intersection\$38.00Blocking Crosswalk\$38.00Parking Adjacent to Safety Zone\$38.00Park within 15 ft. of Fire Department Driveway\$38.00Blocking Driveway\$38.00Blocking Sidewalk\$38.00Blocking Excavation\$38.00Double Parked\$38.00Bus Loading Zone (red)\$253.00	Renewal	\$440.50
Vehicle on Public Grounds\$38.00Parking Levees, etc.\$38.00Parked in Bike Lane\$38.00Parked in Red Zone\$38.00Parked in Posted Fire Lane\$38.00Blocking Intersection\$38.00Blocking Crosswalk\$38.00Parking Adjacent to Safety Zone\$38.00Park within 15 ft. of Fire Department Driveway\$38.00Blocking Driveway\$38.00Blocking Sidewalk\$38.00Blocking Excavation\$38.00Double Parked\$38.00Bus Loading Zone (red)\$253.00	Appeal	\$389.00
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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	Parking Levees, etc.	\$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	Parked in Bike Lane	\$38.00
Blocking Intersection\$38.00Blocking Crosswalk\$38.00Parking Adjacent to Safety Zone\$38.00Park within 15 ft. of Fire Department Driveway\$38.00Blocking Driveway\$38.00Blocking Sidewalk\$38.00Blocking Excavation\$38.00Double Parked\$38.00Bus Loading Zone (red)\$253.00	Parked in Red Zone	\$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	Parked in Posted Fire Lane	\$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	Blocking Intersection	\$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	Blocking Crosswalk	\$38.00
Blocking Driveway \$38.00 Blocking Sidewalk \$38.00 Blocking Excavation \$38.00 Double Parked \$38.00 Bus Loading Zone (red) \$253.00	Parking Adjacent to Safety Zone	\$38.00
Blocking Sidewalk \$38.00 Blocking Excavation \$38.00 Double Parked \$38.00 Bus Loading Zone (red) \$253.00	Park within 15 ft. of Fire Department Driveway	\$38.00
Blocking Excavation \$38.00 Double Parked \$38.00 Bus Loading Zone (red) \$253.00	Blocking Driveway	\$38.00
Double Parked \$38.00 Bus Loading Zone (red) \$253.00	Blocking Sidewalk	\$38.00
Bus Loading Zone (red) \$253.00	Blocking Excavation	\$38.00
	Double Parked	\$38.00
Stopping in Tube or Tunnel \$38.00	Bus Loading Zone (red)	\$253.00
	Stopping in Tube or Tunnel	\$38.00

<sup>&</sup>lt;sup>1</sup> Established by BMC 5.60 and BMC 5.52

<sup>&</sup>lt;sup>2</sup> Established by BMC 5.48

<sup>&</sup>lt;sup>3</sup> Established by BMC 5.60

 $<sup>^4</sup>$  City Of Brentwood Resolution 2011-29 authorized by Cal. Veh. Code §40203.5



Fee/Fine Description	Fee/Fine
Parking Fines Vehicle Code (continued) <sup>1</sup>	
Stopping on Bridge	\$38.00
Blocking Wheelchair Access	\$253.00
Curb Parking	\$38.00
Curb Parking One Way Road	\$38.00
Parked in Posted No Parking Area	\$38.00
Blocking Handicap Parking	\$278.00
Handicap Parking	\$278.00
Parking on Lines - Handicap Stall	\$278.00
Fire Hydrants	\$38.00
Unattended Vehicle	\$38.00
Locked Vehicle with Person Inside	\$38.00
Vehicle Door Open to Traffic Lane	\$38.00
Stopping of Freeway	\$38.00
Illegal to Park on Railroad Track	\$38.00
Park Near Sidewalk Ramps	\$278.00
Abandon Vehicle on Highway	\$103.00
Gridlock Intersection	\$53.00
Street/Alley Parking	\$38.00
Parking Fines Municipal Code <sup>1</sup>	
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

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



Fee/Fine Description	Fee/Fine
Parking Fines Municipal Code (continued) <sup>1</sup>	
Parking or Stopping Where It Would Constitute a Hazard	\$38.00
Temporary No Parking for Construction, Movement of Equipment, etc.	\$38.00
Parking Blocking Utility Access Where Signed or Marked	\$38.00
Parking of Commercial, Industrial, or Agricultural Vehicles	\$38.00
Emergency No Parking	\$38.00
Parking Where Curb is Green or Posted for 20 Minute Parking	\$38.00
One-Hour Parking	\$38.00
Two-Hour Parking	\$38.00
Nighttime Parking Where Signed or Marked	\$38.00
Municipal Lots - Parking in Stalls, Front First, Completely Within	\$38.00
Municipal Lots - Longer than 72 Hours	\$38.00
Parking Commercial Vehicles in Residential Districts	\$38.00
Parking Where Posted for Permit Parking	\$38.00
Parking, Stopping or Standing in a Yellow Loading Zone	\$38.00
Parking, Stopping or Standing in a Passenger Loading Zone	\$38.00
Parking, Stopping or Standing in Alleys	\$38.00
Parking, Stopping or Standing in Bus Zones	\$253.00
Parking a Vehicle with Hazardous Materials Off of the Truck Route	\$278.00
Parking a Vehicle with Hazardous Materials Longer Than 90 Minutes	\$278.00
Parking an Unconnected Trailer with Hazardous Materials	\$278.00

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

**Note:** For Planned Event/Response/Clean-up Fees/services refer to page 207



Fee Description	Fee
ENGINEERING/INFRASTRUCTURE REVIEW FEE	A
A. Tentative Subdivision Map Review - Fee plus \$10.00 per lot	\$3,577.00
B. Tentative Parcel Map Review - Fee plus \$10.00 per lot	\$2,075.00
C. Tentative Parcel Map Waiver	\$913.00
D. Industrial/Commercial Plan Review (1 acre and above) - Fee plus \$1,000 per acre Conditional Use Permit and Design Review	\$2,624.00
E. Industrial/Commercial Plan Review (under 1 acre) Conditional Use Permit and Design Review	\$1,245.00
PROJECT PROCESSING AND REVIEW - Deposit for actual cost, including but not limited to	
project coordination, plan check agreements, contractual services and legal review <sup>1</sup> as necessary or required for project processing, approvals and acceptance	
A. Final Map Checking - Deposit for Actual Cost	
1. Deposit at the time of first submittal for actual cost of labor and materials	\$3,577.00
Fee plus \$30.00 per lot	\$1,806.00
2. Parcel Map Waiver Review	\$1,800.00
B. Plan Checking - Deposit for Actual Cost	
1. Grading Plans	
<ul> <li>a. 3% of the estimated cost of the grading and associated improvements</li> <li>b. Plan revisions after approval - per sheet</li> </ul>	\$167.00
	\$107.00
2. Public Improvements and Private Streets - Deposit for Actual Cost	
<ul> <li>a. 2.5% of construction cost for first \$250,000, plus</li> <li>b. 2.25% of construction cost from \$250,000 - \$1,000,000, plus</li> </ul>	
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	\$167.00
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	\$167.00
C. Document Review	
1. Legal description and plat for abandonment	\$167.00
2. Certificate of Correction	\$167.00
3. Dedication documents	\$167.00
<ol> <li>Legal description</li> <li>Miscellaneous document review</li> </ol>	\$167.00
5. Miscellaneous document review	\$167.00

## D. Overhead Multiplier

As shown in Cost Allocation Plan per Department and Position performing work (Step E including overhead)

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



	Fee Description	Fee
III. PERN	NIT FEES	
	croachment Permit (EP) Processing Fee Subdivision/Development	\$168.00
2.		\$81.00
3.	EP – Utilities Cost of Work > \$10,000	\$452.00
4.	EP – Utilities Cost of Work < \$10,000	\$166.00
B. Gr	ading Permit Processing Fees	
1.	10,000 cubic yards or less	\$168.00
2.	Over 10,000 cubic yards	\$884.00
C. Tr	ansportation Permit Processing Fee <sup>1</sup>	\$16.00
IV. INSPI	ECTION FEES	
A. Pu	blicly 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. Pr	ivately Maintained Improvements	% of Value for Improvement
1.	2% first \$100,000, plus	
2.	1.5% second \$100,000, plus	
3.	, , , , ,	
4.	0.5% over \$500,000	
	ading Inspection Fees	
3.	5% of estimated cost of grading and associated improvements	
To	iscellaneous Inspections (Per Hour) be charged at the Public Works Construction Inspector II step E total hourly rate per current ocation Plan	Hourly Rate <sup>2</sup> Cost
E. In:	spection Fees - Miscellaneous <sup>3</sup>	
1.	Trenching for Utilities	Hourly Rate <sup>2</sup>
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.		0.0017
7.		0.2800
8.	· · · · · · · · · · · · · · · · · · ·	0.6700
9.	Sewer Cap at Property Line - hours/each	0.2100
	. Sewer Line Repair  Water Service Beneir or Abandonment	Hourly Rate <sup>2</sup>
11	. Water Service Repair or Abandonment	Hourly Rate <sup>2</sup>

<sup>&</sup>lt;sup>1</sup> Section 35795 of the State Vehicle Code limits local agency Transportation Permit fees to the fee amounts set by the State of California for their permit program

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

<sup>&</sup>lt;sup>3</sup> Prorated percent of time to perform service based on hourly inspection fee to be charged at the Public Works Construction Inspector II Step E total hourly rate



Fee Description	Fee
IV. INSPECTION FEES - Miscellaneous (continued) <sup>1</sup>	
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	
<ol> <li>Processing/Review, plus</li> </ol>	\$340.00
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)	\$862.00
E. Traffic Signal Maintenance - Deposit for actual cost	\$6,855.00
Traffic signal maintenance once energized by PG&E until project acceptance	
F. Community Facilities District Formation/Annexation	
1. Processing/Review, plus	\$246.00
2. Consultant Fee Per Contract - Deposit	Actual Cost
G. Assessment District Formation	
Initial Deposit for Actual Cost	Actual Cost
H. Base Map Revision Fee - Actual Cost + 2% for City Administration	\$61.20
Prior to Final Map or Lot Line Adjustment Recordation	•
I. Drains to Creek Marker <sup>2</sup>	\$7.25
J. Aerial Photo on CD only	
1. Geo Photo	\$69.00
2. Ortho Photo	\$140.00
K. Public Outreach/Educational Items	No Charge

<sup>&</sup>lt;sup>1</sup> Prorated percent of time to perform service based on hourly inspection fee to be charged at the Public Works Construction Inspector II Step E total hourly rate

<sup>&</sup>lt;sup>2</sup> Markers are a flat fee based on current inventory price. When new inventory is purchased prices will adjust.



#### DEVELOPMENT FEE PROGRAM 1 **General Plan Build Out RESIDENTIAL per Unit NON-RESIDENTIAL per Building SF** Industrial/ Institutional **Fee Category Single-Family Multi-Family** Commercial Office \$762.94 \$447.77 \$0.4118 \$0.5406 \$0.3230 Administration Community Facilities \$751.99 \$441.34 \$0.0107 \$0.0140 \$0.0084 Parks and Trails \$8,462.00 \$0.0000 \$11,449.06 \$0.0000 \$0.0000 Roadways \$4.7524 \$12,753.78 \$7,907.34 \$5.7009 \$3.5200 Wastewater \$6,908.30 \$5,105.92 \$1.5704 \$1.8560 \$1.2889 Water \$14,262.99 \$5,850.61 \$1.4689 \$1.8078 \$1.2554 Water CCWD LV<sup>2</sup> \$13,752.45 \$5,641.19 \$1.4163 \$1.7431 \$1.2105 Solid Waste<sup>3</sup> \$0.7619 \$559.53 \$327.79 \$0.7619 \$0.7619 **Total Fees** \$47,448.59 \$28,542.77 \$8.98 \$10.68 \$7.16

**Note:** Reference the City of Brentwood Development Fee Program 2021 for land use and fee category descriptions per City Council Resolution 2021-20. Additional utility/infrastructure fees may apply dependent upon development location, see Development Fee Program for full details

<sup>&</sup>lt;sup>1</sup> City Council Resolution 2021-20

<sup>&</sup>lt;sup>2</sup> See "Area of Additional fees Area 3" on page 33 of the Development Fee Program 2021 update, for outside agency fees to be collected in addition to City of Brentwood Development Fee

<sup>&</sup>lt;sup>3</sup> Effective July 1, 2018 Solid Waste Cost of Service Study, City Council Resolution No. 2018-88



EAST CONTRA COSTA REGIONAL FEE AND FINANCING AUTHORITY (ECCRFFA)  Regional Traffic Mitigation											
Type of Use	Fee Units	Fee	Admin Fee	Total Fee		Fee	Admin Fee	Total Fee			
		New Fee (Effective Jan. 1, 2021		New Fee (Effective Jan. 1, 2021	ECCRFFA Fee Rebate <sup>1</sup>	New Fee Less Rebate		New Fee Less Rebate			
Single family residential	Per dwelling unit	\$24,096.00	\$240.96	\$24,336.96	15%	\$20,482.00	\$204.82	\$20,686.82			
Multiple family residential	Per dwelling unit	\$14,792.00	\$147.92	\$14,939.92	15%	\$12,573.00	\$125.73	\$12,698.73			
Active senior residential <sup>2</sup>	Per dwelling unit	\$10,496.22	\$104.96	\$10,601.18	15%	\$8,921.78	\$89.22	\$9,011.00			
Commercial	Per square foot of gross floor area	\$2.000	\$0.020	\$2.020		\$2.000	\$0.020	\$2.020			
Office	Per square foot of gross floor area	\$1.740	\$0.017	\$1.757		\$1.740	\$0.017	\$1.757			
Industrial	Per square foot of gross floor area	\$1.740	\$0.017	\$1.757		\$1.740	\$0.017	\$1.757			
Other	Per peak hour trips as determined	As Calculated	As Calculated	As Calculated		As Calculated	As Calculated	As Calculated			

 $<sup>^{1}</sup>$  Actual Fees have been reduced by 15% through December 31, 2021 per the ECCRFFA Temporary Fee Incentive Program

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

<sup>&</sup>lt;sup>2</sup> Per ECCRFFA Dec 15, 2005 approved a policy for Age Restricted Senior Housing to reduced the min fee to 43.56% of the Single Family Residential Fee



# Solid Waste Fees NON-SCHEDULED SERVICES

Bin Service <sup>1</sup>						
DEPOSIT (Required on all bin rentals) <sup>2</sup>	\$700.00 per bin					
BIN SERVICE CHARGE						
1 to 8 Cubic Yards (frontload)	\$134.00 per hau	اړ				
10 to 40 Cubic Yards (roll-off)	\$327.00 per hau	اړ				
DISPOSAL CHARGE (applicable to 10-40 cubic yard bins)						
Garbage or Construction/Demolition	\$109.00 per ton	i				
Clean Wood, Yard Waste, Metals Only	\$76.00 per ton	i				
Mixed Recyclables Only	\$86.00 per ton	i				
Clean Cardboard Only (Non-Compacted)	\$58.00 per ton	i				
OTHER CHARGES						
40 Yard Compactor Rental	\$76.00 per mo	nth				
Haul Materials Outside City Limits	\$545.00 per hau	اړ				
Compactor Special Handling Charge	\$38.00 per hau	اړ				

Extra Cart Service Charges <sup>1</sup>											
32 Gal.   64 Gal.   96 Gal.											
Per Service	\$ 7.00	\$ 9.00	\$ 12.00	Each add	Each additional bag or 32-gallon equivalent of material collected \$7.00						
Extra Bin Service Charges <sup>1,3</sup>											
Front-load Bin	1 yd.	2 yd.	3 yd.	4 yd.	5 yd.	6 yd.	8 yd.				
Garbage, Organics	\$30.00	\$63.00	\$90.00	\$118.00	\$140.00	\$168.00	\$224.00				
Mixed Recycling	\$24.00	\$51.00	\$73.00	\$93.00	\$113.00	\$133.00	\$179.00				

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

Bulky Item Charges <sup>1</sup>							
Level 1 Bulky Materials (per item)	\$43.00	Level 2 Bulky Materials (per item) \$76.00					
- 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)					
<ul> <li>Loose bagged trash/recyclables (up to 6 bags)</li> </ul>		- Items with special handling required (e.g. Refrigerator w/CFCs)					

Christmas Tree Pick-Up \$20.00

Special Charges
-----------------

	Time	Carts	Time		FL Bins	Time	Rol	I-off Bins
				Co	ost/Varies		Со	st/Varies
Container Removal/Wash/Exchange/Disconnect		\$ 43.00			by Size			y Size
				Cost/Varies			Cost/Varies	
Container Replacement/with Delivery		\$ 86.00			by Size		by Size	
Call Back Fee		\$ 22.00		\$	62.00		\$	143.00
Stand-by Time	Per Hour	\$ 215.97	Per Hour	\$	215.97	Per Hour	\$	215.97
Stand-by Over Time - 1.5 x Hourly Rate	Per Hour	\$ 242.13	Per Hour	\$	242.13	Per Hour	\$	242.13
Vacation Hold		\$ 25.00		N/A				N/A
Lock (replacement)		N/A	Actual Cost			Ac	tual Cost	
Public Outreach/Education Items (No Charge)								

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

<sup>&</sup>lt;sup>2</sup> City staff may adjust for long term rentals

<sup>&</sup>lt;sup>3</sup> Compacted rates charged at two (2) times the non-compacted rates in the above table



				Solid Waste	Fees <sup>1</sup>			
			S	CHEDULED SE				
				Cart Service				
					The rate is based	on the garbage o	cart size and may	/ include up to
e <del>k</del>		32 Gal.	64 Gal.	96 Gai.		0 0	•	•
Š	1	\$29.77	\$41.00	\$54.03	two each of the r	ecycling/yard wa	iste carts service	ed every othe
)er	2	\$56.11	\$78.57 \$116.12	\$104.64	week at no addit	ional charge Ra	te for the 3rd R	ecycle Cart iii
e I	3	\$82.44	\$116.12	<b>Ϋ133.</b> Σ¬	week at no addre	ionar charge. Na	te for the sid it	ccycle call a
Service Per Week	5	\$108.80 \$135.13	\$153.70	\$205.85 \$256.45	to \$7.27/month p	er cart and the r	ate for the 3rd Y	ardwaste Car
S	6	\$161.47	\$228.82		up to \$7.99/mont	h nor cart		
	0	\$101.47	<b>7220.02</b>	Ç307.03	up to \$7.33/1110111	in per cart.		
			Comn	nercial Front-Loa	nd Bin Service			
<i>Garbage, O</i> Non-compa	_			Container Size				
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
er	1	\$149.93	\$260.30	\$395.26	\$507.08	\$618.90	\$800.15	\$1,046.91
Service Per Week	2	\$313.52	\$534.27	\$804.18	\$1,027.83	\$1,251.48	\$1,613.95	\$2,107.51
ž Š	3	\$477.11	\$808.24	\$1,213.11	\$1,548.58	\$1,884.06	\$2,427.75	\$3,168.12
Se	4	\$640.70	\$1,082.20	\$1,622.04	\$2,069.33	\$2,516.62	\$3,241.59	\$4,228.71
	5	\$804.29	\$1,356.17	\$2,030.97	\$2,590.09	\$3,149.19	\$4,055.39	\$5,289.29
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
rvice Per Week	1	\$279.56	\$545.61	\$857.94	\$1,123.99	N/A	\$1,933.75	N/A
	2	\$572.80	\$1,104.89	\$1,729.56	\$2,261.65	N/A	\$3,881.17	
	3	\$866.04	\$1,664.19	\$2,601.17	\$3,399.33	N/A	\$5,828.61	N/A
Ser	4	\$1,159.28	\$2,223.48	\$3,472.78	\$4,537.00	N/A	\$7,776.05	N/A
	5	\$1,452.52	\$2,782.77	\$4,344.40	\$5,674.65	N/A	\$9,723.47	N/A
Mixed Recy	clables							
Non-compa				Container Size				
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
Service Per Week	1	\$70.04	\$156.81	\$235.21	\$351.83	\$439.78	\$527.73	\$780.07
rvice P	2	\$213.55	\$387.08	\$543.88	\$777.12	\$953.02	\$1,128.93	\$1,633.59
<u> </u>	3	\$357.06	\$617.35	\$852.56	\$1,202.40	\$1,466.27	\$1,730.13	\$2,487.13
Š	5	\$500.56 \$644.08	\$847.62 \$1,077.88	\$1,161.23 \$1,469.91	\$1,627.69 \$2,052.97	\$1,979.52 \$2,492.75	\$2,331.34 \$2,932.54	\$3,340.67 \$4,194.19
	5	3044.08	\$1,077.00	\$1,409.91	\$2,032.97	\$2,492.73	Ş2,932.34	\$4,154.15
Mixed Recy	clables							
Compacted	Rates			Container Size				
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
Per	1	\$156.81	\$351.83	\$527.73	\$780.07	N/A	\$1,284.73	N/A
rvice P Week	2	\$387.08	\$777.12	\$1,128.93	\$1,633.59	N/A	\$2,642.93	N/A
Service Per Week	3	\$617.35	\$1,202.40	\$1,730.13	\$2,487.13	N/A	\$4,001.12	N/ <i>A</i>
Š	4	\$847.62	\$1,627.69	\$2,331.34	\$3,340.67	N/A	\$5,359.32	N/A
	5	\$1,077.88	\$2,052.97	\$2,932.54	\$4,194.19	N/A	\$6,717.52	N/A

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



## Wastewater Fees<sup>1</sup>

July 1, 2018 July 1, 2019 July 1, 2020 July 1, 2021 July 1, 2022

## **Customer Category**

## Residential

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						
Residential Maximum per month (base plus usage) \$59.95 \$61.76 \$63.66 \$65.64 \$67.64	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
Lateral Maintenance Fee (Monthly) \$2.94 \$3.03 \$3.13 \$3.23 \$3.35	Residential Maximum per month (base plus usage)	\$59.95	\$61.76	\$63.66	\$65.64	\$67.64
75.55 75.25	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	\$80.00
Industrial Wastewater Discharge Permit Application Fee <sup>2</sup>	\$437.67	\$447.25	\$555.29	\$567.71
Septage Receiving Fee per 1,000 gallons	N/A	N/A	N/A	\$131.84
Public Outreach/Educational Items (No Charge)	N/A	N/A	N/A	N/A

<b>Existing Non-Residential Customer Classes</b>	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

<sup>&</sup>lt;sup>1</sup> 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

<sup>&</sup>lt;sup>2</sup> Industrial Wastewater Discharge Permit Application Fee charged at 1.5 hours of Environmental Compliance Inspector II and 0.5 hours of Wastewater Operations Manager total hourly rate for Step E of the Cost Allocation Plan



## **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		\$292.65	\$293.65	\$294.65	\$295.65
6" Meter	\$592.85	\$656.65	\$679.64	\$703.43	\$728.06	\$753.55
Potable Consumption Charge <sup>1</sup>						
Residential						
Tier 1: Units 1-5	\$2.72		=	\$3.05	\$3.16	\$3.28
Tier 2: Units 6-14	\$5.41	=	\$5.68	\$5.88	\$6.09	\$6.31
Tier 3: Units 15-20	\$6.47		\$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	4			4	4	
Tier 1: Units 1-5	\$2.52	•	\$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 Charge <sup>1</sup>						
All Units	\$1.43	\$1.43	\$1.47	\$1.51	\$1.56	\$1.60
Hydrant <sup>1</sup>						
All Units	\$6.59	\$8.72	\$9.03	\$9.35	\$9.68	\$10.02
Drought Surcharge <sup>2</sup>						
Per % required conservation	\$0.00	\$0.06	\$0.06	\$0.06	\$0.07	\$0.07
Water Service Standby Charge	\$60.00	NA	NA	NA	NA	
Water Meter Test Fee <sup>3</sup>	\$189.23	\$210.00	\$224.06	\$237.27	\$241.47	
Water Disconnection Charge	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	
Water Meter Lock	<b>Actual Cost</b>	Actual Cost	Actual Cost	Actual Cost	Actual Cost	
Angle Meter Stop	<b>Actual Cost</b>	Actual Cost	Actual Cost	Actual Cost	Actual Cost	
After Hours Same Day Service Fee <sup>4</sup>	\$86.45	\$96.83	\$98.81	\$105.41	\$108.17	
Fireline 2"	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	
Fireline 4"	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	
Fireline 6"	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	
Fireline 8"	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	
(Rate is based on \$2.00 per inch of the Fire	Service Line)					
Hydrant Meter Deposit	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00	
Public Outreach/Educational Items	No Charge	No Charge	No Charge	No Charge	No Charge	
Irrigation Sign (Non-potable)	Actual Cost F	Per (12" x 18")	) Sign	-	_	

<sup>&</sup>lt;sup>1</sup> Per 1,000 gallons = 1 unit

**Note:** 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

<sup>&</sup>lt;sup>2</sup> 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

<sup>&</sup>lt;sup>3</sup> Fee charged for test when requested by a customer. Test fee will be refunded depending upon test results indicating that the meter is registering water consumption inaccurately. 1 hour Water Service Worker II total hourly rate step E per the Cost Allocation Plan and Caltrans Equipment Rate

 $<sup>^4</sup>$  1/2 hour, to be charged at the Water Service Worker II total hourly rate step E per the Cost Allocation Plan



# Public Works Laboratory

## **Water Analysis Fees**

Fee Description	Fee
Microbiology:	
Colilert (Presence/Absence (P/A) and Quanti-Tray) <sup>1</sup>	\$24.00
Membrane Filtration <sup>1</sup>	\$26.30
Most Portable Number (MPN) 1	\$53.20
Heterotrophic Plate Count	\$40.50
Fecal Coliform or Confirmation <sup>2</sup>	\$21.40
General Mineral and Physical:	
Alkalinity	\$22.50
Conductivity	\$22.70
Field Testing (Chlorine, pH, Temperature)	\$20.20
Hardness	\$31.10
Turbidity	\$20.20
Color	\$20.20
Inorganics:	
Ammonia	\$40.80
BOD5	\$39.00
Bromide	\$40.80
Calcium	\$40.80
Chloride	\$40.80
Fluoride	\$40.80
Magnesium	\$40.80
Phosphate	\$40.80
Potassium	\$40.80
Nitrate	\$40.80
Nitrite	\$40.80
Sodium	\$40.80
Solids (Total Dissolved Solids (TDS))	\$40.50
Sulfate	\$40.80
Outside Lab Testing	Actual Cost + 10%

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

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



# Public Works Laboratory

## **Wastewater Analysis Fees**

Fee Description	Fee
Microbiology:	
Colilert (P/A and Quanti-Tray) <sup>1</sup>	\$24.00
Membrane Filtration <sup>1</sup>	\$26.30
$MPN^1$	\$53.20
Heterotrophic Plate Count	\$40.50
Fecal Coliform or Confirmation <sup>2</sup>	\$21.40
General Mineral and Physical:	
Alkalinity	\$22.50
Conductivity	\$22.70
Field Testing (Chlorine, pH, Temperature)	\$20.20
Hardness	\$31.10
Turbidity	\$20.20
Color	\$20.20
Inorganics:	
Ammonia	\$40.80
BOD5	\$39.00
Bromide	\$40.80
Calcium	\$40.80
Chloride	\$40.80
Fluoride	\$40.80
Magnesium	\$40.80
Phosphate Potassium	\$40.80 \$40.80
Nitrate	\$40.80 \$40.80
Nitrite	\$40.80
Sodium	\$40.80
Solids (TDS)	\$40.50
Sulfate	\$40.80
Outside Lab Testing	Actual Cost + 10%
Outside Lab Testing	Actual Cost   10/0

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

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



#### Certificate of Cost Allocation Plan

I declare that the foregoing is true and correct.

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

- (1) All costs included in this proposal of July 1, 2021 to establish billings or final indirect costs rates for Fiscal Year 2021/22 are allowable in accordance with the requirements of the Federal award(s) to which they apply and 2 CFR part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, Subpart F. Unallowable costs have been adjusted for in allocating costs as indicated in the Cost Allocation Plan.
- (2) All costs included in this proposal are properly allocable to Federal awards on the basis of a beneficial or causal relationship between the expenses incurred and the agreements to which they are allocated in accordance with applicable requirements. Further, the same costs that have been treated as indirect costs have not been claimed as direct costs. Similar types of costs have been accounted for consistently and the Federal Government will be notified of any accounting changes that would affect the predetermined rate.

Governmental Unit: City Of Brentwood

Signature:

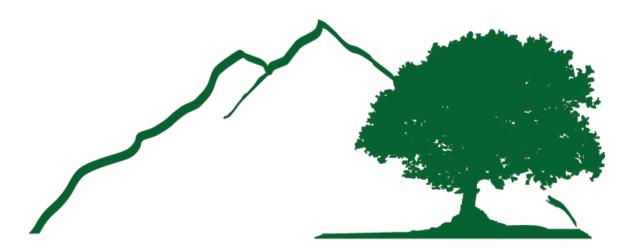
Name of Official: Kerry Breen

Title: Director of Finance and Information Systems

Date of Execution: 7/1/2021

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

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



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#### **RESOLUTION NO. 2021-137**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE FY 2021/22 COST ALLOCATION PLAN AND SCHEDULE OF CITY FEES; MAKING CERTAIN SUPPORTING FINDINGS, INCLUDING THE INAPPLICABILITY OF THE CALIFORNIA ENVIRONMENTAL QUALITY ACT TO THESE ACTIONS; IMPOSING SAID FEES; ESTABLISHING A PROCESS FOR WAIVING OR ADJUSTING CERTAIN FEES; AND REPEALING RESOLUTION NO. 2020-116 WHICH ADOPTED THE FY 2020/21 COST ALLOCATION PLAN AND SCHEDULE OF CITY FEES

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

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

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

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

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

WHEREAS, on May 12, 2015, City Council adopted Resolution 2015-70 amending the City of Brentwood FY 2014/15 Cost Allocation Plan and Schedule of City; revising the method in which certain fees are rounded; adding a Planned Event/Response/Clean-Up Fee Schedule; and modifying Citywide Special Event/Response/Clean-Up Fees and Police Department Other Services Special Event Response Fees; and

WHEREAS, on November 14, 2017, City Council approved Resolution 2017-146 updating and adopting the Development Fee Program and Schedule of Development Impact Fees applicable to new development projects and amending the City's Master Fee Resolution (No. 2015-67, which in subsequent resolutions was incorrectly identified as No. 2015-167) to replace the Facility Impact Fees therein with those established by Resolution No. 2017-146; and

WHEREAS, on June 26, 2018, City Council adopted Resolution 2018-86 accepting and approving the Water and Wastewater Cost of Service Study and adopting rate structures for water utility service for Fiscal Years 2018/19 through 2022/23; and

WHEREAS, on June 26, 2018, City Council adopted Resolution 2018-87 accepting and approving the Water and Wastewater Cost of Service Study and adopting rate structures for wastewater utility service for Fiscal Years 2018/19 through 2022/23; and

WHEREAS, on June 26, 2018, City Council adopted Resolution 2018-88 accepting and approving the Solid Waste Cost of Service Study and adopting a rate structure for solid waste utility service for Fiscal Years 2018/19 through 2022/23; and

WHEREAS, the City Finance and Information Systems Department researched and developed the FY 2019/20 Cost Allocation Plan and Schedule of City Fees, which develops a model for computing fees to cover the City's direct and indirect (overhead) administrative costs incurred in response to requests for permits, maps, licenses and entitlements, and which proposes a revised schedule of such fees; and

WHEREAS, on July 28, 2020, City Council adopted Resolution 2020-101, East Contra Costa Fire Protection District ("ECCFPD") Development Impact Fee; and

WHEREAS, on August 25, 2020, City Council adopted Resolution 2020-116 amending the FY 2019/20 Cost Allocation Plan and Schedule of City Fees related to: 1) the timing of Consumer Price Index adjustments, and 2) revisions to Park Planning and Landscape Review fees, and finding that the proposed amendments do not constitute a project for the purposes of the California Environmental Quality Act; and

WHEREAS, on February 9, 2021, City Council adopted Resolution 2021-20 updating and adopting the Development Fee Program and Schedule of Development Impact Fee applicable to new Development projects; and amending the City's Master Fee Resolution 2020-116 to reflect these revisions; and

WHEREAS, the Cost Allocation Plan and Schedule of City Fees was available for public inspection and review for ten (10) days prior to this public hearing; and

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

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

NOW, THEREFORE BE IT RESOLVED, by the City Council of the City of Brentwood:

#### Section 1. Findings:

The Council makes each of the following findings:

- A. That CEQA does not apply to the adoption of this Resolution, pursuant to Sections 15061, 15273, and 15378 of the State CEQA Guidelines because:
  - 1. The fees established by this Resolution will be collected for the purposes of meeting operational expenses and maintaining service to those that request it; and
  - Because the fees authorized by this Resolution will be collected at the application stage of the project, CEQA review will take place during the processing of the project. Therefore, it can be seen with certainty that the adoption of this Resolution establishing processing fees will not have a significant effect on the environment; and

- 3. The adoption of this Resolution is not a project because it is a fiscal activity that does not commit the City to any specific project that may result in a potentially significant impact on the environment.
- B. The purpose of the processing fees is to support those City services which are undertaken as a direct or indirect result of members of the public using the services of the City, in particular the services of permits, licenses, subdivision maps and entitlements.
- C. After considering the Cost Allocation Plan and Schedule of City Fees and supporting data and the testimony received at this public hearing, the City Council finds that future development in the City will generate a continued need for the services specified in the Report.
- D. The Report and the testimony establish:
  - That there is a reasonable relationship between the need for the fee and the type of service, product, benefit, privilege, or regulatory activity for which the fee is imposed; and
  - 2. That there is a reasonable relationship between the amount of the fee and the estimated reasonable cost of providing the type of service, product, benefit, privilege, or regulatory activity for which the fee is imposed; and
  - 3. The amount of service provided does not exceed what is reasonably necessary in order to process the requested service; and
  - 4. That the cost estimates set forth in the FY 2021/22 Cost Allocation Plan and the Schedule of City Fees are reasonable and best approximate the direct and indirect (overhead) costs of City staff and consultants for providing the service, product, benefit, privilege, or regulatory activity.
- E. The method of allocating the City's administrative costs bears a fair and reasonable relationship to each fee payer's burden on, and benefit from, the services, product, benefit, or privilege requested by that fee payer.
- F. The fees do not exceed the estimated reasonable cost of providing the service, product, benefit, privilege, or regulatory activity for which the fee is charged.

# Section 2. Adoption of the FY 2021/22 Cost Allocation Plan and Schedule of City Fees:

A. The City Council approves and adopts the FY 2021/22 Cost Allocation Plan and Schedule of City Fees and incorporates them herein.

#### Section 3. Fees Imposed:

A. Each person requesting a service in the City of Brentwood for which a fee is imposed pursuant to the Cost Allocation Plan and Schedule of City Fees shall pay the fee set forth in the Cost Allocation Plan and Schedule of City Fees.

- B. On July 1 of each year (excluding Parks and Recreation Fees, which are pursuant to Resolution 2020-74, will not be automatically adjusted for FY 2021/22), all fees not tied to an alternate index and/or requirement will be automatically adjusted by an amount equal to the percentage of increase or decrease in the April Consumer Price Index Urban Wage Earners and Clerical Workers for San Francisco-Oakland-San Jose California. Should the CPI be negative, the fees would remain unchanged pending review of the cost to provide the services by staff. A recommendation would be brought before City Council prior to adjustments being made.
- C. The fees may also be adjusted if the City updates or modifies the Cost Allocation Plan or the Report and conducts a public hearing to implement a new or revised fee or fees based upon such update or modification.
- D. The applicable fee shall be determined based on the fee schedule in effect at the time the application is submitted to the City for the requested service. The fee shall be payable in full at the time the application is submitted.
- E. The adoption of this Resolution does not affect the ability of the City to request an agreement between the applicant and the City to pay extraordinary processing costs and to establish deposit accounts.

## Section 4. Fee Adjustment or Waiver or Reimbursement:

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

- A. A person subject to the fees imposed pursuant to this Resolution that desires an adjustment or waiver of such fees shall follow the protest procedure contained in Government Code Section 66020 (as may be amended), and within the time frame set forth in subsection (d) thereof (as may be amended) or risk the loss of the legal ability to request such adjustment or waiver. In no event shall the City waive its right to rely on other applicable limitations periods, including without limitation those set forth in Government Code Section 66022 (as may be amended).
- B. A person may apply to the City Council for an adjustment to a fee by filing an application with the City Clerk. The application shall be made in writing and must identify the reasons why the fee should be adjusted. At a minimum, the reasons should explain why a reasonable relationship is lacking between the service provided by the City, the costs incurred by the City for such service and the fees imposed by the City for such service.
- C. The application shall be filed with the City Clerk no later than the deadline for filing protests as mentioned in subpart A. above. The City Clerk will present the application to the City's Finance and Information Systems Director or designee.
- D. The City's Finance and Information Systems Director, or designee, shall make a written determination on the application. The City's Finance and Information Systems

Director, or designee, may authorize an adjustment so long as the adjustment does not exceed Ten Percent of the total amount of the fees sought to be imposed by the City. Recommendations by the City's Finance and Information Systems Director, or designee, for adjustments in excess of Ten Percent will be forwarded to the City Council for final determination. The method and timing of implementing the adjustment is subject to the discretion of the City's Finance and Information Systems Director (or designee) or City Council where applicable.

- E. Any adjustment granted is limited to the project as proposed. If there is any change in the project, the fee adjustment is suspended so that the City's Finance and Information Systems Director or City Council where applicable, may re-evaluate where the adjustment is still appropriate.
- F. Decisions of the City's Finance and Information Systems Director, or designee, are subject to appeal to the City Council so long as such appeal is made in writing and within ten (10) days of the decision.

#### Section 5. Use of Fee Revenues:

The revenues raised by payment of these fees, along with any interest earned, shall be used to pay for the City's costs detailed in the Report, including without limitation the capital costs and labor and contract costs directly or indirectly associated with providing the service, product, benefit, privilege, or regulatory activity for which the fee is charged.

## Section 6. Subsequent Analysis of the Fees:

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

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

Fees governed by Government Code 66000-66025 shall be effective sixty (60) days after the adoption of this Resolution provided, however, that, upon enactment of this Resolution, any person may pay the revised fees instead of the current fees. All other fees set forth in the FY 2021/22 Cost Allocation Plan other than changes already approved by City Council, were increased by the CPI, appropriate index as identified or appropriate percentage on July 1, 2021. Rents for the Affordable Monthly Rent for households at very low, low, and moderate-income levels will be delayed through September 30, 2021. Solid Waste non-scheduled services shall increase 3% each FY 2019/20 - FY 2022/23, then round down to the nearest whole dollar. Fiscal Years 2021/22 – FY 2022/23 adjustments shall take effect July 1st of each fiscal year.

## Section 8. Severability:

Each component of the fees and all portions of this Resolution are severable. Should any individual component of the fee or other provision of this Resolution be adjudged to be invalid and unenforceable, the remaining provisions shall be and continue to be fully effective, and the fee shall be fully effective except as to that portion that has been judged to be invalid.

## Section 9. Repeal of Inconsistent Resolutions:

A. Resolution No. 2020-116 is hereby repealed.

## Section 10. Development Impact Fees:

- A. It is the intent that Development Fees governed by Government Code §66000-66025 shall only be effected by this Section of this Resolution and other Sections of this Resolution shall not apply.
- B. Nothing in this Resolution is intended to supersede Resolution 2017-146 as that Resolution may have been amended from time to time.

#### Section 11. Statute of Limitations:

Any judicial action or proceeding to challenge, review, set aside, void, or annul the fees established by this Resolution, or the Resolution itself, shall be commenced within one hundred twenty (120) days of the passage of this Resolution. Any action to challenge an adjustment adopted pursuant to Sections 2, 3, 4, 5, 6, 7, 8 or 11 shall be commenced within one hundred twenty (120) days of the adjustment.

doel Bryant Mayor

**PASSED, APPROVED AND ADOPTED** by the City Council of the City of Brentwood at a regular meeting held on the 26<sup>th</sup> day of October, 2021, by the following vote:

AYES:

Bryant, Mendoza, Meyer, Rarey, Rodriguez

NOES:

None

**ABSENT:** 

None

RECUSE:

None

ATTEST:

# : Margaret Wimberly, MMC

City Clerk