

# Cost Allocation Plan and Schedule of City Fees

2023/24





## City Council

Joel R. Bryant ..... Mayor  
Susannah Meyer ..... Vice Mayor  
Jovita Mendoza ..... Council Member  
Tony Oerlemans ..... Council Member  
Pa'tanisha Pierson ..... Council Member

## Executive Team

Tim Y. Ogden ..... City Manager  
Damien Brower ..... City Attorney  
Allen Baquilar ..... Director of Engineering/City Engineer  
Sukari Beshears ..... Director of Human Resources/Risk Manager  
Kerry Breen ..... City Treasurer/Director of Finance and Information Systems  
Tim Herbert ..... Chief of Police  
Alexis Morris ..... Director of Community Development  
Bruce Mulder ..... Director of Parks and Recreation  
Casey Wichert ..... Director of Public Works



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

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

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

- Department Overhead
- Citywide Overhead

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

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

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

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

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



## Exhibit A

Assumptions Supporting Overhead Calculations			
Management Positions/Support		Non-Personnel Costs	
<b>Community Development</b>			
Director of Community Development (90%) Chief Building Official (90%) Senior Planner (60%) – 2 Positions Associate Planner (40%) – 2 Positions Planning Manager (100%) Development Services Manager (100%) Administrative Supervisor (75%) Administrative Secretary (100%) Administrative Assistant (95%) – 2 Positions		Building Community Enrichment Planning Housing	
<b>Public Works</b>			
Director of Public Works (90%) Assistant Director of Public Works (90%) Director of Engineering/City Engineer (20%) Administrative Supervisor (80%) Administrative Assistant (5%) Project Services Specialist (15%) Senior Analyst (60%)		Streets Solid Waste Enterprise Water Enterprise Wastewater Enterprise	
<b>Engineering</b>			
Director of Engineering/City Engineer (80%) Project Services Specialist – 2 positions (85% & 25%) Administrative Assistant (95%) Parks Planner (15%) Senior Analyst (40%)		Engineering Transportation Capital Improvement Program Administration	
<b>Parks and Recreation</b>			
Director of Parks and Recreation (95%) Park Maintenance Manager (33%) Accountant (100%) Administrative Supervisor (100%) Parks Planner (85%) Project Services Specialist (75%)		Parks and Recreation Administration City Pool Community Center Senior Programs Brentwood Senior Activity Center Landscape Operations Parks Planning	
<b>Police</b>			
Police Chief (100%) Police Captain (100%) – 2 Positions Executive Assistant (100%) Accounting Technician (100%) Administrative Assistant (100%)		Police Dispatch	
<b>Other Citywide</b>			
City Manager * Economic Development Non-Departmental	City Attorney Business Services	City Clerk Financial Services	Community Services Human Resources

\*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 Overhead Factors	
Community Development	139.88%
Engineering	84.43%
Parks and Recreation	112.20%
Public Works	118.49%
Police	38.25%
Other City - Wide	20.56%

### **Direct Cost Allocation – Position Assumptions**

The first step in computing the direct costs to provide a designated service is to compute the full hourly rate for direct service providers. To achieve this, the position is organized by classification of employee and includes such information as salary and benefit costs and individual leave practices. Information in this file is used to compute the hourly rate of the position. An insert table within this file identifies all services that the employee is involved in providing, as well as the amount of time spent on providing each service. This information is used by the Plan to calculate the direct costs of providing each designated service.

There are certain benefits that are not provided to all individual employees within a particular job classification. Examples of these benefits include: benefits paid for bilingual and education supplemental pay. These benefit types are excluded from the job classification costs included in this Plan. Retiree Medical benefits are included in the job classification costs in accordance with the actuarially calculated annual required contribution from the City.

On July 27, 2010, a second tier level was approved by City Council, which changed employee pension contribution requirements and pension benefits for non-sworn staff hired on or after October 1, 2010. On May 22, 2012, additional benefit changes for non-sworn staff hired on or after July 1, 2012 was approved by the City Council whereby those employees hired after July 1, 2012 will have a lesser amount provided for retiree health coverage.

On April 24, 2012, a second tier level for sworn employees was approved by City Council, which changed the employee pension contribution requirements and retiree health coverage for

sworn staff hired on or after July 1, 2012. A modified retirement benefit percentage and age was also established for sworn staff hired after October 1, 2012.

A third tier was created beginning January 1, 2013 by Assembly Bill 340, an act which amended the Public Employees' Retirement Law (PERL) and included significant pension reform. The amendment affects staff (sworn and/or non-sworn) that are hired on or after January 1, 2013 and are not currently (or after a six month break in service) participating in PERS or a reciprocal agency, and/or would be new to PERS. The amendment changed retirement ages for non-sworn staff as well as safety staff.

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:

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

### **Methodology**

Based upon time estimates, a model of departmental activities is developed and then reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the City's 2023/24 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 2023 Solid Waste Rate Study, fees are updated by the approved increase at the beginning of each FY 2023/24 through FY 2027/28. For customer service purposes and ease of billing, Solid Waste non-scheduled services, such as optional extra pick-ups, will be updated each fiscal year, then rounded down to either the nearest dime or the nearest whole dollar, depending upon the fee.

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 282 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-Hayward, CA, 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
<b>Citywide</b>				
City Manager <sup>(a)</sup>	752,329	274,445	-	1,026,774
City Attorney <sup>(a)</sup>	1,485,722	653,073	-	2,138,795
Economic Development <sup>(a)</sup>	735,664	711,632	-	1,447,296
City Clerk <sup>(a)</sup>	474,213	148,361	-	622,574
Human Resources <sup>(a)</sup>	1,139,460	675,311	-	1,814,771
Business Services <sup>(a)</sup>	1,020,406	410,834	100	1,431,340
Financial Services <sup>(a)</sup>	1,166,609	394,361	-	1,560,970
Community Services <sup>(a)</sup>	-	1,147,535	-	1,147,535
Non-Departmental <sup>(a)</sup>	-	1,098,539	-	1,098,539
<b>Community Development</b>				
Building	1,909,949	1,109,262	6,495	3,025,706
Planning	1,499,368	484,498	1,061	1,984,927
Community Enrichment	812,605	275,843	2,121	1,090,569
Housing	489,861	279,923	1,061	770,845
<b>Police</b>				
Police	21,461,827	7,163,673		28,625,500
Dispatch	2,857,591	1,242,191	7,000	4,106,782
<b>Parks and Recreation</b>				
Recreation Administration	2,198,261	778,188	92,000	3,068,449
City Pool	593,738	667,469	-	1,261,207
Park Planning	249,099	55,734	32,000	336,833
Community Center	120,012	724,734	-	844,746
Senior Programs	245,931	154,077	-	400,008
Brentwood Senior Activity Center	171,189	356,192	-	527,381
Landscape Operations	714,877	789,186	-	1,504,063
<b>Public Works - Operations</b>				
Solid Waste Enterprise	5,002,136	13,249,140	1,392,835	19,644,111
Water Enterprise	5,012,736	24,479,522	2,510,917	32,003,175
Wastewater Enterprise	4,473,509	10,547,092	208,579	15,229,180
Street Maintenance	2,415,257	2,150,298	150,412	4,715,967
<b>Public Works - Engineering</b>				
Development Engineering	1,359,501	623,806	1,225	1,984,532
Traffic and Transportation	341,134	262,205	-	603,339
Capital Improvement Program Administration	1,178,607	372,392	1,750	1,552,749

<sup>(a)</sup> 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.

**Longevity Incentive Pay** – The pay received after one hundred twenty (120) months of service as a full-time sworn officer, as defined in the Memorandum of Understanding

**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 (Memorandum of Understanding) but varies based upon need and availability. Due to the various Public Works salary positions that may receive standby pay, they are not included in the Hourly Rate Sheets, so cost recovery is not overstated. Information Systems salary positions consistently have standby therefore, they are 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**

<b>Step A</b>		<b>\$7,361.33 /Month</b>		<b>\$49.08 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,285.29	Non-Sworn Professionals / Supervisors				
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	64.56					
Life Insurance	0.000224	29.68					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	257.23					
Workers Comp.	0.050450	371.38					
Vision Insurance		23.45					
Medicare	0.014500	106.74	<b>Hourly Rate &amp; Benefits</b>	<b>30.82% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>	
Total Benefits		\$5,102.00	69.31%	<b>\$83.09</b>	<b>\$25.61</b>	<b>\$17.08</b>	<b>\$125.78</b>
<b>Annual Salary + Benefits</b>				<b><u>\$149,560.00</u></b>			

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<b>Step B</b>		<b>\$7,729.40 /Month</b>		<b>\$51.53 /Hour</b>			
Total Benefits		\$5,202.25	67.30%	<b>\$86.21</b>	<b>\$26.57</b>	<b>\$17.72</b>	<b>\$130.50</b>
<b>Annual Salary + Benefits</b>				<b><u>\$155,179.77</u></b>			

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<b>Step C</b>		<b>\$8,115.86 /Month</b>		<b>\$54.11 /Hour</b>			
Total Benefits		\$5,307.50	65.40%	<b>\$89.49</b>	<b>\$27.58</b>	<b>\$18.40</b>	<b>\$135.47</b>
<b>Annual Salary + Benefits</b>				<b><u>\$161,080.33</u></b>			

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<b>Step D</b>		<b>\$8,521.66 /Month</b>		<b>\$56.81 /Hour</b>			
Total Benefits		\$5,417.26	63.57%	<b>\$92.93</b>	<b>\$28.64</b>	<b>\$19.11</b>	<b>\$140.68</b>
<b>Annual Salary + Benefits</b>				<b><u>\$167,267.06</u></b>			

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<b>Step E</b>		<b>\$8,947.74 /Month</b>		<b>\$59.65 /Hour</b>			
Total Benefits		\$5,531.59	61.82%	<b>\$96.53</b>	<b>\$29.75</b>	<b>\$19.85</b>	<b>\$146.13</b>
<b>Annual Salary + Benefits</b>				<b><u>\$173,751.93</u></b>			



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

<b>Step A</b>		<b>\$7,361.33 /Month</b>		<b>\$49.08 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,285.29					Non-Sworn Professionals / Supervisors
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	64.56					
Life Insurance	0.000224	29.68					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	257.23					
Workers Comp.	0.050450	371.38					
Vision Insurance		23.45					
Medicare	0.014500	106.74					
					112.20%	20.56%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,102.00	69.31%	<b>\$83.09</b>	<b>\$93.23</b>	<b>\$17.08</b>	<b>\$193.40</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,560.00</u></b>			

<b>Step B</b>		<b>\$7,729.40 /Month</b>		<b>\$51.53 /Hour</b>			
Total Benefits		\$5,202.25	67.30%	<b>\$86.21</b>	<b>\$96.73</b>	<b>\$17.72</b>	<b>\$200.66</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,179.77</u></b>			

<b>Step C</b>		<b>\$8,115.86 /Month</b>		<b>\$54.11 /Hour</b>			
Total Benefits		\$5,307.50	65.40%	<b>\$89.49</b>	<b>\$100.41</b>	<b>\$18.40</b>	<b>\$208.30</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,080.33</u></b>			

<b>Step D</b>		<b>\$8,521.66 /Month</b>		<b>\$56.81 /Hour</b>			
Total Benefits		\$5,417.26	63.57%	<b>\$92.93</b>	<b>\$104.26</b>	<b>\$19.11</b>	<b>\$216.30</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,267.06</u></b>			

<b>Step E</b>		<b>\$8,947.74 /Month</b>		<b>\$59.65 /Hour</b>			
Total Benefits		\$5,531.59	61.82%	<b>\$96.53</b>	<b>\$108.31</b>	<b>\$19.85</b>	<b>\$224.69</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,751.93</u></b>			



**Accountant II**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$8,115.86 /Month</b>		<b>\$54.11 /Hour</b>			
Benefit	Multiplier			Hourly Rate & Benefits	30.82% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
PERS - Employer	0.174600	1,417.03			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	71.18					
Life Insurance	0.000224	32.72					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	272.32					
Workers Comp.	0.050450	409.45					
Vision Insurance		23.45					
Medicare	0.014500	117.68					
Total Benefits		\$5,307.50	65.40%	<b>\$89.49</b>	<b>\$27.58</b>	<b>\$18.40</b>	<b>\$135.47</b>
<b>Annual Salary + Benefits</b>				<b>\$161,080.33</b>			

<b>Step B</b>		<b>\$8,521.66 /Month</b>		<b>\$56.81 /Hour</b>			
Total Benefits		\$5,417.26	63.57%	<b>\$92.93</b>	<b>\$28.64</b>	<b>\$19.11</b>	<b>\$140.68</b>
<b>Annual Salary + Benefits</b>				<b>\$167,267.06</b>			

<b>Step C</b>		<b>\$8,947.74 /Month</b>		<b>\$59.65 /Hour</b>			
Total Benefits		\$5,531.59	61.82%	<b>\$96.53</b>	<b>\$29.75</b>	<b>\$19.85</b>	<b>\$146.13</b>
<b>Annual Salary + Benefits</b>				<b>\$173,751.93</b>			

<b>Step D</b>		<b>\$9,395.13 /Month</b>		<b>\$62.63 /Hour</b>			
Total Benefits		\$5,651.63	60.15%	<b>\$100.31</b>	<b>\$30.92</b>	<b>\$20.62</b>	<b>\$151.85</b>
<b>Annual Salary + Benefits</b>				<b>\$180,561.14</b>			

<b>Step E</b>		<b>\$9,864.89 /Month</b>		<b>\$65.77 /Hour</b>			
Total Benefits		\$5,777.68	58.57%	<b>\$104.28</b>	<b>\$32.14</b>	<b>\$21.44</b>	<b>\$157.86</b>
<b>Annual Salary + Benefits</b>				<b>\$187,710.81</b>			



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

<b>Step A</b>		<b>\$8,115.86 /Month</b>		<b>\$54.11 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,417.03		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	71.18					
Life Insurance	0.000224	32.72					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	272.32					
Workers Comp.	0.050450	409.45					
Vision Insurance		23.45					
Medicare	0.014500	117.68		<b>Hourly Rate &amp; Benefits</b>	112.20% <b>Department Overhead</b>	20.56% <b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,307.50	65.40%	<b>\$89.49</b>	<b>\$100.41</b>	<b>\$18.40</b>	<b>\$208.30</b>
<b>Annual Salary + Benefits</b>				<b>\$161,080.33</b>			
<b>Step B</b>		<b>\$8,521.66 /Month</b>		<b>\$56.81 /Hour</b>			
Total Benefits		\$5,417.26	63.57%	<b>\$92.93</b>	<b>\$104.26</b>	<b>\$19.11</b>	<b>\$216.30</b>
<b>Annual Salary + Benefits</b>				<b>\$167,267.06</b>			
<b>Step C</b>		<b>\$8,947.74 /Month</b>		<b>\$59.65 /Hour</b>			
Total Benefits		\$5,531.59	61.82%	<b>\$96.53</b>	<b>\$108.31</b>	<b>\$19.85</b>	<b>\$224.69</b>
<b>Annual Salary + Benefits</b>				<b>\$173,751.93</b>			
<b>Step D</b>		<b>\$9,395.13 /Month</b>		<b>\$62.63 /Hour</b>			
Total Benefits		\$5,651.63	60.15%	<b>\$100.31</b>	<b>\$112.55</b>	<b>\$20.62</b>	<b>\$233.48</b>
<b>Annual Salary + Benefits</b>				<b>\$180,561.14</b>			
<b>Step E</b>		<b>\$9,864.89 /Month</b>		<b>\$65.77 /Hour</b>			
Total Benefits		\$5,777.68	58.57%	<b>\$104.28</b>	<b>\$117.01</b>	<b>\$21.44</b>	<b>\$242.73</b>
<b>Annual Salary + Benefits</b>				<b>\$187,710.81</b>			





**Accounting Assistant I**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$5,060.63 /Month</b>		<b>\$33.74 /Hour</b>			
Benefit	Multiplier			Hourly Rate & Benefits	30.82% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
PERS - Employer	0.174600	903.38			Office Employees		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	44.38					
Life Insurance	0.000224	20.40					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	261.03					
Vision Insurance		23.45					
Medicare	0.014500	75.02					
Total Benefits		\$4,404.73	87.04%	<b>\$63.10</b>	<b>\$19.45</b>	<b>\$12.97</b>	<b>\$95.52</b>
<b>Annual Salary + Benefits</b>				<b>\$113,584.32</b>			

<b>Step B</b>		<b>\$5,313.67 /Month</b>		<b>\$35.42 /Hour</b>			
Total Benefits		\$4,468.59	84.10%	<b>\$65.22</b>	<b>\$20.10</b>	<b>\$13.41</b>	<b>\$98.73</b>
<b>Annual Salary + Benefits</b>				<b>\$117,387.07</b>			

<b>Step C</b>		<b>\$5,579.35 /Month</b>		<b>\$37.20 /Hour</b>			
Total Benefits		\$4,535.63	81.29%	<b>\$67.43</b>	<b>\$20.78</b>	<b>\$13.86</b>	<b>\$102.07</b>
<b>Annual Salary + Benefits</b>				<b>\$121,379.76</b>			

<b>Step D</b>		<b>\$5,858.31 /Month</b>		<b>\$39.06 /Hour</b>			
Total Benefits		\$4,606.03	78.62%	<b>\$69.76</b>	<b>\$21.50</b>	<b>\$14.34</b>	<b>\$105.60</b>
<b>Annual Salary + Benefits</b>				<b>\$125,572.04</b>			

<b>Step E</b>		<b>\$6,151.23 /Month</b>		<b>\$41.01 /Hour</b>			
Total Benefits		\$4,679.95	76.08%	<b>\$72.21</b>	<b>\$22.25</b>	<b>\$14.85</b>	<b>\$109.31</b>
<b>Annual Salary + Benefits</b>				<b>\$129,974.10</b>			



**Accounting Assistant II**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$5,579.35 /Month</b>		<b>\$37.20 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	993.95		Office Employees			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	48.93					
Life Insurance	0.000224	22.50					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	287.20		30.82%	20.56%		
Vision Insurance		23.45		<u>Hourly Rate</u>	<u>Department</u>	<u>Citywide</u>	<u>Total Hourly</u>
Medicare	0.014500	82.54		<u>&amp; Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
Total Benefits		\$4,535.63	81.29%	\$67.43	\$20.78	\$13.86	\$102.07
		<b>Annual Salary + Benefits</b>		<b><u><u>\$121,379.76</u></u></b>			

<b>Step B</b>		<b>\$5,858.31 /Month</b>		<b>\$39.06 /Hour</b>			
Total Benefits		\$4,606.03	78.62%	\$69.76	\$21.50	\$14.34	\$105.60
		<b>Annual Salary + Benefits</b>		<b><u><u>\$125,572.04</u></u></b>			

<b>Step C</b>		<b>\$6,151.23 /Month</b>		<b>\$41.01 /Hour</b>			
Total Benefits		\$4,679.95	76.08%	\$72.21	\$22.25	\$14.85	\$109.31
		<b>Annual Salary + Benefits</b>		<b><u><u>\$129,974.10</u></u></b>			

<b>Step D</b>		<b>\$6,458.79 /Month</b>		<b>\$43.06 /Hour</b>			
Total Benefits		\$4,757.56	73.66%	\$74.78	\$23.05	\$15.37	\$113.20
		<b>Annual Salary + Benefits</b>		<b><u><u>\$134,596.19</u></u></b>			

<b>Step E</b>		<b>\$6,781.74 /Month</b>		<b>\$45.21 /Hour</b>			
Total Benefits		\$4,839.06	71.35%	\$77.47	\$23.88	\$15.93	\$117.28
		<b>Annual Salary + Benefits</b>		<b><u><u>\$139,449.55</u></u></b>			



**Accounting Manager**  
**Department: Finance and Information Systems**

<b>Step A</b>							
		<b>\$10,733.82 /Month</b>		<b>\$71.56 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,874.12			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	94.14					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	432.01					
Workers Comp.	0.050450	541.52					
Vision Insurance		23.45					
Medicare	0.014500	155.64					
				<b>Hourly Rate &amp; Benefits</b>	<b>30.82% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,118.17	57.00%	<b>\$112.35</b>	<b>\$34.63</b>	<b>\$23.10</b>	<b>\$170.08</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$202,223.84</u></b>			
<b>Step B</b>							
		<b>\$11,270.51 /Month</b>		<b>\$75.14 /Hour</b>			
	Total Benefits	\$6,267.54	55.61%	<b>\$116.92</b>	<b>\$36.03</b>	<b>\$24.04</b>	<b>\$176.99</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$210,456.58</u></b>			
<b>Step C</b>							
		<b>\$11,834.04 /Month</b>		<b>\$78.89 /Hour</b>			
	Total Benefits	\$6,424.38	54.29%	<b>\$121.72</b>	<b>\$37.51</b>	<b>\$25.03</b>	<b>\$184.26</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$219,101.04</u></b>			
<b>Step D</b>							
		<b>\$12,425.73 /Month</b>		<b>\$82.84 /Hour</b>			
	Total Benefits	\$6,589.06	53.03%	<b>\$126.77</b>	<b>\$39.07</b>	<b>\$26.06</b>	<b>\$191.90</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$228,177.47</u></b>			
<b>Step E</b>							
		<b>\$13,047.02 /Month</b>		<b>\$86.98 /Hour</b>			
	Total Benefits	\$6,761.98	51.83%	<b>\$132.06</b>	<b>\$40.70</b>	<b>\$27.15</b>	<b>\$199.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$237,707.96</u></b>			



**Accounting Specialist**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$7,374.48 /Month</b>		<b>\$49.16 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,307.38		Office Employees			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	64.67					
Life Insurance	0.000224	29.73					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	377.76			30.82%	20.56%	
Vision Insurance		23.45			<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>
Medicare	0.014500	108.57			<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>
					<b>Total Hourly</b>		<b>Rate</b>
	Total Benefits	\$4,988.63	67.65%	<b>\$82.42</b>	<b>\$25.40</b>	<b>\$16.95</b>	<b>\$124.77</b>
		<b>Annual Salary + Benefits</b>		<b>\$148,357.38</b>			

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<b>Step B</b>		<b>\$7,743.20 /Month</b>		<b>\$51.62 /Hour</b>			
	Total Benefits	\$5,081.68	65.63%	<b>\$85.50</b>	<b>\$26.35</b>	<b>\$17.58</b>	<b>\$129.43</b>
		<b>Annual Salary + Benefits</b>		<b>\$153,898.59</b>			

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<b>Step C</b>		<b>\$8,130.36 /Month</b>		<b>\$54.20 /Hour</b>			
	Total Benefits	\$5,179.38	63.70%	<b>\$88.73</b>	<b>\$27.35</b>	<b>\$18.24</b>	<b>\$134.32</b>
		<b>Annual Salary + Benefits</b>		<b>\$159,716.91</b>			

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<b>Step D</b>		<b>\$8,536.88 /Month</b>		<b>\$56.91 /Hour</b>			
	Total Benefits	\$5,281.15	61.86%	<b>\$92.12</b>	<b>\$28.39</b>	<b>\$18.94</b>	<b>\$139.45</b>
		<b>Annual Salary + Benefits</b>		<b>\$165,816.34</b>			

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<b>Step E</b>		<b>\$8,963.72 /Month</b>		<b>\$59.76 /Hour</b>			
	Total Benefits	\$5,387.14	60.10%	<b>\$95.67</b>	<b>\$29.49</b>	<b>\$19.67</b>	<b>\$144.83</b>
		<b>Annual Salary + Benefits</b>		<b>\$172,210.33</b>			



**Accounting Supervisor**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$8,035.91 /Month</b>		<b>\$53.57 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,403.07			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	70.47					
Life Insurance	0.000224	32.40					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	270.72					
Workers Comp.	0.050450	405.41					
Vision Insurance		23.45					
Medicare	0.014500	116.52					
				<b>Hourly Rate &amp; Benefits</b>	<b>30.82% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,285.73	65.78%	<b>\$88.81</b>	<b>\$27.37</b>	<b>\$18.26</b>	<b>\$134.44</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$159,859.63</u></b>			
<b>Step B</b>		<b>\$8,437.70 /Month</b>		<b>\$56.25 /Hour</b>			
	Total Benefits	\$5,394.73	63.94%	<b>\$92.22</b>	<b>\$28.42</b>	<b>\$18.96</b>	<b>\$139.60</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$165,989.20</u></b>			
<b>Step C</b>		<b>\$8,859.58 /Month</b>		<b>\$59.06 /Hour</b>			
	Total Benefits	\$5,507.93	62.17%	<b>\$95.78</b>	<b>\$29.52</b>	<b>\$19.69</b>	<b>\$144.99</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,410.15</u></b>			
<b>Step D</b>		<b>\$9,302.57 /Month</b>		<b>\$62.02 /Hour</b>			
	Total Benefits	\$5,626.80	60.49%	<b>\$99.53</b>	<b>\$30.67</b>	<b>\$20.46</b>	<b>\$150.66</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,152.39</u></b>			
<b>Step E</b>		<b>\$9,767.70 /Month</b>		<b>\$65.12 /Hour</b>			
	Total Benefits	\$5,751.60	58.88%	<b>\$103.46</b>	<b>\$31.89</b>	<b>\$21.27</b>	<b>\$156.62</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$186,231.59</u></b>			



**Accounting Technician**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$6,418.20 /Month</b>		<b>\$42.79 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,140.41					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	56.29					
Life Insurance	0.000224	25.88					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	329.52			30.82%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	94.71					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,747.32	73.97%	\$74.44	\$22.94	\$15.30	\$112.68
		<b>Annual Salary + Benefits</b>		<b><u>\$133,986.19</u></b>			
<b>Step B</b>		<b>\$6,739.11 /Month</b>		<b>\$44.93 /Hour</b>			
Total Benefits		\$4,828.30	71.65%	\$77.12	\$23.77	\$15.86	\$116.75
		<b>Annual Salary + Benefits</b>		<b><u>\$138,808.90</u></b>			
<b>Step C</b>		<b>\$7,076.06 /Month</b>		<b>\$47.17 /Hour</b>			
Total Benefits		\$4,913.33	69.44%	\$79.93	\$24.63	\$16.43	\$120.99
		<b>Annual Salary + Benefits</b>		<b><u>\$143,872.66</u></b>			
<b>Step D</b>		<b>\$7,429.86 /Month</b>		<b>\$49.53 /Hour</b>			
Total Benefits		\$5,002.61	67.33%	\$82.88	\$25.54	\$17.04	\$125.46
		<b>Annual Salary + Benefits</b>		<b><u>\$149,189.64</u></b>			
<b>Step E</b>		<b>\$7,801.35 /Month</b>		<b>\$52.01 /Hour</b>			
Total Benefits		\$5,096.36	65.33%	\$85.98	\$26.50	\$17.68	\$130.16
		<b>Annual Salary + Benefits</b>		<b><u>\$154,772.48</u></b>			



**Accounting Technician  
Department: Police**

<b>Step A</b>		<b>\$6,418.20 /Month</b>		<b>\$42.79 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,140.41					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	56.29					
Life Insurance	0.000224	25.88					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	329.52			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	94.71					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,747.32	73.97%	<b>\$74.44</b>	<b>\$28.47</b>	<b>\$15.30</b>	<b>\$118.21</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$133,986.19</u></b>			
<b>Step B</b>		<b>\$6,739.11 /Month</b>		<b>\$44.93 /Hour</b>			
	Total Benefits	\$4,828.30	71.65%	<b>\$77.12</b>	<b>\$29.50</b>	<b>\$15.86</b>	<b>\$122.48</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$138,808.90</u></b>			
<b>Step C</b>		<b>\$7,076.06 /Month</b>		<b>\$47.17 /Hour</b>			
	Total Benefits	\$4,913.33	69.44%	<b>\$79.93</b>	<b>\$30.57</b>	<b>\$16.43</b>	<b>\$126.93</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$143,872.66</u></b>			
<b>Step D</b>		<b>\$7,429.86 /Month</b>		<b>\$49.53 /Hour</b>			
	Total Benefits	\$5,002.61	67.33%	<b>\$82.88</b>	<b>\$31.70</b>	<b>\$17.04</b>	<b>\$131.62</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,189.64</u></b>			
<b>Step E</b>		<b>\$7,801.35 /Month</b>		<b>\$52.01 /Hour</b>			
	Total Benefits	\$5,096.36	65.33%	<b>\$85.98</b>	<b>\$32.89</b>	<b>\$17.68</b>	<b>\$136.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,772.48</u></b>			



**Administrative Assistant I**  
**Department: City Attorney**

<b>Step A</b>		<b>\$4,790.93 /Month</b>		<b>\$31.94 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.174600	856.29					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	42.02					
Life Insurance	0.000224	19.32					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	247.42			39.29%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	71.11					
Total Benefits		\$4,336.67	90.52%	<b>\$60.85</b>	<b>\$23.91</b>	<b>\$12.51</b>	<b>\$97.27</b>
<b>Annual Salary + Benefits</b>				<b><u>\$109,531.21</u></b>			
<b>Step B</b>		<b>\$5,030.47 /Month</b>		<b>\$33.54 /Hour</b>			
Total Benefits		\$4,397.12	87.41%	<b>\$62.85</b>	<b>\$24.69</b>	<b>\$12.92</b>	<b>\$100.46</b>
<b>Annual Salary + Benefits</b>				<b><u>\$113,131.07</u></b>			
<b>Step C</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$25.52</b>	<b>\$13.35</b>	<b>\$103.82</b>
<b>Annual Salary + Benefits</b>				<b><u>\$116,911.12</u></b>			
<b>Step D</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$26.39</b>	<b>\$13.81</b>	<b>\$107.36</b>
<b>Annual Salary + Benefits</b>				<b><u>\$120,880.08</u></b>			
<b>Step E</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$27.30</b>	<b>\$14.28</b>	<b>\$111.05</b>
<b>Annual Salary + Benefits</b>				<b><u>\$125,047.40</u></b>			





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

<b>Step A</b>		<b>\$4,790.93 /Month</b>		<b>\$31.94 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	856.29					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	42.02					
Life Insurance	0.000224	19.32					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	247.42			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>71.11</u>					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,336.67	90.52%	<b>\$60.85</b>	<b>\$85.12</b>	<b>\$12.51</b>	<b>\$158.48</b>
				<b>Annual Salary + Benefits <u>\$109,531.21</u></b>			
<b>Step B</b>		<b>\$5,030.47 /Month</b>		<b>\$33.54 /Hour</b>			
Total Benefits		\$4,397.12	87.41%	<b>\$62.85</b>	<b>\$87.92</b>	<b>\$12.92</b>	<b>\$163.69</b>
				<b>Annual Salary + Benefits <u>\$113,131.07</u></b>			
<b>Step C</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$90.85</b>	<b>\$13.35</b>	<b>\$169.15</b>
				<b>Annual Salary + Benefits <u>\$116,911.12</u></b>			
<b>Step D</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$93.94</b>	<b>\$13.81</b>	<b>\$174.91</b>
				<b>Annual Salary + Benefits <u>\$120,880.08</u></b>			
<b>Step E</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$97.18</b>	<b>\$14.28</b>	<b>\$180.93</b>
				<b>Annual Salary + Benefits <u>\$125,047.40</u></b>			



**Administrative Assistant I**  
**Department: City Manager**

<b>Step A</b>		<b>\$4,790.93 /Month</b>		<b>\$31.94 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	856.29					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	42.02					
Life Insurance	0.000224	19.32					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	247.42			46.63%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	71.11					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,336.67	90.52%	<b>\$60.85</b>	<b>\$28.37</b>	<b>\$12.51</b>	<b>\$101.73</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$109,531.21</u></b>			
<b>Step B</b>		<b>\$5,030.47 /Month</b>		<b>\$33.54 /Hour</b>			
	Total Benefits	\$4,397.12	87.41%	<b>\$62.85</b>	<b>\$29.31</b>	<b>\$12.92</b>	<b>\$105.08</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$113,131.07</u></b>			
<b>Step C</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
	Total Benefits	\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$30.29</b>	<b>\$13.35</b>	<b>\$108.59</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			
<b>Step D</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
	Total Benefits	\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$31.31</b>	<b>\$13.81</b>	<b>\$112.28</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			
<b>Step E</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
	Total Benefits	\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$32.39</b>	<b>\$14.28</b>	<b>\$116.14</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			



**Administrative Assistant I**  
**Department: Engineering**

<b>Step A</b>		<b>\$4,790.93 /Month</b>		<b>\$31.94 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	856.29					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	42.02					
Life Insurance	0.000224	19.32					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	247.42			84.43%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	71.11					
<b>Total Benefits</b>		<b>\$4,336.67</b>	<b>90.52%</b>	<b>\$60.85</b>	<b>\$51.38</b>	<b>\$12.51</b>	<b>\$124.74</b>
<b>Annual Salary + Benefits</b>				<b><u>\$109,531.21</u></b>			
<b>Step B</b>		<b>\$5,030.47 /Month</b>		<b>\$33.54 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,397.12</b>	<b>87.41%</b>	<b>\$62.85</b>	<b>\$53.06</b>	<b>\$12.92</b>	<b>\$128.83</b>
<b>Annual Salary + Benefits</b>				<b><u>\$113,131.07</u></b>			
<b>Step C</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,460.59</b>	<b>84.45%</b>	<b>\$64.95</b>	<b>\$54.84</b>	<b>\$13.35</b>	<b>\$133.14</b>
<b>Annual Salary + Benefits</b>				<b><u>\$116,911.12</u></b>			
<b>Step D</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,527.24</b>	<b>81.63%</b>	<b>\$67.16</b>	<b>\$56.70</b>	<b>\$13.81</b>	<b>\$137.67</b>
<b>Annual Salary + Benefits</b>				<b><u>\$120,880.08</u></b>			
<b>Step E</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,597.22</b>	<b>78.94%</b>	<b>\$69.47</b>	<b>\$58.65</b>	<b>\$14.28</b>	<b>\$142.40</b>
<b>Annual Salary + Benefits</b>				<b><u>\$125,047.40</u></b>			



**Administrative Assistant I**  
**Department: Human Resources**

<b>Step A</b>		<b>\$4,790.93 /Month</b>		<b>\$31.94 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	856.29					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	42.02					
Life Insurance	0.000224	19.32					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	247.42			50.84%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	71.11					
<b>Total Benefits</b>		<b>\$4,336.67</b>	<b>90.52%</b>	<b>\$60.85</b>	<b>\$30.94</b>	<b>\$12.51</b>	<b>\$104.30</b>
<b>Annual Salary + Benefits</b>				<b><u>\$109,531.21</u></b>			
<b>Step B</b>		<b>\$5,030.47 /Month</b>		<b>\$33.54 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,397.12</b>	<b>87.41%</b>	<b>\$62.85</b>	<b>\$31.95</b>	<b>\$12.92</b>	<b>\$107.72</b>
<b>Annual Salary + Benefits</b>				<b><u>\$113,131.07</u></b>			
<b>Step C</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,460.59</b>	<b>84.45%</b>	<b>\$64.95</b>	<b>\$33.02</b>	<b>\$13.35</b>	<b>\$111.32</b>
<b>Annual Salary + Benefits</b>				<b><u>\$116,911.12</u></b>			
<b>Step D</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,527.24</b>	<b>81.63%</b>	<b>\$67.16</b>	<b>\$34.14</b>	<b>\$13.81</b>	<b>\$115.11</b>
<b>Annual Salary + Benefits</b>				<b><u>\$120,880.08</u></b>			
<b>Step E</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,597.22</b>	<b>78.94%</b>	<b>\$69.47</b>	<b>\$35.32</b>	<b>\$14.28</b>	<b>\$119.07</b>
<b>Annual Salary + Benefits</b>				<b><u>\$125,047.40</u></b>			



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

<b>Step A</b>		<b>\$4,790.93 /Month</b>		<b>\$31.94 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	856.29					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	42.02					
Life Insurance	0.000224	19.32					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	247.42					
Vision Insurance		23.45					
Medicare	0.014500	71.11					
					112.20%	20.56%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,336.67	90.52%	<b>\$60.85</b>	<b>\$68.27</b>	<b>\$12.51</b>	<b>\$141.63</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$109,531.21</u></b>			
<b>Step B</b>		<b>\$5,030.47 /Month</b>		<b>\$33.54 /Hour</b>			
Total Benefits		\$4,397.12	87.41%	<b>\$62.85</b>	<b>\$70.52</b>	<b>\$12.92</b>	<b>\$146.29</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$113,131.07</u></b>			
<b>Step C</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$72.87</b>	<b>\$13.35</b>	<b>\$151.17</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			
<b>Step D</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$75.35</b>	<b>\$13.81</b>	<b>\$156.32</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			
<b>Step E</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$77.95</b>	<b>\$14.28</b>	<b>\$161.70</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			



**Administrative Assistant I**  
**Department: Police**

<b>Step A</b>		<b>\$4,790.93 /Month</b>		<b>\$31.94 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	856.29					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	42.02					
Life Insurance	0.000224	19.32					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	247.42			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	71.11					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,336.67	90.52%	<b>\$60.85</b>	<b>\$23.28</b>	<b>\$12.51</b>	<b>\$96.64</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$109,531.21</u></b>			
<b>Step B</b>		<b>\$5,030.47 /Month</b>		<b>\$33.54 /Hour</b>			
Total Benefits		\$4,397.12	87.41%	<b>\$62.85</b>	<b>\$24.04</b>	<b>\$12.92</b>	<b>\$99.81</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$113,131.07</u></b>			
<b>Step C</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$24.84</b>	<b>\$13.35</b>	<b>\$103.14</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			
<b>Step D</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$25.69</b>	<b>\$13.81</b>	<b>\$106.66</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			
<b>Step E</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$26.57</b>	<b>\$14.28</b>	<b>\$110.32</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			



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

<b>Step A</b>		<b>\$4,790.93 /Month</b>		<b>\$31.94 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	856.29					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	42.02					
Life Insurance	0.000224	19.32					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	247.42			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>71.11</u>					
Total Benefits		\$4,336.67	90.52%	<b>\$60.85</b>	<b>\$72.10</b>	<b>\$12.51</b>	<b>\$145.46</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$109,531.21</u></b>			
<b>Step B</b>		<b>\$5,030.47 /Month</b>		<b>\$33.54 /Hour</b>			
Total Benefits		\$4,397.12	87.41%	<b>\$62.85</b>	<b>\$74.47</b>	<b>\$12.92</b>	<b>\$150.24</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$113,131.07</u></b>			
<b>Step C</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$76.96</b>	<b>\$13.35</b>	<b>\$155.26</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			
<b>Step D</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$79.57</b>	<b>\$13.81</b>	<b>\$160.54</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			
<b>Step E</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$82.32</b>	<b>\$14.28</b>	<b>\$166.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			



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

<b>Step A</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	942.03					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	46.32					
Life Insurance	0.000224	21.30					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	272.20			39.29%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	78.23					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$25.52</b>	<b>\$13.35</b>	<b>\$103.82</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			
<b>Step B</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$26.39</b>	<b>\$13.81</b>	<b>\$107.36</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			
<b>Step C</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$27.30</b>	<b>\$14.28</b>	<b>\$111.05</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			
<b>Step D</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$28.25</b>	<b>\$14.78</b>	<b>\$114.93</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			
<b>Step E</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$29.25</b>	<b>\$15.31</b>	<b>\$119.01</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			





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

<b>Step A</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	942.03					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	46.32					
Life Insurance	0.000224	21.30					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	272.20			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	78.23					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$90.85</b>	<b>\$13.35</b>	<b>\$169.15</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			
<b>Step B</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$93.94</b>	<b>\$13.81</b>	<b>\$174.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			
<b>Step C</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$97.18</b>	<b>\$14.28</b>	<b>\$180.93</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			
<b>Step D</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$100.58</b>	<b>\$14.78</b>	<b>\$187.26</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			
<b>Step E</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$104.15</b>	<b>\$15.31</b>	<b>\$193.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			



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

<b>Step A</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	942.03					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	46.32					
Life Insurance	0.000224	21.30					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	272.20			46.63%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	78.23					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$30.29</b>	<b>\$13.35</b>	<b>\$108.59</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			
<b>Step B</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$31.31</b>	<b>\$13.81</b>	<b>\$112.28</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			
<b>Step C</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$32.39</b>	<b>\$14.28</b>	<b>\$116.14</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			
<b>Step D</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$33.53</b>	<b>\$14.78</b>	<b>\$120.21</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			
<b>Step E</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$34.72</b>	<b>\$15.31</b>	<b>\$124.48</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			



**Administrative Assistant II**  
**Department: Engineering**

<b>Step A</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	942.03					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	46.32					
Life Insurance	0.000224	21.30					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	272.20					
Vision Insurance		23.45					
Medicare	0.014500	78.23					
				<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$54.84</b>	<b>\$13.35</b>	<b>\$133.14</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			
<b>Step B</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$56.70</b>	<b>\$13.81</b>	<b>\$137.67</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			
<b>Step C</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$58.65</b>	<b>\$14.28</b>	<b>\$142.40</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			
<b>Step D</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$60.71</b>	<b>\$14.78</b>	<b>\$147.39</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			
<b>Step E</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$62.86</b>	<b>\$15.31</b>	<b>\$152.62</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			



**Administrative Assistant II**  
**Department: Human Resources**

<b>Step A</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	942.03					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	46.32					
Life Insurance	0.000224	21.30					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	272.20			50.84%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	78.23					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$33.02</b>	<b>\$13.35</b>	<b>\$111.32</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			
<b>Step B</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$34.14</b>	<b>\$13.81</b>	<b>\$115.11</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			
<b>Step C</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$35.32</b>	<b>\$14.28</b>	<b>\$119.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			
<b>Step D</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$36.55</b>	<b>\$14.78</b>	<b>\$123.23</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			
<b>Step E</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$37.85</b>	<b>\$15.31</b>	<b>\$127.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			



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

<b>Step A</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	942.03					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	46.32					
Life Insurance	0.000224	21.30					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	272.20					
Vision Insurance		23.45					
Medicare	0.014500	78.23					
				<b>Hourly Rate &amp; Benefits</b>	<b>112.20% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$72.87</b>	<b>\$13.35</b>	<b>\$151.17</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			
<b>Step B</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$75.35</b>	<b>\$13.81</b>	<b>\$156.32</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			
<b>Step C</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$77.95</b>	<b>\$14.28</b>	<b>\$161.70</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			
<b>Step D</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$80.67</b>	<b>\$14.78</b>	<b>\$167.35</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			
<b>Step E</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$83.54</b>	<b>\$15.31</b>	<b>\$173.30</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			



**Administrative Assistant II**  
**Department: Police**

<b>Step A</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	942.03					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	46.32					
Life Insurance	0.000224	21.30					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	272.20			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	78.23					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$24.84</b>	<b>\$13.35</b>	<b>\$103.14</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			

<b>Step B</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$25.69</b>	<b>\$13.81</b>	<b>\$106.66</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			

<b>Step C</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$26.57</b>	<b>\$14.28</b>	<b>\$110.32</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			

<b>Step D</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$27.50</b>	<b>\$14.78</b>	<b>\$114.18</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			

<b>Step E</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$28.48</b>	<b>\$15.31</b>	<b>\$118.24</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			



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

<b>Step A</b>		<b>\$5,282.00 /Month</b>		<b>\$35.21 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	942.03					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	46.32					
Life Insurance	0.000224	21.30					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	272.20			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	78.23					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,460.59	84.45%	<b>\$64.95</b>	<b>\$76.96</b>	<b>\$13.35</b>	<b>\$155.26</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$116,911.12</u></b>			

<b>Step B</b>		<b>\$5,546.10 /Month</b>		<b>\$36.97 /Hour</b>			
Total Benefits		\$4,527.24	81.63%	<b>\$67.16</b>	<b>\$79.57</b>	<b>\$13.81</b>	<b>\$160.54</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$120,880.08</u></b>			

<b>Step C</b>		<b>\$5,823.40 /Month</b>		<b>\$38.82 /Hour</b>			
Total Benefits		\$4,597.22	78.94%	<b>\$69.47</b>	<b>\$82.32</b>	<b>\$14.28</b>	<b>\$166.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,047.40</u></b>			

<b>Step D</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$85.20</b>	<b>\$14.78</b>	<b>\$171.88</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			

<b>Step E</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$88.22</b>	<b>\$15.31</b>	<b>\$177.98</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			



**Administrative Secretary**  
**Department: City Attorney**

<b>Step A</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,087.40					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.62					
Life Insurance	0.000224	24.65					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	314.20			39.29%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	90.31					
	Total Benefits	\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$28.25</b>	<b>\$14.78</b>	<b>\$114.93</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$129,423.32</u></b>			
<b>Step B</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
	Total Benefits	\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$29.25</b>	<b>\$15.31</b>	<b>\$119.01</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$134,017.75</u></b>			
<b>Step C</b>		<b>\$6,741.32 /Month</b>		<b>\$44.94 /Hour</b>			
	Total Benefits	\$4,828.86	71.63%	<b>\$77.13</b>	<b>\$30.31</b>	<b>\$15.86</b>	<b>\$123.30</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$138,842.11</u></b>			
<b>Step D</b>		<b>\$7,078.39 /Month</b>		<b>\$47.19 /Hour</b>			
	Total Benefits	\$4,913.92	69.42%	<b>\$79.95</b>	<b>\$31.41</b>	<b>\$16.44</b>	<b>\$127.80</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$143,907.67</u></b>			
<b>Step E</b>		<b>\$7,432.31 /Month</b>		<b>\$49.55 /Hour</b>			
	Total Benefits	\$5,003.23	67.32%	<b>\$82.90</b>	<b>\$32.57</b>	<b>\$17.04</b>	<b>\$132.51</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$149,226.46</u></b>			





**Administrative Secretary  
Department: Community Development**

<b>Step A</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,087.40					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.62					
Life Insurance	0.000224	24.65					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	314.20			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	90.31					
<b>Total Benefits</b>		<b>\$4,670.70</b>	<b>76.39%</b>	<b>\$71.90</b>	<b>\$100.58</b>	<b>\$14.78</b>	<b>\$187.26</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			
<b>Step B</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,747.85</b>	<b>73.95%</b>	<b>\$74.45</b>	<b>\$104.15</b>	<b>\$15.31</b>	<b>\$193.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			
<b>Step C</b>		<b>\$6,741.32 /Month</b>		<b>\$44.94 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,828.86</b>	<b>71.63%</b>	<b>\$77.13</b>	<b>\$107.90</b>	<b>\$15.86</b>	<b>\$200.89</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$138,842.11</u></b>			
<b>Step D</b>		<b>\$7,078.39 /Month</b>		<b>\$47.19 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,913.92</b>	<b>69.42%</b>	<b>\$79.95</b>	<b>\$111.83</b>	<b>\$16.44</b>	<b>\$208.22</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$143,907.67</u></b>			
<b>Step E</b>		<b>\$7,432.31 /Month</b>		<b>\$49.55 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,003.23</b>	<b>67.32%</b>	<b>\$82.90</b>	<b>\$115.97</b>	<b>\$17.04</b>	<b>\$215.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,226.46</u></b>			



**Administrative Secretary  
Department: City Manager**

<b>Step A</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,087.40					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.62					
Life Insurance	0.000224	24.65					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	314.20			46.63%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	90.31					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$33.53</b>	<b>\$14.78</b>	<b>\$120.21</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			
<b>Step B</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$34.72</b>	<b>\$15.31</b>	<b>\$124.48</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			
<b>Step C</b>		<b>\$6,741.32 /Month</b>		<b>\$44.94 /Hour</b>			
Total Benefits		\$4,828.86	71.63%	<b>\$77.13</b>	<b>\$35.97</b>	<b>\$15.86</b>	<b>\$128.96</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$138,842.11</u></b>			
<b>Step D</b>		<b>\$7,078.39 /Month</b>		<b>\$47.19 /Hour</b>			
Total Benefits		\$4,913.92	69.42%	<b>\$79.95</b>	<b>\$37.28</b>	<b>\$16.44</b>	<b>\$133.67</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$143,907.67</u></b>			
<b>Step E</b>		<b>\$7,432.31 /Month</b>		<b>\$49.55 /Hour</b>			
Total Benefits		\$5,003.23	67.32%	<b>\$82.90</b>	<b>\$38.66</b>	<b>\$17.04</b>	<b>\$138.60</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,226.46</u></b>			



**Administrative Secretary**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,087.40					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.62					
Life Insurance	0.000224	24.65					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	314.20			30.82%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	90.31					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$22.16</b>	<b>\$14.78</b>	<b>\$108.84</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			
<b>Step B</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$22.95</b>	<b>\$15.31</b>	<b>\$112.71</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			
<b>Step C</b>		<b>\$6,741.32 /Month</b>		<b>\$44.94 /Hour</b>			
Total Benefits		\$4,828.86	71.63%	<b>\$77.13</b>	<b>\$23.77</b>	<b>\$15.86</b>	<b>\$116.76</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$138,842.11</u></b>			
<b>Step D</b>		<b>\$7,078.39 /Month</b>		<b>\$47.19 /Hour</b>			
Total Benefits		\$4,913.92	69.42%	<b>\$79.95</b>	<b>\$24.64</b>	<b>\$16.44</b>	<b>\$121.03</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$143,907.67</u></b>			
<b>Step E</b>		<b>\$7,432.31 /Month</b>		<b>\$49.55 /Hour</b>			
Total Benefits		\$5,003.23	67.32%	<b>\$82.90</b>	<b>\$25.55</b>	<b>\$17.04</b>	<b>\$125.49</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,226.46</u></b>			



**Administrative Secretary  
Department: Human Resources**

<b>Step A</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,087.40					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.62					
Life Insurance	0.000224	24.65					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	314.20			50.84%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>90.31</u>					
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$36.55</b>	<b>\$14.78</b>	<b>\$123.23</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,423.32</u></b>			
<b>Step B</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$37.85</b>	<b>\$15.31</b>	<b>\$127.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,017.75</u></b>			
<b>Step C</b>		<b>\$6,741.32 /Month</b>		<b>\$44.94 /Hour</b>			
Total Benefits		\$4,828.86	71.63%	<b>\$77.13</b>	<b>\$39.22</b>	<b>\$15.86</b>	<b>\$132.21</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$138,842.11</u></b>			
<b>Step D</b>		<b>\$7,078.39 /Month</b>		<b>\$47.19 /Hour</b>			
Total Benefits		\$4,913.92	69.42%	<b>\$79.95</b>	<b>\$40.65</b>	<b>\$16.44</b>	<b>\$137.04</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$143,907.67</u></b>			
<b>Step E</b>		<b>\$7,432.31 /Month</b>		<b>\$49.55 /Hour</b>			
Total Benefits		\$5,003.23	67.32%	<b>\$82.90</b>	<b>\$42.15</b>	<b>\$17.04</b>	<b>\$142.09</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,226.46</u></b>			

**Administrative Secretary  
Department: Parks and Recreation**

<b>Step A</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,087.40			Office Employees		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.62					
Life Insurance	0.000224	24.65					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	314.20			112.20%	20.56%	
Vision Insurance		23.45		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	<u>90.31</u>		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
<b>Total Benefits</b>		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$80.67</b>	<b>\$14.78</b>	<b>\$167.35</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$129,423.32</b></u></u>			

<b>Step B</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
<b>Total Benefits</b>		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$83.54</b>	<b>\$15.31</b>	<b>\$173.30</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$134,017.75</b></u></u>			

<b>Step C</b>		<b>\$6,741.32 /Month</b>		<b>\$44.94 /Hour</b>			
<b>Total Benefits</b>		\$4,828.86	71.63%	<b>\$77.13</b>	<b>\$86.54</b>	<b>\$15.86</b>	<b>\$179.53</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$138,842.11</b></u></u>			

<b>Step D</b>		<b>\$7,078.39 /Month</b>		<b>\$47.19 /Hour</b>			
<b>Total Benefits</b>		\$4,913.92	69.42%	<b>\$79.95</b>	<b>\$89.70</b>	<b>\$16.44</b>	<b>\$186.09</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$143,907.67</b></u></u>			

<b>Step E</b>		<b>\$7,432.31 /Month</b>		<b>\$49.55 /Hour</b>			
<b>Total Benefits</b>		\$5,003.23	67.32%	<b>\$82.90</b>	<b>\$93.02</b>	<b>\$17.04</b>	<b>\$192.96</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$149,226.46</b></u></u>			



**Administrative Secretary  
Department: Public Works**

<b>Step A</b>		<b>\$6,114.58 /Month</b>		<b>\$40.76 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,087.40					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.62					
Life Insurance	0.000224	24.65					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	314.20			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	90.31					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,670.70	76.39%	<b>\$71.90</b>	<b>\$85.20</b>	<b>\$14.78</b>	<b>\$171.88</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$129,423.32</u></b>		
<b>Step B</b>		<b>\$6,420.30 /Month</b>		<b>\$42.80 /Hour</b>			
Total Benefits		\$4,747.85	73.95%	<b>\$74.45</b>	<b>\$88.22</b>	<b>\$15.31</b>	<b>\$177.98</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$134,017.75</u></b>		
<b>Step C</b>		<b>\$6,741.32 /Month</b>		<b>\$44.94 /Hour</b>			
Total Benefits		\$4,828.86	71.63%	<b>\$77.13</b>	<b>\$91.40</b>	<b>\$15.86</b>	<b>\$184.39</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$138,842.11</u></b>		
<b>Step D</b>		<b>\$7,078.39 /Month</b>		<b>\$47.19 /Hour</b>			
Total Benefits		\$4,913.92	69.42%	<b>\$79.95</b>	<b>\$94.73</b>	<b>\$16.44</b>	<b>\$191.12</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$143,907.67</u></b>		
<b>Step E</b>		<b>\$7,432.31 /Month</b>		<b>\$49.55 /Hour</b>			
Total Benefits		\$5,003.23	67.32%	<b>\$82.90</b>	<b>\$98.23</b>	<b>\$17.04</b>	<b>\$198.17</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$149,226.46</u></b>		



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

<b>Step A</b>							
		<b>\$6,727.32 /Month</b>		<b>\$44.85 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,194.39			139.88%	20.56%	
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	59.00					
Life Insurance	0.000224	27.12					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	345.11					
Vision Insurance		23.45					
Medicare	0.014500	<u>99.19</u>					
	Total Benefits	\$4,825.32	71.73%	<b>\$77.02</b>	<b>\$107.73</b>	<b>\$15.83</b>	<b>\$200.58</b>
		<b>Annual Salary + Benefits</b>			<b><u><u>\$138,631.71</u></u></b>		
<b>Step B</b>							
		<b>\$7,063.68 /Month</b>		<b>\$47.09 /Hour</b>			
	Total Benefits	\$4,910.20	69.51%	<b>\$79.83</b>	<b>\$111.66</b>	<b>\$16.41</b>	<b>\$207.90</b>
		<b>Annual Salary + Benefits</b>			<b><u><u>\$143,686.61</u></u></b>		
<b>Step C</b>							
		<b>\$7,416.87 /Month</b>		<b>\$49.45 /Hour</b>			
	Total Benefits	\$4,999.33	67.40%	<b>\$82.77</b>	<b>\$115.79</b>	<b>\$17.02</b>	<b>\$215.58</b>
		<b>Annual Salary + Benefits</b>			<b><u><u>\$148,994.43</u></u></b>		
<b>Step D</b>							
		<b>\$7,787.71 /Month</b>		<b>\$51.92 /Hour</b>			
	Total Benefits	\$5,092.91	65.40%	<b>\$85.87</b>	<b>\$120.12</b>	<b>\$17.66</b>	<b>\$223.65</b>
		<b>Annual Salary + Benefits</b>			<b><u><u>\$154,567.49</u></u></b>		
<b>Step E</b>							
		<b>\$8,177.10 /Month</b>		<b>\$54.51 /Hour</b>			
	Total Benefits	\$5,191.18	63.48%	<b>\$89.12</b>	<b>\$124.66</b>	<b>\$18.32</b>	<b>\$232.10</b>
		<b>Annual Salary + Benefits</b>			<b><u><u>\$160,419.33</u></u></b>		



**Administrative Supervisor**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$6,727.32 /Month</b>		<b>\$44.85 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.174600	1,194.39					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	59.00					
Life Insurance	0.000224	27.12					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	345.11			30.82%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	99.19					
	<b>Total Benefits</b>	<b>\$4,825.32</b>	<b>71.73%</b>	<b>\$77.02</b>	<b>\$23.74</b>	<b>\$15.83</b>	<b>\$116.59</b>
				<b>Annual Salary + Benefits <u>\$138,631.71</u></b>			
<b>Step B</b>		<b>\$7,063.68 /Month</b>		<b>\$47.09 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,910.20</b>	<b>69.51%</b>	<b>\$79.83</b>	<b>\$24.60</b>	<b>\$16.41</b>	<b>\$120.84</b>
				<b>Annual Salary + Benefits <u>\$143,686.61</u></b>			
<b>Step C</b>		<b>\$7,416.87 /Month</b>		<b>\$49.45 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,999.33</b>	<b>67.40%</b>	<b>\$82.77</b>	<b>\$25.51</b>	<b>\$17.02</b>	<b>\$125.30</b>
				<b>Annual Salary + Benefits <u>\$148,994.43</u></b>			
<b>Step D</b>		<b>\$7,787.71 /Month</b>		<b>\$51.92 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,092.91</b>	<b>65.40%</b>	<b>\$85.87</b>	<b>\$26.47</b>	<b>\$17.66</b>	<b>\$130.00</b>
				<b>Annual Salary + Benefits <u>\$154,567.49</u></b>			
<b>Step E</b>		<b>\$8,177.10 /Month</b>		<b>\$54.51 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,191.18</b>	<b>63.48%</b>	<b>\$89.12</b>	<b>\$27.47</b>	<b>\$18.32</b>	<b>\$134.91</b>
				<b>Annual Salary + Benefits <u>\$160,419.33</u></b>			





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

<b>Step A</b>		<b>\$6,727.32 /Month</b>		<b>\$44.85 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,194.39					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	59.00					
Life Insurance	0.000224	27.12					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	345.11			112.20%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	99.19					
	<b>Total Benefits</b>	<b>\$4,825.32</b>	<b>71.73%</b>	<b>\$77.02</b>	<b>\$86.41</b>	<b>\$15.83</b>	<b>\$179.26</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$138,631.71</u></b>			
<b>Step B</b>		<b>\$7,063.68 /Month</b>		<b>\$47.09 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,910.20</b>	<b>69.51%</b>	<b>\$79.83</b>	<b>\$89.56</b>	<b>\$16.41</b>	<b>\$185.80</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$143,686.61</u></b>			
<b>Step C</b>		<b>\$7,416.87 /Month</b>		<b>\$49.45 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,999.33</b>	<b>67.40%</b>	<b>\$82.77</b>	<b>\$92.87</b>	<b>\$17.02</b>	<b>\$192.66</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$148,994.43</u></b>			
<b>Step D</b>		<b>\$7,787.71 /Month</b>		<b>\$51.92 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,092.91</b>	<b>65.40%</b>	<b>\$85.87</b>	<b>\$96.35</b>	<b>\$17.66</b>	<b>\$199.88</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,567.49</u></b>			
<b>Step E</b>		<b>\$8,177.10 /Month</b>		<b>\$54.51 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,191.18</b>	<b>63.48%</b>	<b>\$89.12</b>	<b>\$99.99</b>	<b>\$18.32</b>	<b>\$207.43</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,419.33</u></b>			



**Administrative Supervisor**  
**Department: Public Works**

<b>Step A</b>		<b>\$6,727.32 /Month</b>		<b>\$44.85 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,194.39					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	59.00					
Life Insurance	0.000224	27.12					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	345.11			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	99.19					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,825.32	71.73%	\$77.02	\$91.26	\$15.83	\$184.11
		<b>Annual Salary + Benefits</b>		<b><u>\$138,631.71</u></b>			

<b>Step B</b>		<b>\$7,063.68 /Month</b>		<b>\$47.09 /Hour</b>			
	Total Benefits	\$4,910.20	69.51%	\$79.83	\$94.59	\$16.41	\$190.83
		<b>Annual Salary + Benefits</b>		<b><u>\$143,686.61</u></b>			

<b>Step C</b>		<b>\$7,416.87 /Month</b>		<b>\$49.45 /Hour</b>			
	Total Benefits	\$4,999.33	67.40%	\$82.77	\$98.08	\$17.02	\$197.87
		<b>Annual Salary + Benefits</b>		<b><u>\$148,994.43</u></b>			

<b>Step D</b>		<b>\$7,787.71 /Month</b>		<b>\$51.92 /Hour</b>			
	Total Benefits	\$5,092.91	65.40%	\$85.87	\$101.75	\$17.66	\$205.28
		<b>Annual Salary + Benefits</b>		<b><u>\$154,567.49</u></b>			

<b>Step E</b>		<b>\$8,177.10 /Month</b>		<b>\$54.51 /Hour</b>			
	Total Benefits	\$5,191.18	63.48%	\$89.12	\$105.60	\$18.32	\$213.04
		<b>Annual Salary + Benefits</b>		<b><u>\$160,419.33</u></b>			



**Assistant City Attorney  
Department: City Attorney**

<b>Step A</b>		<b>\$14,472.64 /Month</b>		<b>\$96.48 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,526.92			Non-Sworn Asst Director / Asst City Attorney		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	126.93					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	4% + \$110	688.91					
Workers Comp.	0.050450	730.14					
Vision Insurance		23.45					
Medicare	0.014500	209.85					
				<b>Hourly Rate &amp; Benefits</b>	<b>39.29% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$7,303.48	50.46%	\$145.17	\$57.04	\$29.85	\$232.06
		<b>Annual Salary + Benefits</b>		<b><u>\$261,313.46</u></b>			

<b>Step B</b>		<b>\$15,196.27 /Month</b>		<b>\$101.31 /Hour</b>			
Total Benefits		\$7,510.40	49.42%	\$151.38	\$59.48	\$31.12	\$241.98
		<b>Annual Salary + Benefits</b>		<b><u>\$272,480.01</u></b>			

<b>Step C</b>		<b>\$15,956.09 /Month</b>		<b>\$106.37 /Hour</b>			
Total Benefits		\$7,722.80	48.40%	\$157.86	\$62.02	\$32.46	\$252.34
		<b>Annual Salary + Benefits</b>		<b><u>\$284,146.74</u></b>			

<b>Step D</b>		<b>\$16,753.89 /Month</b>		<b>\$111.69 /Hour</b>			
Total Benefits		\$7,945.83	47.43%	\$164.66	\$64.70	\$33.86	\$263.22
		<b>Annual Salary + Benefits</b>		<b><u>\$296,396.64</u></b>			

<b>Step E</b>		<b>\$17,591.58 /Month</b>		<b>\$117.28 /Hour</b>			
Total Benefits		\$8,180.01	46.50%	\$171.81	\$67.50	\$35.32	\$274.63
		<b>Annual Salary + Benefits</b>		<b><u>\$309,259.03</u></b>			



**Assistant City Clerk  
Department: City Manager**

<b>Step A</b>		<b>\$7,766.79 /Month</b>		<b>\$51.78 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,356.08			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	68.11					
Life Insurance	0.000224	31.32					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	265.34					
Workers Comp.	0.050450	391.83					
Vision Insurance		23.45					
Medicare	0.014500	112.62					
				<b>Hourly Rate &amp; Benefits</b>	<b>46.63% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,212.43	67.11%	<b>\$86.53</b>	<b>\$40.35</b>	<b>\$17.79</b>	<b>\$144.67</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,750.65</u></b>			
<b>Step B</b>		<b>\$8,155.12 /Month</b>		<b>\$54.37 /Hour</b>			
	Total Benefits	\$5,318.19	65.21%	<b>\$89.82</b>	<b>\$41.88</b>	<b>\$18.47</b>	<b>\$150.17</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,679.76</u></b>			
<b>Step C</b>		<b>\$8,562.87 /Month</b>		<b>\$57.09 /Hour</b>			
	Total Benefits	\$5,428.32	63.39%	<b>\$93.27</b>	<b>\$43.49</b>	<b>\$19.18</b>	<b>\$155.94</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,894.27</u></b>			
<b>Step D</b>		<b>\$8,991.02 /Month</b>		<b>\$59.94 /Hour</b>			
	Total Benefits	\$5,543.20	61.65%	<b>\$96.89</b>	<b>\$45.18</b>	<b>\$19.92</b>	<b>\$161.99</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$174,410.65</u></b>			
<b>Step E</b>		<b>\$9,440.57 /Month</b>		<b>\$62.94 /Hour</b>			
	Total Benefits	\$5,663.82	59.99%	<b>\$100.70</b>	<b>\$46.95</b>	<b>\$20.70</b>	<b>\$168.35</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$181,252.72</u></b>			



**Assistant City Manager  
Department: City Manager**

<b>Step A</b>		<b>\$16,567.80 /Month</b>		<b>\$110.45 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	3,076.31			Non-Sworn Director		
Management Incentive	11.00	1,051.38					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	131.55					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		110.00					
Workers Comp.	0.050450	888.89			46.63%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	255.48					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$8,534.33	51.51%	\$167.35	\$78.03	\$34.41	\$279.79
		<b>Annual Salary + Benefits</b>		<b><u>\$301,225.61</u></b>			

<b>Step B</b>		<b>\$17,396.19 /Month</b>		<b>\$115.97 /Hour</b>			
Total Benefits		\$8,797.95	50.57%	\$174.63	\$81.43	\$35.90	\$291.96
		<b>Annual Salary + Benefits</b>		<b><u>\$314,329.69</u></b>			

<b>Step C</b>		<b>\$18,266.00 /Month</b>		<b>\$121.77 /Hour</b>			
Total Benefits		\$9,074.76	49.68%	\$182.27	\$84.99	\$37.48	\$304.74
		<b>Annual Salary + Benefits</b>		<b><u>\$328,089.14</u></b>			

<b>Step D</b>		<b>\$19,179.31 /Month</b>		<b>\$127.86 /Hour</b>			
Total Benefits		\$9,365.40	48.83%	\$190.30	\$88.74	\$39.13	\$318.17
		<b>Annual Salary + Benefits</b>		<b><u>\$342,536.54</u></b>			

<b>Step E</b>		<b>\$20,138.27 /Month</b>		<b>\$134.26 /Hour</b>			
Total Benefits		\$9,670.52	48.02%	\$198.73	\$92.67	\$40.86	\$332.26
		<b>Annual Salary + Benefits</b>		<b><u>\$357,705.51</u></b>			



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

<b>Step A</b>		<b>\$14,472.64 /Month</b>		<b>\$96.48 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,526.92			Non-Sworn Asst Director / Asst City Attorney		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	126.93					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	4% + \$110	688.91					
Workers Comp.	0.050450	730.14					
Vision Insurance		23.45					
Medicare	0.014500	209.85					
				<b>Hourly Rate &amp; Benefits</b>	<b>139.88% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$7,303.48	50.46%	\$145.17	\$203.07	\$29.85	\$378.09
		<b>Annual Salary + Benefits</b>		<b><u>\$261,313.46</u></b>			

<b>Step B</b>		<b>\$15,196.27 /Month</b>		<b>\$101.31 /Hour</b>			
	Total Benefits	\$7,510.40	49.42%	\$151.38	\$211.75	\$31.12	\$394.25
		<b>Annual Salary + Benefits</b>		<b><u>\$272,480.01</u></b>			

<b>Step C</b>		<b>\$15,956.09 /Month</b>		<b>\$106.37 /Hour</b>			
	Total Benefits	\$7,722.80	48.40%	\$157.86	\$220.81	\$32.46	\$411.13
		<b>Annual Salary + Benefits</b>		<b><u>\$284,146.74</u></b>			

<b>Step D</b>		<b>\$16,753.89 /Month</b>		<b>\$111.69 /Hour</b>			
	Total Benefits	\$7,945.83	47.43%	\$164.66	\$230.33	\$33.86	\$428.85
		<b>Annual Salary + Benefits</b>		<b><u>\$296,396.64</u></b>			

<b>Step E</b>		<b>\$17,591.58 /Month</b>		<b>\$117.28 /Hour</b>			
	Total Benefits	\$8,180.01	46.50%	\$171.81	\$240.33	\$35.32	\$447.46
		<b>Annual Salary + Benefits</b>		<b><u>\$309,259.03</u></b>			



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

<b>Step A</b>		<b>\$14,870.77 /Month</b>		<b>\$99.14 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,596.44			Non-Sworn Asst Director / Asst City Attorney		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	130.42					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	4% + \$110	704.83					
Workers Comp.	0.050450	750.23					
Vision Insurance		23.45					
Medicare	0.014500	215.63					
				<b>Hourly Rate &amp; Benefits</b>	<b>30.82% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$7,418.27	49.88%	<b>\$148.59</b>	<b>\$45.80</b>	<b>\$30.55</b>	<b>\$224.94</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$267,468.48</u></b>			

<b>Step B</b>		<b>\$15,614.30 /Month</b>		<b>\$104.10 /Hour</b>			
Total Benefits		\$7,627.26	48.85%	<b>\$154.94</b>	<b>\$47.75</b>	<b>\$31.86</b>	<b>\$234.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$278,898.69</u></b>			

<b>Step C</b>		<b>\$16,395.02 /Month</b>		<b>\$109.30 /Hour</b>			
Total Benefits		\$7,845.51	47.85%	<b>\$161.60</b>	<b>\$49.81</b>	<b>\$33.23</b>	<b>\$244.64</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$290,886.33</u></b>			

<b>Step D</b>		<b>\$17,214.77 /Month</b>		<b>\$114.77 /Hour</b>			
Total Benefits		\$8,074.67	46.91%	<b>\$168.60</b>	<b>\$51.96</b>	<b>\$34.66</b>	<b>\$255.22</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$303,473.27</u></b>			

<b>Step E</b>		<b>\$18,075.51 /Month</b>		<b>\$120.50 /Hour</b>			
Total Benefits		\$8,315.29	46.00%	<b>\$175.94</b>	<b>\$54.22</b>	<b>\$36.17</b>	<b>\$266.33</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$316,689.59</u></b>			



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

<b>Step A</b>		<b>\$14,870.77 /Month</b>		<b>\$99.14 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,596.44			Non-Sworn Asst Director / Asst City Attorney		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	130.42					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	4% + \$110	704.83					
Workers Comp.	0.050450	750.23					
Vision Insurance		23.45					
Medicare	0.014500	215.63					
				<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$7,418.27	49.88%	\$148.59	\$125.46	\$30.55	\$304.60
		<b>Annual Salary + Benefits</b>		<b><u>\$267,468.48</u></b>			

<b>Step B</b>		<b>\$15,614.30 /Month</b>		<b>\$104.10 /Hour</b>			
Total Benefits		\$7,627.26	48.85%	\$154.94	\$130.82	\$31.86	\$317.62
		<b>Annual Salary + Benefits</b>		<b><u>\$278,898.69</u></b>			

<b>Step C</b>		<b>\$16,395.02 /Month</b>		<b>\$109.30 /Hour</b>			
Total Benefits		\$7,845.51	47.85%	\$161.60	\$136.44	\$33.23	\$331.27
		<b>Annual Salary + Benefits</b>		<b><u>\$290,886.33</u></b>			

<b>Step D</b>		<b>\$17,214.77 /Month</b>		<b>\$114.77 /Hour</b>			
Total Benefits		\$8,074.67	46.91%	\$168.60	\$142.35	\$34.66	\$345.61
		<b>Annual Salary + Benefits</b>		<b><u>\$303,473.27</u></b>			

<b>Step E</b>		<b>\$18,075.51 /Month</b>		<b>\$120.50 /Hour</b>			
Total Benefits		\$8,315.29	46.00%	\$175.94	\$148.55	\$36.17	\$360.66
		<b>Annual Salary + Benefits</b>		<b><u>\$316,689.59</u></b>			





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

<b>Step A</b>		<b>\$14,870.77 /Month</b>		<b>\$99.14 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	2,596.44		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	130.42					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	4% + \$110	704.83					
Workers Comp.	0.050450	750.23					
Vision Insurance		23.45					
Medicare	0.014500	215.63		<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$7,418.27	49.88%	<b>\$148.59</b>	<b>\$176.07</b>	<b>\$30.55</b>	<b>\$355.21</b>
<b>Annual Salary + Benefits</b>				<b><u>\$267,468.48</u></b>			
<b>Step B</b>		<b>\$15,614.30 /Month</b>		<b>\$104.10 /Hour</b>			
Total Benefits		\$7,627.26	48.85%	<b>\$154.94</b>	<b>\$183.59</b>	<b>\$31.86</b>	<b>\$370.39</b>
<b>Annual Salary + Benefits</b>				<b><u>\$278,898.69</u></b>			
<b>Step C</b>		<b>\$16,395.02 /Month</b>		<b>\$109.30 /Hour</b>			
Total Benefits		\$7,845.51	47.85%	<b>\$161.60</b>	<b>\$191.48</b>	<b>\$33.23</b>	<b>\$386.31</b>
<b>Annual Salary + Benefits</b>				<b><u>\$290,886.33</u></b>			
<b>Step D</b>		<b>\$17,214.77 /Month</b>		<b>\$114.77 /Hour</b>			
Total Benefits		\$8,074.67	46.91%	<b>\$168.60</b>	<b>\$199.77</b>	<b>\$34.66</b>	<b>\$403.03</b>
<b>Annual Salary + Benefits</b>				<b><u>\$303,473.27</u></b>			
<b>Step E</b>		<b>\$18,075.51 /Month</b>		<b>\$120.50 /Hour</b>			
Total Benefits		\$8,315.29	46.00%	<b>\$175.94</b>	<b>\$208.47</b>	<b>\$36.17</b>	<b>\$420.58</b>
<b>Annual Salary + Benefits</b>				<b><u>\$316,689.59</u></b>			



**Assistant Engineer**  
**Department: Engineering**

<b>Step A</b>		<b>\$9,256.84 /Month</b>		<b>\$61.71 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,616.24			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	81.18					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	295.14					
Workers Comp.	0.050450	467.01					
Vision Insurance		23.45					
Medicare	0.014500	134.22					
				<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,614.53	60.65%	\$99.14	\$83.71	\$20.38	\$203.23
		<b>Annual Salary + Benefits</b>		<b><u>\$178,456.38</u></b>			
<b>Step B</b>		<b>\$9,719.68 /Month</b>		<b>\$64.80 /Hour</b>			
Total Benefits		\$5,738.71	59.04%	\$103.06	\$87.01	\$21.19	\$211.26
		<b>Annual Salary + Benefits</b>		<b><u>\$185,500.73</u></b>			
<b>Step C</b>		<b>\$10,205.66 /Month</b>		<b>\$68.04 /Hour</b>			
Total Benefits		\$5,869.11	57.51%	\$107.17	\$90.48	\$22.03	\$219.68
		<b>Annual Salary + Benefits</b>		<b><u>\$192,897.27</u></b>			
<b>Step D</b>		<b>\$10,715.95 /Month</b>		<b>\$71.44 /Hour</b>			
Total Benefits		\$6,006.03	56.05%	\$111.48	\$94.12	\$22.92	\$228.52
		<b>Annual Salary + Benefits</b>		<b><u>\$200,663.80</u></b>			
<b>Step E</b>		<b>\$11,251.74 /Month</b>		<b>\$75.01 /Hour</b>			
Total Benefits		\$6,149.80	54.66%	\$116.01	\$97.95	\$23.85	\$237.81
		<b>Annual Salary + Benefits</b>		<b><u>\$208,818.44</u></b>			



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

<b>Step A</b>		<b>\$12,010.49 /Month</b>		<b>\$80.07 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,097.03			Non-Sworn Asst Director / Asst City Attorney		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	105.33					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	4% + \$110	590.42					
Workers Comp.	0.050450	605.93					
Vision Insurance		23.45					
Medicare	0.014500	174.15					
				<b>Hourly Rate &amp; Benefits</b>	<b>112.20% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,593.59	54.90%	<b>\$124.03</b>	<b>\$139.16</b>	<b>\$25.50</b>	<b>\$288.69</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$223,249.01</u></b>			
<b>Step B</b>		<b>\$12,611.02 /Month</b>		<b>\$84.07 /Hour</b>			
Total Benefits		\$6,766.74	53.66%	<b>\$129.19</b>	<b>\$144.95</b>	<b>\$26.56</b>	<b>\$300.70</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$232,533.11</u></b>			
<b>Step C</b>		<b>\$13,241.56 /Month</b>		<b>\$88.28 /Hour</b>			
Total Benefits		\$6,948.54	52.48%	<b>\$134.60</b>	<b>\$151.02</b>	<b>\$27.67</b>	<b>\$313.29</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$242,281.16</u></b>			
<b>Step D</b>		<b>\$13,903.65 /Month</b>		<b>\$92.69 /Hour</b>			
Total Benefits		\$7,139.43	51.35%	<b>\$140.29</b>	<b>\$157.40</b>	<b>\$28.84</b>	<b>\$326.53</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$252,516.96</u></b>			
<b>Step E</b>		<b>\$14,598.83 /Month</b>		<b>\$97.33 /Hour</b>			
Total Benefits		\$7,339.86	50.28%	<b>\$146.26</b>	<b>\$164.10</b>	<b>\$30.07</b>	<b>\$340.43</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$263,264.34</u></b>			



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

<b>Step A</b>		<b>\$8,548.16 /Month</b>		<b>\$56.99 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,492.51			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	74.97					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	280.96					
Workers Comp.	0.050450	431.25					
Vision Insurance		23.45					
Medicare	0.014500	123.95					
				<b>Hourly Rate &amp; Benefits</b>	<b>139.88% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,424.37	63.46%	\$93.15	\$130.30	\$19.15	\$242.60
		<b>Annual Salary + Benefits</b>		<b><u>\$167,670.39</u></b>			

<b>Step B</b>		<b>\$8,975.57 /Month</b>		<b>\$59.84 /Hour</b>			
Total Benefits		\$5,539.05	61.71%	\$96.76	\$135.35	\$19.89	\$252.00
		<b>Annual Salary + Benefits</b>		<b><u>\$174,175.50</u></b>			

<b>Step C</b>		<b>\$9,424.35 /Month</b>		<b>\$62.83 /Hour</b>			
Total Benefits		\$5,659.47	60.05%	\$100.56	\$140.66	\$20.67	\$261.89
		<b>Annual Salary + Benefits</b>		<b><u>\$181,005.86</u></b>			

<b>Step D</b>		<b>\$9,895.57 /Month</b>		<b>\$65.97 /Hour</b>			
Total Benefits		\$5,785.91	58.47%	\$104.54	\$146.24	\$21.49	\$272.27
		<b>Annual Salary + Benefits</b>		<b><u>\$188,177.75</u></b>			

<b>Step E</b>		<b>\$10,390.35 /Month</b>		<b>\$69.27 /Hour</b>			
Total Benefits		\$5,918.67	56.96%	\$108.73	\$152.09	\$22.35	\$283.17
		<b>Annual Salary + Benefits</b>		<b><u>\$195,708.22</u></b>			



**Associate Engineer  
Department: Engineering**

<b>Step A</b>		<b>\$10,205.66 /Month</b>		<b>\$68.04 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,781.91			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	89.50					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	314.11					
Workers Comp.	0.050450	514.88					
Vision Insurance		23.45					
Medicare	0.014500	147.98					
				<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,869.11	57.51%	<b>\$107.17</b>	<b>\$90.48</b>	<b>\$22.03</b>	<b>\$219.68</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$192,897.27</u></b>			
<b>Step B</b>		<b>\$10,715.95 /Month</b>		<b>\$71.44 /Hour</b>			
Total Benefits		\$6,006.03	56.05%	<b>\$111.48</b>	<b>\$94.12</b>	<b>\$22.92</b>	<b>\$228.52</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$200,663.80</u></b>			
<b>Step C</b>		<b>\$11,251.74 /Month</b>		<b>\$75.01 /Hour</b>			
Total Benefits		\$6,149.80	54.66%	<b>\$116.01</b>	<b>\$97.95</b>	<b>\$23.85</b>	<b>\$237.81</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$208,818.44</u></b>			
<b>Step D</b>		<b>\$11,814.33 /Month</b>		<b>\$78.76 /Hour</b>			
Total Benefits		\$6,300.75	53.33%	<b>\$120.77</b>	<b>\$101.96</b>	<b>\$24.83</b>	<b>\$247.56</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$217,380.97</u></b>			
<b>Step E</b>		<b>\$12,405.04 /Month</b>		<b>\$82.70 /Hour</b>			
Total Benefits		\$6,459.25	52.07%	<b>\$125.76</b>	<b>\$106.18</b>	<b>\$25.86</b>	<b>\$257.80</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$226,371.48</u></b>			



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

<b>Step A</b>		<b>\$9,424.35 /Month</b>		<b>\$62.83 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,645.49			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.65					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.49					
Workers Comp.	0.050450	475.46					
Vision Insurance		23.45					
Medicare	0.014500	136.65					
				<b>Hourly Rate &amp; Benefits</b>	<b>139.88% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,659.47	60.05%	\$100.56	\$140.66	\$20.67	\$261.89
		<b>Annual Salary + Benefits</b>		<b><u>\$181,005.86</u></b>			

<b>Step B</b>		<b>\$9,895.57 /Month</b>		<b>\$65.97 /Hour</b>			
	Total Benefits	\$5,785.91	58.47%	\$104.54	\$146.24	\$21.49	\$272.27
		<b>Annual Salary + Benefits</b>		<b><u>\$188,177.75</u></b>			

<b>Step C</b>		<b>\$10,390.35 /Month</b>		<b>\$69.27 /Hour</b>			
	Total Benefits	\$5,918.67	56.96%	\$108.73	\$152.09	\$22.35	\$283.17
		<b>Annual Salary + Benefits</b>		<b><u>\$195,708.22</u></b>			

<b>Step D</b>		<b>\$10,909.87 /Month</b>		<b>\$72.73 /Hour</b>			
	Total Benefits	\$6,058.07	55.53%	\$113.12	\$158.23	\$23.26	\$294.61
		<b>Annual Salary + Benefits</b>		<b><u>\$203,615.24</u></b>			

<b>Step E</b>		<b>\$11,455.36 /Month</b>		<b>\$76.37 /Hour</b>			
	Total Benefits	\$6,204.43	54.16%	\$117.73	\$164.68	\$24.21	\$306.62
		<b>Annual Salary + Benefits</b>		<b><u>\$211,917.51</u></b>			



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

<b>Step A</b>		<b>\$7,796.90 /Month</b>		<b>\$51.98 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,381.13		Office Employees			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	68.38					
Life Insurance	0.000224	31.44					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	399.07			139.88%	20.56%	
Vision Insurance		23.45		<u>Hourly Rate</u>	<u>Department</u>	<u>Citywide</u>	<u>Total Hourly</u>
Medicare	0.014500	114.70		<u>&amp; Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
Total Benefits		\$5,095.23	65.35%	<b>\$85.95</b>	<b>\$120.22</b>	<b>\$17.67</b>	<b>\$223.84</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$154,705.60</b></u></u>			
<b>Step B</b>		<b>\$8,186.75 /Month</b>		<b>\$54.58 /Hour</b>			
Total Benefits		\$5,193.61	63.44%	<b>\$89.20</b>	<b>\$124.78</b>	<b>\$18.34</b>	<b>\$232.32</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$160,564.36</b></u></u>			
<b>Step C</b>		<b>\$8,596.09 /Month</b>		<b>\$57.31 /Hour</b>			
Total Benefits		\$5,295.85	61.61%	<b>\$92.61</b>	<b>\$129.55</b>	<b>\$19.04</b>	<b>\$241.20</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$166,703.29</b></u></u>			
<b>Step D</b>		<b>\$9,025.90 /Month</b>		<b>\$60.17 /Hour</b>			
Total Benefits		\$5,402.58	59.86%	<b>\$96.19</b>	<b>\$134.55</b>	<b>\$19.78</b>	<b>\$250.52</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$173,141.78</b></u></u>			
<b>Step E</b>		<b>\$9,477.19 /Month</b>		<b>\$63.18 /Hour</b>			
Total Benefits		\$5,514.65	58.19%	<b>\$99.95</b>	<b>\$139.80</b>	<b>\$20.55</b>	<b>\$260.30</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$179,902.03</b></u></u>			



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

<b>Step A</b>		<b>\$8,596.09 /Month</b>		<b>\$57.31 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,520.67					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	75.39					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	439.39			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	126.29					
Total Benefits		\$5,295.85	61.61%	\$92.61	\$129.55	\$19.04	\$241.20
		<b>Annual Salary + Benefits</b>		<b><u>\$166,703.29</u></b>			

<b>Step B</b>		<b>\$9,025.90 /Month</b>		<b>\$60.17 /Hour</b>			
Total Benefits		\$5,402.58	59.86%	\$96.19	\$134.55	\$19.78	\$250.52
		<b>Annual Salary + Benefits</b>		<b><u>\$173,141.78</u></b>			

<b>Step C</b>		<b>\$9,477.19 /Month</b>		<b>\$63.18 /Hour</b>			
Total Benefits		\$5,514.65	58.19%	\$99.95	\$139.80	\$20.55	\$260.30
		<b>Annual Salary + Benefits</b>		<b><u>\$179,902.03</u></b>			

<b>Step D</b>		<b>\$9,951.05 /Month</b>		<b>\$66.34 /Hour</b>			
Total Benefits		\$5,632.31	56.60%	\$103.89	\$145.32	\$21.36	\$270.57
		<b>Annual Salary + Benefits</b>		<b><u>\$187,000.38</u></b>			

<b>Step E</b>		<b>\$10,448.60 /Month</b>		<b>\$69.66 /Hour</b>			
Total Benefits		\$5,755.87	55.09%	\$108.03	\$151.11	\$22.21	\$281.35
		<b>Annual Salary + Benefits</b>		<b><u>\$194,453.60</u></b>			





**Chief Building Official**  
**Department: Community Development**

<b>Step A</b>		<b>\$13,211.54 /Month</b>		<b>\$88.08 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	2,306.73			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	115.87					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	506.35					
Workers Comp.	0.050450	666.52			139.88%	20.56%	
Vision Insurance		23.45		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	191.57		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
Total Benefits		\$6,807.77	51.53%	<b>\$133.46</b>	<b>\$186.69</b>	<b>\$27.44</b>	<b>\$347.59</b>
<b>Annual Salary + Benefits</b>				<b><u>\$240,231.67</u></b>			
<b>Step B</b>		<b>\$13,872.11 /Month</b>		<b>\$92.48 /Hour</b>			
Total Benefits		\$6,991.62	50.40%	<b>\$139.09</b>	<b>\$194.56</b>	<b>\$28.60</b>	<b>\$362.25</b>
<b>Annual Salary + Benefits</b>				<b><u>\$250,364.71</u></b>			
<b>Step C</b>		<b>\$14,565.73 /Month</b>		<b>\$97.10 /Hour</b>			
Total Benefits		\$7,184.66	49.33%	<b>\$145.00</b>	<b>\$202.83</b>	<b>\$29.81</b>	<b>\$377.64</b>
<b>Annual Salary + Benefits</b>				<b><u>\$261,004.73</u></b>			
<b>Step D</b>		<b>\$15,294.01 /Month</b>		<b>\$101.96 /Hour</b>			
Total Benefits		\$7,384.78	48.29%	<b>\$151.19</b>	<b>\$211.49</b>	<b>\$31.09</b>	<b>\$393.77</b>
<b>Annual Salary + Benefits</b>				<b><u>\$272,145.48</u></b>			
<b>Step E</b>		<b>\$16,058.71 /Month</b>		<b>\$107.06 /Hour</b>			
Total Benefits		\$7,590.91	47.27%	<b>\$157.66</b>	<b>\$220.54</b>	<b>\$32.42</b>	<b>\$410.62</b>
<b>Annual Salary + Benefits</b>				<b><u>\$283,795.38</u></b>			



**Chief Financial Operations Officer**  
**Department: Finance and Information Systems**

<b>Step A</b>							
		<b>\$11,805.86 /Month</b>		<b>\$78.71 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	2,061.30			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	103.54					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	464.18					
Workers Comp.	0.050450	595.61					
Vision Insurance		23.45					
Medicare	0.014500	171.18					
				<b>Hourly Rate &amp; Benefits</b>	<b>30.82% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,416.54	54.35%	<b>\$121.48</b>	<b>\$37.44</b>	<b>\$24.98</b>	<b>\$183.90</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$218,668.76</u></b>			
<b>Step B</b>							
		<b>\$12,396.16 /Month</b>		<b>\$82.64 /Hour</b>			
Total Benefits		\$6,580.83	53.09%	<b>\$126.51</b>	<b>\$38.99</b>	<b>\$26.01</b>	<b>\$191.51</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$227,723.87</u></b>			
<b>Step C</b>							
		<b>\$13,015.96 /Month</b>		<b>\$86.77 /Hour</b>			
Total Benefits		\$6,753.33	51.89%	<b>\$131.80</b>	<b>\$40.62</b>	<b>\$27.10</b>	<b>\$199.52</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$237,231.50</u></b>			
<b>Step D</b>							
		<b>\$13,666.77 /Month</b>		<b>\$91.11 /Hour</b>			
Total Benefits		\$6,934.47	50.74%	<b>\$137.34</b>	<b>\$42.33</b>	<b>\$28.24</b>	<b>\$207.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$247,214.83</u></b>			
<b>Step E</b>							
		<b>\$14,350.11 /Month</b>		<b>\$95.67 /Hour</b>			
Total Benefits		\$7,124.65	49.65%	<b>\$143.17</b>	<b>\$44.12</b>	<b>\$29.43</b>	<b>\$216.72</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$257,697.15</u></b>			



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

<b>Step A</b>								
		<b>\$13,189.30 /Month</b>		<b>\$87.93 /Hour</b>				
	<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
	PERS - Employer	0.174600	2,302.85		Non-Sworn Managers / Confidential			
	Management Incentive		0.00					
	EAP		4.05					
	Health Insurance		2,138.34					
	Dental Insurance		148.29					
	LTD & STD Insurance	0.008770	115.67					
	Life Insurance	0.000224	33.60					
	Longevity		0.00					
	Holiday Pay		0.00					
	Uniform Allowance		0.00					
	Educational Supplement		0.00					
	Standby		0.00					
	Retiree Medical		673.00					
	Deferred Comp.	3% + \$110	505.68					
	Workers Comp.	0.050450	665.40					
	Vision Insurance		23.45					
	Medicare	0.014500	191.24					
				<u>Hourly Rate &amp; Benefits</u>	<u>30.82% Department Overhead</u>	<u>20.56% Citywide Overhead</u>	<u>Total Hourly Rate</u>	
	Total Benefits		\$6,801.58	51.57%	\$133.27	\$41.07	\$27.40	\$201.74
			<b>Annual Salary + Benefits</b>		<b><u>\$239,890.51</u></b>			
<b>Step B</b>								
			<b>\$13,848.76 /Month</b>		<b>\$92.33 /Hour</b>			
	Total Benefits		\$6,985.12	50.44%	\$138.89	\$42.81	\$28.56	\$210.26
			<b>Annual Salary + Benefits</b>		<b><u>\$250,006.52</u></b>			
<b>Step C</b>								
			<b>\$14,541.20 /Month</b>		<b>\$96.94 /Hour</b>			
	Total Benefits		\$7,177.84	49.36%	\$144.79	\$44.63	\$29.77	\$219.19
			<b>Annual Salary + Benefits</b>		<b><u>\$260,628.44</u></b>			
<b>Step D</b>								
			<b>\$15,268.26 /Month</b>		<b>\$101.79 /Hour</b>			
	Total Benefits		\$7,377.84	48.32%	\$150.97	\$46.53	\$31.04	\$228.54
			<b>Annual Salary + Benefits</b>		<b><u>\$271,753.19</u></b>			
<b>Step E</b>								
			<b>\$16,031.67 /Month</b>		<b>\$106.88 /Hour</b>			
	Total Benefits		\$7,583.62	47.30%	\$157.44	\$48.52	\$32.37	\$238.33
			<b>Annual Salary + Benefits</b>		<b><u>\$283,383.44</u></b>			



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

<b>Step E</b>		<b>\$23,312.24 /Month</b>		<b>\$155.41 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	4,070.32					City Attorney
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	131.55					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	1,176.10					
Vision Insurance		23.45					
Medicare	0.014500	<u>338.03</u>					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$8,736.73	37.48%	<b>\$213.66</b>	<b>\$83.95</b>	<b>\$43.93</b>	<b>\$341.54</b>
				<b>Annual Salary + Benefits <u>\$384,587.61</u></b>			



**City Clerk  
Department: City Manager**

<b>Step A</b>		<b>\$11,514.50 /Month</b>		<b>\$76.76 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,010.43			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	100.98					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	455.44					
Workers Comp.	0.050450	580.91					
Vision Insurance		23.45					
Medicare	0.014500	166.96					
				<b>Hourly Rate &amp; Benefits</b>	<b>46.63% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,335.45	55.02%	<b>\$119.00</b>	<b>\$55.49</b>	<b>\$24.47</b>	<b>\$198.96</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$214,199.35</u></b>			
<b>Step B</b>		<b>\$12,090.22 /Month</b>		<b>\$80.60 /Hour</b>			
	Total Benefits	\$6,495.68	53.73%	<b>\$123.91</b>	<b>\$57.78</b>	<b>\$25.48</b>	<b>\$207.17</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$223,030.80</u></b>			
<b>Step C</b>		<b>\$12,694.73 /Month</b>		<b>\$84.63 /Hour</b>			
	Total Benefits	\$6,663.93	52.49%	<b>\$129.06</b>	<b>\$60.18</b>	<b>\$26.53</b>	<b>\$215.77</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$232,303.89</u></b>			
<b>Step D</b>		<b>\$13,329.47 /Month</b>		<b>\$88.86 /Hour</b>			
	Total Benefits	\$6,840.59	51.32%	<b>\$134.47</b>	<b>\$62.70</b>	<b>\$27.65</b>	<b>\$224.82</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$242,040.70</u></b>			
<b>Step E</b>		<b>\$13,995.95 /Month</b>		<b>\$93.31 /Hour</b>			
	Total Benefits	\$7,026.08	50.20%	<b>\$140.15</b>	<b>\$65.35</b>	<b>\$28.81</b>	<b>\$234.31</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$252,264.39</u></b>			



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

<b>Step E</b>		<b>\$22,797.08 /Month</b>		<b>\$151.98 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	4,232.97					
Management Incentive	11.00	1,446.72					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	131.55					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	1,223.10					
Vision Insurance		23.45					
Medicare	0.014500	351.54					
				<b>Hourly Rate &amp; Benefits</b>	<b>46.63% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$10,406.60	45.65%	<b>\$221.36</b>	<b>\$103.22</b>	<b>\$45.51</b>	<b>\$370.09</b>
				<b>Annual Salary + Benefits</b>	<b><u>\$398,444.19</u></b>		



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

<b>Step A</b>		<b>\$16,567.80 /Month</b>		<b>\$110.45 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	3,076.31					
Management Incentive	11.00	1,051.38					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	131.55					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		110.00					
Workers Comp.	0.050450	888.89			30.82%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	255.48					
Total Benefits		\$8,534.33	51.51%	\$167.35	\$51.58	\$34.41	\$253.34
		<b>Annual Salary + Benefits</b>		<b><u>\$301,225.61</u></b>			

<b>Step B</b>		<b>\$17,396.19 /Month</b>		<b>\$115.97 /Hour</b>			
Total Benefits		\$8,797.95	50.57%	\$174.63	\$53.82	\$35.90	\$264.35
		<b>Annual Salary + Benefits</b>		<b><u>\$314,329.69</u></b>			

<b>Step C</b>		<b>\$18,266.00 /Month</b>		<b>\$121.77 /Hour</b>			
Total Benefits		\$9,074.76	49.68%	\$182.27	\$56.18	\$37.48	\$275.93
		<b>Annual Salary + Benefits</b>		<b><u>\$328,089.14</u></b>			

<b>Step D</b>		<b>\$19,179.31 /Month</b>		<b>\$127.86 /Hour</b>			
Total Benefits		\$9,365.40	48.83%	\$190.30	\$58.65	\$39.13	\$288.08
		<b>Annual Salary + Benefits</b>		<b><u>\$342,536.54</u></b>			

<b>Step E</b>		<b>\$20,138.27 /Month</b>		<b>\$134.26 /Hour</b>			
Total Benefits		\$9,670.52	48.02%	\$198.73	\$61.25	\$40.86	\$300.84
		<b>Annual Salary + Benefits</b>		<b><u>\$357,705.51</u></b>			



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

<b>Step A</b>		<b>\$7,308.98 /Month</b>		<b>\$48.73 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,295.94					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	64.10					
Life Insurance	0.000224	29.47					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	374.46			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	107.62					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,972.11	68.03%	<b>\$81.87</b>	<b>\$114.53</b>	<b>\$16.83</b>	<b>\$213.23</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$147,373.03</u></b>			
<b>Step B</b>		<b>\$7,674.44 /Month</b>		<b>\$51.16 /Hour</b>			
Total Benefits		\$5,064.33	65.99%	<b>\$84.93</b>	<b>\$118.79</b>	<b>\$17.46</b>	<b>\$221.18</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$152,865.25</u></b>			
<b>Step C</b>		<b>\$8,058.16 /Month</b>		<b>\$53.72 /Hour</b>			
Total Benefits		\$5,161.16	64.05%	<b>\$88.13</b>	<b>\$123.27</b>	<b>\$18.12</b>	<b>\$229.52</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$158,631.88</u></b>			
<b>Step D</b>		<b>\$8,461.07 /Month</b>		<b>\$56.41 /Hour</b>			
Total Benefits		\$5,262.32	62.19%	<b>\$91.49</b>	<b>\$127.98</b>	<b>\$18.81</b>	<b>\$238.28</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$164,680.72</u></b>			
<b>Step E</b>		<b>\$8,884.12 /Month</b>		<b>\$59.23 /Hour</b>			
Total Benefits		\$5,367.37	60.42%	<b>\$95.01</b>	<b>\$132.90</b>	<b>\$19.53</b>	<b>\$247.44</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$171,017.94</u></b>			



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

Step A		\$8,058.16 /Month		\$53.72 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.174600	1,426.75					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	70.67					
Life Insurance	0.000224	32.49					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	412.25			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	118.49					
Total Benefits		\$5,161.16	64.05%	\$88.13	\$123.27	\$18.12	\$229.52
Annual Salary + Benefits				<u>\$158,631.88</u>			
Step B		\$8,461.07 /Month		\$56.41 /Hour			
Total Benefits		\$5,262.32	62.19%	\$91.49	\$127.98	\$18.81	\$238.28
Annual Salary + Benefits				<u>\$164,680.72</u>			
Step C		\$8,884.12 /Month		\$59.23 /Hour			
Total Benefits		\$5,367.37	60.42%	\$95.01	\$132.90	\$19.53	\$247.44
Annual Salary + Benefits				<u>\$171,017.94</u>			
Step D		\$9,328.33 /Month		\$62.19 /Hour			
Total Benefits		\$5,477.68	58.72%	\$98.71	\$138.07	\$20.29	\$257.07
Annual Salary + Benefits				<u>\$177,672.13</u>			
Step E		\$9,794.74 /Month		\$65.30 /Hour			
Total Benefits		\$5,593.50	57.11%	\$102.59	\$143.50	\$21.09	\$267.18
Annual Salary + Benefits				<u>\$184,658.88</u>			



**Code Enforcement Supervisor**  
**Department: Community Development**

<b>Step A</b>		<b>\$10,256.62 /Month</b>		<b>\$68.38 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,790.81			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	89.95					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	315.13					
Workers Comp.	0.050450	517.45					
Vision Insurance		23.45					
Medicare	0.014500	148.72					
				<b>Hourly Rate &amp; Benefits</b>	<b>139.88% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,882.79	57.36%	\$107.60	\$150.51	\$22.12	\$280.23
		<b>Annual Salary + Benefits</b>		<b><u>\$193,672.88</u></b>			

<b>Step B</b>		<b>\$10,769.44 /Month</b>		<b>\$71.80 /Hour</b>			
Total Benefits		\$6,020.39	55.90%	\$111.93	\$156.57	\$23.01	\$291.51
		<b>Annual Salary + Benefits</b>		<b><u>\$201,477.91</u></b>			

<b>Step C</b>		<b>\$11,307.92 /Month</b>		<b>\$75.39 /Hour</b>			
Total Benefits		\$6,164.87	54.52%	\$116.49	\$162.94	\$23.95	\$303.38
		<b>Annual Salary + Benefits</b>		<b><u>\$209,673.49</u></b>			

<b>Step D</b>		<b>\$11,873.32 /Month</b>		<b>\$79.16 /Hour</b>			
Total Benefits		\$6,316.58	53.20%	\$121.27	\$169.63	\$24.93	\$315.83
		<b>Annual Salary + Benefits</b>		<b><u>\$218,278.79</u></b>			

<b>Step E</b>		<b>\$12,466.98 /Month</b>		<b>\$83.11 /Hour</b>			
Total Benefits		\$6,475.87	51.94%	\$126.29	\$176.65	\$25.96	\$328.90
		<b>Annual Salary + Benefits</b>		<b><u>\$227,314.20</u></b>			



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

<b>Step A</b>		<b>\$6,240.70 /Month</b>		<b>\$41.60 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,089.63			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	54.73					
Life Insurance	0.000224	25.16					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	314.84			118.49%	20.56%	
Vision Insurance		23.45		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	<u>90.49</u>		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
Total Benefits		\$4,561.98	73.10%	<b>\$72.02</b>	<b>\$85.33</b>	<b>\$14.81</b>	<b>\$172.16</b>
<b>Annual Salary + Benefits</b>				<b><u>\$129,632.20</u></b>			
<b>Step B</b>		<b>\$6,552.73 /Month</b>		<b>\$43.68 /Hour</b>			
Total Benefits		\$4,640.72	70.82%	<b>\$74.62</b>	<b>\$88.42</b>	<b>\$15.34</b>	<b>\$178.38</b>
<b>Annual Salary + Benefits</b>				<b><u>\$134,321.45</u></b>			
<b>Step C</b>		<b>\$6,880.37 /Month</b>		<b>\$45.87 /Hour</b>			
Total Benefits		\$4,723.41	68.65%	<b>\$77.36</b>	<b>\$91.66</b>	<b>\$15.90</b>	<b>\$184.92</b>
<b>Annual Salary + Benefits</b>				<b><u>\$139,245.30</u></b>			
<b>Step D</b>		<b>\$7,224.39 /Month</b>		<b>\$48.16 /Hour</b>			
Total Benefits		\$4,810.22	66.58%	<b>\$80.23</b>	<b>\$95.07</b>	<b>\$16.50</b>	<b>\$191.80</b>
<b>Annual Salary + Benefits</b>				<b><u>\$144,415.31</u></b>			
<b>Step E</b>		<b>\$7,585.61 /Month</b>		<b>\$50.57 /Hour</b>			
Total Benefits		\$4,901.37	64.61%	<b>\$83.25</b>	<b>\$98.64</b>	<b>\$17.12</b>	<b>\$199.01</b>
<b>Annual Salary + Benefits</b>				<b><u>\$149,843.81</u></b>			



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

<b>Step A</b>		<b>\$6,880.37 /Month</b>		<b>\$45.87 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,201.31			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	60.34					
Life Insurance	0.000224	27.74					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	347.11					
Vision Insurance		23.45					
Medicare	0.014500	99.77					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,723.41	68.65%	\$77.36	\$91.66	\$15.90	\$184.92
		<b>Annual Salary + Benefits</b>		<b><u>\$139,245.30</u></b>			

<b>Step B</b>		<b>\$7,224.39 /Month</b>		<b>\$48.16 /Hour</b>			
Total Benefits		\$4,810.22	66.58%	\$80.23	\$95.07	\$16.50	\$191.80
		<b>Annual Salary + Benefits</b>		<b><u>\$144,415.31</u></b>			

<b>Step C</b>		<b>\$7,585.61 /Month</b>		<b>\$50.57 /Hour</b>			
Total Benefits		\$4,901.37	64.61%	\$83.25	\$98.64	\$17.12	\$199.01
		<b>Annual Salary + Benefits</b>		<b><u>\$149,843.81</u></b>			

<b>Step D</b>		<b>\$7,964.89 /Month</b>		<b>\$53.10 /Hour</b>			
Total Benefits		\$4,997.09	62.74%	\$86.41	\$102.39	\$17.77	\$206.57
		<b>Annual Salary + Benefits</b>		<b><u>\$155,543.71</u></b>			

<b>Step E</b>		<b>\$8,363.14 /Month</b>		<b>\$55.75 /Hour</b>			
Total Benefits		\$5,097.46	60.95%	\$89.74	\$106.33	\$18.45	\$214.52
		<b>Annual Salary + Benefits</b>		<b><u>\$161,527.26</u></b>			



**Community Development Specialist**  
**Department: Community Development**

<b>Step A</b>		<b>\$8,510.90 /Month</b>		<b>\$56.74 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,505.80					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	74.64					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	435.09			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	125.05					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,274.70	61.98%	\$91.90	\$128.56	\$18.90	\$239.36
		<b>Annual Salary + Benefits</b>		<b><u>\$165,427.16</u></b>			

<b>Step B</b>		<b>\$8,936.44 /Month</b>		<b>\$59.58 /Hour</b>			
Total Benefits		\$5,380.37	60.21%	\$95.45	\$133.51	\$19.62	\$248.58
		<b>Annual Salary + Benefits</b>		<b><u>\$171,801.68</u></b>			

<b>Step C</b>		<b>\$9,383.26 /Month</b>		<b>\$62.56 /Hour</b>			
Total Benefits		\$5,491.32	58.52%	\$99.16	\$138.71	\$20.39	\$258.26
		<b>Annual Salary + Benefits</b>		<b><u>\$178,494.98</u></b>			

<b>Step D</b>		<b>\$9,852.42 /Month</b>		<b>\$65.68 /Hour</b>			
Total Benefits		\$5,607.82	56.92%	\$103.07	\$144.17	\$21.19	\$268.43
		<b>Annual Salary + Benefits</b>		<b><u>\$185,522.92</u></b>			

<b>Step E</b>		<b>\$10,345.04 /Month</b>		<b>\$68.97 /Hour</b>			
Total Benefits		\$5,730.15	55.39%	\$107.17	\$149.91	\$22.03	\$279.11
		<b>Annual Salary + Benefits</b>		<b><u>\$192,902.29</u></b>			



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

<b>Step A</b>		<b>\$7,034.22 /Month</b>		<b>\$46.89 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.174600	1,247.97					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	61.69					
Life Insurance	0.000224	28.36					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	360.60			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	103.64					
Total Benefits		\$4,902.77	69.70%	<b>\$79.58</b>	<b>\$111.32</b>	<b>\$16.36</b>	<b>\$207.26</b>
Annual Salary + Benefits				<b><u>\$143,243.88</u></b>			
<b>Step B</b>		<b>\$7,385.93 /Month</b>		<b>\$49.24 /Hour</b>			
Total Benefits		\$4,991.52	67.58%	<b>\$82.52</b>	<b>\$115.42</b>	<b>\$16.97</b>	<b>\$214.91</b>
Annual Salary + Benefits				<b><u>\$148,529.45</u></b>			
<b>Step C</b>		<b>\$7,755.22 /Month</b>		<b>\$51.70 /Hour</b>			
Total Benefits		\$5,084.72	65.57%	<b>\$85.60</b>	<b>\$119.74</b>	<b>\$17.60</b>	<b>\$222.94</b>
Annual Salary + Benefits				<b><u>\$154,079.23</u></b>			
<b>Step D</b>		<b>\$8,142.99 /Month</b>		<b>\$54.29 /Hour</b>			
Total Benefits		\$5,182.57	63.64%	<b>\$88.84</b>	<b>\$124.27</b>	<b>\$18.26</b>	<b>\$231.37</b>
Annual Salary + Benefits				<b><u>\$159,906.72</u></b>			
<b>Step E</b>		<b>\$8,550.13 /Month</b>		<b>\$57.00 /Hour</b>			
Total Benefits		\$5,284.44	61.81%	<b>\$92.23</b>	<b>\$129.01</b>	<b>\$18.96</b>	<b>\$240.20</b>
Annual Salary + Benefits				<b><u>\$166,014.82</u></b>			



## Community Service Officer I Department: Police

Step A		<b>\$5,543.65 /Month</b>		<b>\$36.96 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	987.72		Office Employee - CSO & Evidence Technician I/II			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	48.62					
Life Insurance	0.000224	22.35					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	289.60		38.25%	20.56%		
Vision Insurance		23.45		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	83.24		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$4,615.37	83.26%	<b>\$67.73</b>	<b>\$25.91</b>	<b>\$13.92</b>	<b>\$107.56</b>
		<b>Annual Salary + Benefits</b>		<u><u><b>\$121,908.21</b></u></u>			
Step B		<b>\$5,820.83 /Month</b>		<b>\$38.81 /Hour</b>			
	Total Benefits	\$4,685.31	80.49%	<b>\$70.04</b>	<b>\$26.79</b>	<b>\$14.40</b>	<b>\$111.23</b>
		<b>Annual Salary + Benefits</b>		<u><u><b>\$126,073.73</b></u></u>			
Step C		<b>\$6,111.87 /Month</b>		<b>\$40.75 /Hour</b>			
	Total Benefits	\$4,758.76	77.86%	<b>\$72.47</b>	<b>\$27.72</b>	<b>\$14.90</b>	<b>\$115.09</b>
		<b>Annual Salary + Benefits</b>		<u><u><b>\$130,447.54</b></u></u>			
Step D		<b>\$6,417.47 /Month</b>		<b>\$42.78 /Hour</b>			
	Total Benefits	\$4,835.88	75.35%	<b>\$75.02</b>	<b>\$28.70</b>	<b>\$15.42</b>	<b>\$119.14</b>
		<b>Annual Salary + Benefits</b>		<u><u><b>\$135,040.17</b></u></u>			
Step E		<b>\$6,738.34 /Month</b>		<b>\$44.92 /Hour</b>			
	Total Benefits	\$4,916.85	72.97%	<b>\$77.70</b>	<b>\$29.72</b>	<b>\$15.98</b>	<b>\$123.40</b>
		<b>Annual Salary + Benefits</b>		<u><u><b>\$139,862.28</b></u></u>			



**Community Service Officer II**  
**Department: Police**

<b>Step A</b>		<b>\$6,111.87 /Month</b>		<b>\$40.75 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,086.93			Office Employee - CSO & Evidence Technician I/II		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.60					
Life Insurance	0.000224	24.64					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	318.27					
Vision Insurance		23.45					
Medicare	0.014500	91.47					
				<b>Hourly Rate &amp; Benefits</b>	<b>38.25% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,758.76	77.86%	\$72.47	\$27.72	\$14.90	\$115.09
		<b>Annual Salary + Benefits</b>		<b><u>\$130,447.54</u></b>			

<b>Step B</b>		<b>\$6,417.47 /Month</b>		<b>\$42.78 /Hour</b>			
Total Benefits		\$4,835.88	75.35%	\$75.02	\$28.70	\$15.42	\$119.14
		<b>Annual Salary + Benefits</b>		<b><u>\$135,040.17</u></b>			

<b>Step C</b>		<b>\$6,738.34 /Month</b>		<b>\$44.92 /Hour</b>			
Total Benefits		\$4,916.85	72.97%	\$77.70	\$29.72	\$15.98	\$123.40
		<b>Annual Salary + Benefits</b>		<b><u>\$139,862.28</u></b>			

<b>Step D</b>		<b>\$7,075.26 /Month</b>		<b>\$47.17 /Hour</b>			
Total Benefits		\$5,001.87	70.70%	\$80.51	\$30.80	\$16.55	\$127.86
		<b>Annual Salary + Benefits</b>		<b><u>\$144,925.58</u></b>			

<b>Step E</b>		<b>\$7,429.02 /Month</b>		<b>\$49.53 /Hour</b>			
Total Benefits		\$5,091.14	68.53%	\$83.47	\$31.93	\$17.16	\$132.56
		<b>Annual Salary + Benefits</b>		<b><u>\$150,241.97</u></b>			





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

<b>Step A</b>		<b>\$7,796.90 /Month</b>		<b>\$51.98 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,381.13					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	68.38					
Life Insurance	0.000224	31.44					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	399.07			112.20%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	114.70					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,095.23	65.35%	<b>\$85.95</b>	<b>\$96.43</b>	<b>\$17.67</b>	<b>\$200.05</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,705.60</u></b>			
<b>Step B</b>		<b>\$8,186.75 /Month</b>		<b>\$54.58 /Hour</b>			
Total Benefits		\$5,193.61	63.44%	<b>\$89.20</b>	<b>\$100.09</b>	<b>\$18.34</b>	<b>\$207.63</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,564.36</u></b>			
<b>Step C</b>		<b>\$8,596.09 /Month</b>		<b>\$57.31 /Hour</b>			
Total Benefits		\$5,295.85	61.61%	<b>\$92.61</b>	<b>\$103.91</b>	<b>\$19.04</b>	<b>\$215.56</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,703.29</u></b>			
<b>Step D</b>		<b>\$9,025.90 /Month</b>		<b>\$60.17 /Hour</b>			
Total Benefits		\$5,402.58	59.86%	<b>\$96.19</b>	<b>\$107.93</b>	<b>\$19.78</b>	<b>\$223.90</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,141.78</u></b>			
<b>Step E</b>		<b>\$9,477.19 /Month</b>		<b>\$63.18 /Hour</b>			
Total Benefits		\$5,514.65	58.19%	<b>\$99.95</b>	<b>\$112.14</b>	<b>\$20.55</b>	<b>\$232.64</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,902.03</u></b>			



**Construction Inspector I**  
**Department: Engineering**

<b>Step A</b>							
		<b>\$7,796.90 /Month</b>		<b>\$51.98 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,381.13					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	68.38					
Life Insurance	0.000224	31.44					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	399.07			84.43%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	114.70					
Total Benefits		\$5,095.23	65.35%	<b>\$85.95</b>	<b>\$72.57</b>	<b>\$17.67</b>	<b>\$176.19</b>
		<b>Annual Salary + Benefits</b>		<b><u><u>\$154,705.60</u></u></b>			
<b>Step B</b>							
		<b>\$8,186.75 /Month</b>		<b>\$54.58 /Hour</b>			
Total Benefits		\$5,193.61	63.44%	<b>\$89.20</b>	<b>\$75.31</b>	<b>\$18.34</b>	<b>\$182.85</b>
		<b>Annual Salary + Benefits</b>		<b><u><u>\$160,564.36</u></u></b>			
<b>Step C</b>							
		<b>\$8,596.09 /Month</b>		<b>\$57.31 /Hour</b>			
Total Benefits		\$5,295.85	61.61%	<b>\$92.61</b>	<b>\$78.19</b>	<b>\$19.04</b>	<b>\$189.84</b>
		<b>Annual Salary + Benefits</b>		<b><u><u>\$166,703.29</u></u></b>			
<b>Step D</b>							
		<b>\$9,025.90 /Month</b>		<b>\$60.17 /Hour</b>			
Total Benefits		\$5,402.58	59.86%	<b>\$96.19</b>	<b>\$81.21</b>	<b>\$19.78</b>	<b>\$197.18</b>
		<b>Annual Salary + Benefits</b>		<b><u><u>\$173,141.78</u></u></b>			
<b>Step E</b>							
		<b>\$9,477.19 /Month</b>		<b>\$63.18 /Hour</b>			
Total Benefits		\$5,514.65	58.19%	<b>\$99.95</b>	<b>\$84.38</b>	<b>\$20.55</b>	<b>\$204.88</b>
		<b>Annual Salary + Benefits</b>		<b><u><u>\$179,902.03</u></u></b>			



## Construction Inspector II

### Department: Parks and Recreation

Step A		<b>\$8,596.09 /Month</b>		<b>\$57.31 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,520.67					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	75.39					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	439.39			112.20%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>126.29</u>					
Total Benefits		\$5,295.85	61.61%	<b>\$92.61</b>	<b>\$103.91</b>	<b>\$19.04</b>	<b>\$215.56</b>
<b>Annual Salary + Benefits</b>				<b><u>\$166,703.29</u></b>			
Step B		<b>\$9,025.90 /Month</b>		<b>\$60.17 /Hour</b>			
Total Benefits		\$5,402.58	59.86%	<b>\$96.19</b>	<b>\$107.93</b>	<b>\$19.78</b>	<b>\$223.90</b>
<b>Annual Salary + Benefits</b>				<b><u>\$173,141.78</u></b>			
Step C		<b>\$9,477.19 /Month</b>		<b>\$63.18 /Hour</b>			
Total Benefits		\$5,514.65	58.19%	<b>\$99.95</b>	<b>\$112.14</b>	<b>\$20.55</b>	<b>\$232.64</b>
<b>Annual Salary + Benefits</b>				<b><u>\$179,902.03</u></b>			
Step D		<b>\$9,951.05 /Month</b>		<b>\$66.34 /Hour</b>			
Total Benefits		\$5,632.31	56.60%	<b>\$103.89</b>	<b>\$116.56</b>	<b>\$21.36</b>	<b>\$241.81</b>
<b>Annual Salary + Benefits</b>				<b><u>\$187,000.38</u></b>			
Step E		<b>\$10,448.60 /Month</b>		<b>\$69.66 /Hour</b>			
Total Benefits		\$5,755.87	55.09%	<b>\$108.03</b>	<b>\$121.21</b>	<b>\$22.21</b>	<b>\$251.45</b>
<b>Annual Salary + Benefits</b>				<b><u>\$194,453.60</u></b>			



**Construction Inspector II**  
**Department: Engineering**

<b>Step A</b>		<b>\$8,596.09 /Month</b>		<b>\$57.31 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,520.67					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	75.39					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	439.39					
Vision Insurance		23.45					
Medicare	0.014500	126.29					
				<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,295.85	61.61%	<b>\$92.61</b>	<b>\$78.19</b>	<b>\$19.04</b>	<b>\$189.84</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,703.29</u></b>			
<b>Step B</b>		<b>\$9,025.90 /Month</b>		<b>\$60.17 /Hour</b>			
Total Benefits		\$5,402.58	59.86%	<b>\$96.19</b>	<b>\$81.21</b>	<b>\$19.78</b>	<b>\$197.18</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,141.78</u></b>			
<b>Step C</b>		<b>\$9,477.19 /Month</b>		<b>\$63.18 /Hour</b>			
Total Benefits		\$5,514.65	58.19%	<b>\$99.95</b>	<b>\$84.38</b>	<b>\$20.55</b>	<b>\$204.88</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,902.03</u></b>			
<b>Step D</b>		<b>\$9,951.05 /Month</b>		<b>\$66.34 /Hour</b>			
Total Benefits		\$5,632.31	56.60%	<b>\$103.89</b>	<b>\$87.71</b>	<b>\$21.36</b>	<b>\$212.96</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$187,000.38</u></b>			
<b>Step E</b>		<b>\$10,448.60 /Month</b>		<b>\$69.66 /Hour</b>			
Total Benefits		\$5,755.87	55.09%	<b>\$108.03</b>	<b>\$91.21</b>	<b>\$22.21</b>	<b>\$221.45</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$194,453.60</u></b>			



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

<b>Step A</b>		<b>\$7,226.31 /Month</b>		<b>\$48.18 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,261.71					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	63.37					
Life Insurance	0.000224	29.14					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	364.57			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	104.78					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,810.70	66.57%	<b>\$80.25</b>	<b>\$95.08</b>	<b>\$16.50</b>	<b>\$191.83</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$144,444.17</u></b>			

<b>Step B</b>		<b>\$7,587.63 /Month</b>		<b>\$50.58 /Hour</b>			
Total Benefits		\$4,901.88	64.60%	<b>\$83.26</b>	<b>\$98.66</b>	<b>\$17.12</b>	<b>\$199.04</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,874.16</u></b>			

<b>Step C</b>		<b>\$7,967.01 /Month</b>		<b>\$53.11 /Hour</b>			
Total Benefits		\$4,997.62	62.73%	<b>\$86.43</b>	<b>\$102.41</b>	<b>\$17.77</b>	<b>\$206.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,575.57</u></b>			

<b>Step D</b>		<b>\$8,365.36 /Month</b>		<b>\$55.77 /Hour</b>			
Total Benefits		\$5,098.02	60.94%	<b>\$89.76</b>	<b>\$106.35</b>	<b>\$18.45</b>	<b>\$214.56</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,560.51</u></b>			

<b>Step E</b>		<b>\$8,783.62 /Month</b>		<b>\$58.56 /Hour</b>			
Total Benefits		\$5,201.88	59.22%	<b>\$93.24</b>	<b>\$110.48</b>	<b>\$19.17</b>	<b>\$222.89</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,825.98</u></b>			



**Deputy City Attorney  
Department: City Attorney**

<b>Step A</b>		<b>\$11,054.10 /Month</b>		<b>\$73.69 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,930.05			Non-Sworn Asst Director / Asst City Attorney		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	96.94					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	4% + \$110	552.16					
Workers Comp.	0.050450	557.68					
Vision Insurance		23.45					
Medicare	0.014500	160.28					
				<b>Hourly Rate &amp; Benefits</b>	<b>39.29% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,317.85	57.15%	\$115.81	\$45.50	\$23.81	\$185.12
		<b>Annual Salary + Benefits</b>		<b><u>\$208,463.38</u></b>			

<b>Step B</b>		<b>\$11,606.81 /Month</b>		<b>\$77.38 /Hour</b>			
Total Benefits		\$6,477.21	55.81%	\$120.56	\$47.37	\$24.79	\$192.72
		<b>Annual Salary + Benefits</b>		<b><u>\$217,008.19</u></b>			

<b>Step C</b>		<b>\$12,187.14 /Month</b>		<b>\$81.25 /Hour</b>			
Total Benefits		\$6,644.53	54.52%	\$125.54	\$49.33	\$25.81	\$200.68
		<b>Annual Salary + Benefits</b>		<b><u>\$225,979.99</u></b>			

<b>Step D</b>		<b>\$12,796.51 /Month</b>		<b>\$85.31 /Hour</b>			
Total Benefits		\$6,820.22	53.30%	\$130.78	\$51.38	\$26.89	\$209.05
		<b>Annual Salary + Benefits</b>		<b><u>\$235,400.76</u></b>			

<b>Step E</b>		<b>\$13,436.33 /Month</b>		<b>\$89.58 /Hour</b>			
Total Benefits		\$7,004.69	52.13%	\$136.27	\$53.54	\$28.02	\$217.83
		<b>Annual Salary + Benefits</b>		<b><u>\$245,292.27</u></b>			



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

<b>Step A</b>		<b>\$13,529.59 /Month</b>		<b>\$90.20 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	2,362.27		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	118.65					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	4% + \$110	651.18					
Workers Comp.	0.050450	682.57					
Vision Insurance		23.45					
Medicare	0.014500	196.18					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$7,031.58	51.97%	\$137.07	\$162.42	\$28.18	\$327.67
		<b>Annual Salary + Benefits</b>		<b><u>\$246,734.06</u></b>			

<b>Step B</b>		<b>\$14,206.07 /Month</b>		<b>\$94.71 /Hour</b>			
Total Benefits		\$7,226.62	50.87%	\$142.88	\$169.30	\$29.38	\$341.56
		<b>Annual Salary + Benefits</b>		<b><u>\$257,192.33</u></b>			

<b>Step C</b>		<b>\$14,916.37 /Month</b>		<b>\$99.44 /Hour</b>			
Total Benefits		\$7,431.42	49.82%	\$148.99	\$176.53	\$30.63	\$356.15
		<b>Annual Salary + Benefits</b>		<b><u>\$268,173.45</u></b>			

<b>Step D</b>		<b>\$15,662.20 /Month</b>		<b>\$104.41 /Hour</b>			
Total Benefits		\$7,640.65	48.78%	\$155.35	\$184.08	\$31.94	\$371.37
		<b>Annual Salary + Benefits</b>		<b><u>\$279,634.18</u></b>			

<b>Step E</b>		<b>\$16,445.31 /Month</b>		<b>\$109.64 /Hour</b>			
Total Benefits		\$7,859.57	47.79%	\$162.03	\$191.99	\$33.31	\$387.33
		<b>Annual Salary + Benefits</b>		<b><u>\$291,658.52</u></b>			



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

<b>Step A</b>							
		<b>\$11,946.83 /Month</b>		<b>\$79.65 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,085.92			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	104.77					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	468.40					
Workers Comp.	0.050450	602.72					
Vision Insurance		23.45					
Medicare	0.014500	<u>173.23</u>					
				<b>Hourly Rate &amp; Benefits</b>	<b>139.88% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,455.77	54.04%	<b>\$122.68</b>	<b>\$171.61</b>	<b>\$25.22</b>	<b>\$319.51</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$220,831.22</u></b>			
<b>Step B</b>							
		<b>\$12,544.17 /Month</b>		<b>\$83.63 /Hour</b>			
	Total Benefits	\$6,622.02	52.79%	<b>\$127.77</b>	<b>\$178.73</b>	<b>\$26.27</b>	<b>\$332.77</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$229,994.32</u></b>			
<b>Step C</b>							
		<b>\$13,171.39 /Month</b>		<b>\$87.81 /Hour</b>			
	Total Benefits	\$6,796.59	51.60%	<b>\$133.12</b>	<b>\$186.21</b>	<b>\$27.37</b>	<b>\$346.70</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$239,615.78</u></b>			
<b>Step D</b>							
		<b>\$13,829.96 /Month</b>		<b>\$92.20 /Hour</b>			
	Total Benefits	\$6,979.88	50.47%	<b>\$138.73</b>	<b>\$194.06</b>	<b>\$28.52</b>	<b>\$361.31</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$249,718.13</u></b>			
<b>Step E</b>							
		<b>\$14,521.45 /Month</b>		<b>\$96.81 /Hour</b>			
	Total Benefits	\$7,172.34	49.39%	<b>\$144.63</b>	<b>\$202.30</b>	<b>\$29.73</b>	<b>\$376.66</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$260,325.48</u></b>			





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

<b>Step A</b>		<b>\$16,105.17 /Month</b>		<b>\$107.37 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,990.41			Non-Sworn Director		
Management Incentive	11.00	1,022.01					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	131.55					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		110.00					
Workers Comp.	0.050450	864.07			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	248.34					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$8,387.11	52.08%	\$163.28	\$228.40	\$33.57	\$425.25
		<b>Annual Salary + Benefits</b>		<b><u>\$293,907.31</u></b>			

<b>Step B</b>		<b>\$16,910.44 /Month</b>		<b>\$112.74 /Hour</b>			
Total Benefits		\$8,643.41	51.11%	\$170.36	\$238.30	\$35.03	\$443.69
		<b>Annual Salary + Benefits</b>		<b><u>\$306,646.22</u></b>			

<b>Step C</b>		<b>\$17,755.95 /Month</b>		<b>\$118.37 /Hour</b>			
Total Benefits		\$8,912.36	50.19%	\$177.79	\$248.69	\$36.55	\$463.03
		<b>Annual Salary + Benefits</b>		<b><u>\$320,019.67</u></b>			

<b>Step D</b>		<b>\$18,643.76 /Month</b>		<b>\$124.29 /Hour</b>			
Total Benefits		\$9,194.98	49.32%	\$185.59	\$259.61	\$38.16	\$483.36
		<b>Annual Salary + Benefits</b>		<b><u>\$334,064.86</u></b>			

<b>Step E</b>		<b>\$19,575.94 /Month</b>		<b>\$130.51 /Hour</b>			
Total Benefits		\$9,491.50	48.49%	\$193.78	\$271.06	\$39.84	\$504.68
		<b>Annual Salary + Benefits</b>		<b><u>\$348,809.31</u></b>			



**Director of Engineering/City Engineer  
Department: Engineering**

<b>Step A</b>		<b>\$16,105.17 /Month</b>		<b>\$107.37 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,990.41			Non-Sworn Director		
Management Incentive	11.00	1,022.01					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	131.55					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		110.00					
Workers Comp.	0.050450	864.07					
Vision Insurance		23.45					
Medicare	0.014500	248.34					
				<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$8,387.11	52.08%	\$163.28	\$137.86	\$33.57	\$334.71
		<b>Annual Salary + Benefits</b>		<b><u>\$293,907.31</u></b>			

<b>Step B</b>		<b>\$16,910.44 /Month</b>		<b>\$112.74 /Hour</b>			
Total Benefits		\$8,643.41	51.11%	\$170.36	\$143.83	\$35.03	\$349.22
		<b>Annual Salary + Benefits</b>		<b><u>\$306,646.22</u></b>			

<b>Step C</b>		<b>\$17,755.95 /Month</b>		<b>\$118.37 /Hour</b>			
Total Benefits		\$8,912.36	50.19%	\$177.79	\$150.11	\$36.55	\$364.45
		<b>Annual Salary + Benefits</b>		<b><u>\$320,019.67</u></b>			

<b>Step D</b>		<b>\$18,643.76 /Month</b>		<b>\$124.29 /Hour</b>			
Total Benefits		\$9,194.98	49.32%	\$185.59	\$156.69	\$38.16	\$380.44
		<b>Annual Salary + Benefits</b>		<b><u>\$334,064.86</u></b>			

<b>Step E</b>		<b>\$19,575.94 /Month</b>		<b>\$130.51 /Hour</b>			
Total Benefits		\$9,491.50	48.49%	\$193.78	\$163.61	\$39.84	\$397.23
		<b>Annual Salary + Benefits</b>		<b><u>\$348,809.31</u></b>			



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

<b>Step A</b>		<b>\$16,105.17 /Month</b>		<b>\$107.37 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	2,990.41			Non-Sworn Director		
Management Incentive	11.00	1,022.01					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	131.55					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		110.00					
Workers Comp.	0.050450	864.07			50.84%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	248.34					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$8,387.11	52.08%	\$163.28	\$83.01	\$33.57	\$279.86
<b>Annual Salary + Benefits</b>				<b><u>\$293,907.31</u></b>			

<b>Step B</b>		<b>\$16,910.44 /Month</b>		<b>\$112.74 /Hour</b>			
Total Benefits		\$8,643.41	51.11%	\$170.36	\$86.61	\$35.03	\$292.00
<b>Annual Salary + Benefits</b>				<b><u>\$306,646.22</u></b>			

<b>Step C</b>		<b>\$17,755.95 /Month</b>		<b>\$118.37 /Hour</b>			
Total Benefits		\$8,912.36	50.19%	\$177.79	\$90.39	\$36.55	\$304.73
<b>Annual Salary + Benefits</b>				<b><u>\$320,019.67</u></b>			

<b>Step D</b>		<b>\$18,643.76 /Month</b>		<b>\$124.29 /Hour</b>			
Total Benefits		\$9,194.98	49.32%	\$185.59	\$94.35	\$38.16	\$318.10
<b>Annual Salary + Benefits</b>				<b><u>\$334,064.86</u></b>			

<b>Step E</b>		<b>\$19,575.94 /Month</b>		<b>\$130.51 /Hour</b>			
Total Benefits		\$9,491.50	48.49%	\$193.78	\$98.52	\$39.84	\$332.14
<b>Annual Salary + Benefits</b>				<b><u>\$348,809.31</u></b>			



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

<b>Step A</b>		<b>\$16,105.17 /Month</b>		<b>\$107.37 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	2,990.41			Non-Sworn Director		
Management Incentive	11.00	1,022.01					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	131.55					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		110.00					
Workers Comp.	0.050450	864.07			112.20%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	248.34					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$8,387.11	52.08%	\$163.28	\$183.20	\$33.57	\$380.05
		<b>Annual Salary + Benefits</b>		<b><u>\$293,907.31</u></b>			

<b>Step B</b>		<b>\$16,910.44 /Month</b>		<b>\$112.74 /Hour</b>			
Total Benefits		\$8,643.41	51.11%	\$170.36	\$191.14	\$35.03	\$396.53
		<b>Annual Salary + Benefits</b>		<b><u>\$306,646.22</u></b>			

<b>Step C</b>		<b>\$17,755.95 /Month</b>		<b>\$118.37 /Hour</b>			
Total Benefits		\$8,912.36	50.19%	\$177.79	\$199.48	\$36.55	\$413.82
		<b>Annual Salary + Benefits</b>		<b><u>\$320,019.67</u></b>			

<b>Step D</b>		<b>\$18,643.76 /Month</b>		<b>\$124.29 /Hour</b>			
Total Benefits		\$9,194.98	49.32%	\$185.59	\$208.23	\$38.16	\$431.98
		<b>Annual Salary + Benefits</b>		<b><u>\$334,064.86</u></b>			

<b>Step E</b>		<b>\$19,575.94 /Month</b>		<b>\$130.51 /Hour</b>			
Total Benefits		\$9,491.50	48.49%	\$193.78	\$217.42	\$39.84	\$451.04
		<b>Annual Salary + Benefits</b>		<b><u>\$348,809.31</u></b>			



**Director of Public Works  
Department: Public Works**

<b>Step A</b>		<b>\$16,567.80 /Month</b>		<b>\$110.45 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	3,076.31					Non-Sworn Director
Management Incentive	11.00	1,051.38					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	131.55					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		110.00					
Workers Comp.	0.050450	888.89			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	255.48					
	<b>Total Benefits</b>	<b>\$8,534.33</b>	<b>51.51%</b>	<b>\$167.35</b>	<b>\$198.29</b>	<b>\$34.41</b>	<b>\$400.05</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$301,225.61</u></b>			

<b>Step B</b>		<b>\$17,396.19 /Month</b>		<b>\$115.97 /Hour</b>			
	<b>Total Benefits</b>	<b>\$8,797.95</b>	<b>50.57%</b>	<b>\$174.63</b>	<b>\$206.92</b>	<b>\$35.90</b>	<b>\$417.45</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$314,329.69</u></b>			

<b>Step C</b>		<b>\$18,266.00 /Month</b>		<b>\$121.77 /Hour</b>			
	<b>Total Benefits</b>	<b>\$9,074.76</b>	<b>49.68%</b>	<b>\$182.27</b>	<b>\$215.97</b>	<b>\$37.48</b>	<b>\$435.72</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$328,089.14</u></b>			

<b>Step D</b>		<b>\$19,179.31 /Month</b>		<b>\$127.86 /Hour</b>			
	<b>Total Benefits</b>	<b>\$9,365.40</b>	<b>48.83%</b>	<b>\$190.30</b>	<b>\$225.48</b>	<b>\$39.13</b>	<b>\$454.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$342,536.54</u></b>			

<b>Step E</b>		<b>\$20,138.27 /Month</b>		<b>\$134.26 /Hour</b>			
	<b>Total Benefits</b>	<b>\$9,670.52</b>	<b>48.02%</b>	<b>\$198.73</b>	<b>\$235.47</b>	<b>\$40.86</b>	<b>\$475.06</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$357,705.51</u></b>			



**Economic Development Manager  
Department: City Manager**

<b>Step A</b>		<b>\$13,211.54 /Month</b>		<b>\$88.08 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,306.73			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	115.87					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	506.35					
Workers Comp.	0.050450	666.52			46.63%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	191.57					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,807.77	51.53%	\$133.46	\$62.23	\$27.44	\$223.13
		<b>Annual Salary + Benefits</b>		<b><u>\$240,231.67</u></b>			

<b>Step B</b>		<b>\$13,872.11 /Month</b>		<b>\$92.48 /Hour</b>			
Total Benefits		\$6,991.62	50.40%	\$139.09	\$64.86	\$28.60	\$232.55
		<b>Annual Salary + Benefits</b>		<b><u>\$250,364.71</u></b>			

<b>Step C</b>		<b>\$14,565.73 /Month</b>		<b>\$97.10 /Hour</b>			
Total Benefits		\$7,184.66	49.33%	\$145.00	\$67.61	\$29.81	\$242.42
		<b>Annual Salary + Benefits</b>		<b><u>\$261,004.73</u></b>			

<b>Step D</b>		<b>\$15,294.01 /Month</b>		<b>\$101.96 /Hour</b>			
Total Benefits		\$7,384.78	48.29%	\$151.19	\$70.50	\$31.09	\$252.78
		<b>Annual Salary + Benefits</b>		<b><u>\$272,145.48</u></b>			

<b>Step E</b>		<b>\$16,058.71 /Month</b>		<b>\$107.06 /Hour</b>			
Total Benefits		\$7,590.91	47.27%	\$157.66	\$73.52	\$32.42	\$263.60
		<b>Annual Salary + Benefits</b>		<b><u>\$283,795.38</u></b>			



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

<b>Step A</b>		<b>\$13,211.54 /Month</b>		<b>\$88.08 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	2,306.73			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	115.87					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	506.35					
Workers Comp.	0.050450	666.52					
Vision Insurance		23.45					
Medicare	0.014500	191.57					
				<b>Hourly Rate &amp; Benefits</b>	<b>139.88% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,807.77	51.53%	\$133.46	\$186.69	\$27.44	\$347.59
		<b>Annual Salary + Benefits</b>		<b><u>\$240,231.67</u></b>			

<b>Step B</b>		<b>\$13,872.11 /Month</b>		<b>\$92.48 /Hour</b>			
Total Benefits		\$6,991.62	50.40%	\$139.09	\$194.56	\$28.60	\$362.25
		<b>Annual Salary + Benefits</b>		<b><u>\$250,364.71</u></b>			

<b>Step C</b>		<b>\$14,565.73 /Month</b>		<b>\$97.10 /Hour</b>			
Total Benefits		\$7,184.66	49.33%	\$145.00	\$202.83	\$29.81	\$377.64
		<b>Annual Salary + Benefits</b>		<b><u>\$261,004.73</u></b>			

<b>Step D</b>		<b>\$15,294.01 /Month</b>		<b>\$101.96 /Hour</b>			
Total Benefits		\$7,384.78	48.29%	\$151.19	\$211.49	\$31.09	\$393.77
		<b>Annual Salary + Benefits</b>		<b><u>\$272,145.48</u></b>			

<b>Step E</b>		<b>\$16,058.71 /Month</b>		<b>\$107.06 /Hour</b>			
Total Benefits		\$7,590.91	47.27%	\$157.66	\$220.54	\$32.42	\$410.62
		<b>Annual Salary + Benefits</b>		<b><u>\$283,795.38</u></b>			



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

<b>Step A</b>		<b>\$7,508.78 /Month</b>		<b>\$50.06 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,311.03					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	65.85					
Life Insurance	0.000224	30.28					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	378.82					
Vision Insurance		23.45					
Medicare	0.014500	108.88					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,881.99	65.02%	<b>\$82.61</b>	<b>\$97.88</b>	<b>\$16.98</b>	<b>\$197.47</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$148,689.19</u></b>			
<b>Step B</b>		<b>\$7,884.22 /Month</b>		<b>\$52.56 /Hour</b>			
Total Benefits		\$4,976.73	63.12%	<b>\$85.74</b>	<b>\$101.59</b>	<b>\$17.63</b>	<b>\$204.96</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,331.38</u></b>			
<b>Step C</b>		<b>\$8,278.43 /Month</b>		<b>\$55.19 /Hour</b>			
Total Benefits		\$5,076.21	61.32%	<b>\$89.03</b>	<b>\$105.49</b>	<b>\$18.30</b>	<b>\$212.82</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,255.66</u></b>			
<b>Step D</b>		<b>\$8,692.35 /Month</b>		<b>\$57.95 /Hour</b>			
Total Benefits		\$5,179.21	59.58%	<b>\$92.48</b>	<b>\$109.58</b>	<b>\$19.01</b>	<b>\$221.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,458.77</u></b>			
<b>Step E</b>		<b>\$9,126.97 /Month</b>		<b>\$60.85 /Hour</b>			
Total Benefits		\$5,287.14	57.93%	<b>\$96.09</b>	<b>\$113.86</b>	<b>\$19.76</b>	<b>\$229.71</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,969.31</u></b>			





**Engineering Manager**  
**Department: Engineering**

<b>Step A</b>		<b>\$12,955.76 /Month</b>		<b>\$86.37 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	2,262.08					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	113.62					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	498.67					
Workers Comp.	0.050450	653.62					
Vision Insurance		23.45					
Medicare	0.014500	187.86					
					84.43%	20.56%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,736.58	52.00%	<b>\$131.28</b>	<b>\$110.84</b>	<b>\$26.99</b>	<b>\$269.11</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$236,308.05</u></b>			

<b>Step B</b>		<b>\$13,603.55 /Month</b>		<b>\$90.69 /Hour</b>			
Total Benefits		\$6,916.87	50.85%	<b>\$136.80</b>	<b>\$115.50</b>	<b>\$28.13</b>	<b>\$280.43</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$246,245.04</u></b>			

<b>Step C</b>		<b>\$14,283.73 /Month</b>		<b>\$95.22 /Hour</b>			
Total Benefits		\$7,106.18	49.75%	<b>\$142.60</b>	<b>\$120.40</b>	<b>\$29.32</b>	<b>\$292.32</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$256,678.89</u></b>			

<b>Step D</b>		<b>\$14,997.91 /Month</b>		<b>\$99.99 /Hour</b>			
Total Benefits		\$7,304.95	48.71%	<b>\$148.69</b>	<b>\$125.54</b>	<b>\$30.57</b>	<b>\$304.80</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$267,634.30</u></b>			

<b>Step E</b>		<b>\$15,747.80 /Month</b>		<b>\$104.99 /Hour</b>			
Total Benefits		\$7,507.10	47.67%	<b>\$155.03</b>	<b>\$130.89</b>	<b>\$31.87</b>	<b>\$317.79</b>
				<b>Annual Salary + Benefits</b>			
				<b><u>\$279,058.79</u></b>			



**Engineering Services Specialist**  
**Department: Engineering**

<b>Step A</b>		<b>\$9,031.29 /Month</b>		<b>\$60.21 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,596.66					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	79.20					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	461.35			84.43%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	132.60					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,403.92	59.84%	<b>\$96.23</b>	<b>\$81.25</b>	<b>\$19.79</b>	<b>\$197.27</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,222.52</u></b>			
<b>Step B</b>		<b>\$9,482.85 /Month</b>		<b>\$63.22 /Hour</b>			
Total Benefits		\$5,516.05	58.17%	<b>\$99.99</b>	<b>\$84.42</b>	<b>\$20.56</b>	<b>\$204.97</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,986.82</u></b>			
<b>Step C</b>		<b>\$9,957.00 /Month</b>		<b>\$66.38 /Hour</b>			
Total Benefits		\$5,633.79	56.58%	<b>\$103.94</b>	<b>\$87.76</b>	<b>\$21.37</b>	<b>\$213.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$187,089.51</u></b>			
<b>Step D</b>		<b>\$10,454.85 /Month</b>		<b>\$69.70 /Hour</b>			
Total Benefits		\$5,757.42	55.07%	<b>\$108.08</b>	<b>\$91.25</b>	<b>\$22.22</b>	<b>\$221.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$194,547.22</u></b>			
<b>Step E</b>		<b>\$10,977.58 /Month</b>		<b>\$73.18 /Hour</b>			
Total Benefits		\$5,887.22	53.63%	<b>\$112.43</b>	<b>\$94.93</b>	<b>\$23.12</b>	<b>\$230.48</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$202,377.63</u></b>			



**Engineering Technician**  
**Department: Engineering**

<b>Step A</b>		<b>\$7,852.62 /Month</b>		<b>\$52.35 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,390.86			Office Employees		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	68.87					
Life Insurance	0.000224	31.66					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	401.88					
Vision Insurance		23.45					
Medicare	0.014500	115.51					
				<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,109.29	65.06%	\$86.41	\$72.96	\$17.77	\$177.14
		<b>Annual Salary + Benefits</b>		<b><u>\$155,542.97</u></b>			

<b>Step B</b>		<b>\$8,245.25 /Month</b>		<b>\$54.97 /Hour</b>			
	Total Benefits	\$5,208.38	63.17%	\$89.69	\$75.73	\$18.44	\$183.86
		<b>Annual Salary + Benefits</b>		<b><u>\$161,443.51</u></b>			

<b>Step C</b>		<b>\$8,657.51 /Month</b>		<b>\$57.72 /Hour</b>			
	Total Benefits	\$5,311.10	61.35%	\$93.12	\$78.62	\$19.15	\$190.89
		<b>Annual Salary + Benefits</b>		<b><u>\$167,623.36</u></b>			

<b>Step D</b>		<b>\$9,090.39 /Month</b>		<b>\$60.60 /Hour</b>			
	Total Benefits	\$5,418.60	59.61%	\$96.73	\$81.67	\$19.89	\$198.29
		<b>Annual Salary + Benefits</b>		<b><u>\$174,107.83</u></b>			

<b>Step E</b>		<b>\$9,544.90 /Month</b>		<b>\$63.63 /Hour</b>			
	Total Benefits	\$5,531.46	57.95%	\$100.51	\$84.86	\$20.66	\$206.03
		<b>Annual Salary + Benefits</b>		<b><u>\$180,916.32</u></b>			



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

<b>Step A</b>		<b>\$7,796.90 /Month</b>		<b>\$51.98 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,381.13					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	68.38					
Life Insurance	0.000224	31.44					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	399.07			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	114.70					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,095.23	65.35%	<b>\$85.95</b>	<b>\$101.84</b>	<b>\$17.67</b>	<b>\$205.46</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,705.60</u></b>			

<b>Step B</b>		<b>\$8,186.75 /Month</b>		<b>\$54.58 /Hour</b>			
Total Benefits		\$5,193.61	63.44%	<b>\$89.20</b>	<b>\$105.70</b>	<b>\$18.34</b>	<b>\$213.24</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,564.36</u></b>			

<b>Step C</b>		<b>\$8,596.09 /Month</b>		<b>\$57.31 /Hour</b>			
Total Benefits		\$5,295.85	61.61%	<b>\$92.61</b>	<b>\$109.74</b>	<b>\$19.04</b>	<b>\$221.39</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,703.29</u></b>			

<b>Step D</b>		<b>\$9,025.90 /Month</b>		<b>\$60.17 /Hour</b>			
Total Benefits		\$5,402.58	59.86%	<b>\$96.19</b>	<b>\$113.98</b>	<b>\$19.78</b>	<b>\$229.95</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,141.78</u></b>			

<b>Step E</b>		<b>\$9,477.19 /Month</b>		<b>\$63.18 /Hour</b>			
Total Benefits		\$5,514.65	58.19%	<b>\$99.95</b>	<b>\$118.43</b>	<b>\$20.55</b>	<b>\$238.93</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,902.03</u></b>			



### Environmental Compliance Inspector II Department: Public Works

Step A		<b>\$8,596.09 /Month</b>		<b>\$57.31 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,520.67		Office Employees			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	75.39					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	439.39		118.49%	20.56%		
Vision Insurance		23.45		<u>Hourly Rate</u>	<u>Department</u>	<u>Citywide</u>	<u>Total Hourly</u>
Medicare	0.014500	126.29		<u>&amp; Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
Total Benefits		\$5,295.85	61.61%	\$92.61	\$109.74	\$19.04	\$221.39
<b>Annual Salary + Benefits</b>				<b><u><u>\$166,703.29</u></u></b>			
Step B		<b>\$9,025.90 /Month</b>		<b>\$60.17 /Hour</b>			
Total Benefits		\$5,402.58	59.86%	\$96.19	\$113.98	\$19.78	\$229.95
<b>Annual Salary + Benefits</b>				<b><u><u>\$173,141.78</u></u></b>			
Step C		<b>\$9,477.19 /Month</b>		<b>\$63.18 /Hour</b>			
Total Benefits		\$5,514.65	58.19%	\$99.95	\$118.43	\$20.55	\$238.93
<b>Annual Salary + Benefits</b>				<b><u><u>\$179,902.03</u></u></b>			
Step D		<b>\$9,951.05 /Month</b>		<b>\$66.34 /Hour</b>			
Total Benefits		\$5,632.31	56.60%	\$103.89	\$123.10	\$21.36	\$248.35
<b>Annual Salary + Benefits</b>				<b><u><u>\$187,000.38</u></u></b>			
Step E		<b>\$10,448.60 /Month</b>		<b>\$69.66 /Hour</b>			
Total Benefits		\$5,755.87	55.09%	\$108.03	\$128.00	\$22.21	\$258.24
<b>Annual Salary + Benefits</b>				<b><u><u>\$194,453.60</u></u></b>			



## Equipment Mechanic Department: Public Works

Step A		<b>\$7,066.17 /Month</b>		<b>\$47.11 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,233.75		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	61.97					
Life Insurance	0.000224	28.49					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	356.49			118.49%	20.56%	
Vision Insurance		23.45		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	102.46		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
Total Benefits		\$4,770.29	67.51%	<b>\$78.91</b>	<b>\$93.50</b>	<b>\$16.22</b>	<b>\$188.63</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$142,037.55</u></b>			
Step B		<b>\$7,419.48 /Month</b>		<b>\$49.46 /Hour</b>			
Total Benefits		\$4,859.45	65.50%	<b>\$81.86</b>	<b>\$97.00</b>	<b>\$16.83</b>	<b>\$195.69</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$147,347.17</u></b>			
Step C		<b>\$7,790.45 /Month</b>		<b>\$51.94 /Hour</b>			
Total Benefits		\$4,953.07	63.58%	<b>\$84.96</b>	<b>\$100.67</b>	<b>\$17.47</b>	<b>\$203.10</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$152,922.19</u></b>			
Step D		<b>\$8,179.98 /Month</b>		<b>\$54.53 /Hour</b>			
Total Benefits		\$5,051.36	61.75%	<b>\$88.21</b>	<b>\$104.52</b>	<b>\$18.14</b>	<b>\$210.87</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$158,776.13</u></b>			
Step E		<b>\$8,588.98 /Month</b>		<b>\$57.26 /Hour</b>			
Total Benefits		\$5,153.55	60.00%	<b>\$91.62</b>	<b>\$108.56</b>	<b>\$18.84</b>	<b>\$219.02</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$164,910.31</u></b>			



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

<b>Step A</b>		<b>\$7,396.72 /Month</b>		<b>\$49.31 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,311.26					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	64.87					
Life Insurance	0.000224	29.82					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	378.88			39.29%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	108.90					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,994.25	67.52%	<b>\$82.61</b>	<b>\$32.46</b>	<b>\$16.98</b>	<b>\$132.05</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$148,691.61</u></b>			

<b>Step B</b>		<b>\$7,766.55 /Month</b>		<b>\$51.78 /Hour</b>			
Total Benefits		\$5,087.57	65.51%	<b>\$85.69</b>	<b>\$33.67</b>	<b>\$17.62</b>	<b>\$136.98</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,249.50</u></b>			

<b>Step C</b>		<b>\$8,154.88 /Month</b>		<b>\$54.37 /Hour</b>			
Total Benefits		\$5,185.57	63.59%	<b>\$88.94</b>	<b>\$34.94</b>	<b>\$18.29</b>	<b>\$142.17</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,085.41</u></b>			

<b>Step D</b>		<b>\$8,562.63 /Month</b>		<b>\$57.08 /Hour</b>			
Total Benefits		\$5,287.54	61.75%	<b>\$92.33</b>	<b>\$36.28</b>	<b>\$18.98</b>	<b>\$147.59</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,202.07</u></b>			

<b>Step E</b>		<b>\$8,990.75 /Month</b>		<b>\$59.94 /Hour</b>			
Total Benefits		\$5,393.85	59.99%	<b>\$95.90</b>	<b>\$37.68</b>	<b>\$19.72</b>	<b>\$153.30</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,615.24</u></b>			



**Executive Assistant**  
**Department: City Manager**

<b>Step A</b>		<b>\$7,396.72 /Month</b>		<b>\$49.31 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,311.26					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	64.87					
Life Insurance	0.000224	29.82					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	378.88			46.63%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	108.90					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,994.25	67.52%	\$82.61	\$38.52	\$16.98	\$138.11
		<b>Annual Salary + Benefits</b>		<b><u>\$148,691.61</u></b>			

<b>Step B</b>		<b>\$7,766.55 /Month</b>		<b>\$51.78 /Hour</b>			
	Total Benefits	\$5,087.57	65.51%	\$85.69	\$39.96	\$17.62	\$143.27
		<b>Annual Salary + Benefits</b>		<b><u>\$154,249.50</u></b>			

<b>Step C</b>		<b>\$8,154.88 /Month</b>		<b>\$54.37 /Hour</b>			
	Total Benefits	\$5,185.57	63.59%	\$88.94	\$41.47	\$18.29	\$148.70
		<b>Annual Salary + Benefits</b>		<b><u>\$160,085.41</u></b>			

<b>Step D</b>		<b>\$8,562.63 /Month</b>		<b>\$57.08 /Hour</b>			
	Total Benefits	\$5,287.54	61.75%	\$92.33	\$43.06	\$18.98	\$154.37
		<b>Annual Salary + Benefits</b>		<b><u>\$166,202.07</u></b>			

<b>Step E</b>		<b>\$8,990.75 /Month</b>		<b>\$59.94 /Hour</b>			
	Total Benefits	\$5,393.85	59.99%	\$95.90	\$44.72	\$19.72	\$160.34
		<b>Annual Salary + Benefits</b>		<b><u>\$172,615.24</u></b>			





**Executive Assistant  
Department: Police**

<b>Step A</b>		<b>\$7,396.72 /Month</b>		<b>\$49.31 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,311.26					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	64.87					
Life Insurance	0.000224	29.82					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	378.88			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	108.90					
	<b>Total Benefits</b>	<b>\$4,994.25</b>	<b>67.52%</b>	<b>\$82.61</b>	<b>\$31.60</b>	<b>\$16.98</b>	<b>\$131.19</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$148,691.61</u></b>			
<b>Step B</b>		<b>\$7,766.55 /Month</b>		<b>\$51.78 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,087.57</b>	<b>65.51%</b>	<b>\$85.69</b>	<b>\$32.78</b>	<b>\$17.62</b>	<b>\$136.09</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,249.50</u></b>			
<b>Step C</b>		<b>\$8,154.88 /Month</b>		<b>\$54.37 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,185.57</b>	<b>63.59%</b>	<b>\$88.94</b>	<b>\$34.02</b>	<b>\$18.29</b>	<b>\$141.25</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,085.41</u></b>			
<b>Step D</b>		<b>\$8,562.63 /Month</b>		<b>\$57.08 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,287.54</b>	<b>61.75%</b>	<b>\$92.33</b>	<b>\$35.32</b>	<b>\$18.98</b>	<b>\$146.63</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,202.07</u></b>			
<b>Step E</b>		<b>\$8,990.75 /Month</b>		<b>\$59.94 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,393.85</b>	<b>59.99%</b>	<b>\$95.90</b>	<b>\$36.68</b>	<b>\$19.72</b>	<b>\$152.30</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,615.24</u></b>			



**Facilities Maintenance Supervisor  
Department: Public Works**

<b>Step A</b>		<b>\$8,058.15 /Month</b>		<b>\$53.72 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.174600	1,406.95		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	70.67					
Life Insurance	0.000224	32.49					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	271.16					
Workers Comp.	0.050450	406.53			118.49%	20.56%	
Vision Insurance		23.45		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	116.84		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	<b>Total Benefits</b>	\$5,291.78	65.67%	<b>\$89.00</b>	<b>\$105.46</b>	<b>\$18.30</b>	<b>\$212.76</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$160,199.20</u></b>			
<b>Step B</b>		<b>\$8,461.06 /Month</b>		<b>\$56.41 /Hour</b>			
	<b>Total Benefits</b>	\$5,401.00	63.83%	<b>\$92.41</b>	<b>\$109.50</b>	<b>\$19.00</b>	<b>\$220.91</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$166,344.74</u></b>			
<b>Step C</b>		<b>\$8,884.10 /Month</b>		<b>\$59.23 /Hour</b>			
	<b>Total Benefits</b>	\$5,514.51	62.07%	<b>\$95.99</b>	<b>\$113.74</b>	<b>\$19.74</b>	<b>\$229.47</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$172,783.34</u></b>			
<b>Step D</b>		<b>\$9,328.32 /Month</b>		<b>\$62.19 /Hour</b>			
	<b>Total Benefits</b>	\$5,633.70	60.39%	<b>\$99.75</b>	<b>\$118.19</b>	<b>\$20.51</b>	<b>\$238.45</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$179,544.30</u></b>			
<b>Step E</b>		<b>\$9,794.73 /Month</b>		<b>\$65.30 /Hour</b>			
	<b>Total Benefits</b>	\$5,758.85	58.80%	<b>\$103.69</b>	<b>\$122.86</b>	<b>\$21.32</b>	<b>\$247.87</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$186,642.98</u></b>			



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

<b>Step A</b>		<b>\$5,541.84 /Month</b>		<b>\$36.95 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	967.61		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	48.60					
Life Insurance	0.000224	22.34					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	279.59					
Vision Insurance		23.45					
Medicare	0.014500	80.36					
				Hourly Rate & Benefits	118.49% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,385.62	79.14%	\$66.18	\$78.42	\$13.61	\$158.21
		<b>Annual Salary + Benefits</b>		<b><u>\$119,129.57</u></b>			
<b>Step B</b>		<b>\$5,818.93 /Month</b>		<b>\$38.79 /Hour</b>			
	Total Benefits	\$4,455.55	76.57%	\$68.50	\$81.16	\$14.08	\$163.74
		<b>Annual Salary + Benefits</b>		<b><u>\$123,293.74</u></b>			
<b>Step C</b>		<b>\$6,109.88 /Month</b>		<b>\$40.73 /Hour</b>			
	Total Benefits	\$4,528.97	74.13%	\$70.93	\$84.04	\$14.58	\$169.55
		<b>Annual Salary + Benefits</b>		<b><u>\$127,666.21</u></b>			
<b>Step D</b>		<b>\$6,415.38 /Month</b>		<b>\$42.77 /Hour</b>			
	Total Benefits	\$4,606.06	71.80%	\$73.48	\$87.06	\$15.11	\$175.65
		<b>Annual Salary + Benefits</b>		<b><u>\$132,257.33</u></b>			
<b>Step E</b>		<b>\$6,736.14 /Month</b>		<b>\$44.91 /Hour</b>			
	Total Benefits	\$4,687.01	69.58%	\$76.15	\$90.24	\$15.66	\$182.05
		<b>Annual Salary + Benefits</b>		<b><u>\$137,077.78</u></b>			



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

<b>Step A</b>		<b>\$6,109.88 /Month</b>		<b>\$40.73 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,066.79					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.58					
Life Insurance	0.000224	24.64					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	308.24			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	88.59					
Total Benefits		\$4,528.97	74.13%	<b>\$70.93</b>	<b>\$84.04</b>	<b>\$14.58</b>	<b>\$169.55</b>
Annual Salary + Benefits				<u><u><b>\$127,666.21</b></u></u>			
<b>Step B</b>		<b>\$6,415.38 /Month</b>		<b>\$42.77 /Hour</b>			
Total Benefits		\$4,606.06	71.80%	<b>\$73.48</b>	<b>\$87.06</b>	<b>\$15.11</b>	<b>\$175.65</b>
Annual Salary + Benefits				<u><u><b>\$132,257.33</b></u></u>			
<b>Step C</b>		<b>\$6,736.14 /Month</b>		<b>\$44.91 /Hour</b>			
Total Benefits		\$4,687.01	69.58%	<b>\$76.15</b>	<b>\$90.24</b>	<b>\$15.66</b>	<b>\$182.05</b>
Annual Salary + Benefits				<u><u><b>\$137,077.78</b></u></u>			
<b>Step D</b>		<b>\$7,072.95 /Month</b>		<b>\$47.15 /Hour</b>			
Total Benefits		\$4,772.00	67.47%	<b>\$78.97</b>	<b>\$93.57</b>	<b>\$16.24</b>	<b>\$188.78</b>
Annual Salary + Benefits				<u><u><b>\$142,139.44</b></u></u>			
<b>Step E</b>		<b>\$7,426.60 /Month</b>		<b>\$49.51 /Hour</b>			
Total Benefits		\$4,861.25	65.46%	<b>\$81.92</b>	<b>\$97.07</b>	<b>\$16.84</b>	<b>\$195.83</b>
Annual Salary + Benefits				<u><u><b>\$147,454.17</b></u></u>			



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

<b>Step A</b>		<b>\$7,843.72 /Month</b>		<b>\$52.29 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,389.31					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	68.79					
Life Insurance	0.000224	31.63					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	401.44			30.82%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>115.38</u>					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,107.05	65.11%	<b>\$86.34</b>	<b>\$26.61</b>	<b>\$17.75</b>	<b>\$130.70</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,409.22</u></b>			
<b>Step B</b>		<b>\$8,235.90 /Month</b>		<b>\$54.91 /Hour</b>			
Total Benefits		\$5,206.02	63.21%	<b>\$89.61</b>	<b>\$27.62</b>	<b>\$18.42</b>	<b>\$135.65</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,302.99</u></b>			
<b>Step C</b>		<b>\$8,647.70 /Month</b>		<b>\$57.65 /Hour</b>			
Total Benefits		\$5,308.67	61.39%	<b>\$93.04</b>	<b>\$28.68</b>	<b>\$19.13</b>	<b>\$140.85</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,476.40</u></b>			
<b>Step D</b>		<b>\$9,080.08 /Month</b>		<b>\$60.53 /Hour</b>			
Total Benefits		\$5,416.04	59.65%	<b>\$96.64</b>	<b>\$29.78</b>	<b>\$19.87</b>	<b>\$146.29</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,953.39</u></b>			
<b>Step E</b>		<b>\$9,534.09 /Month</b>		<b>\$63.56 /Hour</b>			
Total Benefits		\$5,528.78	57.99%	<b>\$100.42</b>	<b>\$30.95</b>	<b>\$20.65</b>	<b>\$152.02</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$180,754.38</u></b>			



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

<b>Step A</b>		<b>\$10,515.85 /Month</b>		<b>\$70.11 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,836.07		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	92.22					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	425.48					
Workers Comp.	0.050450	530.52					
Vision Insurance		23.45					
Medicare	0.014500	152.48					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,057.50	57.60%	<b>\$110.49</b>	<b>\$130.92</b>	<b>\$22.72</b>	<b>\$264.13</b>
<b>Annual Salary + Benefits</b>				<b><u>\$198,880.22</u></b>			
<b>Step B</b>		<b>\$11,041.65 /Month</b>		<b>\$73.61 /Hour</b>			
Total Benefits		\$6,203.84	56.19%	<b>\$114.97</b>	<b>\$136.23</b>	<b>\$23.64</b>	<b>\$274.84</b>
<b>Annual Salary + Benefits</b>				<b><u>\$206,945.90</u></b>			
<b>Step C</b>		<b>\$11,593.73 /Month</b>		<b>\$77.29 /Hour</b>			
Total Benefits		\$6,357.50	54.84%	<b>\$119.67</b>	<b>\$141.80</b>	<b>\$24.61</b>	<b>\$286.08</b>
<b>Annual Salary + Benefits</b>				<b><u>\$215,414.72</u></b>			
<b>Step D</b>		<b>\$12,173.41 /Month</b>		<b>\$81.16 /Hour</b>			
Total Benefits		\$6,518.83	53.55%	<b>\$124.61</b>	<b>\$147.66</b>	<b>\$25.62</b>	<b>\$297.89</b>
<b>Annual Salary + Benefits</b>				<b><u>\$224,306.92</u></b>			
<b>Step E</b>		<b>\$12,782.08 /Month</b>		<b>\$85.21 /Hour</b>			
Total Benefits		\$6,688.24	52.33%	<b>\$129.80</b>	<b>\$153.80</b>	<b>\$26.69</b>	<b>\$310.29</b>
<b>Annual Salary + Benefits</b>				<b><u>\$233,643.82</u></b>			



**Fleet Supervisor**  
**Department: Public Works**

<b>Step A</b>		<b>\$8,959.02 /Month</b>		<b>\$59.73 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,564.24			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	78.57					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	289.18					
Workers Comp.	0.050450	451.98					
Vision Insurance		23.45					
Medicare	0.014500	129.91					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,534.61	61.78%	\$96.62	\$114.49	\$19.87	\$230.98
		<b>Annual Salary + Benefits</b>		<b><u>\$173,923.61</u></b>			

<b>Step B</b>		<b>\$9,406.97 /Month</b>		<b>\$62.71 /Hour</b>			
Total Benefits		\$5,654.81	60.11%	\$100.41	\$118.98	\$20.64	\$240.03
		<b>Annual Salary + Benefits</b>		<b><u>\$180,741.34</u></b>			

<b>Step C</b>		<b>\$9,877.32 /Month</b>		<b>\$65.85 /Hour</b>			
Total Benefits		\$5,781.01	58.53%	\$104.39	\$123.69	\$21.46	\$249.54
		<b>Annual Salary + Benefits</b>		<b><u>\$187,899.99</u></b>			

<b>Step D</b>		<b>\$10,371.18 /Month</b>		<b>\$69.14 /Hour</b>			
Total Benefits		\$5,913.53	57.02%	\$108.56	\$128.64	\$22.32	\$259.52
		<b>Annual Salary + Benefits</b>		<b><u>\$195,416.46</u></b>			

<b>Step E</b>		<b>\$10,889.75 /Month</b>		<b>\$72.60 /Hour</b>			
Total Benefits		\$6,052.67	55.58%	\$112.95	\$133.83	\$23.22	\$270.00
		<b>Annual Salary + Benefits</b>		<b><u>\$203,309.01</u></b>			



**Geographic Information Systems Coordinator**  
**Department: Engineering**

<b>Step A</b>		<b>\$10,704.91 /Month</b>		<b>\$71.37 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,869.08		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	93.88					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	324.10					
Workers Comp.	0.050450	540.06					
Vision Insurance		23.45					
Medicare	0.014500	155.22					
				<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,003.07	56.08%	<b>\$111.39</b>	<b>\$94.04</b>	<b>\$22.90</b>	<b>\$228.33</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$200,495.78</u></b>			
<b>Step B</b>		<b>\$11,240.15 /Month</b>		<b>\$74.93 /Hour</b>			
	Total Benefits	\$6,146.69	54.69%	<b>\$115.91</b>	<b>\$97.86</b>	<b>\$23.83</b>	<b>\$237.60</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$208,642.04</u></b>			
<b>Step C</b>		<b>\$11,802.16 /Month</b>		<b>\$78.68 /Hour</b>			
	Total Benefits	\$6,297.49	53.36%	<b>\$120.66</b>	<b>\$101.88</b>	<b>\$24.81</b>	<b>\$247.35</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$217,195.75</u></b>			
<b>Step D</b>		<b>\$12,392.26 /Month</b>		<b>\$82.62 /Hour</b>			
	Total Benefits	\$6,455.82	52.10%	<b>\$125.65</b>	<b>\$106.09</b>	<b>\$25.83</b>	<b>\$257.57</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$226,176.97</u></b>			
<b>Step E</b>		<b>\$13,011.87 /Month</b>		<b>\$86.75 /Hour</b>			
	Total Benefits	\$6,622.07	50.89%	<b>\$130.89</b>	<b>\$110.51</b>	<b>\$26.91</b>	<b>\$268.31</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$235,607.34</u></b>			





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

<b>Step A</b>		<b>\$9,334.82 /Month</b>		<b>\$62.23 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.174600	1,629.86		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	81.87					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	296.70					
Workers Comp.	0.050450	470.94					
Vision Insurance		23.45			30.82%	20.56%	
Medicare	0.014500	135.35		<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,635.45	60.37%	<b>\$99.80</b>	<b>\$30.76</b>	<b>\$20.52</b>	<b>\$151.08</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,643.23</u></b>			
<b>Step B</b>		<b>\$9,801.56 /Month</b>		<b>\$65.34 /Hour</b>			
Total Benefits		\$5,760.68	58.77%	<b>\$103.75</b>	<b>\$31.98</b>	<b>\$21.33</b>	<b>\$157.06</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$186,746.93</u></b>			
<b>Step C</b>		<b>\$10,291.64 /Month</b>		<b>\$68.61 /Hour</b>			
Total Benefits		\$5,892.18	57.25%	<b>\$107.89</b>	<b>\$33.25</b>	<b>\$22.18</b>	<b>\$163.32</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$194,205.87</u></b>			
<b>Step D</b>		<b>\$10,806.22 /Month</b>		<b>\$72.04 /Hour</b>			
Total Benefits		\$6,030.25	55.80%	<b>\$112.24</b>	<b>\$34.59</b>	<b>\$23.08</b>	<b>\$169.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$202,037.70</u></b>			
<b>Step E</b>		<b>\$11,346.53 /Month</b>		<b>\$75.64 /Hour</b>			
Total Benefits		\$6,175.23	54.42%	<b>\$116.81</b>	<b>\$36.00</b>	<b>\$24.02</b>	<b>\$176.83</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$210,261.13</u></b>			



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

<b>Step A</b>		<b>\$9,423.78 /Month</b>		<b>\$62.83 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,645.39		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.65					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.48					
Workers Comp.	0.050450	475.43					
Vision Insurance		23.45					
Medicare	0.014500	136.64		<b>Hourly Rate</b>	<b>139.88%</b>	<b>20.56%</b>	<b>Total Hourly</b>
				<b>&amp; Benefits</b>	<b>Department</b>	<b>Citywide</b>	<b>Rate</b>
				<b>Overhead</b>	<b>Overhead</b>		
Total Benefits		\$5,659.32	60.05%	\$100.55	\$140.65	\$20.67	\$261.87
		<b>Annual Salary + Benefits</b>		<b><u>\$180,997.18</u></b>			
<b>Step B</b>		<b>\$9,894.97 /Month</b>		<b>\$65.97 /Hour</b>			
Total Benefits		\$5,785.75	58.47%	\$104.54	\$146.23	\$21.49	\$272.26
		<b>Annual Salary + Benefits</b>		<b><u>\$188,168.62</u></b>			
<b>Step C</b>		<b>\$10,389.73 /Month</b>		<b>\$69.26 /Hour</b>			
Total Benefits		\$5,918.50	56.96%	\$108.72	\$152.08	\$22.35	\$283.15
		<b>Annual Salary + Benefits</b>		<b><u>\$195,698.79</u></b>			
<b>Step D</b>		<b>\$10,909.21 /Month</b>		<b>\$72.73 /Hour</b>			
Total Benefits		\$6,057.89	55.53%	\$113.11	\$158.22	\$23.26	\$294.59
		<b>Annual Salary + Benefits</b>		<b><u>\$203,605.19</u></b>			
<b>Step E</b>		<b>\$11,454.67 /Month</b>		<b>\$76.36 /Hour</b>			
Total Benefits		\$6,204.25	54.16%	\$117.73	\$164.68	\$24.20	\$306.61
		<b>Annual Salary + Benefits</b>		<b><u>\$211,907.00</u></b>			



**Human Resource Assistant I**  
**Department: Human Resources**

<b>Step A</b>		<b>\$5,514.23 /Month</b>		<b>\$36.76 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	982.58					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	48.36					
Life Insurance	0.000224	22.23					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	283.91			50.84%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	81.60					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,519.20	81.96%	\$66.89	\$34.01	\$13.75	\$114.65
		<b>Annual Salary + Benefits</b>		<b><u>\$120,401.13</u></b>			

<b>Step B</b>		<b>\$5,789.94 /Month</b>		<b>\$38.60 /Hour</b>			
	Total Benefits	\$4,588.77	79.25%	\$69.19	\$35.18	\$14.23	\$118.60
		<b>Annual Salary + Benefits</b>		<b><u>\$124,544.56</u></b>			

<b>Step C</b>		<b>\$6,079.43 /Month</b>		<b>\$40.53 /Hour</b>			
	Total Benefits	\$4,661.83	76.68%	\$71.61	\$36.41	\$14.72	\$122.74
		<b>Annual Salary + Benefits</b>		<b><u>\$128,895.08</u></b>			

<b>Step D</b>		<b>\$6,383.41 /Month</b>		<b>\$42.56 /Hour</b>			
	Total Benefits	\$4,738.54	74.23%	\$74.15	\$37.70	\$15.24	\$127.09
		<b>Annual Salary + Benefits</b>		<b><u>\$133,463.36</u></b>			

<b>Step E</b>		<b>\$6,702.58 /Month</b>		<b>\$44.68 /Hour</b>			
	Total Benefits	\$4,819.08	71.90%	\$76.81	\$39.05	\$15.79	\$131.65
		<b>Annual Salary + Benefits</b>		<b><u>\$138,259.92</u></b>			



**Human Resource Assistant II**  
**Department: Human Resources**

<b>Step A</b>		<b>\$6,079.43 /Month</b>		<b>\$40.53 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,081.26					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.32					
Life Insurance	0.000224	24.51					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	312.43			50.84%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	89.80					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,661.83	76.68%	\$71.61	\$36.41	\$14.72	\$122.74
		<b>Annual Salary + Benefits</b>		<b><u>\$128,895.08</u></b>			
<b>Step B</b>							
		<b>\$6,383.41 /Month</b>		<b>\$42.56 /Hour</b>			
Total Benefits		\$4,738.54	74.23%	\$74.15	\$37.70	\$15.24	\$127.09
		<b>Annual Salary + Benefits</b>		<b><u>\$133,463.36</u></b>			
<b>Step C</b>							
		<b>\$6,702.58 /Month</b>		<b>\$44.68 /Hour</b>			
Total Benefits		\$4,819.08	71.90%	\$76.81	\$39.05	\$15.79	\$131.65
		<b>Annual Salary + Benefits</b>		<b><u>\$138,259.92</u></b>			
<b>Step D</b>							
		<b>\$7,037.71 /Month</b>		<b>\$46.92 /Hour</b>			
Total Benefits		\$4,903.65	69.68%	\$79.61	\$40.47	\$16.37	\$136.45
		<b>Annual Salary + Benefits</b>		<b><u>\$143,296.32</u></b>			
<b>Step E</b>							
		<b>\$7,389.59 /Month</b>		<b>\$49.26 /Hour</b>			
Total Benefits		\$4,992.45	67.56%	\$82.55	\$41.97	\$16.97	\$141.49
		<b>Annual Salary + Benefits</b>		<b><u>\$148,584.46</u></b>			



**Human Resources Manager  
Department: Human Resources**

<b>Step A</b>		<b>\$11,514.50 /Month</b>		<b>\$76.76 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	2,010.43			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	100.98					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	455.44					
Workers Comp.	0.050450	580.91			50.84%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	166.96					
Total Benefits		\$6,335.45	55.02%	\$119.00	\$60.50	\$24.47	\$203.97
		<b>Annual Salary + Benefits</b>		<b><u>\$214,199.35</u></b>			
<b>Step B</b>		<b>\$12,090.22 /Month</b>		<b>\$80.60 /Hour</b>			
Total Benefits		\$6,495.68	53.73%	\$123.91	\$62.99	\$25.48	\$212.38
		<b>Annual Salary + Benefits</b>		<b><u>\$223,030.80</u></b>			
<b>Step C</b>		<b>\$12,694.73 /Month</b>		<b>\$84.63 /Hour</b>			
Total Benefits		\$6,663.93	52.49%	\$129.06	\$65.61	\$26.53	\$221.20
		<b>Annual Salary + Benefits</b>		<b><u>\$232,303.89</u></b>			
<b>Step D</b>		<b>\$13,329.47 /Month</b>		<b>\$88.86 /Hour</b>			
Total Benefits		\$6,840.59	51.32%	\$134.47	\$68.36	\$27.65	\$230.48
		<b>Annual Salary + Benefits</b>		<b><u>\$242,040.70</u></b>			
<b>Step E</b>		<b>\$13,995.95 /Month</b>		<b>\$93.31 /Hour</b>			
Total Benefits		\$7,026.08	50.20%	\$140.15	\$71.25	\$28.81	\$240.21
		<b>Annual Salary + Benefits</b>		<b><u>\$252,264.39</u></b>			



**Human Resource Specialist  
Department: Human Resources**

<b>Step A</b>		<b>\$7,843.72 /Month</b>		<b>\$52.29 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,389.31					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	68.79					
Life Insurance	0.000224	31.63					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	401.44			50.84%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>115.38</u>					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,107.05	65.11%	<b>\$86.34</b>	<b>\$43.89</b>	<b>\$17.75</b>	<b>\$147.98</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,409.22</u></b>			
<b>Step B</b>		<b>\$8,235.90 /Month</b>		<b>\$54.91 /Hour</b>			
Total Benefits		\$5,206.02	63.21%	<b>\$89.61</b>	<b>\$45.56</b>	<b>\$18.42</b>	<b>\$153.59</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,302.99</u></b>			
<b>Step C</b>		<b>\$8,647.70 /Month</b>		<b>\$57.65 /Hour</b>			
Total Benefits		\$5,308.67	61.39%	<b>\$93.04</b>	<b>\$47.30</b>	<b>\$19.13</b>	<b>\$159.47</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,476.40</u></b>			
<b>Step D</b>		<b>\$9,080.08 /Month</b>		<b>\$60.53 /Hour</b>			
Total Benefits		\$5,416.04	59.65%	<b>\$96.64</b>	<b>\$49.13</b>	<b>\$19.87</b>	<b>\$165.64</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,953.39</u></b>			
<b>Step E</b>		<b>\$9,534.09 /Month</b>		<b>\$63.56 /Hour</b>			
Total Benefits		\$5,528.78	57.99%	<b>\$100.42</b>	<b>\$51.05</b>	<b>\$20.65</b>	<b>\$172.12</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$180,754.38</u></b>			



**Information Systems Specialist**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$9,606.16 /Month</b>		<b>\$64.04 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,677.24			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	84.25					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		493.03					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	302.12					
Workers Comp.	0.050450	509.50					
Vision Insurance		23.45					
Medicare	0.014500	146.44					
				<b>Hourly Rate &amp; Benefits</b>	<b>30.82% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,233.31	64.89%	\$105.60	\$32.54	\$21.71	\$159.85
		<b>Annual Salary + Benefits</b>		<b><u>\$190,073.61</u></b>			

<b>Step B</b>		<b>\$10,086.47 /Month</b>		<b>\$67.24 /Hour</b>			
Total Benefits		\$6,362.18	63.08%	\$109.66	\$33.80	\$22.55	\$166.01
		<b>Annual Salary + Benefits</b>		<b><u>\$197,383.85</u></b>			

<b>Step C</b>		<b>\$10,590.80 /Month</b>		<b>\$70.61 /Hour</b>			
Total Benefits		\$6,497.51	61.35%	\$113.92	\$35.11	\$23.42	\$172.45
		<b>Annual Salary + Benefits</b>		<b><u>\$205,059.67</u></b>			

<b>Step D</b>		<b>\$11,120.33 /Month</b>		<b>\$74.14 /Hour</b>			
Total Benefits		\$6,639.59	59.71%	\$118.40	\$36.49	\$24.34	\$179.23
		<b>Annual Salary + Benefits</b>		<b><u>\$213,119.03</u></b>			

<b>Step E</b>		<b>\$11,676.36 /Month</b>		<b>\$77.84 /Hour</b>			
Total Benefits		\$6,788.78	58.14%	\$123.10	\$37.94	\$25.31	\$186.35
		<b>Annual Salary + Benefits</b>		<b><u>\$221,581.72</u></b>			



**Information Systems Supervisor**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$10,566.78 /Month</b>		<b>\$70.45 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,844.96			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	92.67					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		493.03					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	321.34					
Workers Comp.	0.050450	557.97					
Vision Insurance		23.45					
Medicare	0.014500	160.37					
				<b>Hourly Rate &amp; Benefits</b>	<b>30.82% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,491.06	61.43%	<b>\$113.72</b>	<b>\$35.05</b>	<b>\$23.38</b>	<b>\$172.15</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$204,694.09</u></b>			
<b>Step B</b>		<b>\$11,095.12 /Month</b>		<b>\$73.97 /Hour</b>			
	Total Benefits	\$6,632.82	59.78%	<b>\$118.19</b>	<b>\$36.43</b>	<b>\$24.30</b>	<b>\$178.92</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$212,735.34</u></b>			
<b>Step C</b>		<b>\$11,649.88 /Month</b>		<b>\$77.67 /Hour</b>			
	Total Benefits	\$6,781.68	58.21%	<b>\$122.88</b>	<b>\$37.87</b>	<b>\$25.26</b>	<b>\$186.01</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$221,178.70</u></b>			
<b>Step D</b>		<b>\$12,232.36 /Month</b>		<b>\$81.55 /Hour</b>			
	Total Benefits	\$6,937.97	56.72%	<b>\$127.80</b>	<b>\$39.39</b>	<b>\$26.28</b>	<b>\$193.47</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$230,043.95</u></b>			
<b>Step E</b>		<b>\$12,844.00 /Month</b>		<b>\$85.63 /Hour</b>			
	Total Benefits	\$7,102.08	55.29%	<b>\$132.97</b>	<b>\$40.98</b>	<b>\$27.34</b>	<b>\$201.29</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$239,353.01</u></b>			





**Information Systems Technician**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$7,688.05 /Month</b>		<b>\$51.25 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,362.13					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	67.42					
Life Insurance	0.000224	31.00					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		469.55					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	417.27			30.82%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	119.93					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,567.81	72.42%	<b>\$88.37</b>	<b>\$27.24</b>	<b>\$18.17</b>	<b>\$133.78</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$159,070.35</u></b>			
<b>Step B</b>		<b>\$8,072.45 /Month</b>		<b>\$53.82 /Hour</b>			
Total Benefits		\$5,664.82	70.17%	<b>\$91.58</b>	<b>\$28.23</b>	<b>\$18.83</b>	<b>\$138.64</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$164,847.20</u></b>			
<b>Step C</b>		<b>\$8,476.07 /Month</b>		<b>\$56.51 /Hour</b>			
Total Benefits		\$5,766.10	68.03%	<b>\$94.95</b>	<b>\$29.26</b>	<b>\$19.52</b>	<b>\$143.73</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$170,905.98</u></b>			
<b>Step D</b>		<b>\$8,899.87 /Month</b>		<b>\$59.33 /Hour</b>			
Total Benefits		\$5,871.33	65.97%	<b>\$98.47</b>	<b>\$30.35</b>	<b>\$20.25</b>	<b>\$149.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$177,254.44</u></b>			
<b>Step E</b>		<b>\$9,344.87 /Month</b>		<b>\$62.30 /Hour</b>			
Total Benefits		\$5,981.84	64.01%	<b>\$102.18</b>	<b>\$31.49</b>	<b>\$21.01</b>	<b>\$154.68</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$183,920.47</u></b>			



**Laboratory Technician I  
Department: Public Works**

<b>Step A</b>		<b>\$6,807.15 /Month</b>		<b>\$45.38 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,188.53		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	59.70					
Life Insurance	0.000224	27.45					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	343.42		118.49%	20.56%		
Vision Insurance		23.45		<u>Hourly Rate</u>	<u>Department</u>	<u>Citywide</u>	<u>Total Hourly</u>
Medicare	0.014500	98.70		<u>&amp; Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
Total Benefits		\$4,704.93	69.12%	\$76.75	\$90.94	\$15.78	\$183.47
<b>Annual Salary + Benefits</b>				<u><u>\$138,144.94</u></u>			
<b>Step B</b>		<b>\$7,147.50 /Month</b>		<b>\$47.65 /Hour</b>			
Total Benefits		\$4,790.82	67.03%	\$79.59	\$94.30	\$16.36	\$190.25
<b>Annual Salary + Benefits</b>				<u><u>\$143,259.79</u></u>			
<b>Step C</b>		<b>\$7,504.88 /Month</b>		<b>\$50.03 /Hour</b>			
Total Benefits		\$4,881.00	65.04%	\$82.57	\$97.84	\$16.98	\$197.39
<b>Annual Salary + Benefits</b>				<u><u>\$148,630.58</u></u>			
<b>Step D</b>		<b>\$7,880.12 /Month</b>		<b>\$52.53 /Hour</b>			
Total Benefits		\$4,975.69	63.14%	\$85.71	\$101.55	\$17.62	\$204.88
<b>Annual Salary + Benefits</b>				<u><u>\$154,269.77</u></u>			
<b>Step E</b>		<b>\$8,274.12 /Month</b>		<b>\$55.16 /Hour</b>			
Total Benefits		\$5,075.12	61.34%	\$88.99	\$105.45	\$18.30	\$212.74
<b>Annual Salary + Benefits</b>				<u><u>\$160,190.89</u></u>			



## Laboratory Technician II Department: Public Works

<b>Step A</b>							
		<b>\$7,504.88 /Month</b>		<b>\$50.03 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,310.35		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	65.82					
Life Insurance	0.000224	30.26					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	378.62		118.49%	20.56%		
Vision Insurance		23.45		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	108.82		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
Total Benefits		\$4,881.00	65.04%	<b>\$82.57</b>	<b>\$97.84</b>	<b>\$16.98</b>	<b>\$197.39</b>
<b>Annual Salary + Benefits</b>				<b><u>\$148,630.58</u></b>			
<b>Step B</b>							
		<b>\$7,880.12 /Month</b>		<b>\$52.53 /Hour</b>			
Total Benefits		\$4,975.69	63.14%	<b>\$85.71</b>	<b>\$101.55</b>	<b>\$17.62</b>	<b>\$204.88</b>
<b>Annual Salary + Benefits</b>				<b><u>\$154,269.77</u></b>			
<b>Step C</b>							
		<b>\$8,274.12 /Month</b>		<b>\$55.16 /Hour</b>			
Total Benefits		\$5,075.12	61.34%	<b>\$88.99</b>	<b>\$105.45</b>	<b>\$18.30</b>	<b>\$212.74</b>
<b>Annual Salary + Benefits</b>				<b><u>\$160,190.89</u></b>			
<b>Step D</b>							
		<b>\$8,687.84 /Month</b>		<b>\$57.92 /Hour</b>			
Total Benefits		\$5,178.09	59.60%	<b>\$92.44</b>	<b>\$109.53</b>	<b>\$19.01</b>	<b>\$220.98</b>
<b>Annual Salary + Benefits</b>				<b><u>\$166,391.21</u></b>			
<b>Step E</b>							
		<b>\$9,122.23 /Month</b>		<b>\$60.81 /Hour</b>			
Total Benefits		\$5,285.96	57.95%	<b>\$96.05</b>	<b>\$113.82</b>	<b>\$19.75</b>	<b>\$229.62</b>
<b>Annual Salary + Benefits</b>				<b><u>\$172,898.31</u></b>			



**Management Analyst  
Department: City Manager**

<b>Step A</b>		<b>\$9,408.21 /Month</b>		<b>\$62.72 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,642.67			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.51					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.16					
Workers Comp.	0.050450	474.64					
Vision Insurance		23.45					
Medicare	0.014500	136.42					
				<b>Hourly Rate &amp; Benefits</b>	<b>46.63% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,655.14	60.11%	\$100.42	\$46.83	\$20.65	\$167.90
		<b>Annual Salary + Benefits</b>		<b><u>\$180,760.21</u></b>			

<b>Step B</b>		<b>\$9,878.63 /Month</b>		<b>\$65.86 /Hour</b>			
	Total Benefits	\$5,781.36	58.52%	\$104.40	\$48.68	\$21.46	\$174.54
		<b>Annual Salary + Benefits</b>		<b><u>\$187,919.93</u></b>			

<b>Step C</b>		<b>\$10,372.56 /Month</b>		<b>\$69.15 /Hour</b>			
	Total Benefits	\$5,913.90	57.01%	\$108.58	\$50.63	\$22.32	\$181.53
		<b>Annual Salary + Benefits</b>		<b><u>\$195,437.46</u></b>			

<b>Step D</b>		<b>\$10,891.18 /Month</b>		<b>\$72.61 /Hour</b>			
	Total Benefits	\$6,053.05	55.58%	\$112.96	\$52.67	\$23.22	\$188.85
		<b>Annual Salary + Benefits</b>		<b><u>\$203,330.78</u></b>			

<b>Step E</b>		<b>\$11,435.74 /Month</b>		<b>\$76.24 /Hour</b>			
	Total Benefits	\$6,199.17	54.21%	\$117.57	\$54.82	\$24.17	\$196.56
		<b>Annual Salary + Benefits</b>		<b><u>\$211,618.89</u></b>			



**Management Analyst**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$9,408.21 /Month</b>		<b>\$62.72 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,642.67			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.51					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.16					
Workers Comp.	0.050450	474.64					
Vision Insurance		23.45					
Medicare	0.014500	136.42					
				<b>Hourly Rate &amp; Benefits</b>	<b>30.82% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,655.14	60.11%	\$100.42	\$30.95	\$20.65	\$152.02
		<b>Annual Salary + Benefits</b>		<b><u>\$180,760.21</u></b>			

<b>Step B</b>		<b>\$9,878.63 /Month</b>		<b>\$65.86 /Hour</b>			
	Total Benefits	\$5,781.36	58.52%	\$104.40	\$32.18	\$21.46	\$158.04
		<b>Annual Salary + Benefits</b>		<b><u>\$187,919.93</u></b>			

<b>Step C</b>		<b>\$10,372.56 /Month</b>		<b>\$69.15 /Hour</b>			
	Total Benefits	\$5,913.90	57.01%	\$108.58	\$33.46	\$22.32	\$164.36
		<b>Annual Salary + Benefits</b>		<b><u>\$195,437.46</u></b>			

<b>Step D</b>		<b>\$10,891.18 /Month</b>		<b>\$72.61 /Hour</b>			
	Total Benefits	\$6,053.05	55.58%	\$112.96	\$34.81	\$23.22	\$170.99
		<b>Annual Salary + Benefits</b>		<b><u>\$203,330.78</u></b>			

<b>Step E</b>		<b>\$11,435.74 /Month</b>		<b>\$76.24 /Hour</b>			
	Total Benefits	\$6,199.17	54.21%	\$117.57	\$36.23	\$24.17	\$177.97
		<b>Annual Salary + Benefits</b>		<b><u>\$211,618.89</u></b>			



**Management Analyst**  
**Department: Human Resources**

<b>Step A</b>		<b>\$9,408.21 /Month</b>		<b>\$62.72 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,642.67			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.51					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.16					
Workers Comp.	0.050450	474.64					
Vision Insurance		23.45					
Medicare	0.014500	136.42					
				<b>Hourly Rate &amp; Benefits</b>	<b>50.84% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,655.14	60.11%	<b>\$100.42</b>	<b>\$51.05</b>	<b>\$20.65</b>	<b>\$172.12</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$180,760.21</u></b>			
<b>Step B</b>		<b>\$9,878.63 /Month</b>		<b>\$65.86 /Hour</b>			
	Total Benefits	\$5,781.36	58.52%	<b>\$104.40</b>	<b>\$53.08</b>	<b>\$21.46</b>	<b>\$178.94</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$187,919.93</u></b>			
<b>Step C</b>		<b>\$10,372.56 /Month</b>		<b>\$69.15 /Hour</b>			
	Total Benefits	\$5,913.90	57.01%	<b>\$108.58</b>	<b>\$55.20</b>	<b>\$22.32</b>	<b>\$186.10</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$195,437.46</u></b>			
<b>Step D</b>		<b>\$10,891.18 /Month</b>		<b>\$72.61 /Hour</b>			
	Total Benefits	\$6,053.05	55.58%	<b>\$112.96</b>	<b>\$57.43</b>	<b>\$23.22</b>	<b>\$193.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$203,330.78</u></b>			
<b>Step E</b>		<b>\$11,435.74 /Month</b>		<b>\$76.24 /Hour</b>			
	Total Benefits	\$6,199.17	54.21%	<b>\$117.57</b>	<b>\$59.77</b>	<b>\$24.17</b>	<b>\$201.51</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$211,618.89</u></b>			



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

<b>Step A</b>		<b>\$9,408.21 /Month</b>		<b>\$62.72 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,642.67			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.51					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.16					
Workers Comp.	0.050450	474.64					
Vision Insurance		23.45					
Medicare	0.014500	136.42					
				<b>Hourly Rate &amp; Benefits</b>	<b>112.20% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,655.14	60.11%	\$100.42	\$112.67	\$20.65	\$233.74
		<b>Annual Salary + Benefits</b>		<b><u>\$180,760.21</u></b>			

<b>Step B</b>		<b>\$9,878.63 /Month</b>		<b>\$65.86 /Hour</b>			
	Total Benefits	\$5,781.36	58.52%	\$104.40	\$117.14	\$21.46	\$243.00
		<b>Annual Salary + Benefits</b>		<b><u>\$187,919.93</u></b>			

<b>Step C</b>		<b>\$10,372.56 /Month</b>		<b>\$69.15 /Hour</b>			
	Total Benefits	\$5,913.90	57.01%	\$108.58	\$121.82	\$22.32	\$252.72
		<b>Annual Salary + Benefits</b>		<b><u>\$195,437.46</u></b>			

<b>Step D</b>		<b>\$10,891.18 /Month</b>		<b>\$72.61 /Hour</b>			
	Total Benefits	\$6,053.05	55.58%	\$112.96	\$126.74	\$23.22	\$262.92
		<b>Annual Salary + Benefits</b>		<b><u>\$203,330.78</u></b>			

<b>Step E</b>		<b>\$11,435.74 /Month</b>		<b>\$76.24 /Hour</b>			
	Total Benefits	\$6,199.17	54.21%	\$117.57	\$131.91	\$24.17	\$273.65
		<b>Annual Salary + Benefits</b>		<b><u>\$211,618.89</u></b>			



**Management Analyst  
Department: Public Works**

<b>Step A</b>		<b>\$9,408.21 /Month</b>		<b>\$62.72 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,642.67			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.51					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.16					
Workers Comp.	0.050450	474.64					
Vision Insurance		23.45					
Medicare	0.014500	136.42					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,655.14	60.11%	\$100.42	\$118.99	\$20.65	\$240.06
		<b>Annual Salary + Benefits</b>		<b><u>\$180,760.21</u></b>			
<b>Step B</b>		<b>\$9,878.63 /Month</b>		<b>\$65.86 /Hour</b>			
	Total Benefits	\$5,781.36	58.52%	\$104.40	\$123.70	\$21.46	\$249.56
		<b>Annual Salary + Benefits</b>		<b><u>\$187,919.93</u></b>			
<b>Step C</b>		<b>\$10,372.56 /Month</b>		<b>\$69.15 /Hour</b>			
	Total Benefits	\$5,913.90	57.01%	\$108.58	\$128.65	\$22.32	\$259.55
		<b>Annual Salary + Benefits</b>		<b><u>\$195,437.46</u></b>			
<b>Step D</b>		<b>\$10,891.18 /Month</b>		<b>\$72.61 /Hour</b>			
	Total Benefits	\$6,053.05	55.58%	\$112.96	\$133.85	\$23.22	\$270.03
		<b>Annual Salary + Benefits</b>		<b><u>\$203,330.78</u></b>			
<b>Step E</b>		<b>\$11,435.74 /Month</b>		<b>\$76.24 /Hour</b>			
	Total Benefits	\$6,199.17	54.21%	\$117.57	\$139.30	\$24.17	\$281.04
		<b>Annual Salary + Benefits</b>		<b><u>\$211,618.89</u></b>			





**Occupational Health and Safety Specialist  
Department: Human Resources**

<b>Step A</b>		<b>\$7,843.72 /Month</b>		<b>\$52.29 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,389.31					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	68.79					
Life Insurance	0.000224	31.63					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	401.44			50.84%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>115.38</u>					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,107.05	65.11%	<b>\$86.34</b>	<b>\$43.89</b>	<b>\$17.75</b>	<b>\$147.98</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,409.22</u></b>			
<b>Step B</b>		<b>\$8,235.90 /Month</b>		<b>\$54.91 /Hour</b>			
	Total Benefits	\$5,206.02	63.21%	<b>\$89.61</b>	<b>\$45.56</b>	<b>\$18.42</b>	<b>\$153.59</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,302.99</u></b>			
<b>Step C</b>		<b>\$8,647.70 /Month</b>		<b>\$57.65 /Hour</b>			
	Total Benefits	\$5,308.67	61.39%	<b>\$93.04</b>	<b>\$47.30</b>	<b>\$19.13</b>	<b>\$159.47</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,476.40</u></b>			
<b>Step D</b>		<b>\$9,080.08 /Month</b>		<b>\$60.53 /Hour</b>			
	Total Benefits	\$5,416.04	59.65%	<b>\$96.64</b>	<b>\$49.13</b>	<b>\$19.87</b>	<b>\$165.64</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,953.39</u></b>			
<b>Step E</b>		<b>\$9,534.09 /Month</b>		<b>\$63.56 /Hour</b>			
	Total Benefits	\$5,528.78	57.99%	<b>\$100.42</b>	<b>\$51.05</b>	<b>\$20.65</b>	<b>\$172.12</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$180,754.38</u></b>			



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

<b>Step A</b>		<b>\$10,996.27 /Month</b>		<b>\$73.31 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,919.95			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	96.44					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	439.89					
Workers Comp.	0.050450	554.76					
Vision Insurance		23.45					
Medicare	0.014500	159.45					
				<b>Hourly Rate &amp; Benefits</b>	<b>112.20% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,191.21	56.30%	<b>\$114.58</b>	<b>\$128.56</b>	<b>\$23.56</b>	<b>\$266.70</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$206,249.78</u></b>			
<b>Step B</b>		<b>\$11,546.09 /Month</b>		<b>\$76.97 /Hour</b>			
	Total Benefits	\$6,344.24	54.95%	<b>\$119.27</b>	<b>\$133.82</b>	<b>\$24.52</b>	<b>\$277.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$214,683.93</u></b>			
<b>Step C</b>		<b>\$12,123.39 /Month</b>		<b>\$80.82 /Hour</b>			
	Total Benefits	\$6,504.91	53.66%	<b>\$124.19</b>	<b>\$139.34</b>	<b>\$25.53</b>	<b>\$289.06</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$223,539.62</u></b>			
<b>Step D</b>		<b>\$12,729.56 /Month</b>		<b>\$84.86 /Hour</b>			
	Total Benefits	\$6,673.62	52.43%	<b>\$129.35</b>	<b>\$145.14</b>	<b>\$26.60</b>	<b>\$301.09</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$232,838.17</u></b>			
<b>Step E</b>		<b>\$13,366.03 /Month</b>		<b>\$89.11 /Hour</b>			
	Total Benefits	\$6,850.76	51.26%	<b>\$134.78</b>	<b>\$151.22</b>	<b>\$27.71</b>	<b>\$313.71</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$242,601.52</u></b>			



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

<b>Step A</b>		<b>\$8,058.15 /Month</b>		<b>\$53.72 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,406.95					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	70.67					
Life Insurance	0.000224	32.49					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	271.16					
Workers Comp.	0.050450	406.53					
Vision Insurance		23.45					
Medicare	0.014500	116.84					
					112.20%	20.56%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,291.78	65.67%	<b>\$89.00</b>	<b>\$99.86</b>	<b>\$18.30</b>	<b>\$207.16</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,199.20</u></b>			
<b>Step B</b>							
		<b>\$8,461.06 /Month</b>		<b>\$56.41 /Hour</b>			
Total Benefits		\$5,401.00	63.83%	<b>\$92.41</b>	<b>\$103.69</b>	<b>\$19.00</b>	<b>\$215.10</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,344.74</u></b>			
<b>Step C</b>							
		<b>\$8,884.10 /Month</b>		<b>\$59.23 /Hour</b>			
Total Benefits		\$5,514.51	62.07%	<b>\$95.99</b>	<b>\$107.70</b>	<b>\$19.74</b>	<b>\$223.43</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,783.34</u></b>			
<b>Step D</b>							
		<b>\$9,328.32 /Month</b>		<b>\$62.19 /Hour</b>			
Total Benefits		\$5,633.70	60.39%	<b>\$99.75</b>	<b>\$111.92</b>	<b>\$20.51</b>	<b>\$232.18</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,544.30</u></b>			
<b>Step E</b>							
		<b>\$9,794.73 /Month</b>		<b>\$65.30 /Hour</b>			
Total Benefits		\$5,758.85	58.80%	<b>\$103.69</b>	<b>\$116.34</b>	<b>\$21.32</b>	<b>\$241.35</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$186,642.98</u></b>			



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

<b>Step A</b>		<b>\$5,541.84 /Month</b>		<b>\$36.95 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	967.61					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	48.60					
Life Insurance	0.000224	22.34					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	279.59			112.20%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	80.36					
	<b>Total Benefits</b>	<b>\$4,385.62</b>	<b>79.14%</b>	<b>\$66.18</b>	<b>\$74.26</b>	<b>\$13.61</b>	<b>\$154.05</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$119,129.57</u></b>			
<b>Step B</b>		<b>\$5,818.93 /Month</b>		<b>\$38.79 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,455.55</b>	<b>76.57%</b>	<b>\$68.50</b>	<b>\$76.85</b>	<b>\$14.08</b>	<b>\$159.43</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$123,293.74</u></b>			
<b>Step C</b>		<b>\$6,109.88 /Month</b>		<b>\$40.73 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,528.97</b>	<b>74.13%</b>	<b>\$70.93</b>	<b>\$79.58</b>	<b>\$14.58</b>	<b>\$165.09</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$127,666.21</u></b>			
<b>Step D</b>		<b>\$6,415.38 /Month</b>		<b>\$42.77 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,606.06</b>	<b>71.80%</b>	<b>\$73.48</b>	<b>\$82.44</b>	<b>\$15.11</b>	<b>\$171.03</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$132,257.33</u></b>			
<b>Step E</b>		<b>\$6,736.14 /Month</b>		<b>\$44.91 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,687.01</b>	<b>69.58%</b>	<b>\$76.15</b>	<b>\$85.45</b>	<b>\$15.66</b>	<b>\$177.26</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$137,077.78</u></b>			



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

<b>Step A</b>		<b>\$6,109.88 /Month</b>		<b>\$40.73 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,066.79					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.58					
Life Insurance	0.000224	24.64					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	308.24					
Vision Insurance		23.45					
Medicare	0.014500	88.59					
				<b>Hourly Rate &amp; Benefits</b>	<b>112.20% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,528.97	74.13%	<b>\$70.93</b>	<b>\$79.58</b>	<b>\$14.58</b>	<b>\$165.09</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$127,666.21</u></b>			

<b>Step B</b>		<b>\$6,415.38 /Month</b>		<b>\$42.77 /Hour</b>			
Total Benefits		\$4,606.06	71.80%	<b>\$73.48</b>	<b>\$82.44</b>	<b>\$15.11</b>	<b>\$171.03</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$132,257.33</u></b>			

<b>Step C</b>		<b>\$6,736.14 /Month</b>		<b>\$44.91 /Hour</b>			
Total Benefits		\$4,687.01	69.58%	<b>\$76.15</b>	<b>\$85.45</b>	<b>\$15.66</b>	<b>\$177.26</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$137,077.78</u></b>			

<b>Step D</b>		<b>\$7,072.95 /Month</b>		<b>\$47.15 /Hour</b>			
Total Benefits		\$4,772.00	67.47%	<b>\$78.97</b>	<b>\$88.60</b>	<b>\$16.24</b>	<b>\$183.81</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$142,139.44</u></b>			

<b>Step E</b>		<b>\$7,426.60 /Month</b>		<b>\$49.51 /Hour</b>			
Total Benefits		\$4,861.25	65.46%	<b>\$81.92</b>	<b>\$91.91</b>	<b>\$16.84</b>	<b>\$190.67</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$147,454.17</u></b>			



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

<b>Step A</b>		<b>\$9,423.78 /Month</b>		<b>\$62.83 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,645.39			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.65					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.48					
Workers Comp.	0.050450	475.43					
Vision Insurance		23.45					
Medicare	0.014500	136.64					
				<b>Hourly Rate &amp; Benefits</b>	<b>112.20% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,659.32	60.05%	\$100.55	\$112.82	\$20.67	\$234.04
		<b>Annual Salary + Benefits</b>		<b><u>\$180,997.18</u></b>			

<b>Step B</b>		<b>\$9,894.97 /Month</b>		<b>\$65.97 /Hour</b>			
	Total Benefits	\$5,785.75	58.47%	\$104.54	\$117.29	\$21.49	\$243.32
		<b>Annual Salary + Benefits</b>		<b><u>\$188,168.62</u></b>			

<b>Step C</b>		<b>\$10,389.73 /Month</b>		<b>\$69.26 /Hour</b>			
	Total Benefits	\$5,918.50	56.96%	\$108.72	\$121.99	\$22.35	\$253.06
		<b>Annual Salary + Benefits</b>		<b><u>\$195,698.79</u></b>			

<b>Step D</b>		<b>\$10,909.21 /Month</b>		<b>\$72.73 /Hour</b>			
	Total Benefits	\$6,057.89	55.53%	\$113.11	\$126.91	\$23.26	\$263.28
		<b>Annual Salary + Benefits</b>		<b><u>\$203,605.19</u></b>			

<b>Step E</b>		<b>\$11,454.67 /Month</b>		<b>\$76.36 /Hour</b>			
	Total Benefits	\$6,204.25	54.16%	\$117.73	\$132.09	\$24.20	\$274.02
		<b>Annual Salary + Benefits</b>		<b><u>\$211,907.00</u></b>			



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

<b>Step A</b>		<b>\$7,034.22 /Month</b>		<b>\$46.89 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,247.97					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	61.69					
Life Insurance	0.000224	28.36					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	360.60			112.20%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	103.64					
	<b>Total Benefits</b>	<b>\$4,902.77</b>	<b>69.70%</b>	<b>\$79.58</b>	<b>\$89.29</b>	<b>\$16.36</b>	<b>\$185.23</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$143,243.88</u></b>			
<b>Step B</b>		<b>\$7,385.93 /Month</b>		<b>\$49.24 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,991.52</b>	<b>67.58%</b>	<b>\$82.52</b>	<b>\$92.58</b>	<b>\$16.97</b>	<b>\$192.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$148,529.45</u></b>			
<b>Step C</b>		<b>\$7,755.22 /Month</b>		<b>\$51.70 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,084.72</b>	<b>65.57%</b>	<b>\$85.60</b>	<b>\$96.04</b>	<b>\$17.60</b>	<b>\$199.24</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,079.23</u></b>			
<b>Step D</b>		<b>\$8,142.99 /Month</b>		<b>\$54.29 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,182.57</b>	<b>63.64%</b>	<b>\$88.84</b>	<b>\$99.68</b>	<b>\$18.26</b>	<b>\$206.78</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$159,906.72</u></b>			
<b>Step E</b>		<b>\$8,550.13 /Month</b>		<b>\$57.00 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,284.44</b>	<b>61.81%</b>	<b>\$92.23</b>	<b>\$103.48</b>	<b>\$18.96</b>	<b>\$214.67</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,014.82</u></b>			



**Permit Services Specialist**  
**Department: Community Development**

<b>Step A</b>		<b>\$8,595.40 /Month</b>		<b>\$57.30 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,520.55					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	75.38					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	439.36			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>126.28</u>					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,295.68	61.61%	<b>\$92.61</b>	<b>\$129.54</b>	<b>\$19.04</b>	<b>\$241.19</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,692.96</u></b>			
<b>Step B</b>		<b>\$9,025.18 /Month</b>		<b>\$60.17 /Hour</b>			
	Total Benefits	\$5,402.40	59.86%	<b>\$96.18</b>	<b>\$134.54</b>	<b>\$19.78</b>	<b>\$250.50</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,130.99</u></b>			
<b>Step C</b>		<b>\$9,476.43 /Month</b>		<b>\$63.18 /Hour</b>			
	Total Benefits	\$5,514.46	58.19%	<b>\$99.94</b>	<b>\$139.80</b>	<b>\$20.55</b>	<b>\$260.29</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,890.65</u></b>			
<b>Step D</b>		<b>\$9,950.25 /Month</b>		<b>\$66.34 /Hour</b>			
	Total Benefits	\$5,632.12	56.60%	<b>\$103.88</b>	<b>\$145.31</b>	<b>\$21.36</b>	<b>\$270.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$186,988.40</u></b>			
<b>Step E</b>		<b>\$10,447.76 /Month</b>		<b>\$69.65 /Hour</b>			
	Total Benefits	\$5,755.66	55.09%	<b>\$108.02</b>	<b>\$151.10</b>	<b>\$22.21</b>	<b>\$281.33</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$194,441.02</u></b>			





## Plan Check Engineer Department: Community Development

<b>Step A</b>		<b>\$9,453.83 /Month</b>		<b>\$63.03 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.174600	1,670.43					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.91					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	482.67			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	138.72					
Total Benefits		\$5,508.85	58.27%	<b>\$99.75</b>	<b>\$139.53</b>	<b>\$20.51</b>	<b>\$259.79</b>
				<b>Annual Salary + Benefits</b>			
				<b><u><u>\$179,552.10</u></u></b>			

<b>Step B</b>		<b>\$9,926.52 /Month</b>		<b>\$66.18 /Hour</b>			
Total Benefits		\$5,626.22	56.68%	<b>\$103.68</b>	<b>\$145.03</b>	<b>\$21.32</b>	<b>\$270.03</b>
				<b>Annual Salary + Benefits</b>			
				<b><u><u>\$186,632.92</u></u></b>			

<b>Step C</b>		<b>\$10,422.85 /Month</b>		<b>\$69.49 /Hour</b>			
Total Benefits		\$5,749.47	55.16%	<b>\$107.82</b>	<b>\$150.81</b>	<b>\$22.17</b>	<b>\$280.80</b>
				<b>Annual Salary + Benefits</b>			
				<b><u><u>\$194,067.87</u></u></b>			

<b>Step D</b>		<b>\$10,943.99 /Month</b>		<b>\$72.96 /Hour</b>			
Total Benefits		\$5,878.88	53.72%	<b>\$112.15</b>	<b>\$156.88</b>	<b>\$23.06</b>	<b>\$292.09</b>
				<b>Annual Salary + Benefits</b>			
				<b><u><u>\$201,874.46</u></u></b>			

<b>Step E</b>		<b>\$11,491.19 /Month</b>		<b>\$76.61 /Hour</b>			
Total Benefits		\$6,014.76	52.34%	<b>\$116.71</b>	<b>\$163.25</b>	<b>\$23.99</b>	<b>\$303.95</b>
				<b>Annual Salary + Benefits</b>			
				<b><u><u>\$210,071.43</u></u></b>			



**Planning Manager**  
**Department: Community Development**

<b>Step A</b>		<b>\$13,211.54 /Month</b>		<b>\$88.08 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,306.73			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	115.87					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	506.35					
Workers Comp.	0.050450	666.52					
Vision Insurance		23.45					
Medicare	0.014500	191.57					
				<b>Hourly Rate &amp; Benefits</b>	<b>139.88% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,807.77	51.53%	\$133.46	\$186.69	\$27.44	\$347.59
		<b>Annual Salary + Benefits</b>		<b><u>\$240,231.67</u></b>			
<b>Step B</b>		<b>\$13,872.11 /Month</b>		<b>\$92.48 /Hour</b>			
	Total Benefits	\$6,991.62	50.40%	\$139.09	\$194.56	\$28.60	\$362.25
		<b>Annual Salary + Benefits</b>		<b><u>\$250,364.71</u></b>			
<b>Step C</b>		<b>\$14,565.73 /Month</b>		<b>\$97.10 /Hour</b>			
	Total Benefits	\$7,184.66	49.33%	\$145.00	\$202.83	\$29.81	\$377.64
		<b>Annual Salary + Benefits</b>		<b><u>\$261,004.73</u></b>			
<b>Step D</b>		<b>\$15,294.01 /Month</b>		<b>\$101.96 /Hour</b>			
	Total Benefits	\$7,384.78	48.29%	\$151.19	\$211.49	\$31.09	\$393.77
		<b>Annual Salary + Benefits</b>		<b><u>\$272,145.48</u></b>			
<b>Step E</b>		<b>\$16,058.71 /Month</b>		<b>\$107.06 /Hour</b>			
	Total Benefits	\$7,590.91	47.27%	\$157.66	\$220.54	\$32.42	\$410.62
		<b>Annual Salary + Benefits</b>		<b><u>\$283,795.38</u></b>			



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

<b>Step A</b>		<b>\$4,467.13 /Month</b>		<b>\$59.56 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	789.86					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		1,069.17					
Dental Insurance		74.15					
LTD & STD Insurance	0.008770	39.18					
Life Insurance	0.000224	18.01					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		20.83					
Educational Supplement		56.69					
Standby		0.00					
Retiree Medical		336.50					
Deferred Comp.		0.00					
Workers Comp.	0.050450	229.28			38.25%	20.56%	
Vision Insurance		11.73					
Medicare	0.014500	65.90					
	<b>Total Benefits</b>	<b>\$2,715.34</b>	<b>60.78%</b>	<b>\$47.88</b>	<b>\$18.32</b>	<b>\$9.84</b>	<b>\$76.04</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$86,189.59</u></b>			
<b>Step B</b>		<b>\$4,578.46 /Month</b>		<b>\$61.05 /Hour</b>			
	<b>Total Benefits</b>	<b>\$2,743.43</b>	<b>59.92%</b>	<b>\$48.81</b>	<b>\$18.67</b>	<b>\$10.04</b>	<b>\$77.52</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$87,862.68</u></b>			
<b>Step C</b>		<b>\$4,691.80 /Month</b>		<b>\$62.56 /Hour</b>			
	<b>Total Benefits</b>	<b>\$2,772.03</b>	<b>59.08%</b>	<b>\$49.76</b>	<b>\$19.03</b>	<b>\$10.23</b>	<b>\$79.02</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$89,565.98</u></b>			
<b>Step D</b>		<b>\$4,811.22 /Month</b>		<b>\$64.15 /Hour</b>			
	<b>Total Benefits</b>	<b>\$2,802.17</b>	<b>58.24%</b>	<b>\$50.76</b>	<b>\$19.41</b>	<b>\$10.44</b>	<b>\$80.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$91,360.65</u></b>			
<b>Step E</b>		<b>\$4,930.65 /Month</b>		<b>\$65.74 /Hour</b>			
	<b>Total Benefits</b>	<b>\$2,832.31</b>	<b>57.44%</b>	<b>\$51.75</b>	<b>\$19.80</b>	<b>\$10.64</b>	<b>\$82.19</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$93,155.47</u></b>			



**Police Captain  
Department: Police**

<b>Step A</b>		<b>\$15,113.04 /Month</b>		<b>\$100.75 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.346000	5,773.91					Captains
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,494.51					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	131.55					
Life Insurance	0.000224	33.60					
Longevity		699.80					
Holiday Pay		0.00					
Uniform Allowance		125.00					
Educational Supplement		874.76					
Standby		0.00					
Retiree Medical		1,155.17					
Deferred Comp.	4% + \$110	714.52					
Workers Comp.	0.050450	848.20					
Vision Insurance		23.45					
Medicare	0.014500	243.78					
				<b>Hourly Rate &amp; Benefits</b>	<b>38.25% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$13,270.59	87.81%	\$189.22	\$72.38	\$38.90	\$300.50
		<b>Annual Salary + Benefits</b>		<b><u>\$340,603.55</u></b>			

<b>Step B</b>		<b>\$15,868.69 /Month</b>		<b>\$105.79 /Hour</b>			
	Total Benefits	\$13,611.35	85.77%	\$196.53	\$75.17	\$40.41	\$312.11
		<b>Annual Salary + Benefits</b>		<b><u>\$353,760.48</u></b>			

<b>Step C</b>		<b>\$16,662.12 /Month</b>		<b>\$111.08 /Hour</b>			
	Total Benefits	\$13,969.15	83.84%	\$204.21	\$78.11	\$41.99	\$324.31
		<b>Annual Salary + Benefits</b>		<b><u>\$367,575.21</u></b>			

<b>Step D</b>		<b>\$17,495.24 /Month</b>		<b>\$116.63 /Hour</b>			
	Total Benefits	\$14,344.84	81.99%	\$212.27	\$81.19	\$43.64	\$337.10
		<b>Annual Salary + Benefits</b>		<b><u>\$382,080.99</u></b>			

<b>Step E</b>		<b>\$18,367.00 /Month</b>		<b>\$122.45 /Hour</b>			
	Total Benefits	\$14,737.96	80.24%	\$220.70	\$84.42	\$45.38	\$350.50
		<b>Annual Salary + Benefits</b>		<b><u>\$397,259.55</u></b>			



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

<b>Step A</b>		<b>\$17,787.55 /Month</b>		<b>\$118.58 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.346000	7,079.41					Police Chief
Management Incentive	11.00	1,128.82					
EAP		4.05					
Health Insurance		2,494.51					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	131.55					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		125.00					
Educational Supplement		1,544.34					
Standby		0.00					
Retiree Medical		1,155.17					
Deferred Comp.		110.00					
Workers Comp.	0.050450	1,038.55			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	298.49					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$15,315.23	86.10%	<b>\$220.69</b>	<b>\$84.41</b>	<b>\$45.37</b>	<b>\$350.47</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$397,233.33</u></b>			
<b>Step B</b>		<b>\$18,676.93 /Month</b>		<b>\$124.51 /Hour</b>			
	Total Benefits	\$15,760.34	84.38%	<b>\$229.58</b>	<b>\$87.82</b>	<b>\$47.20</b>	<b>\$364.60</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$413,247.22</u></b>			
<b>Step C</b>		<b>\$19,610.77 /Month</b>		<b>\$130.74 /Hour</b>			
	Total Benefits	\$16,227.60	82.75%	<b>\$238.92</b>	<b>\$91.39</b>	<b>\$49.12</b>	<b>\$379.43</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$430,060.44</u></b>			
<b>Step D</b>		<b>\$20,591.31 /Month</b>		<b>\$137.28 /Hour</b>			
	Total Benefits	\$16,718.40	81.19%	<b>\$248.73</b>	<b>\$95.14</b>	<b>\$51.14</b>	<b>\$395.01</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$447,716.50</u></b>			
<b>Step E</b>		<b>\$21,620.88 /Month</b>		<b>\$144.14 /Hour</b>			
	Total Benefits	\$17,233.69	79.71%	<b>\$259.03</b>	<b>\$99.08</b>	<b>\$53.26</b>	<b>\$411.37</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$466,254.86</u></b>			



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

<b>Step A</b>							
		<b>\$6,167.36 /Month</b>		<b>\$41.12 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,096.62		Office Employees - Dispatch			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	54.09					
Life Insurance	0.000224	24.87					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		62.50					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	320.02		38.25%	20.56%		
Vision Insurance		23.45		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	91.98		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
Total Benefits		\$4,750.58	77.03%	<b>\$72.79</b>	<b>\$27.84</b>	<b>\$14.96</b>	<b>\$115.59</b>
<b>Annual Salary + Benefits</b>				<b><u>\$131,015.22</u></b>			
<b>Step B</b>							
		<b>\$6,475.73 /Month</b>		<b>\$43.17 /Hour</b>			
Total Benefits		\$4,828.39	74.56%	<b>\$75.36</b>	<b>\$28.83</b>	<b>\$15.49</b>	<b>\$119.68</b>
<b>Annual Salary + Benefits</b>				<b><u>\$135,649.48</u></b>			
<b>Step C</b>							
		<b>\$6,799.52 /Month</b>		<b>\$45.33 /Hour</b>			
Total Benefits		\$4,910.10	72.21%	<b>\$78.06</b>	<b>\$29.86</b>	<b>\$16.05</b>	<b>\$123.97</b>
<b>Annual Salary + Benefits</b>				<b><u>\$140,515.46</u></b>			
<b>Step D</b>							
		<b>\$7,139.49 /Month</b>		<b>\$47.60 /Hour</b>			
Total Benefits		\$4,995.89	69.98%	<b>\$80.90</b>	<b>\$30.95</b>	<b>\$16.63</b>	<b>\$128.48</b>
<b>Annual Salary + Benefits</b>				<b><u>\$145,624.61</u></b>			
<b>Step E</b>							
		<b>\$7,496.47 /Month</b>		<b>\$49.98 /Hour</b>			
Total Benefits		\$5,085.98	67.84%	<b>\$83.88</b>	<b>\$32.09</b>	<b>\$17.25</b>	<b>\$133.22</b>
<b>Annual Salary + Benefits</b>				<b><u>\$150,989.39</u></b>			



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

<b>Step A</b>		<b>\$6,803.28 /Month</b>		<b>\$45.36 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,207.65					Office Employees - Dispatch
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	59.66					
Life Insurance	0.000224	27.43					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		62.50					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	352.10			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	101.20					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,911.05	72.19%	<b>\$78.10</b>	<b>\$29.87</b>	<b>\$16.06</b>	<b>\$124.03</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$140,571.97</u></b>			

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<b>Step B</b>		<b>\$7,143.44 /Month</b>		<b>\$47.62 /Hour</b>			
Total Benefits		\$4,996.89	69.95%	<b>\$80.94</b>	<b>\$30.96</b>	<b>\$16.64</b>	<b>\$128.54</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$145,683.97</u></b>			

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<b>Step C</b>		<b>\$7,500.61 /Month</b>		<b>\$50.00 /Hour</b>			
Total Benefits		\$5,087.02	67.82%	<b>\$83.92</b>	<b>\$32.10</b>	<b>\$17.25</b>	<b>\$133.27</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$151,051.60</u></b>			

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<b>Step D</b>		<b>\$7,875.64 /Month</b>		<b>\$52.50 /Hour</b>			
Total Benefits		\$5,181.66	65.79%	<b>\$87.05</b>	<b>\$33.30</b>	<b>\$17.90</b>	<b>\$138.25</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$156,687.64</u></b>			

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<b>Step E</b>		<b>\$8,269.43 /Month</b>		<b>\$55.13 /Hour</b>			
Total Benefits		\$5,281.04	63.86%	<b>\$90.34</b>	<b>\$34.55</b>	<b>\$18.57</b>	<b>\$143.46</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$162,605.60</u></b>			



**Police Dispatch Supervisor**  
**Department: Police**

<b>Step A</b>		<b>\$8,227.84 /Month</b>		<b>\$54.85 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,456.38					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	72.16					
Life Insurance	0.000224	33.17					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		62.50					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	423.97			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	121.85					
	<b>Total Benefits</b>	<b>\$5,270.54</b>	<b>64.06%</b>	<b>\$89.99</b>	<b>\$34.42</b>	<b>\$18.50</b>	<b>\$142.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,980.58</u></b>			

<b>Step B</b>		<b>\$8,639.23 /Month</b>		<b>\$57.59 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,373.12</b>	<b>62.19%</b>	<b>\$93.42</b>	<b>\$35.73</b>	<b>\$19.21</b>	<b>\$148.36</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$168,148.24</u></b>			

<b>Step C</b>		<b>\$9,071.18 /Month</b>		<b>\$60.47 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,480.38</b>	<b>60.42%</b>	<b>\$97.01</b>	<b>\$37.11</b>	<b>\$19.95</b>	<b>\$154.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$174,618.78</u></b>			

<b>Step D</b>		<b>\$9,524.74 /Month</b>		<b>\$63.50 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,593.01</b>	<b>58.72%</b>	<b>\$100.79</b>	<b>\$38.55</b>	<b>\$20.72</b>	<b>\$160.06</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$181,413.04</u></b>			

<b>Step E</b>		<b>\$10,000.98 /Month</b>		<b>\$66.67 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,711.27</b>	<b>57.11%</b>	<b>\$104.75</b>	<b>\$40.07</b>	<b>\$21.54</b>	<b>\$166.36</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$188,547.03</u></b>			





**Police Liaison  
Department: Police**

<b>Step A</b>		<b>\$8,424.31 /Month</b>		<b>\$112.32 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
					<u>Category</u>		
PERS - Employer	0.174600	1,480.78			Office Employees - Records		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		1,069.17					
Dental Insurance		74.15					
LTD & STD Insurance	0.008770	73.88					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		20.83					
Educational Supplement		56.69					
Standby		0.00					
Retiree Medical		336.50					
Deferred Comp.		0.00					
Workers Comp.	0.050450	428.92					
Vision Insurance		11.73					
Medicare	0.014500	123.28					
				<b>Hourly Rate &amp; Benefits</b>	<b>38.25% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$3,713.57	44.08%	<b>\$80.92</b>	<b>\$30.95</b>	<b>\$16.64</b>	<b>\$128.51</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$145,654.57</u></b>			
<b>Step B</b>		<b>\$8,845.52 /Month</b>		<b>\$117.94 /Hour</b>			
	Total Benefits	\$3,818.17	43.16%	<b>\$84.42</b>	<b>\$32.29</b>	<b>\$17.36</b>	<b>\$134.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$151,964.23</u></b>			
<b>Step C</b>		<b>\$9,287.80 /Month</b>		<b>\$123.84 /Hour</b>			
	Total Benefits	\$3,927.99	42.29%	<b>\$88.11</b>	<b>\$33.70</b>	<b>\$18.11</b>	<b>\$139.92</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$158,589.52</u></b>			
<b>Step D</b>		<b>\$9,752.19 /Month</b>		<b>\$130.03 /Hour</b>			
	Total Benefits	\$4,043.31	41.46%	<b>\$91.97</b>	<b>\$35.18</b>	<b>\$18.91</b>	<b>\$146.06</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$165,546.00</u></b>			
<b>Step E</b>		<b>\$10,239.80 /Month</b>		<b>\$136.53 /Hour</b>			
	Total Benefits	\$4,164.39	40.67%	<b>\$96.03</b>	<b>\$36.73</b>	<b>\$19.74</b>	<b>\$152.50</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,850.32</u></b>			



**Police Lieutenant  
Department: Police**

<b>Step A</b>		<b>\$13,169.40 /Month</b>		<b>\$87.80 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.346000	5,051.05					Lieutenants
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,494.51					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	115.50					
Life Insurance	0.000224	33.60					
Longevity		596.71					
Holiday Pay		0.00					
Uniform Allowance		125.00					
Educational Supplement		832.31					
Standby		0.00					
Retiree Medical		1,155.17					
Deferred Comp.	3% + \$110	505.08					
Workers Comp.	0.050450	742.80					
Vision Insurance		23.45					
Medicare	0.014500	213.49					
				<b>Hourly Rate &amp; Benefits</b>	<b>38.25% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$12,041.01	91.43%	<b>\$168.07</b>	<b>\$64.29</b>	<b>\$34.56</b>	<b>\$266.92</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$302,524.89</u></b>			
<b>Step B</b>		<b>\$13,827.86 /Month</b>		<b>\$92.19 /Hour</b>			
	Total Benefits	\$12,337.13	89.22%	<b>\$174.43</b>	<b>\$66.72</b>	<b>\$35.86</b>	<b>\$277.01</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$313,979.88</u></b>			
<b>Step C</b>		<b>\$14,519.26 /Month</b>		<b>\$96.80 /Hour</b>			
	Total Benefits	\$12,648.07	87.11%	<b>\$181.12</b>	<b>\$69.28</b>	<b>\$37.24</b>	<b>\$287.64</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$326,007.91</u></b>			
<b>Step D</b>		<b>\$15,245.21 /Month</b>		<b>\$101.63 /Hour</b>			
	Total Benefits	\$12,972.39	85.09%	<b>\$188.12</b>	<b>\$71.95</b>	<b>\$38.68</b>	<b>\$298.75</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$338,611.20</u></b>			
<b>Step E</b>		<b>\$16,007.49 /Month</b>		<b>\$106.72 /Hour</b>			
	Total Benefits	\$13,308.52	83.14%	<b>\$195.44</b>	<b>\$74.76</b>	<b>\$40.18</b>	<b>\$310.38</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$351,792.09</u></b>			



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

<b>Step A</b>		<b>\$8,694.96 /Month</b>		<b>\$57.97 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.346000	3,518.78					Sworn Police
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,494.51					
Dental Insurance		148.29					
LTD & STD Insurance		36.00					
Life Insurance		8.08					
Longevity		459.71					
Holiday Pay	9.33	468.16					
Uniform Allowance		125.00					
Educational Supplement		547.04					
Standby		0.00					
Retiree Medical		1,155.17					
Deferred Comp.		0.00					
Workers Comp.	0.050450	519.38			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>149.28</u>					
	<b>Total Benefits</b>	\$9,656.89	111.06%	<b>\$122.35</b>	<b>\$46.80</b>	<b>\$25.15</b>	<b>\$194.30</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$220,222.16</u></b>			
<b>Step B</b>		<b>\$9,129.71 /Month</b>		<b>\$60.86 /Hour</b>			
	<b>Total Benefits</b>	\$9,868.60	108.09%	<b>\$126.66</b>	<b>\$48.45</b>	<b>\$26.04</b>	<b>\$201.15</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$227,979.73</u></b>			
<b>Step C</b>		<b>\$9,586.19 /Month</b>		<b>\$63.91 /Hour</b>			
	<b>Total Benefits</b>	\$10,090.83	105.26%	<b>\$131.18</b>	<b>\$50.18</b>	<b>\$26.97</b>	<b>\$208.33</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$236,124.19</u></b>			
<b>Step D</b>		<b>\$10,065.50 /Month</b>		<b>\$67.10 /Hour</b>			
	<b>Total Benefits</b>	\$10,324.28	102.57%	<b>\$135.93</b>	<b>\$51.99</b>	<b>\$27.95</b>	<b>\$215.87</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$244,677.31</u></b>			
<b>Step E</b>		<b>\$10,568.78 /Month</b>		<b>\$70.46 /Hour</b>			
	<b>Total Benefits</b>	\$10,569.29	100.00%	<b>\$140.92</b>	<b>\$53.90</b>	<b>\$28.97</b>	<b>\$223.79</b>
	<b>Annual Salary + Benefits</b>			<b><u>\$253,656.82</u></b>			



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

<b>Step A</b>		<b>\$9,129.71 /Month</b>		<b>\$60.86 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.346000	3,677.30					Sworn Police
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,494.51					
Dental Insurance		148.29					
LTD & STD Insurance		36.00					
Life Insurance		8.08					
Longevity		459.71					
Holiday Pay	9.33	491.59					
Uniform Allowance		125.00					
Educational Supplement		547.04					
Standby		0.00					
Retiree Medical		1,155.17					
Deferred Comp.		0.00					
Workers Comp.	0.050450	542.49			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	155.92					
	<b>Total Benefits</b>	<b>\$9,868.60</b>	<b>108.09%</b>	<b>\$126.66</b>	<b>\$48.45</b>	<b>\$26.04</b>	<b>\$201.15</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$227,979.70</u></b>			
<b>Step B</b>		<b>\$9,586.20 /Month</b>		<b>\$63.91 /Hour</b>			
	<b>Total Benefits</b>	<b>\$10,090.83</b>	<b>105.26%</b>	<b>\$131.18</b>	<b>\$50.18</b>	<b>\$26.97</b>	<b>\$208.33</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$236,124.28</u></b>			
<b>Step C</b>		<b>\$10,065.50 /Month</b>		<b>\$67.10 /Hour</b>			
	<b>Total Benefits</b>	<b>\$10,324.28</b>	<b>102.57%</b>	<b>\$135.93</b>	<b>\$51.99</b>	<b>\$27.95</b>	<b>\$215.87</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$244,677.30</u></b>			
<b>Step D</b>		<b>\$10,568.78 /Month</b>		<b>\$70.46 /Hour</b>			
	<b>Total Benefits</b>	<b>\$10,569.29</b>	<b>100.00%</b>	<b>\$140.92</b>	<b>\$53.90</b>	<b>\$28.97</b>	<b>\$223.79</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$253,656.74</u></b>			
<b>Step E</b>		<b>\$11,097.22 /Month</b>		<b>\$73.98 /Hour</b>			
	<b>Total Benefits</b>	<b>\$10,826.62</b>	<b>97.56%</b>	<b>\$146.16</b>	<b>\$55.91</b>	<b>\$30.05</b>	<b>\$232.12</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$263,086.02</u></b>			



**Police Records Clerk I**  
**Department: Police**

<b>Step A</b>		<b>\$5,278.85 /Month</b>		<b>\$35.19 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.174600	941.48		Office Employees - Records			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	46.30					
Life Insurance	0.000224	21.28					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	274.14			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	78.79					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,504.17	85.32%	\$65.22	\$24.95	\$13.41	\$103.58
		<b>Annual Salary + Benefits</b>		<b><u>\$117,396.26</u></b>			

<b>Step B</b>		<b>\$5,542.79 /Month</b>		<b>\$36.95 /Hour</b>			
	Total Benefits	\$4,570.78	82.46%	\$67.42	\$25.79	\$13.86	\$107.07
		<b>Annual Salary + Benefits</b>		<b><u>\$121,362.81</u></b>			

<b>Step C</b>		<b>\$5,819.93 /Month</b>		<b>\$38.80 /Hour</b>			
	Total Benefits	\$4,640.71	79.74%	\$69.74	\$26.67	\$14.34	\$110.75
		<b>Annual Salary + Benefits</b>		<b><u>\$125,527.73</u></b>			

<b>Step D</b>		<b>\$6,110.92 /Month</b>		<b>\$40.74 /Hour</b>			
	Total Benefits	\$4,714.15	77.14%	\$72.17	\$27.60	\$14.84	\$114.61
		<b>Annual Salary + Benefits</b>		<b><u>\$129,900.79</u></b>			

<b>Step E</b>		<b>\$6,416.47 /Month</b>		<b>\$42.78 /Hour</b>			
	Total Benefits	\$4,791.25	74.67%	\$74.72	\$28.58	\$15.36	\$118.66
		<b>Annual Salary + Benefits</b>		<b><u>\$134,492.67</u></b>			



**Police Records Clerk II**  
**Department: Police**

<b>Step A</b>		<b>\$5,819.93 /Month</b>		<b>\$38.80 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,035.96					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	51.04					
Life Insurance	0.000224	23.47					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	301.44			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	86.64					
	<b>Total Benefits</b>	<b>\$4,640.71</b>	<b>79.74%</b>	<b>\$69.74</b>	<b>\$26.67</b>	<b>\$14.34</b>	<b>\$110.75</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$125,527.73</u></b>			
<b>Step B</b>		<b>\$6,110.92 /Month</b>		<b>\$40.74 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,714.15</b>	<b>77.14%</b>	<b>\$72.17</b>	<b>\$27.60</b>	<b>\$14.84</b>	<b>\$114.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,900.79</u></b>			
<b>Step C</b>		<b>\$6,416.47 /Month</b>		<b>\$42.78 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,791.25</b>	<b>74.67%</b>	<b>\$74.72</b>	<b>\$28.58</b>	<b>\$15.36</b>	<b>\$118.66</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,492.67</u></b>			
<b>Step D</b>		<b>\$6,737.30 /Month</b>		<b>\$44.92 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,872.21</b>	<b>72.32%</b>	<b>\$77.40</b>	<b>\$29.60</b>	<b>\$15.91</b>	<b>\$122.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$139,314.17</u></b>			
<b>Step E</b>		<b>\$7,074.16 /Month</b>		<b>\$47.16 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,957.22</b>	<b>70.08%</b>	<b>\$80.21</b>	<b>\$30.68</b>	<b>\$16.49</b>	<b>\$127.38</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$144,376.58</u></b>			



**Police Sergeant  
Department: Police**

<b>Step A</b>		<b>\$10,319.06 /Month</b>		<b>\$68.79 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.346000	4,110.97					Sworn Police
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,494.51					
Dental Insurance		148.29					
LTD & STD Insurance		36.00					
Life Insurance		8.08					
Longevity		459.71					
Holiday Pay	9.33	555.61					
Uniform Allowance		125.00					
Educational Supplement		547.04					
Standby		0.00					
Retiree Medical		1,155.17					
Deferred Comp.		0.00					
Workers Comp.	0.050450	605.72			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	174.09					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$10,447.70	101.25%	\$138.45	\$52.96	\$28.46	\$219.87
		<b>Annual Salary + Benefits</b>		<b><u>\$249,201.16</u></b>			

<b>Step B</b>		<b>\$10,835.01 /Month</b>		<b>\$72.23 /Hour</b>			
	Total Benefits	\$10,698.98	98.74%	\$143.56	\$54.91	\$29.52	\$227.99
		<b>Annual Salary + Benefits</b>		<b><u>\$258,407.83</u></b>			

<b>Step C</b>		<b>\$11,376.76 /Month</b>		<b>\$75.85 /Hour</b>			
	Total Benefits	\$10,962.69	96.36%	\$148.93	\$56.97	\$30.62	\$236.52
		<b>Annual Salary + Benefits</b>		<b><u>\$268,073.46</u></b>			

<b>Step D</b>		<b>\$11,945.59 /Month</b>		<b>\$79.64 /Hour</b>			
	Total Benefits	\$11,239.65	94.09%	\$154.57	\$59.12	\$31.78	\$245.47
		<b>Annual Salary + Benefits</b>		<b><u>\$278,222.87</u></b>			

<b>Step E</b>		<b>\$12,542.88 /Month</b>		<b>\$83.62 /Hour</b>			
	Total Benefits	\$11,530.54	91.93%	\$160.49	\$61.39	\$33.00	\$254.88
		<b>Annual Salary + Benefits</b>		<b><u>\$288,881.02</u></b>			



**Police Sergeant/Special Assignment  
Department: Police**

<b>Step A</b>		<b>\$10,835.01 /Month</b>		<b>\$72.23 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.346000	4,299.12					Sworn Police
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,494.51					
Dental Insurance		148.29					
LTD & STD Insurance		36.00					
Life Insurance		8.08					
Longevity		459.71					
Holiday Pay	9.33	583.43					
Uniform Allowance		125.00					
Educational Supplement		547.04					
Standby		0.00					
Retiree Medical		1,155.17					
Deferred Comp.		0.00					
Workers Comp.	0.050450	633.16			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	181.98					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$10,698.98	98.74%	\$143.56	\$54.91	\$29.52	\$227.99
		<b>Annual Salary + Benefits</b>		<b><u>\$258,407.88</u></b>			

<b>Step B</b>		<b>\$11,376.76 /Month</b>		<b>\$75.85 /Hour</b>			
Total Benefits		\$10,962.70	96.36%	\$148.93	\$56.97	\$30.62	\$236.52
		<b>Annual Salary + Benefits</b>		<b><u>\$268,073.47</u></b>			

<b>Step C</b>		<b>\$11,945.60 /Month</b>		<b>\$79.64 /Hour</b>			
Total Benefits		\$11,239.65	94.09%	\$154.57	\$59.12	\$31.78	\$245.47
		<b>Annual Salary + Benefits</b>		<b><u>\$278,223.01</u></b>			

<b>Step D</b>		<b>\$12,542.87 /Month</b>		<b>\$83.62 /Hour</b>			
Total Benefits		\$11,530.53	91.93%	\$160.49	\$61.39	\$33.00	\$254.88
		<b>Annual Salary + Benefits</b>		<b><u>\$288,880.84</u></b>			

<b>Step E</b>		<b>\$13,170.02 /Month</b>		<b>\$87.80 /Hour</b>			
Total Benefits		\$11,835.93	89.87%	\$166.71	\$63.77	\$34.27	\$264.75
		<b>Annual Salary + Benefits</b>		<b><u>\$300,071.50</u></b>			





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

<b>Step A</b>		<b>\$11,946.83 /Month</b>		<b>\$79.65 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	2,085.92					Non-Sworn Professionals / Supervisors
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	104.77					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	348.94					
Workers Comp.	0.050450	602.72					
Vision Insurance		23.45					
Medicare	0.014500	173.23					
					139.88%	20.56%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,336.30	53.04%	<b>\$121.89</b>	<b>\$170.50</b>	<b>\$25.06</b>	<b>\$317.45</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$219,397.60</u></b>			
<b>Step B</b>		<b>\$12,544.17 /Month</b>		<b>\$83.63 /Hour</b>			
Total Benefits		\$6,496.58	51.79%	<b>\$126.94</b>	<b>\$177.56</b>	<b>\$26.10</b>	<b>\$330.60</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$228,489.02</u></b>			
<b>Step C</b>		<b>\$13,171.39 /Month</b>		<b>\$87.81 /Hour</b>			
Total Benefits		\$6,664.88	50.60%	<b>\$132.24</b>	<b>\$184.98</b>	<b>\$27.19</b>	<b>\$344.41</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$238,035.21</u></b>			
<b>Step D</b>		<b>\$13,829.96 /Month</b>		<b>\$92.20 /Hour</b>			
Total Benefits		\$6,841.58	49.47%	<b>\$137.81</b>	<b>\$192.77</b>	<b>\$28.33</b>	<b>\$358.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$248,058.54</u></b>			
<b>Step E</b>		<b>\$14,521.45 /Month</b>		<b>\$96.81 /Hour</b>			
Total Benefits		\$7,027.13	48.39%	<b>\$143.66</b>	<b>\$200.95</b>	<b>\$29.54</b>	<b>\$374.15</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$258,582.91</u></b>			



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

<b>Step A</b>		<b>\$10,833.91 /Month</b>		<b>\$72.23 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,891.60			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	95.01					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	326.68					
Workers Comp.	0.050450	546.57			46.63%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	157.09					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,037.68	55.73%	<b>\$112.48</b>	<b>\$52.45</b>	<b>\$23.13</b>	<b>\$188.06</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$202,459.14</u></b>			
<b>Step B</b>		<b>\$11,375.60 /Month</b>		<b>\$75.84 /Hour</b>			
Total Benefits		\$6,183.03	54.35%	<b>\$117.06</b>	<b>\$54.58</b>	<b>\$24.07</b>	<b>\$195.71</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$210,703.57</u></b>			
<b>Step C</b>		<b>\$11,944.38 /Month</b>		<b>\$79.63 /Hour</b>			
Total Benefits		\$6,335.65	53.04%	<b>\$121.87</b>	<b>\$56.83</b>	<b>\$25.06</b>	<b>\$203.76</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$219,360.31</u></b>			
<b>Step D</b>		<b>\$12,541.60 /Month</b>		<b>\$83.61 /Hour</b>			
Total Benefits		\$6,495.89	51.79%	<b>\$126.92</b>	<b>\$59.18</b>	<b>\$26.09</b>	<b>\$212.19</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$228,449.91</u></b>			
<b>Step E</b>		<b>\$13,168.68 /Month</b>		<b>\$87.79 /Hour</b>			
Total Benefits		\$6,664.15	50.61%	<b>\$132.22</b>	<b>\$61.65</b>	<b>\$27.18</b>	<b>\$221.05</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$237,993.96</u></b>			



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

<b>Step A</b>		<b>\$8,208.44 /Month</b>		<b>\$54.72 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,452.99					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	71.99					
Life Insurance	0.000224	33.10					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	419.84			30.82%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	120.67					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,199.09	63.34%	<b>\$89.38</b>	<b>\$27.55</b>	<b>\$18.38</b>	<b>\$135.31</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,890.32</u></b>			
<b>Step B</b>		<b>\$8,618.87 /Month</b>		<b>\$57.46 /Hour</b>			
Total Benefits		\$5,301.51	61.51%	<b>\$92.80</b>	<b>\$28.60</b>	<b>\$19.08</b>	<b>\$140.48</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,044.54</u></b>			
<b>Step C</b>		<b>\$9,049.81 /Month</b>		<b>\$60.33 /Hour</b>			
Total Benefits		\$5,408.52	59.76%	<b>\$96.39</b>	<b>\$29.71</b>	<b>\$19.82</b>	<b>\$145.92</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,499.95</u></b>			
<b>Step D</b>		<b>\$9,502.29 /Month</b>		<b>\$63.35 /Hour</b>			
Total Benefits		\$5,520.88	58.10%	<b>\$100.15</b>	<b>\$30.87</b>	<b>\$20.59</b>	<b>\$151.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$180,278.03</u></b>			
<b>Step E</b>		<b>\$9,977.41 /Month</b>		<b>\$66.52 /Hour</b>			
Total Benefits		\$5,638.86	56.52%	<b>\$104.11</b>	<b>\$32.09</b>	<b>\$21.40</b>	<b>\$157.60</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$187,395.25</u></b>			



**Project Services Specialist  
Department: Parks and Recreation**

<b>Step A</b>		<b>\$8,208.44 /Month</b>		<b>\$54.72 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,452.99					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	71.99					
Life Insurance	0.000224	33.10					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	419.84					
Vision Insurance		23.45					
Medicare	0.014500	120.67					
				<b>Hourly Rate &amp; Benefits</b>	<b>112.20% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,199.09	63.34%	<b>\$89.38</b>	<b>\$100.29</b>	<b>\$18.38</b>	<b>\$208.05</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,890.32</u></b>			
<b>Step B</b>		<b>\$8,618.87 /Month</b>		<b>\$57.46 /Hour</b>			
Total Benefits		\$5,301.51	61.51%	<b>\$92.80</b>	<b>\$104.12</b>	<b>\$19.08</b>	<b>\$216.00</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,044.54</u></b>			
<b>Step C</b>		<b>\$9,049.81 /Month</b>		<b>\$60.33 /Hour</b>			
Total Benefits		\$5,408.52	59.76%	<b>\$96.39</b>	<b>\$108.15</b>	<b>\$19.82</b>	<b>\$224.36</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,499.95</u></b>			
<b>Step D</b>		<b>\$9,502.29 /Month</b>		<b>\$63.35 /Hour</b>			
Total Benefits		\$5,520.88	58.10%	<b>\$100.15</b>	<b>\$112.37</b>	<b>\$20.59</b>	<b>\$233.11</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$180,278.03</u></b>			
<b>Step E</b>		<b>\$9,977.41 /Month</b>		<b>\$66.52 /Hour</b>			
Total Benefits		\$5,638.86	56.52%	<b>\$104.11</b>	<b>\$116.81</b>	<b>\$21.40</b>	<b>\$242.32</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$187,395.25</u></b>			



**Project Services Specialist  
Department: Engineering**

<b>Step A</b>		<b>\$8,208.44 /Month</b>		<b>\$54.72 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,452.99					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	71.99					
Life Insurance	0.000224	33.10					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	419.84			84.43%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	120.67					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,199.09	63.34%	<b>\$89.38</b>	<b>\$75.47</b>	<b>\$18.38</b>	<b>\$183.23</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,890.32</u></b>			
<b>Step B</b>		<b>\$8,618.87 /Month</b>		<b>\$57.46 /Hour</b>			
Total Benefits		\$5,301.51	61.51%	<b>\$92.80</b>	<b>\$78.35</b>	<b>\$19.08</b>	<b>\$190.23</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,044.54</u></b>			
<b>Step C</b>		<b>\$9,049.81 /Month</b>		<b>\$60.33 /Hour</b>			
Total Benefits		\$5,408.52	59.76%	<b>\$96.39</b>	<b>\$81.38</b>	<b>\$19.82</b>	<b>\$197.59</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,499.95</u></b>			
<b>Step D</b>		<b>\$9,502.29 /Month</b>		<b>\$63.35 /Hour</b>			
Total Benefits		\$5,520.88	58.10%	<b>\$100.15</b>	<b>\$84.56</b>	<b>\$20.59</b>	<b>\$205.30</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$180,278.03</u></b>			
<b>Step E</b>		<b>\$9,977.41 /Month</b>		<b>\$66.52 /Hour</b>			
Total Benefits		\$5,638.86	56.52%	<b>\$104.11</b>	<b>\$87.90</b>	<b>\$21.40</b>	<b>\$213.41</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$187,395.25</u></b>			



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

<b>Step A</b>		<b>\$5,543.65 /Month</b>		<b>\$36.96 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	987.72		Office Employee - CSO & Evidence Technician I/II			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	48.62					
Life Insurance	0.000224	22.35					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	289.60					
Vision Insurance		23.45					
Medicare	0.014500	83.24					
				<b>Hourly Rate &amp; Benefits</b>	<b>38.25% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,615.37	83.26%	<b>\$67.73</b>	<b>\$25.91</b>	<b>\$13.92</b>	<b>\$107.56</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$121,908.21</u></b>			

<b>Step B</b>		<b>\$5,820.83 /Month</b>		<b>\$38.81 /Hour</b>			
	Total Benefits	\$4,685.31	80.49%	<b>\$70.04</b>	<b>\$26.79</b>	<b>\$14.40</b>	<b>\$111.23</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$126,073.73</u></b>			

<b>Step C</b>		<b>\$6,111.87 /Month</b>		<b>\$40.75 /Hour</b>			
	Total Benefits	\$4,758.76	77.86%	<b>\$72.47</b>	<b>\$27.72</b>	<b>\$14.90</b>	<b>\$115.09</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$130,447.54</u></b>			

<b>Step D</b>		<b>\$6,417.47 /Month</b>		<b>\$42.78 /Hour</b>			
	Total Benefits	\$4,835.88	75.35%	<b>\$75.02</b>	<b>\$28.70</b>	<b>\$15.42</b>	<b>\$119.14</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$135,040.17</u></b>			

<b>Step E</b>		<b>\$6,738.34 /Month</b>		<b>\$44.92 /Hour</b>			
	Total Benefits	\$4,916.85	72.97%	<b>\$77.70</b>	<b>\$29.72</b>	<b>\$15.98</b>	<b>\$123.40</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$139,862.28</u></b>			



**Property and Evidence Technician II**  
**Department: Police**

<b>Step A</b>		<b>\$6,111.87 /Month</b>		<b>\$40.75 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,086.93		Office Employee - CSO & Evidence Technician I/II			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.60					
Life Insurance	0.000224	24.64					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	318.27					
Vision Insurance		23.45					
Medicare	0.014500	91.47					
				<b>Hourly Rate &amp; Benefits</b>	<b>38.25% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,758.76	77.86%	<b>\$72.47</b>	<b>\$27.72</b>	<b>\$14.90</b>	<b>\$115.09</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$130,447.54</u></b>			
<b>Step B</b>		<b>\$6,417.47 /Month</b>		<b>\$42.78 /Hour</b>			
	Total Benefits	\$4,835.88	75.35%	<b>\$75.02</b>	<b>\$28.70</b>	<b>\$15.42</b>	<b>\$119.14</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$135,040.17</u></b>			
<b>Step C</b>		<b>\$6,738.34 /Month</b>		<b>\$44.92 /Hour</b>			
	Total Benefits	\$4,916.85	72.97%	<b>\$77.70</b>	<b>\$29.72</b>	<b>\$15.98</b>	<b>\$123.40</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$139,862.28</u></b>			
<b>Step D</b>		<b>\$7,075.26 /Month</b>		<b>\$47.17 /Hour</b>			
	Total Benefits	\$5,001.87	70.70%	<b>\$80.51</b>	<b>\$30.80</b>	<b>\$16.55</b>	<b>\$127.86</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$144,925.58</u></b>			
<b>Step E</b>		<b>\$7,429.02 /Month</b>		<b>\$49.53 /Hour</b>			
	Total Benefits	\$5,091.14	68.53%	<b>\$83.47</b>	<b>\$31.93</b>	<b>\$17.16</b>	<b>\$132.56</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$150,241.97</u></b>			



**Public Information Officer  
Department: City Manager**

<b>Step A</b>		<b>\$9,408.21 /Month</b>		<b>\$62.72 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,642.67			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.51					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.16					
Workers Comp.	0.050450	474.64			46.63%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	136.42					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,655.14	60.11%	<b>\$100.42</b>	<b>\$46.83</b>	<b>\$20.65</b>	<b>\$167.90</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$180,760.21</u></b>			
<b>Step B</b>		<b>\$9,878.62 /Month</b>		<b>\$65.86 /Hour</b>			
	Total Benefits	\$5,781.36	58.52%	<b>\$104.40</b>	<b>\$48.68</b>	<b>\$21.46</b>	<b>\$174.54</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$187,919.78</u></b>			
<b>Step C</b>		<b>\$10,372.57 /Month</b>		<b>\$69.15 /Hour</b>			
	Total Benefits	\$5,913.90	57.01%	<b>\$108.58</b>	<b>\$50.63</b>	<b>\$22.32</b>	<b>\$181.53</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$195,437.62</u></b>			
<b>Step D</b>		<b>10,891.18 /Month</b>		<b>\$72.61 /Hour</b>			
	Total Benefits	\$6,053.05	55.58%	<b>\$112.96</b>	<b>\$52.67</b>	<b>\$23.22</b>	<b>\$188.85</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$203,330.78</u></b>			
<b>Step E</b>		<b>\$11,435.74 /Month</b>		<b>\$76.24 /Hour</b>			
	Total Benefits	\$6,199.17	54.21%	<b>\$117.57</b>	<b>\$54.82</b>	<b>\$24.17</b>	<b>\$196.56</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$211,618.89</u></b>			





**Purchasing Agent  
Department: Public Works**

<b>Step A</b>		<b>\$7,057.27 /Month</b>		<b>\$47.05 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,232.20					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	61.89					
Life Insurance	0.000224	28.45					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	356.04					
Vision Insurance		23.45					
Medicare	0.014500	<u>102.33</u>					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,768.05	67.56%	<b>\$78.84</b>	<b>\$93.41</b>	<b>\$16.21</b>	<b>\$188.46</b>
				<b>Annual Salary + Benefits <u>\$141,903.79</u></b>			
<b>Step B</b>		<b>\$7,410.14 /Month</b>		<b>\$49.40 /Hour</b>			
Total Benefits		\$4,857.09	65.55%	<b>\$81.78</b>	<b>\$96.90</b>	<b>\$16.81</b>	<b>\$195.49</b>
				<b>Annual Salary + Benefits <u>\$147,206.80</u></b>			
<b>Step C</b>		<b>\$7,780.64 /Month</b>		<b>\$51.87 /Hour</b>			
Total Benefits		\$4,950.59	63.63%	<b>\$84.87</b>	<b>\$100.57</b>	<b>\$17.45</b>	<b>\$202.89</b>
				<b>Annual Salary + Benefits <u>\$152,774.76</u></b>			
<b>Step D</b>		<b>\$8,169.68 /Month</b>		<b>\$54.46 /Hour</b>			
Total Benefits		\$5,048.77	61.80%	<b>\$88.12</b>	<b>\$104.42</b>	<b>\$18.12</b>	<b>\$210.66</b>
				<b>Annual Salary + Benefits <u>\$158,621.34</u></b>			
<b>Step E</b>		<b>\$8,578.16 /Month</b>		<b>\$57.19 /Hour</b>			
Total Benefits		\$5,150.86	60.05%	<b>\$91.53</b>	<b>\$108.45</b>	<b>\$18.82</b>	<b>\$218.80</b>
				<b>Annual Salary + Benefits <u>\$164,748.22</u></b>			



**Purchasing Manager**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$8,485.19 /Month</b>		<b>\$56.57 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,481.51					Non-Sworn Managers / Confidential
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	74.42					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	364.56					
Workers Comp.	0.050450	428.08					
Vision Insurance		23.45					
Medicare	0.014500	123.04					
					30.82%	20.56%	
<b>Total Benefits</b>		<b>\$5,492.33</b>	<b>64.73%</b>	<b>\$93.18</b>	<b>\$28.72</b>	<b>\$19.16</b>	<b>\$141.06</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$167,730.22</u></b>
<b>Step B</b>		<b>\$8,909.45 /Month</b>		<b>\$59.40 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,610.41</b>	<b>62.97%</b>	<b>\$96.80</b>	<b>\$29.83</b>	<b>\$19.90</b>	<b>\$146.53</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$174,238.30</u></b>
<b>Step C</b>		<b>\$9,354.92 /Month</b>		<b>\$62.37 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,734.39</b>	<b>61.30%</b>	<b>\$100.60</b>	<b>\$31.00</b>	<b>\$20.68</b>	<b>\$152.28</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$181,071.74</u></b>
<b>Step D</b>		<b>\$9,822.67 /Month</b>		<b>\$65.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$5,864.58</b>	<b>59.70%</b>	<b>\$104.58</b>	<b>\$32.23</b>	<b>\$21.50</b>	<b>\$158.31</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$188,246.95</u></b>
<b>Step E</b>		<b>\$10,313.80 /Month</b>		<b>\$68.76 /Hour</b>			
<b>Total Benefits</b>		<b>\$6,001.27</b>	<b>58.19%</b>	<b>\$108.77</b>	<b>\$33.52</b>	<b>\$22.36</b>	<b>\$164.65</b>
				<b>Annual Salary + Benefits</b>			<b><u>\$195,780.80</u></b>



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

<b>Step A</b>		<b>\$7,766.79 /Month</b>		<b>\$51.78 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,356.08			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	68.11					
Life Insurance	0.000224	31.32					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	343.00					
Workers Comp.	0.050450	391.83					
Vision Insurance		23.45					
Medicare	0.014500	112.62					
				<b>Hourly Rate &amp; Benefits</b>	<b>46.63% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,290.10	68.11%	<b>\$87.05</b>	<b>\$40.59</b>	<b>\$17.90</b>	<b>\$145.54</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$156,682.66</u></b>			
<b>Step B</b>		<b>\$8,155.12 /Month</b>		<b>\$54.37 /Hour</b>			
	Total Benefits	\$5,399.74	66.21%	<b>\$90.37</b>	<b>\$42.14</b>	<b>\$18.58</b>	<b>\$151.09</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$162,658.37</u></b>			
<b>Step C</b>		<b>\$8,562.87 /Month</b>		<b>\$57.09 /Hour</b>			
	Total Benefits	\$5,513.95	64.39%	<b>\$93.85</b>	<b>\$43.76</b>	<b>\$19.29</b>	<b>\$156.90</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$168,921.82</u></b>			
<b>Step D</b>		<b>\$8,991.02 /Month</b>		<b>\$59.94 /Hour</b>			
	Total Benefits	\$5,633.11	62.65%	<b>\$97.49</b>	<b>\$45.46</b>	<b>\$20.04</b>	<b>\$162.99</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$175,489.57</u></b>			
<b>Step E</b>		<b>\$9,440.57 /Month</b>		<b>\$62.94 /Hour</b>			
	Total Benefits	\$5,758.23	60.99%	<b>\$101.33</b>	<b>\$47.25</b>	<b>\$20.83</b>	<b>\$169.41</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$182,385.59</u></b>			



**Records Supervisor  
Department: Police**

<b>Step A</b>		<b>\$7,361.14 /Month</b>		<b>\$49.07 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,305.05					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	64.56					
Life Insurance	0.000224	29.68					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	379.19					
Vision Insurance		23.45					
Medicare	0.014500	108.98					
				<b>Hourly Rate &amp; Benefits</b>	<b>38.25% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,029.64	68.33%	<b>\$82.61</b>	<b>\$31.60</b>	<b>\$16.98</b>	<b>\$131.19</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$148,689.38</u></b>			
<b>Step B</b>		<b>\$7,729.19 /Month</b>		<b>\$51.53 /Hour</b>			
	Total Benefits	\$5,122.52	66.27%	<b>\$85.68</b>	<b>\$32.77</b>	<b>\$17.62</b>	<b>\$136.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,220.52</u></b>			
<b>Step C</b>		<b>\$8,115.65 /Month</b>		<b>\$54.10 /Hour</b>			
	Total Benefits	\$5,220.04	64.32%	<b>\$88.90</b>	<b>\$34.01</b>	<b>\$18.28</b>	<b>\$141.19</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,028.32</u></b>			
<b>Step D</b>		<b>\$8,521.43 /Month</b>		<b>\$56.81 /Hour</b>			
	Total Benefits	\$5,321.68	62.45%	<b>\$92.29</b>	<b>\$35.30</b>	<b>\$18.97</b>	<b>\$146.56</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,117.38</u></b>			
<b>Step E</b>		<b>\$8,947.50 /Month</b>		<b>\$59.65 /Hour</b>			
	Total Benefits	\$5,427.49	60.66%	<b>\$95.83</b>	<b>\$36.66</b>	<b>\$19.70</b>	<b>\$152.19</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,499.84</u></b>			



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

<b>Step A</b>		<b>\$6,989.74 /Month</b>		<b>\$46.60 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,240.20					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	61.30					
Life Insurance	0.000224	28.18					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	358.35			112.20%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	103.00					
	<b>Total Benefits</b>	<b>\$4,891.55</b>	<b>69.98%</b>	<b>\$79.21</b>	<b>\$88.87</b>	<b>\$16.29</b>	<b>\$184.37</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$142,575.42</u></b>			
<b>Step B</b>		<b>\$7,339.23 /Month</b>		<b>\$48.93 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,979.74</b>	<b>67.85%</b>	<b>\$82.13</b>	<b>\$92.15</b>	<b>\$16.89</b>	<b>\$191.17</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$147,827.63</u></b>			
<b>Step C</b>		<b>\$7,706.19 /Month</b>		<b>\$51.37 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,072.34</b>	<b>65.82%</b>	<b>\$85.19</b>	<b>\$95.58</b>	<b>\$17.52</b>	<b>\$198.29</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$153,342.39</u></b>			
<b>Step D</b>		<b>\$8,091.50 /Month</b>		<b>\$53.94 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,169.58</b>	<b>63.89%</b>	<b>\$88.41</b>	<b>\$99.19</b>	<b>\$18.18</b>	<b>\$205.78</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$159,132.92</u></b>			
<b>Step E</b>		<b>\$8,496.07 /Month</b>		<b>\$56.64 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,271.01</b>	<b>62.04%</b>	<b>\$91.78</b>	<b>\$102.98</b>	<b>\$18.87</b>	<b>\$213.63</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$165,205.01</u></b>			



## Recreation Manager

### Department: Parks and Recreation

Step A		<b>\$9,641.75 /Month</b>		<b>\$64.28 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,683.45		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	84.56					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	399.25					
Workers Comp.	0.050450	486.43					
Vision Insurance		23.45					
Medicare	0.014500	<u>139.81</u>		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
				<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$5,814.22	60.30%	<b>\$103.04</b>	<b>\$115.61</b>	<b>\$21.18</b>	<b>\$239.83</b>
		<b>Annual Salary + Benefits</b>		<u><u><b>\$185,471.66</b></u></u>			
Step B		<b>\$10,123.84 /Month</b>		<b>\$67.49 /Hour</b>			
	Total Benefits	\$5,948.40	58.76%	<b>\$107.15</b>	<b>\$120.22</b>	<b>\$22.03</b>	<b>\$249.40</b>
		<b>Annual Salary + Benefits</b>		<u><u><b>\$192,866.85</b></u></u>			
Step C		<b>\$10,630.03 /Month</b>		<b>\$70.87 /Hour</b>			
	Total Benefits	\$6,089.28	57.28%	<b>\$111.46</b>	<b>\$125.06</b>	<b>\$22.92</b>	<b>\$259.44</b>
		<b>Annual Salary + Benefits</b>		<u><u><b>\$200,631.72</b></u></u>			
Step D		<b>\$11,161.53 /Month</b>		<b>\$74.41 /Hour</b>			
	Total Benefits	\$6,237.21	55.88%	<b>\$115.99</b>	<b>\$130.14</b>	<b>\$23.85</b>	<b>\$269.98</b>
		<b>Annual Salary + Benefits</b>		<u><u><b>\$208,784.84</b></u></u>			
Step E		<b>\$11,719.61 /Month</b>		<b>\$78.13 /Hour</b>			
	Total Benefits	\$6,392.53	54.55%	<b>\$120.75</b>	<b>\$135.48</b>	<b>\$24.83</b>	<b>\$281.06</b>
		<b>Annual Salary + Benefits</b>		<u><u><b>\$217,345.70</b></u></u>			



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

<b>Step A</b>		<b>\$8,035.91 /Month</b>		<b>\$53.57 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,403.07			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	70.47					
Life Insurance	0.000224	32.40					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	270.72					
Workers Comp.	0.050450	405.41					
Vision Insurance		23.45					
Medicare	0.014500	116.52					
				<b>Hourly Rate &amp; Benefits</b>	<b>112.20% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,285.73	65.78%	<b>\$88.81</b>	<b>\$99.65</b>	<b>\$18.26</b>	<b>\$206.72</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$159,859.63</u></b>			
<b>Step B</b>		<b>\$8,437.70 /Month</b>		<b>\$56.25 /Hour</b>			
	Total Benefits	\$5,394.73	63.94%	<b>\$92.22</b>	<b>\$103.47</b>	<b>\$18.96</b>	<b>\$214.65</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$165,989.20</u></b>			
<b>Step C</b>		<b>\$8,859.58 /Month</b>		<b>\$59.06 /Hour</b>			
	Total Benefits	\$5,507.93	62.17%	<b>\$95.78</b>	<b>\$107.47</b>	<b>\$19.69</b>	<b>\$222.94</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,410.15</u></b>			
<b>Step D</b>		<b>\$9,302.57 /Month</b>		<b>\$62.02 /Hour</b>			
	Total Benefits	\$5,626.80	60.49%	<b>\$99.53</b>	<b>\$111.67</b>	<b>\$20.46</b>	<b>\$231.66</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,152.39</u></b>			
<b>Step E</b>		<b>\$9,767.70 /Month</b>		<b>\$65.12 /Hour</b>			
	Total Benefits	\$5,751.60	58.88%	<b>\$103.46</b>	<b>\$116.08</b>	<b>\$21.27</b>	<b>\$240.81</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$186,231.59</u></b>			



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

<b>Step A</b>		<b>\$9,423.78 /Month</b>		<b>\$62.83 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,645.39			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.65					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.48					
Workers Comp.	0.050450	475.43					
Vision Insurance		23.45					
Medicare	0.014500	136.64					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,659.32	60.05%	\$100.55	\$119.15	\$20.67	\$240.37
		<b>Annual Salary + Benefits</b>		<b><u>\$180,997.18</u></b>			

<b>Step B</b>		<b>\$9,894.97 /Month</b>		<b>\$65.97 /Hour</b>			
	Total Benefits	\$5,785.75	58.47%	\$104.54	\$123.87	\$21.49	\$249.90
		<b>Annual Salary + Benefits</b>		<b><u>\$188,168.62</u></b>			

<b>Step C</b>		<b>\$10,389.73 /Month</b>		<b>\$69.26 /Hour</b>			
	Total Benefits	\$5,918.50	56.96%	\$108.72	\$128.82	\$22.35	\$259.89
		<b>Annual Salary + Benefits</b>		<b><u>\$195,698.79</u></b>			

<b>Step D</b>		<b>\$10,909.21 /Month</b>		<b>\$72.73 /Hour</b>			
	Total Benefits	\$6,057.89	55.53%	\$113.11	\$134.03	\$23.26	\$270.40
		<b>Annual Salary + Benefits</b>		<b><u>\$203,605.19</u></b>			

<b>Step E</b>		<b>\$11,454.67 /Month</b>		<b>\$76.36 /Hour</b>			
	Total Benefits	\$6,204.25	54.16%	\$117.73	\$139.49	\$24.20	\$281.42
		<b>Annual Salary + Benefits</b>		<b><u>\$211,907.00</u></b>			





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

<b>Step A</b>		<b>\$8,510.90 /Month</b>		<b>\$56.74 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,505.80					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	74.64					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	435.09			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	125.05					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,274.70	61.98%	\$91.90	\$108.90	\$18.90	\$219.70
		<b>Annual Salary + Benefits</b>		<b><u>\$165,427.16</u></b>			

<b>Step B</b>		<b>\$8,936.44 /Month</b>		<b>\$59.58 /Hour</b>			
Total Benefits		\$5,380.37	60.21%	\$95.45	\$113.09	\$19.62	\$228.16
		<b>Annual Salary + Benefits</b>		<b><u>\$171,801.68</u></b>			

<b>Step C</b>		<b>\$9,383.26 /Month</b>		<b>\$62.56 /Hour</b>			
Total Benefits		\$5,491.32	58.52%	\$99.16	\$117.50	\$20.39	\$237.05
		<b>Annual Salary + Benefits</b>		<b><u>\$178,494.98</u></b>			

<b>Step D</b>		<b>\$9,852.42 /Month</b>		<b>\$65.68 /Hour</b>			
Total Benefits		\$5,607.82	56.92%	\$103.07	\$122.13	\$21.19	\$246.39
		<b>Annual Salary + Benefits</b>		<b><u>\$185,522.92</u></b>			

<b>Step E</b>		<b>\$10,345.04 /Month</b>		<b>\$68.97 /Hour</b>			
Total Benefits		\$5,730.15	55.39%	\$107.17	\$126.98	\$22.03	\$256.18
		<b>Annual Salary + Benefits</b>		<b><u>\$192,902.29</u></b>			



**Senior Accountant**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$9,395.13 /Month</b>		<b>\$62.63 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,640.39			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.40					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	297.90					
Workers Comp.	0.050450	473.98					
Vision Insurance		23.45					
Medicare	0.014500	136.23					
				<b>Hourly Rate &amp; Benefits</b>	<b>30.82% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,651.63	60.15%	<b>\$100.31</b>	<b>\$30.92</b>	<b>\$20.62</b>	<b>\$151.85</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$180,561.14</u></b>			

<b>Step B</b>		<b>\$9,864.89 /Month</b>		<b>\$65.77 /Hour</b>			
	Total Benefits	\$5,777.68	58.57%	<b>\$104.28</b>	<b>\$32.14</b>	<b>\$21.44</b>	<b>\$157.86</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$187,710.81</u></b>			

<b>Step C</b>		<b>\$10,358.13 /Month</b>		<b>\$69.05 /Hour</b>			
	Total Benefits	\$5,910.02	57.06%	<b>\$108.45</b>	<b>\$33.43</b>	<b>\$22.30</b>	<b>\$164.18</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$195,217.84</u></b>			

<b>Step D</b>		<b>\$10,876.03 /Month</b>		<b>\$72.51 /Hour</b>			
	Total Benefits	\$6,048.99	55.62%	<b>\$112.83</b>	<b>\$34.78</b>	<b>\$23.20</b>	<b>\$170.81</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$203,100.20</u></b>			

<b>Step E</b>		<b>\$11,419.84 /Month</b>		<b>\$76.13 /Hour</b>			
	Total Benefits	\$6,194.90	54.25%	<b>\$117.43</b>	<b>\$36.19</b>	<b>\$24.14</b>	<b>\$177.76</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$211,376.90</u></b>			



**Senior Analyst  
Department: City Manager**

<b>Step A</b>		<b>\$10,836.13 /Month</b>		<b>\$72.24 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,891.99			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	95.03					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	326.72					
Workers Comp.	0.050450	546.68			46.63%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	157.12					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,038.28	55.72%	\$112.50	\$52.46	\$23.13	\$188.09
		<b>Annual Salary + Benefits</b>		<b><u>\$202,492.92</u></b>			
<b>Step B</b>		<b>\$11,377.93 /Month</b>		<b>\$75.85 /Hour</b>			
	Total Benefits	\$6,183.66	54.35%	\$117.08	\$54.59	\$24.07	\$195.74
		<b>Annual Salary + Benefits</b>		<b><u>\$210,739.03</u></b>			
<b>Step C</b>		<b>\$11,946.83 /Month</b>		<b>\$79.65 /Hour</b>			
	Total Benefits	\$6,336.30	53.04%	\$121.89	\$56.84	\$25.06	\$203.79
		<b>Annual Salary + Benefits</b>		<b><u>\$219,397.60</u></b>			
<b>Step D</b>		<b>\$12,544.17 /Month</b>		<b>\$83.63 /Hour</b>			
	Total Benefits	\$6,496.58	51.79%	\$126.94	\$59.19	\$26.10	\$212.23
		<b>Annual Salary + Benefits</b>		<b><u>\$228,489.02</u></b>			
<b>Step E</b>		<b>\$13,171.39 /Month</b>		<b>\$87.81 /Hour</b>			
	Total Benefits	\$6,664.88	50.60%	\$132.24	\$61.66	\$27.19	\$221.09
		<b>Annual Salary + Benefits</b>		<b><u>\$238,035.21</u></b>			



**Senior Analyst**  
**Department: Community Development**

<b>Step A</b>		<b>\$10,836.13 /Month</b>		<b>\$72.24 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,891.99			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	95.03					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	326.72					
Workers Comp.	0.050450	546.68					
Vision Insurance		23.45					
Medicare	0.014500	157.12					
				<b>Hourly Rate &amp; Benefits</b>	<b>139.88% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,038.28	55.72%	<b>\$112.50</b>	<b>\$157.36</b>	<b>\$23.13</b>	<b>\$292.99</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$202,492.92</u></b>			
<b>Step B</b>		<b>\$11,377.93 /Month</b>		<b>\$75.85 /Hour</b>			
	Total Benefits	\$6,183.66	54.35%	<b>\$117.08</b>	<b>\$163.77</b>	<b>\$24.07</b>	<b>\$304.92</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$210,739.03</u></b>			
<b>Step C</b>		<b>\$11,946.83 /Month</b>		<b>\$79.65 /Hour</b>			
	Total Benefits	\$6,336.30	53.04%	<b>\$121.89</b>	<b>\$170.50</b>	<b>\$25.06</b>	<b>\$317.45</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$219,397.60</u></b>			
<b>Step D</b>		<b>\$12,544.17 /Month</b>		<b>\$83.63 /Hour</b>			
	Total Benefits	\$6,496.58	51.79%	<b>\$126.94</b>	<b>\$177.56</b>	<b>\$26.10</b>	<b>\$330.60</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$228,489.02</u></b>			
<b>Step E</b>		<b>\$13,171.39 /Month</b>		<b>\$87.81 /Hour</b>			
	Total Benefits	\$6,664.88	50.60%	<b>\$132.24</b>	<b>\$184.98</b>	<b>\$27.19</b>	<b>\$344.41</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$238,035.21</u></b>			



**Senior Analyst**  
**Department: Human Resources**

<b>Step A</b>		<b>\$10,836.13 /Month</b>		<b>\$72.24 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,891.99			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	95.03					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	326.72					
Workers Comp.	0.050450	546.68					
Vision Insurance		23.45					
Medicare	0.014500	157.12					
				<b>Hourly Rate &amp; Benefits</b>	<b>50.84% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,038.28	55.72%	<b>\$112.50</b>	<b>\$57.19</b>	<b>\$23.13</b>	<b>\$192.82</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$202,492.92</u></b>			

<b>Step B</b>		<b>\$11,377.93 /Month</b>		<b>\$75.85 /Hour</b>			
	Total Benefits	\$6,183.66	54.35%	<b>\$117.08</b>	<b>\$59.52</b>	<b>\$24.07</b>	<b>\$200.67</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$210,739.03</u></b>			

<b>Step C</b>		<b>\$11,946.83 /Month</b>		<b>\$79.65 /Hour</b>			
	Total Benefits	\$6,336.30	53.04%	<b>\$121.89</b>	<b>\$61.97</b>	<b>\$25.06</b>	<b>\$208.92</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$219,397.60</u></b>			

<b>Step D</b>		<b>\$12,544.17 /Month</b>		<b>\$83.63 /Hour</b>			
	Total Benefits	\$6,496.58	51.79%	<b>\$126.94</b>	<b>\$64.54</b>	<b>\$26.10</b>	<b>\$217.58</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$228,489.02</u></b>			

<b>Step E</b>		<b>\$13,171.39 /Month</b>		<b>\$87.81 /Hour</b>			
	Total Benefits	\$6,664.88	50.60%	<b>\$132.24</b>	<b>\$67.23</b>	<b>\$27.19</b>	<b>\$226.66</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$238,035.21</u></b>			



**Senior Analyst**  
**Department: Engineering**

<b>Step A</b>		<b>\$10,836.13 /Month</b>		<b>\$72.24 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,891.99			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	95.03					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	326.72					
Workers Comp.	0.050450	546.68					
Vision Insurance		23.45					
Medicare	0.014500	157.12					
				<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,038.28	55.72%	<b>\$112.50</b>	<b>\$94.98</b>	<b>\$23.13</b>	<b>\$230.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$202,492.92</u></b>			
<b>Step B</b>		<b>\$11,377.93 /Month</b>		<b>\$75.85 /Hour</b>			
	Total Benefits	\$6,183.66	54.35%	<b>\$117.08</b>	<b>\$98.85</b>	<b>\$24.07</b>	<b>\$240.00</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$210,739.03</u></b>			
<b>Step C</b>		<b>\$11,946.83 /Month</b>		<b>\$79.65 /Hour</b>			
	Total Benefits	\$6,336.30	53.04%	<b>\$121.89</b>	<b>\$102.91</b>	<b>\$25.06</b>	<b>\$249.86</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$219,397.60</u></b>			
<b>Step D</b>		<b>\$12,544.17 /Month</b>		<b>\$83.63 /Hour</b>			
	Total Benefits	\$6,496.58	51.79%	<b>\$126.94</b>	<b>\$107.17</b>	<b>\$26.10</b>	<b>\$260.21</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$228,489.02</u></b>			
<b>Step E</b>		<b>\$13,171.39 /Month</b>		<b>\$87.81 /Hour</b>			
	Total Benefits	\$6,664.88	50.60%	<b>\$132.24</b>	<b>\$111.65</b>	<b>\$27.19</b>	<b>\$271.08</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$238,035.21</u></b>			



**Senior Associate Engineer  
Department: Engineering**

<b>Step A</b>		<b>\$10,715.95 /Month</b>		<b>\$71.44 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,871.00		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	93.98					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	324.32					
Workers Comp.	0.050450	540.62					
Vision Insurance		23.45					
Medicare	0.014500	155.38		<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,006.03	56.05%	\$111.48	\$94.12	\$22.92	\$228.52
		<b>Annual Salary + Benefits</b>		<b><u>\$200,663.80</u></b>			
<b>Step B</b>		<b>\$11,251.74 /Month</b>		<b>\$75.01 /Hour</b>			
Total Benefits		\$6,149.80	54.66%	\$116.01	\$97.95	\$23.85	\$237.81
		<b>Annual Salary + Benefits</b>		<b><u>\$208,818.44</u></b>			
<b>Step C</b>		<b>\$11,814.33 /Month</b>		<b>\$78.76 /Hour</b>			
Total Benefits		\$6,300.75	53.33%	\$120.77	\$101.96	\$24.83	\$247.56
		<b>Annual Salary + Benefits</b>		<b><u>\$217,380.97</u></b>			
<b>Step D</b>		<b>\$12,405.04 /Month</b>		<b>\$82.70 /Hour</b>			
Total Benefits		\$6,459.25	52.07%	\$125.76	\$106.18	\$25.86	\$257.80
		<b>Annual Salary + Benefits</b>		<b><u>\$226,371.48</u></b>			
<b>Step E</b>		<b>\$13,025.30 /Month</b>		<b>\$86.84 /Hour</b>			
Total Benefits		\$6,625.68	50.87%	\$131.01	\$110.61	\$26.93	\$268.55
		<b>Annual Salary + Benefits</b>		<b><u>\$235,811.74</u></b>			



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

<b>Step A</b>		<b>\$9,453.83 /Month</b>		<b>\$63.03 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,670.43					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.91					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	482.67			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	138.72					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,508.85	58.27%	\$99.75	\$139.53	\$20.51	\$259.79
		<b>Annual Salary + Benefits</b>		<b><u>\$179,552.10</u></b>			

<b>Step B</b>		<b>\$9,926.52 /Month</b>		<b>\$66.18 /Hour</b>			
Total Benefits		\$5,626.22	56.68%	\$103.68	\$145.03	\$21.32	\$270.03
		<b>Annual Salary + Benefits</b>		<b><u>\$186,632.92</u></b>			

<b>Step C</b>		<b>\$10,422.85 /Month</b>		<b>\$69.49 /Hour</b>			
Total Benefits		\$5,749.47	55.16%	\$107.82	\$150.81	\$22.17	\$280.80
		<b>Annual Salary + Benefits</b>		<b><u>\$194,067.87</u></b>			

<b>Step D</b>		<b>\$10,943.99 /Month</b>		<b>\$72.96 /Hour</b>			
Total Benefits		\$5,878.88	53.72%	\$112.15	\$156.88	\$23.06	\$292.09
		<b>Annual Salary + Benefits</b>		<b><u>\$201,874.46</u></b>			

<b>Step E</b>		<b>\$11,491.19 /Month</b>		<b>\$76.61 /Hour</b>			
Total Benefits		\$6,014.76	52.34%	\$116.71	\$163.25	\$23.99	\$303.95
		<b>Annual Salary + Benefits</b>		<b><u>\$210,071.43</u></b>			





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

<b>Step A</b>		<b>\$8,860.05 /Month</b>		<b>\$59.07 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Category</b>			
PERS - Employer	0.174600	1,566.76		Office Employees			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	77.70					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	452.71					
Vision Insurance		23.45					
Medicare	0.014500	130.11					
				<b>Hourly Rate &amp; Benefits</b>	<b>139.88% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	
						<b>Total Hourly Rate</b>	
Total Benefits		\$5,361.40	60.51%	<b>\$94.81</b>	<b>\$132.62</b>	<b>\$19.49</b>	<b>\$246.92</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$170,657.37</u></b>			
<b>Step B</b>		<b>\$9,303.05 /Month</b>		<b>\$62.02 /Hour</b>			
Total Benefits		\$5,471.40	58.81%	<b>\$98.50</b>	<b>\$137.78</b>	<b>\$20.25</b>	<b>\$256.53</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$177,293.44</u></b>			
<b>Step C</b>		<b>\$9,768.20 /Month</b>		<b>\$65.12 /Hour</b>			
Total Benefits		\$5,586.91	57.19%	<b>\$102.37</b>	<b>\$143.19</b>	<b>\$21.05</b>	<b>\$266.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$184,261.32</u></b>			
<b>Step D</b>		<b>\$10,256.61 /Month</b>		<b>\$68.38 /Hour</b>			
Total Benefits		\$5,708.19	55.65%	<b>\$106.43</b>	<b>\$148.88</b>	<b>\$21.88</b>	<b>\$277.19</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$191,577.62</u></b>			
<b>Step E</b>		<b>\$10,769.44 /Month</b>		<b>\$71.80 /Hour</b>			
Total Benefits		\$5,835.54	54.19%	<b>\$110.70</b>	<b>\$154.85</b>	<b>\$22.76</b>	<b>\$288.31</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$199,259.73</u></b>			



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

<b>Step A</b>		<b>\$7,585.61 /Month</b>		<b>\$50.57 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,324.45					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	66.53					
Life Insurance	0.000224	30.59					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	382.69			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	109.99					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,901.37	64.61%	<b>\$83.25</b>	<b>\$98.64</b>	<b>\$17.12</b>	<b>\$199.01</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,843.81</u></b>			
<b>Step B</b>		<b>\$7,964.89 /Month</b>		<b>\$53.10 /Hour</b>			
Total Benefits		\$4,997.09	62.74%	<b>\$86.41</b>	<b>\$102.39</b>	<b>\$17.77</b>	<b>\$206.57</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,543.71</u></b>			
<b>Step C</b>		<b>\$8,363.14 /Month</b>		<b>\$55.75 /Hour</b>			
Total Benefits		\$5,097.46	60.95%	<b>\$89.74</b>	<b>\$106.33</b>	<b>\$18.45</b>	<b>\$214.52</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,527.26</u></b>			
<b>Step D</b>		<b>\$8,781.29 /Month</b>		<b>\$58.54 /Hour</b>			
Total Benefits		\$5,201.30	59.23%	<b>\$93.22</b>	<b>\$110.45</b>	<b>\$19.17</b>	<b>\$222.84</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,791.08</u></b>			
<b>Step E</b>		<b>\$9,220.36 /Month</b>		<b>\$61.47 /Hour</b>			
Total Benefits		\$5,310.33	57.59%	<b>\$96.87</b>	<b>\$114.78</b>	<b>\$19.92</b>	<b>\$231.57</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$174,368.28</u></b>			



**Senior Community Service Officer  
Department: Police**

<b>Step A</b>		<b>\$7,025.33 /Month</b>		<b>\$46.84 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,246.42		Office Employee - CSO & Evidence Technician I/II			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	61.61					
Life Insurance	0.000224	28.33					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	364.35			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	104.72					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,989.27	71.02%	<b>\$80.10</b>	<b>\$30.64</b>	<b>\$16.47</b>	<b>\$127.21</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$144,175.23</u></b>			
<b>Step B</b>		<b>\$7,376.59 /Month</b>		<b>\$49.18 /Hour</b>			
Total Benefits		\$5,077.91	68.84%	<b>\$83.03</b>	<b>\$31.76</b>	<b>\$17.07</b>	<b>\$131.86</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,454.04</u></b>			
<b>Step C</b>		<b>\$7,745.42 /Month</b>		<b>\$51.64 /Hour</b>			
Total Benefits		\$5,170.99	66.76%	<b>\$86.11</b>	<b>\$32.94</b>	<b>\$17.70</b>	<b>\$136.75</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,996.90</u></b>			
<b>Step D</b>		<b>\$8,132.69 /Month</b>		<b>\$54.22 /Hour</b>			
Total Benefits		\$5,268.72	64.78%	<b>\$89.34</b>	<b>\$34.17</b>	<b>\$18.37</b>	<b>\$141.88</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,816.88</u></b>			
<b>Step E</b>		<b>\$8,539.32 /Month</b>		<b>\$56.93 /Hour</b>			
Total Benefits		\$5,370.50	62.89%	<b>\$92.73</b>	<b>\$35.47</b>	<b>\$19.07</b>	<b>\$147.27</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,917.84</u></b>			



### Senior Construction Inspector Department: Engineering

Step A		<b>\$9,453.83 /Month</b>		<b>\$63.03 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,670.43					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.91					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	482.67			84.43%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	138.72					
Total Benefits		\$5,508.85	58.27%	<b>\$99.75</b>	<b>\$84.22</b>	<b>\$20.51</b>	<b>\$204.48</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,552.10</u></b>			
Step B		<b>\$9,926.52 /Month</b>		<b>\$66.18 /Hour</b>			
Total Benefits		\$5,626.22	56.68%	<b>\$103.68</b>	<b>\$87.54</b>	<b>\$21.32</b>	<b>\$212.54</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$186,632.92</u></b>			
Step C		<b>\$10,422.85 /Month</b>		<b>\$69.49 /Hour</b>			
Total Benefits		\$5,749.47	55.16%	<b>\$107.82</b>	<b>\$91.03</b>	<b>\$22.17</b>	<b>\$221.02</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$194,067.87</u></b>			
Step D		<b>\$10,943.99 /Month</b>		<b>\$72.96 /Hour</b>			
Total Benefits		\$5,878.88	53.72%	<b>\$112.15</b>	<b>\$94.69</b>	<b>\$23.06</b>	<b>\$229.90</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$201,874.46</u></b>			
Step E		<b>\$11,491.19 /Month</b>		<b>\$76.61 /Hour</b>			
Total Benefits		\$6,014.76	52.34%	<b>\$116.71</b>	<b>\$98.54</b>	<b>\$23.99</b>	<b>\$239.24</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$210,071.43</u></b>			



**Senior Engineer**  
**Department: Engineering**

<b>Step A</b>		<b>\$11,776.95 /Month</b>		<b>\$78.51 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	2,056.26			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	103.28					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	345.54					
Workers Comp.	0.050450	594.15					
Vision Insurance		23.45					
Medicare	0.014500	170.77					
				<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,290.72	53.42%	\$120.45	\$101.70	\$24.76	\$246.91
		<b>Annual Salary + Benefits</b>		<b><u>\$216,812.05</u></b>			

<b>Step B</b>		<b>\$12,365.80 /Month</b>		<b>\$82.44 /Hour</b>			
Total Benefits		\$6,448.72	52.15%	\$125.43	\$105.90	\$25.79	\$257.12
		<b>Annual Salary + Benefits</b>		<b><u>\$225,774.26</u></b>			

<b>Step C</b>		<b>\$12,984.09 /Month</b>		<b>\$86.56 /Hour</b>			
Total Benefits		\$6,614.62	50.94%	\$130.66	\$110.31	\$26.86	\$267.83
		<b>Annual Salary + Benefits</b>		<b><u>\$235,184.53</u></b>			

<b>Step D</b>		<b>\$13,633.30 /Month</b>		<b>\$90.89 /Hour</b>			
Total Benefits		\$6,788.82	49.80%	\$136.15	\$114.95	\$27.99	\$279.09
		<b>Annual Salary + Benefits</b>		<b><u>\$245,065.40</u></b>			

<b>Step E</b>		<b>\$14,314.96 /Month</b>		<b>\$95.43 /Hour</b>			
Total Benefits		\$6,971.72	48.70%	\$141.91	\$119.82	\$29.18	\$290.91
		<b>Annual Salary + Benefits</b>		<b><u>\$255,440.16</u></b>			



**Senior Equipment Mechanic  
Department: Public Works**

<b>Step A</b>		<b>\$7,790.45 /Month</b>		<b>\$51.94 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,360.21					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	68.32					
Life Insurance	0.000224	31.41					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	393.03			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	112.96					
	<b>Total Benefits</b>	<b>\$4,953.07</b>	<b>63.58%</b>	<b>\$84.96</b>	<b>\$100.67</b>	<b>\$17.47</b>	<b>\$203.10</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$152,922.19</u></b>			
<b>Step B</b>		<b>\$8,179.98 /Month</b>		<b>\$54.53 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,051.36</b>	<b>61.75%</b>	<b>\$88.21</b>	<b>\$104.52</b>	<b>\$18.14</b>	<b>\$210.87</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$158,776.13</u></b>			
<b>Step C</b>		<b>\$8,588.98 /Month</b>		<b>\$57.26 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,153.55</b>	<b>60.00%</b>	<b>\$91.62</b>	<b>\$108.56</b>	<b>\$18.84</b>	<b>\$219.02</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$164,910.31</u></b>			
<b>Step D</b>		<b>\$9,018.42 /Month</b>		<b>\$60.12 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,260.18</b>	<b>58.33%</b>	<b>\$95.19</b>	<b>\$112.79</b>	<b>\$19.57</b>	<b>\$227.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$171,343.25</u></b>			
<b>Step E</b>		<b>\$9,469.35 /Month</b>		<b>\$63.13 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,372.16</b>	<b>56.73%</b>	<b>\$98.94</b>	<b>\$117.24</b>	<b>\$20.34</b>	<b>\$236.52</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$178,098.11</u></b>			



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

<b>Step A</b>		<b>\$6,736.14 /Month</b>		<b>\$44.91 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,176.13					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	59.08					
Life Insurance	0.000224	27.16					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	339.84					
Vision Insurance		23.45					
Medicare	0.014500	97.67					
				<b>Hourly Rate &amp; Benefits</b>	<b>112.20% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,687.01	69.58%	<b>\$76.15</b>	<b>\$85.45</b>	<b>\$15.66</b>	<b>\$177.26</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$137,077.78</u></b>			
<b>Step B</b>		<b>\$7,072.95 /Month</b>		<b>\$47.15 /Hour</b>			
Total Benefits		\$4,772.00	67.47%	<b>\$78.97</b>	<b>\$88.60</b>	<b>\$16.24</b>	<b>\$183.81</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$142,139.44</u></b>			
<b>Step C</b>		<b>\$7,426.60 /Month</b>		<b>\$49.51 /Hour</b>			
Total Benefits		\$4,861.25	65.46%	<b>\$81.92</b>	<b>\$91.91</b>	<b>\$16.84</b>	<b>\$190.67</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$147,454.17</u></b>			
<b>Step D</b>		<b>\$7,797.93 /Month</b>		<b>\$51.99 /Hour</b>			
Total Benefits		\$4,954.95	63.54%	<b>\$85.02</b>	<b>\$95.39</b>	<b>\$17.48</b>	<b>\$197.89</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$153,034.60</u></b>			
<b>Step E</b>		<b>\$8,187.82 /Month</b>		<b>\$54.59 /Hour</b>			
Total Benefits		\$5,053.34	61.72%	<b>\$88.27</b>	<b>\$99.04</b>	<b>\$18.15</b>	<b>\$205.46</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$158,893.95</u></b>			



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

<b>Step A</b>		<b>\$10,836.13 /Month</b>		<b>\$72.24 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,891.99			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	95.03					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	326.72					
Workers Comp.	0.050450	546.68					
Vision Insurance		23.45					
Medicare	0.014500	157.12					
				<b>Hourly Rate &amp; Benefits</b>	<b>139.88% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,038.28	55.72%	\$112.50	\$157.36	\$23.13	\$292.99
		<b>Annual Salary + Benefits</b>		<b><u>\$202,492.92</u></b>			

<b>Step B</b>		<b>\$11,377.93 /Month</b>		<b>\$75.85 /Hour</b>			
	Total Benefits	\$6,183.66	54.35%	\$117.08	\$163.77	\$24.07	\$304.92
		<b>Annual Salary + Benefits</b>		<b><u>\$210,739.03</u></b>			

<b>Step C</b>		<b>\$11,946.83 /Month</b>		<b>\$79.65 /Hour</b>			
	Total Benefits	\$6,336.30	53.04%	\$121.89	\$170.50	\$25.06	\$317.45
		<b>Annual Salary + Benefits</b>		<b><u>\$219,397.60</u></b>			

<b>Step D</b>		<b>\$12,544.17 /Month</b>		<b>\$83.63 /Hour</b>			
	Total Benefits	\$6,496.58	51.79%	\$126.94	\$177.56	\$26.10	\$330.60
		<b>Annual Salary + Benefits</b>		<b><u>\$228,489.02</u></b>			

<b>Step E</b>		<b>\$13,171.39 /Month</b>		<b>\$87.81 /Hour</b>			
	Total Benefits	\$6,664.88	50.60%	\$132.24	\$184.98	\$27.19	\$344.41
		<b>Annual Salary + Benefits</b>		<b><u>\$238,035.21</u></b>			





**Senior Police Records Clerk  
Department: Police**

<b>Step A</b>		<b>\$6,738.44 /Month</b>		<b>\$44.92 /Hour</b>			
<b><u>Benefit</u></b>	<b><u>Multiplier</u></b>						
					<b><u>Category</u></b>		
PERS - Employer	0.174600	1,196.33			Office Employees - Records		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	59.10					
Life Insurance	0.000224	27.17					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	347.78			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	99.96					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,872.50	72.31%	\$77.41	\$29.61	\$15.91	\$122.93
		<b>Annual Salary + Benefits</b>		<b>\$139,331.30</b>			

<b>Step B</b>		<b>\$7,075.36 /Month</b>		<b>\$47.17 /Hour</b>			
Total Benefits		\$4,957.52	70.07%	\$80.22	\$30.68	\$16.49	\$127.39
		<b>Annual Salary + Benefits</b>		<b>\$144,394.61</b>			

<b>Step C</b>		<b>\$7,429.13 /Month</b>		<b>\$49.53 /Hour</b>			
Total Benefits		\$5,046.80	67.93%	\$83.17	\$31.81	\$17.10	\$132.08
		<b>Annual Salary + Benefits</b>		<b>\$149,711.15</b>			

<b>Step D</b>		<b>\$7,800.59 /Month</b>		<b>\$52.00 /Hour</b>			
Total Benefits		\$5,140.54	65.90%	\$86.27	\$33.00	\$17.74	\$137.01
		<b>Annual Salary + Benefits</b>		<b>\$155,293.53</b>			

<b>Step E</b>		<b>\$8,190.62 /Month</b>		<b>\$54.60 /Hour</b>			
Total Benefits		\$5,238.96	63.96%	\$89.53	\$34.25	\$18.41	\$142.19
		<b>Annual Salary + Benefits</b>		<b>\$161,154.99</b>			



**Senior Property and Evidence Technician**  
**Department: Police**

<b>Step A</b>		<b>\$7,025.33 /Month</b>		<b>\$46.84 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,246.42		Office Employee - CSO & Evidence Technician I/II			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	61.61					
Life Insurance	0.000224	28.33					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	364.35			38.25%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	104.72					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,989.27	71.02%	<b>\$80.10</b>	<b>\$30.64</b>	<b>\$16.47</b>	<b>\$127.21</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$144,175.23</u></b>			
<b>Step B</b>		<b>\$7,376.59 /Month</b>		<b>\$49.18 /Hour</b>			
Total Benefits		\$5,077.91	68.84%	<b>\$83.03</b>	<b>\$31.76</b>	<b>\$17.07</b>	<b>\$131.86</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,454.04</u></b>			
<b>Step C</b>		<b>\$7,745.42 /Month</b>		<b>\$51.64 /Hour</b>			
Total Benefits		\$5,170.99	66.76%	<b>\$86.11</b>	<b>\$32.94</b>	<b>\$17.70</b>	<b>\$136.75</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,996.90</u></b>			
<b>Step D</b>		<b>\$8,132.69 /Month</b>		<b>\$54.22 /Hour</b>			
Total Benefits		\$5,268.72	64.78%	<b>\$89.34</b>	<b>\$34.17</b>	<b>\$18.37</b>	<b>\$141.88</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,816.88</u></b>			
<b>Step E</b>		<b>\$8,539.32 /Month</b>		<b>\$56.93 /Hour</b>			
Total Benefits		\$5,370.50	62.89%	<b>\$92.73</b>	<b>\$35.47</b>	<b>\$19.07</b>	<b>\$147.27</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,917.84</u></b>			



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

<b>Step A</b>		<b>\$7,421.68 /Month</b>		<b>\$49.48 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>			<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
PERS - Employer	0.174600	1,295.83					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	65.09					
Life Insurance	0.000224	29.92					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	374.42			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	107.61					
Total Benefits		\$4,860.01	65.48%	<b>\$81.88</b>	<b>\$97.02</b>	<b>\$16.83</b>	<b>\$195.73</b>
Annual Salary + Benefits				<b><u>\$147,380.23</u></b>			
<b>Step B</b>		<b>\$7,792.76 /Month</b>		<b>\$51.95 /Hour</b>			
Total Benefits		\$4,953.65	63.57%	<b>\$84.98</b>	<b>\$100.69</b>	<b>\$17.47</b>	<b>\$203.14</b>
Annual Salary + Benefits				<b><u>\$152,956.90</u></b>			
<b>Step C</b>		<b>\$8,182.40 /Month</b>		<b>\$54.55 /Hour</b>			
Total Benefits		\$5,051.98	61.74%	<b>\$88.23</b>	<b>\$104.54</b>	<b>\$18.14</b>	<b>\$210.91</b>
Annual Salary + Benefits				<b><u>\$158,812.50</u></b>			
<b>Step D</b>		<b>\$8,591.52 /Month</b>		<b>\$57.28 /Hour</b>			
Total Benefits		\$5,154.18	59.99%	<b>\$91.64</b>	<b>\$108.58</b>	<b>\$18.84</b>	<b>\$219.06</b>
Annual Salary + Benefits				<b><u>\$164,948.35</u></b>			
<b>Step E</b>		<b>\$9,021.10 /Month</b>		<b>\$60.14 /Hour</b>			
Total Benefits		\$5,260.85	58.32%	<b>\$95.21</b>	<b>\$112.82</b>	<b>\$19.58</b>	<b>\$227.61</b>
Annual Salary + Benefits				<b><u>\$171,383.39</u></b>			



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

<b>Step A</b>		<b>\$7,021.69 /Month</b>		<b>\$46.81 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,225.99					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	61.58					
Life Insurance	0.000224	28.31					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	354.24			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>101.81</u>					
Total Benefits		\$4,759.07	67.78%	<b>\$78.54</b>	<b>\$93.06</b>	<b>\$16.15</b>	<b>\$187.75</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$141,369.09</u></b>			
<b>Step B</b>		<b>\$7,372.77 /Month</b>		<b>\$49.15 /Hour</b>			
Total Benefits		\$4,847.66	65.75%	<b>\$81.47</b>	<b>\$96.53</b>	<b>\$16.75</b>	<b>\$194.75</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$146,645.20</u></b>			
<b>Step C</b>		<b>\$7,741.41 /Month</b>		<b>\$51.61 /Hour</b>			
Total Benefits		\$4,940.69	63.82%	<b>\$84.55</b>	<b>\$100.18</b>	<b>\$17.38</b>	<b>\$202.11</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$152,185.20</u></b>			
<b>Step D</b>		<b>\$8,128.48 /Month</b>		<b>\$54.19 /Hour</b>			
Total Benefits		\$5,038.37	61.98%	<b>\$87.78</b>	<b>\$104.01</b>	<b>\$18.05</b>	<b>\$209.84</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$158,002.18</u></b>			
<b>Step E</b>		<b>\$8,534.90 /Month</b>		<b>\$56.90 /Hour</b>			
Total Benefits		\$5,140.12	60.22%	<b>\$91.17</b>	<b>\$108.02</b>	<b>\$18.74</b>	<b>\$217.93</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$164,100.20</u></b>			



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

Step A		<b>\$7,734.75 /Month</b>		<b>\$51.57 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,370.28					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	67.83					
Life Insurance	0.000224	31.19					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	395.94			139.88%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	113.80					
Total Benefits		\$5,079.55	65.67%	<b>\$85.43</b>	<b>\$119.50</b>	<b>\$17.56</b>	<b>\$222.49</b>
<b>Annual Salary + Benefits</b>				<b><u>\$153,771.60</u></b>			
Step B		<b>\$8,121.49 /Month</b>		<b>\$54.14 /Hour</b>			
Total Benefits		\$5,177.14	63.75%	<b>\$88.66</b>	<b>\$124.01</b>	<b>\$18.23</b>	<b>\$230.90</b>
<b>Annual Salary + Benefits</b>				<b><u>\$159,583.61</u></b>			
Step C		<b>\$8,527.56 /Month</b>		<b>\$56.85 /Hour</b>			
Total Benefits		\$5,278.83	61.90%	<b>\$92.04</b>	<b>\$128.75</b>	<b>\$18.92</b>	<b>\$239.71</b>
<b>Annual Salary + Benefits</b>				<b><u>\$165,676.73</u></b>			
Step D		<b>\$8,953.94 /Month</b>		<b>\$59.69 /Hour</b>			
Total Benefits		\$5,384.71	60.14%	<b>\$95.59</b>	<b>\$133.71</b>	<b>\$19.65</b>	<b>\$248.95</b>
<b>Annual Salary + Benefits</b>				<b><u>\$172,063.83</u></b>			
Step E		<b>\$9,401.64 /Month</b>		<b>\$62.68 /Hour</b>			
Total Benefits		\$5,495.89	58.46%	<b>\$99.32</b>	<b>\$138.92</b>	<b>\$20.42</b>	<b>\$258.66</b>
<b>Annual Salary + Benefits</b>				<b><u>\$178,770.31</u></b>			



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

<b>Step A</b>		<b>\$7,973.09 /Month</b>		<b>\$53.15 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,392.10					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	69.92					
Life Insurance	0.000224	32.15					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	402.24					
Vision Insurance		23.45					
Medicare	0.014500	<u>115.61</u>					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,999.16	62.70%	<b>\$86.48</b>	<b>\$102.47</b>	<b>\$17.78</b>	<b>\$206.73</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,666.94</u></b>			
<b>Step B</b>		<b>\$8,371.74 /Month</b>		<b>\$55.81 /Hour</b>			
	Total Benefits	\$5,099.60	60.91%	<b>\$89.81</b>	<b>\$106.41</b>	<b>\$18.46</b>	<b>\$214.68</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,656.09</u></b>			
<b>Step C</b>		<b>\$8,790.33 /Month</b>		<b>\$58.60 /Hour</b>			
	Total Benefits	\$5,203.54	59.20%	<b>\$93.29</b>	<b>\$110.54</b>	<b>\$19.18</b>	<b>\$223.01</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,926.50</u></b>			
<b>Step D</b>		<b>\$9,229.85 /Month</b>		<b>\$61.53 /Hour</b>			
	Total Benefits	\$5,312.69	57.56%	<b>\$96.95</b>	<b>\$114.88</b>	<b>\$19.93</b>	<b>\$231.76</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$174,510.44</u></b>			
<b>Step E</b>		<b>\$9,691.33 /Month</b>		<b>\$64.61 /Hour</b>			
	Total Benefits	\$5,427.28	56.00%	<b>\$100.79</b>	<b>\$119.43</b>	<b>\$20.72</b>	<b>\$240.94</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$181,423.33</u></b>			



### Senior Water Service Worker Department: Public Works

Step A		<b>\$7,224.96 /Month</b>		<b>\$48.17 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,261.48		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	63.36					
Life Insurance	0.000224	29.13					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	364.50					
Vision Insurance		23.45					
Medicare	0.014500	104.76					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
				<b>\$80.24</b>	<b>\$95.07</b>	<b>\$16.50</b>	<b>\$191.81</b>
Total Benefits		\$4,810.36	66.58%	<b>\$80.24</b>	<b>\$95.07</b>	<b>\$16.50</b>	<b>\$191.81</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$144,423.88</u></b>			

Step B		<b>\$7,586.21 /Month</b>		<b>\$50.57 /Hour</b>			
Total Benefits		\$4,901.53	64.61%	<b>\$83.25</b>	<b>\$98.64</b>	<b>\$17.12</b>	<b>\$199.01</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,852.82</u></b>			

Step C		<b>\$7,965.52 /Month</b>		<b>\$53.10 /Hour</b>			
Total Benefits		\$4,997.24	62.74%	<b>\$86.42</b>	<b>\$102.40</b>	<b>\$17.77</b>	<b>\$206.59</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,553.18</u></b>			

Step D		<b>\$8,363.80 /Month</b>		<b>\$55.76 /Hour</b>			
Total Benefits		\$5,097.63	60.95%	<b>\$89.74</b>	<b>\$106.34</b>	<b>\$18.45</b>	<b>\$214.53</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,537.15</u></b>			

Step E		<b>\$8,781.98 /Month</b>		<b>\$58.55 /Hour</b>			
Total Benefits		\$5,201.47	59.23%	<b>\$93.22</b>	<b>\$110.46</b>	<b>\$19.17</b>	<b>\$222.85</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,801.42</u></b>			



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

<b>Step A</b>		<b>\$6,105.83 /Month</b>		<b>\$40.71 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,066.08					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.55					
Life Insurance	0.000224	24.62					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	308.04			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>88.53</u>					
<b>Total Benefits</b>		<b>\$4,527.95</b>	<b>74.16%</b>	<b>\$70.89</b>	<b>\$84.00</b>	<b>\$14.58</b>	<b>\$169.47</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$127,605.34</u></b>			
<b>Step B</b>							
		<b>\$6,411.12 /Month</b>		<b>\$42.74 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,604.99</b>	<b>71.83%</b>	<b>\$73.44</b>	<b>\$87.02</b>	<b>\$15.10</b>	<b>\$175.56</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$132,193.31</u></b>			
<b>Step C</b>							
		<b>\$6,731.68 /Month</b>		<b>\$44.88 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,685.88</b>	<b>69.61%</b>	<b>\$76.12</b>	<b>\$90.19</b>	<b>\$15.65</b>	<b>\$181.96</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$137,010.75</u></b>			
<b>Step D</b>							
		<b>\$7,068.27 /Month</b>		<b>\$47.12 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,770.82</b>	<b>67.50%</b>	<b>\$78.93</b>	<b>\$93.52</b>	<b>\$16.23</b>	<b>\$188.68</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$142,069.10</u></b>			
<b>Step E</b>							
		<b>\$7,421.68 /Month</b>		<b>\$49.48 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,860.01</b>	<b>65.48%</b>	<b>\$81.88</b>	<b>\$97.02</b>	<b>\$16.83</b>	<b>\$195.73</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$147,380.23</u></b>			





## Solid Waste Equipment Operator II

### Department: Public Works

Step A		<b>\$6,731.68 /Month</b>		<b>\$44.88 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,175.35		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	59.04					
Life Insurance	0.000224	27.14					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	339.61					
Vision Insurance		23.45					
Medicare	0.014500	97.61					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,685.88	69.61%	<b>\$76.12</b>	<b>\$90.19</b>	<b>\$15.65</b>	<b>\$181.96</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$137,010.75</u></b>			
Step B		<b>\$7,068.27 /Month</b>		<b>\$47.12 /Hour</b>			
	Total Benefits	\$4,770.82	67.50%	<b>\$78.93</b>	<b>\$93.52</b>	<b>\$16.23</b>	<b>\$188.68</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$142,069.10</u></b>			
Step C		<b>\$7,421.68 /Month</b>		<b>\$49.48 /Hour</b>			
	Total Benefits	\$4,860.01	65.48%	<b>\$81.88</b>	<b>\$97.02</b>	<b>\$16.83</b>	<b>\$195.73</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$147,380.23</u></b>			
Step D		<b>\$7,792.76 /Month</b>		<b>\$51.95 /Hour</b>			
	Total Benefits	\$4,953.65	63.57%	<b>\$84.98</b>	<b>\$100.69</b>	<b>\$17.47</b>	<b>\$203.14</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$152,956.90</u></b>			
Step E		<b>\$8,182.40 /Month</b>		<b>\$54.55 /Hour</b>			
	Total Benefits	\$5,051.98	61.74%	<b>\$88.23</b>	<b>\$104.54</b>	<b>\$18.14</b>	<b>\$210.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$158,812.50</u></b>			



**Solid Waste Manager  
Department: Public Works**

<b>Step A</b>		<b>\$10,660.42 /Month</b>		<b>\$71.07 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,861.31			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	93.49					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	429.81					
Workers Comp.	0.050450	537.82					
Vision Insurance		23.45					
Medicare	0.014500	154.58					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,097.74	57.20%	<b>\$111.72</b>	<b>\$132.38</b>	<b>\$22.97</b>	<b>\$267.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$201,097.90</u></b>			
<b>Step B</b>		<b>\$11,193.45 /Month</b>		<b>\$74.62 /Hour</b>			
	Total Benefits	\$6,246.09	55.80%	<b>\$116.26</b>	<b>\$137.76</b>	<b>\$23.90</b>	<b>\$277.92</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$209,274.49</u></b>			
<b>Step C</b>		<b>\$11,753.11 /Month</b>		<b>\$78.35 /Hour</b>			
	Total Benefits	\$6,401.86	54.47%	<b>\$121.03</b>	<b>\$143.41</b>	<b>\$24.88</b>	<b>\$289.32</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$217,859.59</u></b>			
<b>Step D</b>		<b>\$12,340.77 /Month</b>		<b>\$82.27 /Hour</b>			
	Total Benefits	\$6,565.41	53.20%	<b>\$126.04</b>	<b>\$149.35</b>	<b>\$25.91</b>	<b>\$301.30</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$226,874.20</u></b>			
<b>Step E</b>		<b>\$12,957.81 /Month</b>		<b>\$86.39 /Hour</b>			
	Total Benefits	\$6,737.15	51.99%	<b>\$131.30</b>	<b>\$155.58</b>	<b>\$27.00</b>	<b>\$313.88</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$236,339.49</u></b>			



**Solid Waste Supervisor  
Department: Public Works**

<b>Step A</b>		<b>\$8,885.54 /Month</b>		<b>\$59.24 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,551.42			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	77.93					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	287.71					
Workers Comp.	0.050450	448.28					
Vision Insurance		23.45					
Medicare	0.014500	128.84					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,514.90	62.07%	<b>\$96.00</b>	<b>\$113.75</b>	<b>\$19.74</b>	<b>\$229.49</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,805.26</u></b>			
<b>Step B</b>		<b>\$9,329.81 /Month</b>		<b>\$62.20 /Hour</b>			
	Total Benefits	\$5,634.10	60.39%	<b>\$99.76</b>	<b>\$118.20</b>	<b>\$20.51</b>	<b>\$238.47</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,566.98</u></b>			
<b>Step C</b>		<b>\$9,796.31 /Month</b>		<b>\$65.31 /Hour</b>			
	Total Benefits	\$5,759.28	58.79%	<b>\$103.70</b>	<b>\$122.88</b>	<b>\$21.32</b>	<b>\$247.90</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$186,667.03</u></b>			
<b>Step D</b>		<b>\$10,286.12 /Month</b>		<b>\$68.57 /Hour</b>			
	Total Benefits	\$5,890.70	57.27%	<b>\$107.85</b>	<b>\$127.79</b>	<b>\$22.17</b>	<b>\$257.81</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$194,121.86</u></b>			
<b>Step E</b>		<b>\$10,800.42 /Month</b>		<b>\$72.00 /Hour</b>			
	Total Benefits	\$6,028.70	55.82%	<b>\$112.19</b>	<b>\$132.94</b>	<b>\$23.07</b>	<b>\$268.20</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$201,949.42</u></b>			



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

<b>Step A</b>		<b>\$5,541.84 /Month</b>		<b>\$36.95 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	967.61					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	48.60					
Life Insurance	0.000224	22.34					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	279.59			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	80.36					
<b>Total Benefits</b>		<b>\$4,385.62</b>	<b>79.14%</b>	<b>\$66.18</b>	<b>\$78.42</b>	<b>\$13.61</b>	<b>\$158.21</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$119,129.57</u></b>			
<b>Step B</b>		<b>\$5,818.93 /Month</b>		<b>\$38.79 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,455.55</b>	<b>76.57%</b>	<b>\$68.50</b>	<b>\$81.16</b>	<b>\$14.08</b>	<b>\$163.74</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$123,293.74</u></b>			
<b>Step C</b>		<b>\$6,109.88 /Month</b>		<b>\$40.73 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,528.97</b>	<b>74.13%</b>	<b>\$70.93</b>	<b>\$84.04</b>	<b>\$14.58</b>	<b>\$169.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$127,666.21</u></b>			
<b>Step D</b>		<b>\$6,415.38 /Month</b>		<b>\$42.77 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,606.06</b>	<b>71.80%</b>	<b>\$73.48</b>	<b>\$87.06</b>	<b>\$15.11</b>	<b>\$175.65</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$132,257.33</u></b>			
<b>Step E</b>		<b>\$6,736.14 /Month</b>		<b>\$44.91 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,687.01</b>	<b>69.58%</b>	<b>\$76.15</b>	<b>\$90.24</b>	<b>\$15.66</b>	<b>\$182.05</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$137,077.78</u></b>			



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

<b>Step A</b>		<b>\$6,109.88 /Month</b>		<b>\$40.73 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,066.79					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	53.58					
Life Insurance	0.000224	24.64					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	308.24			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	88.59					
	<b>Total Benefits</b>	<b>\$4,528.97</b>	<b>74.13%</b>	<b>\$70.93</b>	<b>\$84.04</b>	<b>\$14.58</b>	<b>\$169.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$127,666.21</u></b>			
<b>Step B</b>		<b>\$6,415.38 /Month</b>		<b>\$42.77 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,606.06</b>	<b>71.80%</b>	<b>\$73.48</b>	<b>\$87.06</b>	<b>\$15.11</b>	<b>\$175.65</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$132,257.33</u></b>			
<b>Step C</b>		<b>\$6,736.14 /Month</b>		<b>\$44.91 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,687.01</b>	<b>69.58%</b>	<b>\$76.15</b>	<b>\$90.24</b>	<b>\$15.66</b>	<b>\$182.05</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$137,077.78</u></b>			
<b>Step D</b>		<b>\$7,072.95 /Month</b>		<b>\$47.15 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,772.00</b>	<b>67.47%</b>	<b>\$78.97</b>	<b>\$93.57</b>	<b>\$16.24</b>	<b>\$188.78</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$142,139.44</u></b>			
<b>Step E</b>		<b>\$7,426.60 /Month</b>		<b>\$49.51 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,861.25</b>	<b>65.46%</b>	<b>\$81.92</b>	<b>\$97.07</b>	<b>\$16.84</b>	<b>\$195.83</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$147,454.17</u></b>			



**Street Sweeper Operator  
Department: Public Works**

<b>Step A</b>		<b>\$6,412.27 /Month</b>		<b>\$42.75 /Hour</b>			
<b>Benefit</b>	<b>Multiplier</b>				<b>Category</b>		
PERS - Employer	0.174600	1,119.58			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	56.24					
Life Insurance	0.000224	25.85					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	323.50			118.49%	20.56%	
Vision Insurance		23.45		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	<u>92.98</u>		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$4,605.28	71.82%	\$73.45	\$87.03	\$15.10	\$175.58
				<u><u><b>Annual Salary + Benefits</b></u></u>			
				<u><u><b>\$132,210.59</b></u></u>			

<b>Step B</b>		<b>\$6,732.88 /Month</b>		<b>\$44.89 /Hour</b>			
	Total Benefits	\$4,686.19	69.60%	\$76.13	\$90.20	\$15.65	\$181.98
				<u><u><b>Annual Salary + Benefits</b></u></u>			
				<u><u><b>\$137,028.79</b></u></u>			

<b>Step C</b>		<b>\$7,069.53 /Month</b>		<b>\$47.13 /Hour</b>			
	Total Benefits	\$4,771.14	67.49%	\$78.94	\$93.53	\$16.23	\$188.70
				<u><u><b>Annual Salary + Benefits</b></u></u>			
				<u><u><b>\$142,088.04</b></u></u>			

<b>Step D</b>		<b>\$7,423.00 /Month</b>		<b>\$49.49 /Hour</b>			
	Total Benefits	\$4,860.34	65.48%	\$81.89	\$97.03	\$16.84	\$195.76
				<u><u><b>Annual Salary + Benefits</b></u></u>			
				<u><u><b>\$147,400.07</b></u></u>			

<b>Step E</b>		<b>\$7,794.15 /Month</b>		<b>\$51.96 /Hour</b>			
	Total Benefits	\$4,954.00	63.56%	\$84.99	\$100.70	\$17.47	\$203.16
				<u><u><b>Annual Salary + Benefits</b></u></u>			
				<u><u><b>\$152,977.79</b></u></u>			



**Streets Manager  
Department: Public Works**

<b>Step A</b>		<b>\$10,515.85 /Month</b>		<b>\$70.11 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,836.07			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	92.22					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	425.48					
Workers Comp.	0.050450	530.52					
Vision Insurance		23.45					
Medicare	0.014500	152.48					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$6,057.50	57.60%	<b>\$110.49</b>	<b>\$130.92</b>	<b>\$22.72</b>	<b>\$264.13</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$198,880.22</u></b>			

<b>Step B</b>		<b>\$11,041.65 /Month</b>		<b>\$73.61 /Hour</b>			
Total Benefits		\$6,203.84	56.19%	<b>\$114.97</b>	<b>\$136.23</b>	<b>\$23.64</b>	<b>\$274.84</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$206,945.90</u></b>			

<b>Step C</b>		<b>\$11,593.73 /Month</b>		<b>\$77.29 /Hour</b>			
Total Benefits		\$6,357.50	54.84%	<b>\$119.67</b>	<b>\$141.80</b>	<b>\$24.61</b>	<b>\$286.08</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$215,414.72</u></b>			

<b>Step D</b>		<b>\$12,173.41 /Month</b>		<b>\$81.16 /Hour</b>			
Total Benefits		\$6,518.83	53.55%	<b>\$124.61</b>	<b>\$147.66</b>	<b>\$25.62</b>	<b>\$297.89</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$224,306.92</u></b>			

<b>Step E</b>		<b>\$12,782.08 /Month</b>		<b>\$85.21 /Hour</b>			
Total Benefits		\$6,688.24	52.33%	<b>\$129.80</b>	<b>\$153.80</b>	<b>\$26.69</b>	<b>\$310.29</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$233,643.82</u></b>			



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

<b>Step A</b>		<b>\$9,147.99 /Month</b>		<b>\$60.99 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,597.24			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	80.23					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	292.96					
Workers Comp.	0.050450	461.52					
Vision Insurance		23.45					
Medicare	0.014500	132.65					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$5,585.32	61.06%	<b>\$98.22</b>	<b>\$116.38</b>	<b>\$20.19</b>	<b>\$234.79</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$176,799.70</u></b>			
<b>Step B</b>		<b>\$9,605.39 /Month</b>		<b>\$64.04 /Hour</b>			
Total Benefits		\$5,708.05	59.43%	<b>\$102.09</b>	<b>\$120.97</b>	<b>\$20.99</b>	<b>\$244.05</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$183,761.26</u></b>			
<b>Step C</b>		<b>\$10,085.66 /Month</b>		<b>\$67.24 /Hour</b>			
Total Benefits		\$5,836.91	57.87%	<b>\$106.15</b>	<b>\$125.78</b>	<b>\$21.82</b>	<b>\$253.75</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$191,070.89</u></b>			
<b>Step D</b>		<b>\$10,589.94 /Month</b>		<b>\$70.60 /Hour</b>			
Total Benefits		\$5,972.22	56.40%	<b>\$110.41</b>	<b>\$130.83</b>	<b>\$22.70</b>	<b>\$263.94</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$198,745.95</u></b>			
<b>Step E</b>		<b>\$11,119.44 /Month</b>		<b>\$74.13 /Hour</b>			
Total Benefits		\$6,114.30	54.99%	<b>\$114.89</b>	<b>\$136.14</b>	<b>\$23.62</b>	<b>\$274.65</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$206,804.86</u></b>			





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

<b>Step A</b>		<b>\$5,788.84 /Month</b>		<b>\$38.59 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,030.53					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	50.77					
Life Insurance	0.000224	23.34					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	297.77			30.82%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	85.58					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,588.50	79.26%	\$69.18	\$21.32	\$14.22	\$104.72
		<b>Annual Salary + Benefits</b>		<b><u>\$124,528.03</u></b>			
<b>Step B</b>		<b>\$6,078.28 /Month</b>		<b>\$40.52 /Hour</b>			
Total Benefits		\$4,661.54	76.69%	\$71.60	\$22.07	\$14.72	\$108.39
		<b>Annual Salary + Benefits</b>		<b><u>\$128,877.80</u></b>			
<b>Step C</b>		<b>\$6,382.19 /Month</b>		<b>\$42.55 /Hour</b>			
Total Benefits		\$4,738.23	74.24%	\$74.14	\$22.85	\$15.24	\$112.23
		<b>Annual Salary + Benefits</b>		<b><u>\$133,445.02</u></b>			
<b>Step D</b>		<b>\$6,701.30 /Month</b>		<b>\$44.68 /Hour</b>			
Total Benefits		\$4,818.76	71.91%	\$76.80	\$23.67	\$15.79	\$116.26
		<b>Annual Salary + Benefits</b>		<b><u>\$138,240.68</u></b>			
<b>Step E</b>		<b>\$7,036.36 /Month</b>		<b>\$46.91 /Hour</b>			
Total Benefits		\$4,903.31	69.69%	\$79.60	\$24.53	\$16.37	\$120.50
		<b>Annual Salary + Benefits</b>		<b><u>\$143,276.04</u></b>			



**Technical Assistant I**  
**Department: Engineering**

<b>Step A</b>		<b>\$5,788.84 /Month</b>		<b>\$38.59 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,030.53					Office Employees
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	50.77					
Life Insurance	0.000224	23.34					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	297.77			84.43%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	85.58					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,588.50	79.26%	<b>\$69.18</b>	<b>\$58.41</b>	<b>\$14.22</b>	<b>\$141.81</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$124,528.03</u></b>			
<b>Step B</b>		<b>\$6,078.28 /Month</b>		<b>\$40.52 /Hour</b>			
Total Benefits		\$4,661.54	76.69%	<b>\$71.60</b>	<b>\$60.45</b>	<b>\$14.72</b>	<b>\$146.77</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$128,877.80</u></b>			
<b>Step C</b>		<b>\$6,382.19 /Month</b>		<b>\$42.55 /Hour</b>			
Total Benefits		\$4,738.23	74.24%	<b>\$74.14</b>	<b>\$62.59</b>	<b>\$15.24</b>	<b>\$151.97</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$133,445.02</u></b>			
<b>Step D</b>		<b>\$6,701.30 /Month</b>		<b>\$44.68 /Hour</b>			
Total Benefits		\$4,818.76	71.91%	<b>\$76.80</b>	<b>\$64.84</b>	<b>\$15.79</b>	<b>\$157.43</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$138,240.68</u></b>			
<b>Step E</b>		<b>\$7,036.36 /Month</b>		<b>\$46.91 /Hour</b>			
Total Benefits		\$4,903.31	69.69%	<b>\$79.60</b>	<b>\$67.20</b>	<b>\$16.37</b>	<b>\$163.17</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$143,276.04</u></b>			



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

<b>Step A</b>		<b>\$6,382.19 /Month</b>		<b>\$42.55 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,134.13	Office Employees				
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	55.97					
Life Insurance	0.000224	25.73					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	327.70					
Vision Insurance		23.45					
Medicare	0.014500	94.19					
Total Benefits		\$4,738.23	74.24%	<b>\$74.14</b>	<b>\$22.85</b>	<b>\$15.24</b>	<b>\$112.23</b>
<b>Annual Salary + Benefits</b>				<b><u>\$133,445.02</u></b>			
<b>Step B</b>		<b>\$6,701.30 /Month</b>		<b>\$44.68 /Hour</b>			
Total Benefits		\$4,818.76	71.91%	<b>\$76.80</b>	<b>\$23.67</b>	<b>\$15.79</b>	<b>\$116.26</b>
<b>Annual Salary + Benefits</b>				<b><u>\$138,240.68</u></b>			
<b>Step C</b>		<b>\$7,036.36 /Month</b>		<b>\$46.91 /Hour</b>			
Total Benefits		\$4,903.31	69.69%	<b>\$79.60</b>	<b>\$24.53</b>	<b>\$16.37</b>	<b>\$120.50</b>
<b>Annual Salary + Benefits</b>				<b><u>\$143,276.04</u></b>			
<b>Step D</b>		<b>\$7,388.19 /Month</b>		<b>\$49.25 /Hour</b>			
Total Benefits		\$4,992.09	67.57%	<b>\$82.54</b>	<b>\$25.44</b>	<b>\$16.97</b>	<b>\$124.95</b>
<b>Annual Salary + Benefits</b>				<b><u>\$148,563.42</u></b>			
<b>Step E</b>		<b>\$7,757.60 /Month</b>		<b>\$51.72 /Hour</b>			
Total Benefits		\$5,085.32	65.55%	<b>\$85.62</b>	<b>\$26.39</b>	<b>\$17.60</b>	<b>\$129.61</b>
<b>Annual Salary + Benefits</b>				<b><u>\$154,114.99</u></b>			



**Technical Assistant II**  
**Department: Engineering**

<b>Step A</b>		<b>\$6,382.19 /Month</b>		<b>\$42.55 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,134.13			Office Employees		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	55.97					
Life Insurance	0.000224	25.73					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	327.70					
Vision Insurance		23.45					
Medicare	0.014500	94.19					
				<b>Hourly Rate &amp; Benefits</b>	<b>84.43% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$4,738.23	74.24%	\$74.14	\$62.59	\$15.24	\$151.97
		<b>Annual Salary + Benefits</b>		<b><u>\$133,445.02</u></b>			

<b>Step B</b>		<b>\$6,701.30 /Month</b>		<b>\$44.68 /Hour</b>			
	Total Benefits	\$4,818.76	71.91%	\$76.80	\$64.84	\$15.79	\$157.43
		<b>Annual Salary + Benefits</b>		<b><u>\$138,240.68</u></b>			

<b>Step C</b>		<b>\$7,036.36 /Month</b>		<b>\$46.91 /Hour</b>			
	Total Benefits	\$4,903.31	69.69%	\$79.60	\$67.20	\$16.37	\$163.17
		<b>Annual Salary + Benefits</b>		<b><u>\$143,276.04</u></b>			

<b>Step D</b>		<b>\$7,388.19 /Month</b>		<b>\$49.25 /Hour</b>			
	Total Benefits	\$4,992.09	67.57%	\$82.54	\$69.68	\$16.97	\$169.19
		<b>Annual Salary + Benefits</b>		<b><u>\$148,563.42</u></b>			

<b>Step E</b>		<b>\$7,757.60 /Month</b>		<b>\$51.72 /Hour</b>			
	Total Benefits	\$5,085.32	65.55%	\$85.62	\$72.29	\$17.60	\$175.51
		<b>Annual Salary + Benefits</b>		<b><u>\$154,114.99</u></b>			



**Utilities Maintenance Mechanic  
Department: Public Works**

<b>Step A</b>		<b>\$8,011.45 /Month</b>		<b>\$53.41 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,398.80					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	70.26					
Life Insurance	0.000224	32.30					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	404.18			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	116.17					
Total Benefits		\$5,008.84	62.52%	<b>\$86.80</b>	<b>\$102.85</b>	<b>\$17.85</b>	<b>\$207.50</b>
<b>Annual Salary + Benefits</b>				<b><u>\$156,243.43</u></b>			
<b>Step B</b>		<b>\$8,412.01 /Month</b>		<b>\$56.08 /Hour</b>			
Total Benefits		\$5,109.60	60.74%	<b>\$90.14</b>	<b>\$106.81</b>	<b>\$18.53</b>	<b>\$215.48</b>
<b>Annual Salary + Benefits</b>				<b><u>\$162,259.32</u></b>			
<b>Step C</b>		<b>\$8,832.61 /Month</b>		<b>\$58.88 /Hour</b>			
Total Benefits		\$5,214.04	59.03%	<b>\$93.64</b>	<b>\$110.96</b>	<b>\$19.25</b>	<b>\$223.85</b>
<b>Annual Salary + Benefits</b>				<b><u>\$168,559.84</u></b>			
<b>Step D</b>		<b>\$9,274.25 /Month</b>		<b>\$61.83 /Hour</b>			
Total Benefits		\$5,323.71	57.40%	<b>\$97.32</b>	<b>\$115.31</b>	<b>\$20.01</b>	<b>\$232.64</b>
<b>Annual Salary + Benefits</b>				<b><u>\$175,175.54</u></b>			
<b>Step E</b>		<b>\$9,737.96 /Month</b>		<b>\$64.92 /Hour</b>			
Total Benefits		\$5,438.86	55.85%	<b>\$101.18</b>	<b>\$119.89</b>	<b>\$20.80</b>	<b>\$241.87</b>
<b>Annual Salary + Benefits</b>				<b><u>\$182,121.84</u></b>			



## Wastewater Operations Manager Department: Public Works

Step A		<b>\$10,756.06 /Month</b>		<b>\$71.71 /Hour</b>					
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>					
PERS - Employer	0.174600	1,878.01		Non-Sworn Managers / Confidential					
Management Incentive		0.00							
EAP		4.05							
Health Insurance		2,138.34							
Dental Insurance		148.29							
LTD & STD Insurance	0.008770	94.33							
Life Insurance	0.000224	33.60							
Longevity		0.00							
Holiday Pay		0.00							
Uniform Allowance		0.00							
Educational Supplement		0.00							
Standby		0.00							
Retiree Medical		673.00							
Deferred Comp.	3% + \$110	432.68							
Workers Comp.	0.050450	542.64							
Vision Insurance		23.45							
Medicare	0.014500	155.96		<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>		
Total Benefits		\$6,124.36	56.94%	<b>\$112.54</b>	<b>\$133.34</b>	<b>\$23.14</b>	<b>\$269.02</b>		
		<b>Annual Salary + Benefits</b>		<b><u>\$202,565.00</u></b>					
Step B		<b>\$11,293.87 /Month</b>		<b>\$75.29 /Hour</b>					
		Total Benefits		\$6,274.04	55.55%	<b>\$117.12</b>	<b>\$138.77</b>	<b>\$24.08</b>	<b>\$279.97</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$210,814.92</u></b>					
Step C		<b>\$11,858.55 /Month</b>		<b>\$79.06 /Hour</b>					
		Total Benefits		\$6,431.20	54.23%	<b>\$121.93</b>	<b>\$144.48</b>	<b>\$25.07</b>	<b>\$291.48</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$219,477.02</u></b>					
Step D		<b>\$12,451.49 /Month</b>		<b>\$83.01 /Hour</b>					
		Total Benefits		\$6,596.23	52.98%	<b>\$126.98</b>	<b>\$150.46</b>	<b>\$26.11</b>	<b>\$303.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$228,572.62</u></b>					
Step E		<b>\$13,074.06 /Month</b>		<b>\$87.16 /Hour</b>					
		Total Benefits		\$6,769.50	51.78%	<b>\$132.29</b>	<b>\$156.75</b>	<b>\$27.20</b>	<b>\$316.24</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$238,122.75</u></b>					



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

<b>Step A</b>		<b>\$5,333.54 /Month</b>		<b>\$35.56 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	931.24			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	46.78					
Life Insurance	0.000224	21.50					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	269.08					
Vision Insurance		23.45					
Medicare	0.014500	77.34					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,333.06	81.24%	\$64.44	\$76.36	\$13.25	\$154.05
		<b>Annual Salary + Benefits</b>		<b><u>\$115,999.19</u></b>			
<b>Step B</b>		<b>\$5,600.23 /Month</b>		<b>\$37.33 /Hour</b>			
Total Benefits		\$4,400.36	78.57%	\$66.67	\$79.00	\$13.71	\$159.38
		<b>Annual Salary + Benefits</b>		<b><u>\$120,007.07</u></b>			
<b>Step C</b>		<b>\$5,880.23 /Month</b>		<b>\$39.20 /Hour</b>			
Total Benefits		\$4,471.02	76.03%	\$69.01	\$81.77	\$14.19	\$164.97
		<b>Annual Salary + Benefits</b>		<b><u>\$124,214.97</u></b>			
<b>Step D</b>		<b>\$6,174.25 /Month</b>		<b>\$41.16 /Hour</b>			
Total Benefits		\$4,545.21	73.62%	\$71.46	\$84.68	\$14.69	\$170.83
		<b>Annual Salary + Benefits</b>		<b><u>\$128,633.57</u></b>			
<b>Step E</b>		<b>\$6,482.96 /Month</b>		<b>\$43.22 /Hour</b>			
Total Benefits		\$4,623.12	71.31%	\$74.04	\$87.73	\$15.22	\$176.99
		<b>Annual Salary + Benefits</b>		<b><u>\$133,272.94</u></b>			



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

<b>Step A</b>		<b>\$6,482.96 /Month</b>		<b>\$43.22 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,131.92			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	56.86					
Life Insurance	0.000224	26.14					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	327.07			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	94.00					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,623.12	71.31%	<b>\$74.04</b>	<b>\$87.73</b>	<b>\$15.22</b>	<b>\$176.99</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$133,272.94</u></b>			

<b>Step B</b>		<b>\$6,807.11 /Month</b>		<b>\$45.38 /Hour</b>			
Total Benefits		\$4,704.92	69.12%	<b>\$76.75</b>	<b>\$90.94</b>	<b>\$15.78</b>	<b>\$183.47</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$138,144.33</u></b>			

<b>Step C</b>		<b>\$7,147.46 /Month</b>		<b>\$47.65 /Hour</b>			
Total Benefits		\$4,790.81	67.03%	<b>\$79.59</b>	<b>\$94.30</b>	<b>\$16.36</b>	<b>\$190.25</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$143,259.19</u></b>			

<b>Step D</b>		<b>\$7,504.84 /Month</b>		<b>\$50.03 /Hour</b>			
Total Benefits		\$4,880.99	65.04%	<b>\$82.57</b>	<b>\$97.84</b>	<b>\$16.98</b>	<b>\$197.39</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$148,629.98</u></b>			

<b>Step E</b>		<b>\$7,880.08 /Month</b>		<b>\$52.53 /Hour</b>			
Total Benefits		\$4,975.68	63.14%	<b>\$85.71</b>	<b>\$101.55</b>	<b>\$17.62</b>	<b>\$204.88</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,269.17</u></b>			





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

<b>Step A</b>		<b>\$7,147.46 /Month</b>		<b>\$47.65 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,247.95			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	62.68					
Life Insurance	0.000224	28.82					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	360.59					
Vision Insurance		23.45					
Medicare	0.014500	103.64					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,790.81	67.03%	<b>\$79.59</b>	<b>\$94.30</b>	<b>\$16.36</b>	<b>\$190.25</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$143,259.19</u></b>			

<b>Step B</b>		<b>\$7,504.84 /Month</b>		<b>\$50.03 /Hour</b>			
Total Benefits		\$4,880.99	65.04%	<b>\$82.57</b>	<b>\$97.84</b>	<b>\$16.98</b>	<b>\$197.39</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$148,629.98</u></b>			

<b>Step C</b>		<b>\$7,880.08 /Month</b>		<b>\$52.53 /Hour</b>			
Total Benefits		\$4,975.68	63.14%	<b>\$85.71</b>	<b>\$101.55</b>	<b>\$17.62</b>	<b>\$204.88</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$154,269.17</u></b>			

<b>Step D</b>		<b>\$8,274.08 /Month</b>		<b>\$55.16 /Hour</b>			
Total Benefits		\$5,075.11	61.34%	<b>\$88.99</b>	<b>\$105.45</b>	<b>\$18.30</b>	<b>\$212.74</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$160,190.29</u></b>			

<b>Step E</b>		<b>\$8,687.79 /Month</b>		<b>\$57.92 /Hour</b>			
Total Benefits		\$5,178.08	59.60%	<b>\$92.44</b>	<b>\$109.53</b>	<b>\$19.01</b>	<b>\$220.98</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,390.46</u></b>			



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

<b>Step A</b>		<b>\$7,880.08 /Month</b>		<b>\$52.53 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,375.86		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	69.11					
Life Insurance	0.000224	31.77					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	397.55		118.49%	20.56%		
Vision Insurance		23.45		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	114.26		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
Total Benefits		\$4,975.68	63.14%	<b>\$85.71</b>	<b>\$101.55</b>	<b>\$17.62</b>	<b>\$204.88</b>
<b>Annual Salary + Benefits</b>				<b><u>\$154,269.17</u></b>			
<b>Step B</b>		<b>\$8,274.08 /Month</b>		<b>\$55.16 /Hour</b>			
Total Benefits		\$5,075.11	61.34%	<b>\$88.99</b>	<b>\$105.45</b>	<b>\$18.30</b>	<b>\$212.74</b>
<b>Annual Salary + Benefits</b>				<b><u>\$160,190.29</u></b>			
<b>Step C</b>		<b>\$8,687.79 /Month</b>		<b>\$57.92 /Hour</b>			
Total Benefits		\$5,178.08	59.60%	<b>\$92.44</b>	<b>\$109.53</b>	<b>\$19.01</b>	<b>\$220.98</b>
<b>Annual Salary + Benefits</b>				<b><u>\$166,390.46</u></b>			
<b>Step D</b>		<b>\$9,122.18 /Month</b>		<b>\$60.81 /Hour</b>			
Total Benefits		\$5,285.95	57.95%	<b>\$96.05</b>	<b>\$113.81</b>	<b>\$19.75</b>	<b>\$229.61</b>
<b>Annual Salary + Benefits</b>				<b><u>\$172,897.56</u></b>			
<b>Step E</b>		<b>\$9,578.29 /Month</b>		<b>\$63.86 /Hour</b>			
Total Benefits		\$5,399.21	56.37%	<b>\$99.85</b>	<b>\$118.31</b>	<b>\$20.53</b>	<b>\$238.69</b>
<b>Annual Salary + Benefits</b>				<b><u>\$179,730.01</u></b>			



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

<b>Step A</b>		<b>\$8,687.79 /Month</b>		<b>\$57.92 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,516.89			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	76.19					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	438.30					
Vision Insurance		23.45					
Medicare	0.014500	125.97					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,178.08	59.60%	<b>\$92.44</b>	<b>\$109.53</b>	<b>\$19.01</b>	<b>\$220.98</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,390.46</u></b>			
<b>Step B</b>		<b>\$9,122.18 /Month</b>		<b>\$60.81 /Hour</b>			
	Total Benefits	\$5,285.95	57.95%	<b>\$96.05</b>	<b>\$113.81</b>	<b>\$19.75</b>	<b>\$229.61</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$172,897.56</u></b>			
<b>Step C</b>		<b>\$9,578.29 /Month</b>		<b>\$63.86 /Hour</b>			
	Total Benefits	\$5,399.21	56.37%	<b>\$99.85</b>	<b>\$118.31</b>	<b>\$20.53</b>	<b>\$238.69</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,730.01</u></b>			
<b>Step D</b>		<b>\$10,057.20 /Month</b>		<b>\$67.05 /Hour</b>			
	Total Benefits	\$5,518.13	54.87%	<b>\$103.84</b>	<b>\$123.03</b>	<b>\$21.35</b>	<b>\$248.22</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$186,904.01</u></b>			
<b>Step E</b>		<b>\$10,560.06 /Month</b>		<b>\$70.40 /Hour</b>			
	Total Benefits	\$5,643.00	53.44%	<b>\$108.02</b>	<b>\$127.99</b>	<b>\$22.21</b>	<b>\$258.22</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$194,436.77</u></b>			



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

<b>Step A</b>		<b>\$9,423.78 /Month</b>		<b>\$62.83 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,645.39			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.65					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.48					
Workers Comp.	0.050450	475.43					
Vision Insurance		23.45					
Medicare	0.014500	136.64					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,659.32	60.05%	\$100.55	\$119.15	\$20.67	\$240.37
		<b>Annual Salary + Benefits</b>		<b><u>\$180,997.18</u></b>			

<b>Step B</b>		<b>\$9,894.97 /Month</b>		<b>\$65.97 /Hour</b>			
	Total Benefits	\$5,785.75	58.47%	\$104.54	\$123.87	\$21.49	\$249.90
		<b>Annual Salary + Benefits</b>		<b><u>\$188,168.62</u></b>			

<b>Step C</b>		<b>\$10,389.73 /Month</b>		<b>\$69.26 /Hour</b>			
	Total Benefits	\$5,918.50	56.96%	\$108.72	\$128.82	\$22.35	\$259.89
		<b>Annual Salary + Benefits</b>		<b><u>\$195,698.79</u></b>			

<b>Step D</b>		<b>\$10,909.21 /Month</b>		<b>\$72.73 /Hour</b>			
	Total Benefits	\$6,057.89	55.53%	\$113.11	\$134.03	\$23.26	\$270.40
		<b>Annual Salary + Benefits</b>		<b><u>\$203,605.19</u></b>			

<b>Step E</b>		<b>\$11,454.67 /Month</b>		<b>\$76.36 /Hour</b>			
	Total Benefits	\$6,204.25	54.16%	\$117.73	\$139.49	\$24.20	\$281.42
		<b>Annual Salary + Benefits</b>		<b><u>\$211,907.00</u></b>			



**Water Conservation Specialist  
Department: Public Works**

<b>Step A</b>		<b>\$6,552.39 /Month</b>		<b>\$43.68 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,144.05					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	57.46					
Life Insurance	0.000224	26.42					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	330.57			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	<u>95.01</u>					
<b>Total Benefits</b>		<b>\$4,640.64</b>	<b>70.82%</b>	<b>\$74.62</b>	<b>\$88.42</b>	<b>\$15.34</b>	<b>\$178.38</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,316.34</u></b>			
<b>Step B</b>							
		<b>\$6,880.01 /Month</b>		<b>\$45.87 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,723.31</b>	<b>68.65%</b>	<b>\$77.36</b>	<b>\$91.66</b>	<b>\$15.90</b>	<b>\$184.92</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$139,239.89</u></b>			
<b>Step C</b>							
		<b>\$7,224.01 /Month</b>		<b>\$48.16 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,810.12</b>	<b>66.59%</b>	<b>\$80.23</b>	<b>\$95.06</b>	<b>\$16.49</b>	<b>\$191.78</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$144,409.60</u></b>			
<b>Step D</b>							
		<b>\$7,585.21 /Month</b>		<b>\$50.57 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,901.27</b>	<b>64.62%</b>	<b>\$83.24</b>	<b>\$98.63</b>	<b>\$17.11</b>	<b>\$198.98</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,837.80</u></b>			
<b>Step E</b>							
		<b>\$7,964.47 /Month</b>		<b>\$53.10 /Hour</b>			
<b>Total Benefits</b>		<b>\$4,996.98</b>	<b>62.74%</b>	<b>\$86.41</b>	<b>\$102.39</b>	<b>\$17.77</b>	<b>\$206.57</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,537.40</u></b>			



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

<b>Step A</b>		<b>\$9,423.78 /Month</b>		<b>\$62.83 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,645.39			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	82.65					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	298.48					
Workers Comp.	0.050450	475.43					
Vision Insurance		23.45					
Medicare	0.014500	136.64					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$5,659.32	60.05%	\$100.55	\$119.15	\$20.67	\$240.37
		<b>Annual Salary + Benefits</b>		<b><u>\$180,997.18</u></b>			
<b>Step B</b>		<b>\$9,894.97 /Month</b>		<b>\$65.97 /Hour</b>			
	Total Benefits	\$5,785.75	58.47%	\$104.54	\$123.87	\$21.49	\$249.90
		<b>Annual Salary + Benefits</b>		<b><u>\$188,168.62</u></b>			
<b>Step C</b>		<b>\$10,389.73 /Month</b>		<b>\$69.26 /Hour</b>			
	Total Benefits	\$5,918.50	56.96%	\$108.72	\$128.82	\$22.35	\$259.89
		<b>Annual Salary + Benefits</b>		<b><u>\$195,698.79</u></b>			
<b>Step D</b>		<b>\$10,909.21 /Month</b>		<b>\$72.73 /Hour</b>			
	Total Benefits	\$6,057.89	55.53%	\$113.11	\$134.03	\$23.26	\$270.40
		<b>Annual Salary + Benefits</b>		<b><u>\$203,605.19</u></b>			
<b>Step E</b>		<b>\$11,454.67 /Month</b>		<b>\$76.36 /Hour</b>			
	Total Benefits	\$6,204.25	54.16%	\$117.73	\$139.49	\$24.20	\$281.42
		<b>Annual Salary + Benefits</b>		<b><u>\$211,907.00</u></b>			



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

<b>Step A</b>		<b>\$6,559.48 /Month</b>		<b>\$43.73 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,145.29					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	57.53					
Life Insurance	0.000224	26.45					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	330.93			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	95.11					
Total Benefits		\$4,642.43	70.77%	<b>\$74.68</b>	<b>\$88.49</b>	<b>\$15.35</b>	<b>\$178.52</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,422.89</u></b>			
<b>Step B</b>		<b>\$6,887.46 /Month</b>		<b>\$45.92 /Hour</b>			
Total Benefits		\$4,725.19	68.61%	<b>\$77.42</b>	<b>\$91.73</b>	<b>\$15.92</b>	<b>\$185.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$139,351.85</u></b>			
<b>Step C</b>		<b>\$7,231.83 /Month</b>		<b>\$48.21 /Hour</b>			
Total Benefits		\$4,812.10	66.54%	<b>\$80.29</b>	<b>\$95.14</b>	<b>\$16.51</b>	<b>\$191.94</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$144,527.12</u></b>			
<b>Step D</b>		<b>\$7,593.42 /Month</b>		<b>\$50.62 /Hour</b>			
Total Benefits		\$4,903.34	64.57%	<b>\$83.31</b>	<b>\$98.72</b>	<b>\$17.13</b>	<b>\$199.16</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,961.18</u></b>			
<b>Step E</b>		<b>\$7,973.09 /Month</b>		<b>\$53.15 /Hour</b>			
Total Benefits		\$4,999.16	62.70%	<b>\$86.48</b>	<b>\$102.47</b>	<b>\$17.78</b>	<b>\$206.73</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,666.94</u></b>			



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

<b>Step A</b>		<b>\$7,231.83 /Month</b>		<b>\$48.21 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,262.68					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	63.42					
Life Insurance	0.000224	29.16					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	364.85					
Vision Insurance		23.45					
Medicare	0.014500	104.86					
					118.49%	20.56%	
					<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,812.10	66.54%	<b>\$80.29</b>	<b>\$95.14</b>	<b>\$16.51</b>	<b>\$191.94</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$144,527.12</u></b>			
<b>Step B</b>		<b>\$7,593.42 /Month</b>		<b>\$50.62 /Hour</b>			
Total Benefits		\$4,903.34	64.57%	<b>\$83.31</b>	<b>\$98.72</b>	<b>\$17.13</b>	<b>\$199.16</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,961.18</u></b>			
<b>Step C</b>		<b>\$7,973.09 /Month</b>		<b>\$53.15 /Hour</b>			
Total Benefits		\$4,999.16	62.70%	<b>\$86.48</b>	<b>\$102.47</b>	<b>\$17.78</b>	<b>\$206.73</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,666.94</u></b>			
<b>Step D</b>		<b>\$8,371.74 /Month</b>		<b>\$55.81 /Hour</b>			
Total Benefits		\$5,099.60	60.91%	<b>\$89.81</b>	<b>\$106.41</b>	<b>\$18.46</b>	<b>\$214.68</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,656.09</u></b>			
<b>Step E</b>		<b>\$8,790.33 /Month</b>		<b>\$58.60 /Hour</b>			
Total Benefits		\$5,203.54	59.20%	<b>\$93.29</b>	<b>\$110.54</b>	<b>\$19.18</b>	<b>\$223.01</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$167,926.50</u></b>			





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

<b>Step A</b>		<b>\$10,756.06 /Month</b>		<b>\$71.71 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.174600	1,878.01			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	94.33					
Life Insurance	0.000224	33.60					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	432.68					
Workers Comp.	0.050450	542.64					
Vision Insurance		23.45					
Medicare	0.014500	155.96					
				<b>Hourly Rate &amp; Benefits</b>	<b>118.49% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>
	Total Benefits	\$6,124.36	56.94%	<b>\$112.54</b>	<b>\$133.34</b>	<b>\$23.14</b>	<b>\$269.02</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$202,565.00</u></b>			
<b>Step B</b>		<b>\$11,293.87 /Month</b>		<b>\$75.29 /Hour</b>			
	Total Benefits	\$6,274.04	55.55%	<b>\$117.12</b>	<b>\$138.77</b>	<b>\$24.08</b>	<b>\$279.97</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$210,814.92</u></b>			
<b>Step C</b>		<b>\$11,858.55 /Month</b>		<b>\$79.06 /Hour</b>			
	Total Benefits	\$6,431.20	54.23%	<b>\$121.93</b>	<b>\$144.48</b>	<b>\$25.07</b>	<b>\$291.48</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$219,477.02</u></b>			
<b>Step D</b>		<b>\$12,451.49 /Month</b>		<b>\$83.01 /Hour</b>			
	Total Benefits	\$6,596.23	52.98%	<b>\$126.98</b>	<b>\$150.46</b>	<b>\$26.11</b>	<b>\$303.55</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$228,572.62</u></b>			
<b>Step E</b>		<b>\$13,074.06 /Month</b>		<b>\$87.16 /Hour</b>			
	Total Benefits	\$6,769.50	51.78%	<b>\$132.29</b>	<b>\$156.75</b>	<b>\$27.20</b>	<b>\$316.24</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$238,122.75</u></b>			



## Water Production Supervisor Department: Public Works

<b>Step A</b>		<b>\$9,423.78 /Month</b>		<b>\$62.83 /Hour</b>					
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>					
PERS - Employer	0.174600	1,645.39		Non-Sworn Professionals / Supervisors					
Management Incentive		0.00							
EAP		4.05							
Health Insurance		2,138.34							
Dental Insurance		148.29							
LTD & STD Insurance	0.008770	82.65							
Life Insurance	0.000224	33.60							
Longevity		0.00							
Holiday Pay		0.00							
Uniform Allowance		0.00							
Educational Supplement		0.00							
Standby		0.00							
Retiree Medical		673.00							
Deferred Comp.	2% + \$110	298.48							
Workers Comp.	0.050450	475.43							
Vision Insurance		23.45							
Medicare	0.014500	136.64		<b>Hourly Rate &amp; Benefits</b>	118.49% <b>Department Overhead</b>	20.56% <b>Citywide Overhead</b>	<b>Total Hourly Rate</b>		
Total Benefits		\$5,659.32	60.05%	<b>\$100.55</b>	<b>\$119.15</b>	<b>\$20.67</b>	<b>\$240.37</b>		
		<b>Annual Salary + Benefits</b>		<b><u>\$180,997.18</u></b>					
<b>Step B</b>		<b>\$9,894.97 /Month</b>		<b>\$65.97 /Hour</b>					
		Total Benefits		\$5,785.75	58.47%	<b>\$104.54</b>	<b>\$123.87</b>	<b>\$21.49</b>	<b>\$249.90</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$188,168.62</u></b>					
<b>Step C</b>		<b>\$10,389.73 /Month</b>		<b>\$69.26 /Hour</b>					
		Total Benefits		\$5,918.50	56.96%	<b>\$108.72</b>	<b>\$128.82</b>	<b>\$22.35</b>	<b>\$259.89</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$195,698.79</u></b>					
<b>Step D</b>		<b>\$10,909.21 /Month</b>		<b>\$72.73 /Hour</b>					
		Total Benefits		\$6,057.89	55.53%	<b>\$113.11</b>	<b>\$134.03</b>	<b>\$23.26</b>	<b>\$270.40</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$203,605.19</u></b>					
<b>Step E</b>		<b>\$11,454.67 /Month</b>		<b>\$76.36 /Hour</b>					
		Total Benefits		\$6,204.25	54.16%	<b>\$117.73</b>	<b>\$139.49</b>	<b>\$24.20</b>	<b>\$281.42</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$211,907.00</u></b>					



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

<b>Step A</b>		<b>\$6,245.60 /Month</b>		<b>\$41.64 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,090.48					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	54.77					
Life Insurance	0.000224	25.18					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	315.09			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	90.56					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,563.22	73.06%	<b>\$72.06</b>	<b>\$85.38</b>	<b>\$14.82</b>	<b>\$172.26</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$129,705.84</u></b>			
<b>Step B</b>		<b>\$6,557.88 /Month</b>		<b>\$43.72 /Hour</b>			
Total Benefits		\$4,642.02	70.79%	<b>\$74.67</b>	<b>\$88.47</b>	<b>\$15.35</b>	<b>\$178.49</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$134,398.85</u></b>			
<b>Step C</b>		<b>\$6,885.78 /Month</b>		<b>\$45.91 /Hour</b>			
Total Benefits		\$4,724.77	68.62%	<b>\$77.40</b>	<b>\$91.72</b>	<b>\$15.91</b>	<b>\$185.03</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$139,326.60</u></b>			
<b>Step D</b>		<b>\$7,230.07 /Month</b>		<b>\$48.20 /Hour</b>			
Total Benefits		\$4,811.65	66.55%	<b>\$80.28</b>	<b>\$95.12</b>	<b>\$16.51</b>	<b>\$191.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$144,500.67</u></b>			
<b>Step E</b>		<b>\$7,591.57 /Month</b>		<b>\$50.61 /Hour</b>			
Total Benefits		\$4,902.88	64.58%	<b>\$83.30</b>	<b>\$98.70</b>	<b>\$17.13</b>	<b>\$199.13</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,933.37</u></b>			



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

<b>Step A</b>		<b>\$6,885.78 /Month</b>		<b>\$45.91 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate &amp; Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.174600	1,202.26					
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	60.39					
Life Insurance	0.000224	27.76					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	347.39			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	99.84					
	<b>Total Benefits</b>	<b>\$4,724.77</b>	<b>68.62%</b>	<b>\$77.40</b>	<b>\$91.72</b>	<b>\$15.91</b>	<b>\$185.03</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$139,326.60</u></b>			
<b>Step B</b>		<b>\$7,230.07 /Month</b>		<b>\$48.20 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,811.65</b>	<b>66.55%</b>	<b>\$80.28</b>	<b>\$95.12</b>	<b>\$16.51</b>	<b>\$191.91</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$144,500.67</u></b>			
<b>Step C</b>		<b>\$7,591.57 /Month</b>		<b>\$50.61 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,902.88</b>	<b>64.58%</b>	<b>\$83.30</b>	<b>\$98.70</b>	<b>\$17.13</b>	<b>\$199.13</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$149,933.37</u></b>			
<b>Step D</b>		<b>\$7,971.15 /Month</b>		<b>\$53.14 /Hour</b>			
	<b>Total Benefits</b>	<b>\$4,998.67</b>	<b>62.71%</b>	<b>\$86.47</b>	<b>\$102.45</b>	<b>\$17.78</b>	<b>\$206.70</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$155,637.79</u></b>			
<b>Step E</b>		<b>\$8,369.70 /Month</b>		<b>\$55.80 /Hour</b>			
	<b>Total Benefits</b>	<b>\$5,099.09</b>	<b>60.92%</b>	<b>\$89.79</b>	<b>\$106.39</b>	<b>\$18.46</b>	<b>\$214.64</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$161,625.53</u></b>			



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

<b>Step A</b>		<b>\$5,943.99 /Month</b>		<b>\$39.63 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employer	0.174600	1,037.82					Public Works - Maintenance
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	52.13					
Life Insurance	0.000224	23.97					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	299.87			118.49%	20.56%	
Vision Insurance		23.45					
Medicare	0.014500	86.19					
				<b>Hourly Rate &amp; Benefits</b>	<b>Department Overhead</b>	<b>Citywide Overhead</b>	<b>Total Hourly Rate</b>
Total Benefits		\$4,487.11	75.49%	\$69.54	\$82.40	\$14.30	\$166.24
		<b>Annual Salary + Benefits</b>		<b><u>\$125,173.17</u></b>			

<b>Step B</b>		<b>\$6,241.19 /Month</b>		<b>\$41.61 /Hour</b>			
Total Benefits		\$4,562.11	73.10%	\$72.02	\$85.34	\$14.81	\$172.17
		<b>Annual Salary + Benefits</b>		<b><u>\$129,639.56</u></b>			

<b>Step C</b>		<b>\$6,553.25 /Month</b>		<b>\$43.69 /Hour</b>			
Total Benefits		\$4,640.86	70.82%	\$74.63	\$88.43	\$15.34	\$178.40
		<b>Annual Salary + Benefits</b>		<b><u>\$134,329.27</u></b>			

<b>Step D</b>		<b>\$6,880.91 /Month</b>		<b>\$45.87 /Hour</b>			
Total Benefits		\$4,723.54	68.65%	\$77.36	\$91.67	\$15.91	\$184.94
		<b>Annual Salary + Benefits</b>		<b><u>\$139,253.42</u></b>			

<b>Step E</b>		<b>\$7,224.96 /Month</b>		<b>\$48.17 /Hour</b>			
Total Benefits		\$4,810.36	66.58%	\$80.24	\$95.07	\$16.50	\$191.81
		<b>Annual Salary + Benefits</b>		<b><u>\$144,423.88</u></b>			



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

Step A		<b>\$6,553.25 /Month</b>		<b>\$43.69 /Hour</b>			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.174600	1,144.20		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	57.47					
Life Insurance	0.000224	26.42					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	330.61			118.49%	20.56%	
Vision Insurance		23.45		<b>Hourly Rate</b>	<b>Department</b>	<b>Citywide</b>	<b>Total Hourly</b>
Medicare	0.014500	95.02		<b>&amp; Benefits</b>	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
Total Benefits		\$4,640.86	70.82%	<b>\$74.63</b>	<b>\$88.43</b>	<b>\$15.34</b>	<b>\$178.40</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$134,329.27</b></u></u>			
Step B		<b>\$6,880.91 /Month</b>		<b>\$45.87 /Hour</b>			
Total Benefits		\$4,723.54	68.65%	<b>\$77.36</b>	<b>\$91.67</b>	<b>\$15.91</b>	<b>\$184.94</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$139,253.42</b></u></u>			
Step C		<b>\$7,224.96 /Month</b>		<b>\$48.17 /Hour</b>			
Total Benefits		\$4,810.36	66.58%	<b>\$80.24</b>	<b>\$95.07</b>	<b>\$16.50</b>	<b>\$191.81</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$144,423.88</b></u></u>			
Step D		<b>\$7,586.21 /Month</b>		<b>\$50.57 /Hour</b>			
Total Benefits		\$4,901.53	64.61%	<b>\$83.25</b>	<b>\$98.64</b>	<b>\$17.12</b>	<b>\$199.01</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$149,852.82</b></u></u>			
Step E		<b>\$7,965.52 /Month</b>		<b>\$53.10 /Hour</b>			
Total Benefits		\$4,997.24	62.74%	<b>\$86.42</b>	<b>\$102.40</b>	<b>\$17.77</b>	<b>\$206.59</b>
<b>Annual Salary + Benefits</b>				<u><u><b>\$155,553.18</b></u></u>			



**Webmaster**  
**Department: Finance and Information Systems**

<b>Step A</b>		<b>\$8,071.50 /Month</b>		<b>\$53.81 /Hour</b>				
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>				
PERS - Employer	0.174600	1,409.28	Non-Sworn Professionals / Supervisors					
Management Incentive		0.00						
EAP		4.05						
Health Insurance		2,138.34						
Dental Insurance		148.29						
LTD & STD Insurance	0.008770	70.79						
Life Insurance	0.000224	32.54						
Longevity		0.00						
Holiday Pay		0.00						
Uniform Allowance		0.00						
Educational Supplement		0.00						
Standby		0.00						
Retiree Medical		673.00						
Deferred Comp.	2% + \$110	271.43						
Workers Comp.	0.050450	407.21						
Vision Insurance		23.45						
Medicare	0.014500	117.04	<b>Hourly Rate &amp; Benefits</b>	<b>30.82% Department Overhead</b>	<b>20.56% Citywide Overhead</b>	<b>Total Hourly Rate</b>		
Total Benefits		\$5,295.42	65.61%	<b>\$89.11</b>	<b>\$27.46</b>	<b>\$18.32</b>	<b>\$134.89</b>	
		<b>Annual Salary + Benefits</b>		<b><u>\$160,403.03</u></b>				
<b>Step B</b>		<b>\$8,475.07 /Month</b>		<b>\$56.50 /Hour</b>				
		Total Benefits	\$5,404.76	63.77%	<b>\$92.53</b>	<b>\$28.52</b>	<b>\$19.02</b>	<b>\$140.07</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$166,557.97</u></b>				
<b>Step C</b>		<b>\$8,898.82 /Month</b>		<b>\$59.33 /Hour</b>				
		Total Benefits	\$5,518.46	62.01%	<b>\$96.12</b>	<b>\$29.62</b>	<b>\$19.76</b>	<b>\$145.50</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$173,007.38</u></b>				
<b>Step D</b>		<b>\$9,343.76 /Month</b>		<b>\$62.29 /Hour</b>				
		Total Benefits	\$5,637.85	60.34%	<b>\$99.88</b>	<b>\$30.78</b>	<b>\$20.53</b>	<b>\$151.19</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$179,779.29</u></b>				
<b>Step E</b>		<b>\$9,810.95 /Month</b>		<b>\$65.41 /Hour</b>				
		Total Benefits	\$5,763.20	58.74%	<b>\$103.83</b>	<b>\$32.00</b>	<b>\$21.35</b>	<b>\$157.18</b>
		<b>Annual Salary + Benefits</b>		<b><u>\$186,889.85</u></b>				

**Fees:**

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





**City Manager  
Administration Fees**

Fee Description	Fee
<b>Agenda Packet Subscription:</b>	
Annual Email Copy	No Charge
Candidate's Statement of Qualifications <sup>1</sup>	Actual Cost
Document Certification (per document)	\$31.67
Notary Fee <sup>2</sup> (per signature)	\$15.00
Notice of Intent to Circulate Petition <sup>3</sup>	\$200.00
Political Reform Act Copies of Documents <sup>4</sup> (per page)	\$0.10
Political Reform Act Retrieval Fee <sup>4</sup> - More Than Five Years Old	\$5.00
Subpoenaed Staff as Witness <sup>5</sup>	Actual Cost
\$275.00 Deposit (per day)	
<b>Photocopies:</b>	
Pages 1-20 (per page)	\$0.35
Pages 21 and above (per page)	\$0.12
Photocopies - larger than legal size (per page)	\$4.34
Copies - Plotted Maps (per map)	\$24.48
Printout of Electronic Documents (per page)	\$0.12
Documents and Books (printed by contractor)	Actual Cost
Postage and Shipping (packaging)	Actual Cost

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

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

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

<sup>4</sup> § 81008 Political Reform Act

<sup>5</sup> BMC 17.640.010



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

Fee Description	Fee
<b>Gross Receipts:<sup>1</sup></b>	
\$0 - \$333,333	\$100.00
\$333,334 - \$500,000	\$0.30 per \$1,000
\$500,001 - \$1,000,000	\$150.00 + \$0.25 per \$1,000 in excess of \$500,000
\$1,000,001 and up	\$275.00 + \$0.15 per \$1,000 in excess of \$1,000,000
Initial Application Fee	\$53.99
Certificate Duplication Fee	\$35.99
Business License Listing (per page)	\$0.35
State Mandated Fee SB1186 <sup>2</sup>	\$4.00
Late Penalty	10% - \$30.00 Minimum
<b>Special Events - Umbrella Business License Tax beginning February 1, 2017:<sup>3</sup></b>	
<b>Promoter:</b>	
Non-Profit	\$0.00
Profit	\$100.00 per event
Events held on property owned by other Governmental or Religious Organizations	\$0.00
<b>Vendor Booth cost to ALL Promoters:</b>	
Events held on property owned by other Governmental or Religious Organizations	\$0.00
Open 4 hours or less	\$0.00
Open over 4 hours with 5 or fewer total booths	\$10.00 per event/per booth
Open over 4 hours with over 5 total booths	\$25.00 per event/per booth

<sup>1</sup> Per Brentwood Municipal Code § 5.04.060

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

<sup>3</sup> Per Ordinance 973 adopted June 28, 2016 and Brentwood Municipal Code § 5.08.010



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**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**

<b>Fee Description</b>	<b>Fee</b>
Hydrant Meter - Late Fee <sup>1</sup>	\$250.00
Balance Due - Late Fee <sup>1</sup>	5% delinquency penalty
Application Fee	\$48.42
Return Payment Fee <sup>2</sup>	\$19.33

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

<sup>2</sup> *Applies to all checks received by the City of Brentwood*



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

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

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

**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>2</sup> Excludes Citywide Overhead and Benefits

**Electric Vehicle ("EV") Charging Station Fees**

Fee Description	Fee
Per kWh Fee <sup>3</sup>	\$0.26
Parking Fee at City Owned EV Charging Stations - Per Hour After 4 Hours <sup>4</sup>	\$3.00

<sup>3</sup> Fees will be adjusted annually based on changes to the April San Francisco-Oakland-Hayward, CA, Region CPI Urban Wage Earners and Clerical Workers

<sup>4</sup> After 4 hours at the EV Charging Station, the per hour parking fee will be charged in addition to the per kWh fee



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

Group (2021 International Building Code)	IA	IB	IIA	IIB	IIIA	IIIB	IV	VA	VB
A-1 Assembly, theaters, with stage	\$309.06	\$298.66	\$291.64	\$280.58	\$263.98	\$225.82	\$ 272.02	\$244.80	\$ 237.02
A-1 Assembly, theaters, without stage	\$282.85	\$272.45	\$265.42	\$254.37	\$237.77	\$229.61	\$ 245.81	\$218.59	\$ 210.80
A-2 Assembly, nightclubs	\$237.31	\$230.23	\$224.56	\$215.36	\$202.99	\$197.40	\$ 207.69	\$183.68	\$ 177.40
A-2 Assembly, restaurants, bars, banquet halls	\$236.31	\$299.23	\$222.56	\$214.36	\$200.99	\$196.40	\$ 206.69	\$181.68	\$ 176.40
A-3 Assembly, churches	\$286.90	\$276.49	\$269.47	\$258.42	\$242.23	\$234.07	\$ 249.86	\$223.05	\$ 215.26
A-3 Assembly, general, community halls, libraries, museums	\$244.77	\$234.37	\$226.34	\$216.29	\$198.94	\$191.79	\$ 207.73	\$179.77	\$ 172.98
A-4 Assembly, arenas	\$281.85	\$271.45	\$263.42	\$253.37	\$235.77	\$228.61	\$ 244.81	\$216.59	\$ 209.80
B Business	\$240.90	\$232.07	\$223.51	\$214.08	\$194.91	\$187.36	\$ 205.68	\$172.02	\$ 164.34
E Educational	\$257.70	\$248.89	\$242.35	\$231.90	\$216.47	\$205.54	\$ 223.92	\$189.21	\$ 183.31
F-1 Factory and industrial, moderate hazard	\$144.93	\$138.11	\$130.39	\$125.40	\$112.49	\$107.10	\$ 120.02	\$ 92.69	\$ 86.88
F-2 Factory and industrial, low hazard	\$143.93	\$137.11	\$130.39	\$124.40	\$112.49	\$106.10	\$ 119.02	\$ 92.69	\$ 85.88
H-1 High Hazard, explosives	\$135.29	\$128.47	\$121.75	\$115.76	\$104.14	\$ 97.75	\$ 110.39	\$ 84.34	N.P.
H234 High Hazard	\$135.29	\$128.47	\$121.75	\$115.76	\$104.14	\$ 97.75	\$ 110.39	\$ 84.34	\$ 77.53
H-5 HPM	\$240.90	\$232.07	\$223.51	\$214.08	\$194.91	\$187.36	\$ 205.68	\$172.02	\$ 164.34
I-1 Institutional, supervised environment	\$244.45	\$236.08	\$229.06	\$219.82	\$202.16	\$196.58	\$ 220.10	\$181.25	\$ 175.81
I-2 Institutional, hospitals	\$401.22	\$392.40	\$383.83	\$374.40	\$354.29	N.P.	\$ 366.00	\$331.40	N.P.
I-2 Institutional, nursing homes	\$279.15	\$270.32	\$261.76	\$252.33	\$234.64	N.P.	\$ 243.93	\$211.75	N.P.
I-3 Institutional, restrained	\$273.40	\$264.57	\$256.00	\$246.57	\$229.13	\$220.58	\$ 238.17	\$206.24	\$ 196.56
I-4 Institutional, day care facilities	\$244.45	\$236.08	\$229.06	\$219.82	\$202.16	\$196.58	\$ 220.10	\$181.25	\$ 175.81
M Mercantile	\$177.02	\$169.94	\$163.27	\$155.07	\$142.48	\$137.88	\$ 147.40	\$123.17	\$ 117.89
R-1 Residential, hotels	\$246.94	\$238.56	\$231.54	\$222.30	\$204.35	\$198.77	\$ 222.58	\$183.44	\$ 178.00
R-2 Residential, multiple family	\$206.81	\$198.43	\$191.41	\$182.17	\$165.41	\$159.83	\$ 182.46	\$144.50	\$ 139.06
R-3 Residential, one- and two-family <sup>d</sup>	\$192.58	\$187.37	\$182.53	\$178.04	\$172.85	\$166.59	\$ 175.01	\$160.35	\$ 150.87
R-4 Residential, care/assisted living facilities	\$244.45	\$236.08	\$229.06	\$219.82	\$202.16	\$196.58	\$ 220.10	\$181.25	\$ 175.81
S-1 Storage, moderate hazard	\$134.29	\$127.47	\$119.75	\$114.76	\$102.14	\$ 96.75	\$ 109.39	\$ 82.34	\$ 76.53
S-2 Storage, low hazard	\$133.29	\$126.47	\$119.75	\$113.76	\$102.14	\$ 95.75	\$ 108.39	\$ 82.34	\$ 75.53
U Utility, miscellaneous	\$104.98	\$ 99.04	\$ 93.31	\$ 89.21	\$ 80.44	\$ 74.45	\$ 85.33	\$ 63.42	\$ 60.43

a. Private Garages use Utility, miscellaneous  
b. For Shell only building deduct 20 percent  
c. N.P. = not permitted  
d. Unfinished basements (Group R-3) = \$23.20 per sq. ft.



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

Fee Description Type of Building	Fee Valuation Per Square Foot
<b>U PATIO STRUCTURES/STORAGE SHEDS</b>	\$35.00
<b>DECKS</b>	\$30.00
<b>FENCES:</b>	
Wood lin. ft. Fee or Contract Price	\$20.00
Masonry or concrete lin. ft. Fee or Contract Price	\$35.00
Retaining walls lin. ft. Fee or Contract Price	\$30.00
<b>TENANT IMPROVEMENTS sq. ft. Fee or Contract Price</b>	\$35.37
<b>RESIDENTIAL ALTERATIONS sq. ft. Fee or Contract Price</b>	
<b>INTERIOR PARTITIONS:</b>	
Wall not exceeding 8 ft. in height lin. ft. Fee or Contract Price	\$55.00
Wall exceeding 8 ft. in height lin. ft. Fee or Contract Price	\$70.00
Drop ceiling sq. ft. Fee or Contract Price	\$5.00
<b>SWIMMING POOLS:</b>	
In-ground swimming pool (per pool)	\$65,000.00
In-ground spa only (per spa)	\$30,000.00



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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b><u>BUILDING PERMIT FEES:</u></b> Fees based on Valuation and Rate Schedule	
For issuing each permit - for permits not based on the Building Permit Fee Rate Schedule	\$111.43
For issuing each supplemental permit	\$19.90
<b>PLAN REVIEW:</b>	
Standard Plan Check - 65% of permit fee	
Master Plan Check Program	
Single - Family:	
65% of permit fee for models and custom homes	
25% of permit fee for tract homes	
Multi -Family:	
25% of permit fee + Initial Plan Check	
Energy Plan Check - per building	\$125.45
<b>OFFICE AUTOMATION - PER PERMIT:</b>	\$3.87
or 1% of the Building Permit Fee, whichever is greater	
<b>DEMOLITION PERMIT:</b>	1 hour <sup>1</sup>
<b>REROOF:</b>	
Commercial - Fee based on Valuation and Rate Schedule	
Residential	1 hour <sup>1</sup>
<b>WINDOW REPLACEMENT:</b>	
1 - 10 windows	1 hour <sup>1</sup>
11+ windows	1 1/2 hours <sup>1</sup>
<b>MANUFACTURED HOMES:</b>	
For manufactured or mobile home setup	\$2,300.44

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





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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b><u>APPLICATION AND INSPECTION FEES:</u></b>	
<b>POOLS/SPAS/OUTDOOR KITCHENS:</b>	
Swimming pool, including Electrical and Plumbing - per gunite or fiberglass pool	Based on Valuation
Swimming pool deposit	\$1,500.00
Liner Type, including Electrical and Plumbing - per in ground pool	\$542.35
Above Ground, including Electrical and Plumbing - no plan check fee - per pool	\$448.02
Outdoor BBQ with Kitchen - no plan check fee - per unit	\$314.98
Self Contained Spa or Above Ground Doughboy Style Pool	Only requires electrical permit
<b>OTHER INSPECTIONS AND FEES:<sup>2</sup></b>	
Inspections outside of normal business hours - Minimum charge - 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 - Minimum charge - 1/2 hour	Hourly Rate <sup>1</sup>
Certified Access Specialist Program (CASP) Consultant	Hourly Rate <sup>1</sup>
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - 1/2 hour)	Hourly Rate <sup>1</sup>
<b>REISSUANCE FEE:</b>	
Reissuance of expired permits Reissued at the sole discretion of the Building Official	1/2 of the fee in effect at the time of reissuance
<b>COMPLETION FEE:</b>	
Completion of a project that is more than 50% complete. Work to be performed by third party not associated with the original permit. Issued at the sole discretion of the Building Official	1/2 of the fee in effect at the time of issuance

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

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



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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>PERMIT ISSUANCE:</b>	
For issuing each permit	\$111.4300
For issuing each supplemental permit	\$19.9000
<b>PLAN REVIEW</b>	65% of the total permit fee
<b>OFFICE AUTOMATION - PER PERMIT:</b>	
or 1% of the Electrical Permit Fee, whichever is greater	\$3.87
<b><u>SYSTEM FEE SCHEDULE:</u></b>	
<b>NEW BUILDINGS:</b>	
The following fees shall include all wiring and electrical equipment in or on each building, or other electrical equipment on the same premises constructed at the same time except swimming pools.	
New residential, non-residential buildings - per sq. ft.	\$0.0686
<b>ALTERATIONS AND ADDITIONS:</b>	
Alterations, additions and modifications to existing buildings	
<500 sq. ft. <sup>1</sup>	\$0.1920
>500 and < 1,000 sq. ft. <sup>1</sup>	\$0.1560
<b>SPA:</b>	
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 Fee Schedule
<b>CARNIVALS AND CIRCUSES:</b>	
Carnivals, circuses and other traveling shows or exhibitions utilizing transportable type rides, booths, displays and attractions	
Electric generators and electrically driven rides	\$29.6600
Mechanically driven rides and walk-through attractions or displays having electrical lighting	\$8.8800
Permanently installed rides, booths, displays and attractions	Use Unit Fee Schedule
<b>TEMPORARY POWER SERVICE:</b>	
Temporary service power pole or pedestal, including all pole or pedestal-mounted receptacle outlets & appurtenances	\$29.66
<b>COMBINATION ELECTRICAL, PLUMBING and MECHANICAL</b>	Single Issuance Fee is Charged

<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



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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
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The following fees will be charged in addition to the permit issuance fee:

**UNIT FEE SCHEDULE:**

**RECEPTACLE, SWITCH AND LIGHTING OUTLETS:**

Receptacle, switch, lighting or other outlets at which current is used or controlled, except services, feeders and meters:

First 20 - each	\$1.4300
Additional fixtures - each	\$0.8400

*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	\$1.4300
Additional fixtures - each	\$0.8600

Pole or platform-mounted lighting fixtures - each \$1.3800

Theatrical-type lighting fixtures or assemblies - each \$5.9000

**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

\$5.90

For other types of air conditioners and other electrical ratings See POWER APPARATUS Section

**NON-RESIDENTIAL APPLIANCES - each:**

Self-contained factory-wired, non-residential appliances not exceeding one horsepower ("HP"), kilowatt ("kWh"), 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

\$5.90

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



**Community Development  
Building Fees**

**Electrical Permit Fees  
Calculation - Schedule B**

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>The following fees will be charged in addition to the permit issuance fee:</b>	
<b>POWER APPARATUS:<sup>1,2</sup></b>	
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 ("kWh"), kilovolt-ampere ("KVA"), or kilovolt-ampere ("KVAR"):	
Up to and including 1	\$5.90
Over 1 and not over 10	\$14.81
Over 10 and not over 50	\$29.64
Over 50 and not over 100	\$59.32
Over 100	\$88.98
<b><u>ENERGY STORAGE SYSTEMS (ESS):</u></b>	
Residential ESS	1/2 hour <sup>1</sup>
Commercial ESS	Cost of Building Permit
<b>BUSWAYS:</b>	
Trolley and plug-in-type busway - per 100 ft. <sup>3</sup>	\$8.84
<b>SIGNS, OUTLINE LIGHTING AND MARQUEES - each:</b>	
Signs, outline lighting systems or marquees supplied from one branch circuit	\$29.66
Additional branch circuits within the sign, outline lighting system or marquee	\$5.90
<b>SERVICES - each:</b>	
Services of 600 volts or less and not over 200 amperes in rating	\$36.55
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$74.16
Services over 600 volts or over 1000 amperes in rating	\$148.32
<b>MISCELLANEOUS APPARATUS, CONDUITS AND CONDUCTORS - each:</b>	
Electrical apparatus, conduits and conductors for which a permit is required but for which no fees herein set forth <sup>4</sup>	\$21.75

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

<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>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



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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>PHOTOVOLTAIC SYSTEM:</b>	
Single-Family residential photovoltaic system less than 15 kWh	\$440.00
Single-Family residential photovoltaic system 15 kWh or greater	\$440 + \$15/kWh > 15
Commercial or multi-family residential photovoltaic system up to 50 kWh	\$975.00
Commercial or multi-family residential photovoltaic system between 50.1 kWh and 250 kWh	\$975 + \$7/kWh > 50
Commercial or multi-family residential photovoltaic system above 250 kWh	\$2,375 + \$5/kWh > 250
Plan check (applies to commercial and multi-family)	65% of permit fee
<b>OTHER INSPECTIONS AND FEES:<sup>1</sup></b>	
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>

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

Note: For Planned Event/Response/Clean-up Fees/Services refer to the Citywide Fees page



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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>PERMIT ISSUANCE:</b>	
For issuing each permit	\$111.4300
For issuing each supplemental permit	\$19.9000
<b>PLAN REVIEW</b>	65% of the total permit fee
<b>OFFICE AUTOMATION - PER PERMIT:</b>	
or 1% of the Plumbing Permit Fee, whichever is greater	\$3.8700
<b><u>SYSTEM FEE SCHEDULE:</u></b>	
<b>NEW BUILDINGS:</b>	
Residential, non-residential buildings - per sq. ft.	\$0.0686
<b>SWIMMING POOLS:</b>	
Swimming Pool or Spa - each	\$88.9800

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

**UNIT FEE SCHEDULE:**

For each plumbing fixture on one trap or a set of fixtures on one trap - including water, drainage piping and backflow protection device therefore	\$13.83
For each building sewer and each trailer park sewer	\$29.6600
Rainwater systems - each drain inside building	\$13.8700
For each cesspool - where permitted	\$49.4300
For each private sewage disposal system	\$79.1100
For each water heater and/or vent	\$13.8700
For each gas-piping system:	
1 to 5 systems - per system	\$9.9000
over 5 systems - per system	\$1.9800
For each industrial waste pre-treatment interceptor including its trap and vent, except kitchen-type grease interceptors functioning as fixture traps	\$13.87
For each installation, alteration or repair of water piping and/or water treating equipment	\$13.8700
For each repair or alteration of drainage or vent piping - each fixture	\$13.8700
For each lawn sprinkler system on any one meter including backflow protection devices	\$13.8700



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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>The following fees will be charged in addition to the permit issuance fee:</b>	
<b><u>UNIT FEE SCHEDULE (continued):</u></b>	
For atmospheric-type vacuum breakers:	
1 to 5 breakers - each	\$9.9000
6 or more breakers - each	\$1.9800
For each backflow protective device other than atmospheric type vacuum breakers:	
2 inch diameter and smaller - each	\$13.8700
over 2 inch diameter - each	\$29.6600
Water Softener and/or Reverse Osmosis system installation - each	\$13.8700
<b><u>OTHER INSPECTIONS AND FEES:<sup>1</sup></u></b>	
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	Hourly Rate <sup>2</sup>
Minimum charge - 1/2 hour	Hourly Rate <sup>2</sup>
<b>COMBINATION ELECTRICAL, PLUMBING and MECHANICAL</b>	Single Issuance Fee is Charged

<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



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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>PERMIT ISSUANCE:</b>	
For issuing each permit	\$111.43
For issuing each supplemental permit	\$19.90
<b>Plan Review</b>	65% of the total permit fee
<b>Office Automation - Per Permit</b> or 1% of the Mechanical Permit Fee, whichever is greater	\$3.87
<b>NEW BUILDINGS:</b>	
New residential, non-residential buildings - per sq. ft.	\$0.0686

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

**UNIT FEE SCHEDULE:**

For the installation or relocation of each forced-air or gravity-type furnace or burner, including ducts and vents attached to such appliance, up to and including 100,000 British Thermal Units per hour ("Btu/h")	\$17.79
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	\$21.75
For the installation or relocation of each floor furnace, including vent	\$17.79
For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$17.79
For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit	\$8.90
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	\$17.79
For the installation or relocation of each boiler or compressor to and including three horsepower ("HP"), or each absorption system to and including 100,000 Btu/h	\$17.79
For the installation or relocation of each boiler or compressor over three HP to and including 15 HP or each absorption system over 100,000 Btu/h and including 500,000 Btu/h	\$32.60
For the installation or relocation of each boiler or compressor over 15 HP to and including 30 HP or each absorption system over 500,000 Btu/h and including 1,000,000 Btu/h	\$44.53
For the installation or relocation of each boiler or compressor over 30 HP to and including 50 HP or for each absorption system over 1,000,000 Btu/h to and including 1,750,000 Btu/h	\$66.26





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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>The following fees will be charged in addition to the permit issuance fee:</b>	
<b><u>UNIT FEE SCHEDULE (continued):</u></b>	
For the installation or relocation of each boiler or refrigeration compressor over 50 horsepower, or each absorption system over 1,750,000 Btu/h	\$110.76
For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto <sup>1</sup>	\$13.03
For each air-handling unit over 10,000 cubic feet per minute ("CFM")	\$21.75
For each evaporative cooler other than portable type	\$12.88
For each ventilation fan connected to a single duct	\$8.90
For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$12.88
For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$12.88
For each appliance or piece of equipment regulated by this code but not classed in other appliance categories, or for which no other fee is listed in this code	\$12.88
Permit fees for fuel gas piping shall be:	
For each fuel gas piping system of one to four outlets	\$9.90
For each fuel gas piping system of five or more outlets, per outlet	\$1.98
Permit fees for process piping shall be:	
For each process piping system of one to four outlets	\$9.90
For each process piping system of five or more outlets, per outlet	\$1.98

<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



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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>The following fees will be charged in addition to the permit issuance fee:</b>	
<b>OTHER INSPECTIONS AND FEES:<sup>1</sup></b>	
Inspections outside of normal business hours - Minimum charge - 2 hours Above rate to be charged at 1 1/2 times for after hours, overtime and weekends, and 2 times for Holidays	Hourly Rate <sup>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>
<b>COMBINATION ELECTRICAL, PLUMBING AND MECHANICAL</b>	Single Issuance Fee is Charged

<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



**Community Development  
Building Fees**

**Building Permit Fee  
Rate Schedule**

Valuation		Fee +3% Surcharge Added if Paying by Credit Card	
Range		Increment	
Low	High	Base Fee	
\$0.00	\$500.00	\$104.66	N/A
Low	High	Base Fee	per \$100
\$500.00	\$2,000.00	\$104.66	\$5.71
Low	High	Base Fee	per \$1,000
\$2,000.00	\$25,000.00	\$190.43	\$25.77
\$25,000.00	\$50,000.00	\$783.29	\$18.63
\$50,000.00	\$100,000.00	\$1,249.06	\$12.92
\$100,000.00	\$500,000.00	\$1,895.40	\$10.05
\$500,000.00	\$1,000,000.00	\$5,914.67	\$8.41
\$1,000,000.00	\$99,999,999.00	\$10,117.32	\$5.62



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

Fee Description	Fee <sup>1</sup> +3% Surcharge Added if Paying by Credit Card
Residential and Non-Residential Permits	\$1.00 per \$25,000 valuation
Administrative Cost for Code Enforcement Education	10% of fee

<sup>1</sup> Fees are established by SB1473

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

Fee Description	Fee <sup>2</sup> +3% Surcharge Added if Paying by Credit Card
SMI for Residential Permits	\$0.00013 x permit valuation
SMI for Non-Residential Permits	\$0.00028 x permit valuation
Building Permit	\$0.50 minimum charge
Administrative Cost for Seismic Education	5% of fee

<sup>2</sup> Fees are established by SB593



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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
RGMP Allocation Fee, Per Application <sup>2</sup>	\$4,027.00

<sup>1</sup> 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

<sup>2</sup> This Program was suspended on May 10, 2011 by City Council Resolution No. 2011-56

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



## Community Development Code Enforcement Fees

### Administrative Citations

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
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 +3% Surcharge Added if Paying by Credit Card
Abandoned Vehicles <sup>2</sup>	Actual Cost + \$50.00 City Admin
Weed/Nuisance Abatement <sup>3</sup>	Actual Cost

<sup>2</sup> Municipal Code 10.20

<sup>3</sup> Municipal Code 8.00.100

### Investigations

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
Investigations Fee with Report	Hourly Rate <sup>4</sup>

<sup>4</sup> To be charged at the Code Enforcement Officer II total hourly rate, Step E, per the Cost Allocation Plan, in hourly increments with a minimum of one hour.



## Community Development Habitat Conservation Plan (HCP) Fees

Fee Description		Fee +3% Surcharge Added if Paying by Credit Card	
<b>Development Fee<sup>1</sup></b> - The fee is based on each acre of land permanently disturbed and is set as follows:			
<b>Location of Affected Development Project</b>		<b>Development Fee</b>	
Zone I		\$19,611.52/acre	
Zone II		\$39,223.04/acre	
Zone III		\$9,805.76/acre	
<b>Wetland Mitigation Fee<sup>1</sup></b> - The Fee is based upon land cover type, unit of impact, compensation ratio and fee boundary method (see below).			
Land Cover Type	Fee per unit of Impact <sup>2</sup>	Required Compensation Ratio for Restoration / Creation <sup>1</sup>	Method for Determining Fee Boundary
Riparian woodland/scrub	\$110,667.08/acre	1:1	Limit of tree or shrub canopy (drip line)
Perennial wetlands	\$167,718.29/acre	1:1	Jurisdictional wetland boundary of state or federal government <sup>3</sup> , whichever is greater
Seasonal wetlands	\$392,489.03/acre	2:1	Same as above
Alkali wetland	\$396,778.59/acre	2:1	Same as above
Ponds	\$215,976.51/acre	1:1	Jurisdictional waters boundary of state or federal government <sup>3</sup> , whichever is greater
Aquatic (open water)	\$107,988.87/acre	1:1	Wetted area during normal rainfall year or jurisdictional waters boundary, whichever is greater
Slough/channel	\$154,206.78/acre	1:1	Area of impact within banks
Streams 25 feet wide or less	\$569.07/linear ft	1:1	Stream length measured along stream centerline. Stream width measured between top of bank
Streams greater than 25 feet wide <sup>4</sup>	\$854.23/linear ft	1:1	Stream length measured along stream centerline. Stream width measured between top of bank

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

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

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

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



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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
HCP/NCCP incidental take authorization applications <sup>1</sup>	\$1,844.67
Complex HCP/NCCP incidental take authorization applications - Deposit involving one or more of the following: wetland land cover types, dedication of land, or project sites of 10 acres or more in size.	\$3,000.00

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

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





## Community Development Planning Fees

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>1. Annexations</b>	Actual Cost
Deposit	\$5,800.00
<b>2. General/Specific Plan Amendment</b>	Actual Cost
Deposit	\$5,800.00
<b>3. Rezoning/Zoning Ordinance Amendment</b>	Actual Cost
Deposit	\$4,900.00
<b>4. Design Review</b>	
Residential - Less than 5 Units	Actual Cost
Deposit	\$500.00/per unit up to \$2,000.00
Residential and Non-Residential - 5 or More Units	Actual Cost
Deposit	\$6,600.00
<b>5. Conditional Use Permit</b>	
Residential	Actual Cost
Deposit	\$500.00/per unit up to \$2,000.00
Non-Residential	Actual Cost
Deposit	\$2,200.00
Daycare - Single-Family Residence	\$281.00
<b>6. Tentative Maps</b>	Actual Cost
Deposit	\$6,000.00
Tentative Parcel Map Waiver	\$3,411.00
<b>7. Variance</b>	Actual Cost
Deposit	\$1,700.00
Admin Variance	\$1,100.00
<b>8. Sign Permit/Review</b>	
Administrative	\$353.00
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 +3% Surcharge Added if Paying by Credit Card
<b>9. Environmental Review</b>	
Environmental Impact Report - Prepared by Consultant	Consultant Cost + 25% for City Admin
Negative Declaration - Prepared by Staff	Actual Cost
Deposit	\$3,500.00
Mitigated Negative Declaration - Prepared by Staff	Actual Cost
Deposit	\$4,900.00
Mitigated Negative Declaration - Prepared by Consultant	Actual Cost + 25% for City Admin
Deposit	Actual Cost + 25% for City Admin
<b>10. Administrative Oil Permit</b>	
Deposit	Actual Cost \$2,500.00
<b>11. Development Agreement</b>	
Deposit	Actual Cost \$4,200.00
<b>12. Affordable Housing - Legal review or consulting</b>	
Deposit	Actual Cost + 25% for City Admin Actual Cost + 25% for City Admin
<b>13. Appeals</b>	
	\$425.00
<b>14. Categorical Exemption</b>	
	\$233.00
<b>15. Temporary Use Permit ("TUP")</b>	
Universal TUP	\$981.00
Minor TUP	\$74.00
<b>16. Amendments</b>	
Deposit	Actual Cost \$2,200.00
<b>17. Time Extensions</b>	
	\$1,605.00
<b>18. General Plan Maintenance Fee</b>	
Per dwelling unit or non-residential per 2,500 sq. ft.	\$394.00

**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 +3% Surcharge Added if Paying by Credit Card
19. Agricultural Mitigation Fee - per acre <sup>1</sup>	\$8,834.00
20. County Environmental Filing Fees <sup>2</sup>	Actual Cost
21. Residential Street Addressing	
Subdivisions	\$233.00
Secondary Units	\$60.48
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	\$5,609.00
25. Residential Condominium Conversion	Actual Cost
Deposit	\$2,200.00
26. Preliminary Application Review	No Charge
27. Outdoor Dining/Merchandise Display Review	No Charge
28. Home Occupation Zoning Review	\$50.00
29. Archival Fee	\$212.00
(No charge if provided in acceptable electronic format)	
30. Landscape Review - Private Landscaping	
Plan Check and Inspection Fee - by Staff	Actual Cost
Plan Check - by Consultant	Actual Cost + 25% for City Admin
Deposit	\$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

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

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

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



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

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
Residential	One space shall be located on site and any additional space off site shall be \$4,986.00 per required parking space
Retail/Commercial/Office - per space	\$4,986.00

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

<sup>2</sup> Per City Council Resolution 2017-72, on May 23, 2017, the in-lieu parking fee is currently suspended within the downtown area



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

The Affordable Housing requirement consists of building 13% of new residential developments as affordable

### Breakdown of Affordable Levels as of July 1, 2023 through June 30, 2024

Ownership	6% Moderate 4% Low Income 3% Very Low Income
Rental	6% Moderate 4% Low Income 3% Very Low Income

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

\$42,000 per moderate income unit not built  
 \$369,000 per low income unit not built  
 \$482,000 per very low income unit not built

<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 three bedroom home in Brentwood, sized between 1,500 – 1,700 square feet, that was sold between May to April 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 three bedroom unit for a household of 4. Median sales price from May 2022 through April 2023 was \$621,000.

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



## Community Development Affordable Housing Monthly Rent

July 1, 2023 - June 30, 2024 Affordable Monthly Rent for Households in Single-Family / Duet / Quad Units  
at Very Low, Low and Moderate Income Levels

Calculation of Affordable Monthly Rent						
Number Of Bedrooms	0	1	2	3	4	5
Family Size <sup>1</sup>	1	2	3	4	5	6
Area Median Income (AMI) <sup>2</sup>	\$103,550	\$118,300	\$133,100	\$147,100	\$159,750	\$171,550
<b>Very Low Income Households: Maximum Affordable Cost = 30% of 50% of AMI</b>						
Annual Income @ 50% of AMI	\$51,750	\$59,150	\$66,550	\$73,950	\$79,850	\$85,800
Affordable Monthly Housing Cost	\$1,294	\$1,479	\$1,664	\$1,849	\$1,996	\$2,145
Less: Utility Allowance <sup>3</sup>	\$158	\$171	\$209	\$251	\$294	\$334
<b>Maximum Affordable Monthly Rent</b>	<b>\$1,136</b>	<b>\$1,308</b>	<b>\$1,455</b>	<b>\$1,598</b>	<b>\$1,702</b>	<b>\$1,811</b>
<b>Low Income Households: Maximum Affordable Cost = 30% of 60% of AMI</b>						
Annual Income @ 60% of AMI	\$62,100	\$71,000	\$79,900	\$88,750	\$95,850	\$102,950
Affordable Monthly Housing Cost	\$1,553	\$1,775	\$1,998	\$2,219	\$2,396	\$2,574
Less: Utility Allowance <sup>3</sup>	\$158	\$171	\$209	\$251	\$294	\$334
<b>Maximum Affordable Monthly Rent</b>	<b>\$1,395</b>	<b>\$1,604</b>	<b>\$1,789</b>	<b>\$1,968</b>	<b>\$2,102</b>	<b>\$2,240</b>
<b>Moderate Income Households: Maximum Affordable Cost = 30% of 110% of AMI</b>						
Annual Income @ 110% of AMI	\$113,900	\$130,150	\$146,450	\$162,700	\$175,700	\$188,750
Affordable Monthly Housing Cost	\$2,848	\$3,254	\$3,661	\$4,068	\$4,393	\$4,719
Less: Utility Allowance <sup>3</sup>	\$158	\$171	\$209	\$251	\$294	\$334
<b>Maximum Affordable Monthly Rent</b>	<b>\$2,690</b>	<b>\$3,083</b>	<b>\$3,452</b>	<b>\$3,817</b>	<b>\$4,099</b>	<b>\$4,385</b>

<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.

<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>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.

**NOTE:** Source: California Department of Housing and Community Development, Contra Costa County Housing Authority, City of Brentwood.



## Engineering

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>I. ENGINEERING/INFRASTRUCTURE REVIEW FEE</b>	
<b>A. Tentative Subdivision Map Review</b> - Fee plus \$10.00 per lot	\$3,945.00
<b>B. Tentative Parcel Map Review</b> - Fee plus \$10.00 per lot	\$2,288.00
<b>C. Tentative Parcel Map Waiver</b>	\$1,006.00
<b>D. Industrial/Commercial Plan Review (1 acre and above)</b> - Fee plus \$1,000 per acre Conditional Use Permit and Design Review	\$2,894.00
<b>E. Industrial/Commercial Plan Review (under 1 acre)</b> Conditional Use Permit and Design Review	\$1,373.00
<b>II. PROJECT PROCESSING AND REVIEW</b> - Deposit for actual cost, including but not limited to project coordination, plan check agreements, contractual services and legal review <sup>1</sup> as necessary or required for project processing, approvals and acceptance	
<b>A. Final Map Checking - Deposit for Actual Cost</b>	
1. Deposit at the time of first submittal for actual cost of labor and materials Fee plus \$30.00 per lot	\$3,945.00
2. Parcel Map Waiver Review	\$1,991.00
<b>B. Plan Checking - Deposit for Actual Cost</b>	
1. Grading Plans	
a. 3% of the estimated cost of the grading and associated improvements	
b. Plan revisions after approval - per sheet	\$183.00
2. Public Improvements and Private Streets - Deposit for Actual Cost	
a. 2.5% of construction cost for first \$250,000, plus	
b. 2.25% of construction cost from \$250,000 - \$1,000,000, plus	
c. 2% of construction cost over \$1,000,000, plus	
d. Additional deposit of 0.5% of construction cost if costs exceed fees collected	
e. Plan revisions after approval - per sheet	\$183.00
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	\$183.00
<b>C. Document Review</b>	
1. Legal description and plat for abandonment	\$183.00
2. Certificate of Correction	\$183.00
3. Dedication documents	\$183.00
4. Legal description	\$183.00
5. Miscellaneous document review	\$183.00
<b>D. Overhead Multiplier</b>	
As shown in Cost Allocation Plan per Department and Position performing work (Step E including overhead)	

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



## Engineering

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>III. PERMIT FEES</b>	
<b>A. Encroachment Permit (EP) Processing Fee</b>	
1. Subdivision/Development	\$184.00
2. General (All Other)	\$89.00
3. EP – Utilities Cost of Work > \$10,000	\$498.00
4. EP – Utilities Cost of Work < \$10,000	\$182.00
<b>B. Grading Permit Processing Fees</b>	
1. 10,000 cubic yards or less	\$184.00
2. Over 10,000 cubic yards	\$974.00
<b>C. Transportation Permit Processing Fee<sup>1</sup></b>	\$16.00
<b>IV. INSPECTION FEES</b>	
<b>A. Publicly Maintained Improvements (Streets, Water, Sewer, Storm Drains)</b>	
	% of Value for Improvement
1. 5% first \$100,000, plus	
2. 4.5% second \$100,000, plus	
3. 4% next \$300,000, plus	
4. 3.5% over \$500,000	
<b>B. Privately Maintained Improvements</b>	
	% of Value for Improvement
1. 2% first \$100,000, plus	
2. 1.5% second \$100,000, plus	
3. 1% next \$300,000, plus	
4. 0.5% over \$500,000	
<b>C. Grading Inspection Fees</b>	
3.5% of estimated cost of grading and associated improvements	
<b>D. Miscellaneous Inspections (Per Hour)</b>	
To be charged at the Public Works Construction Inspector II step E total hourly rate per current Cost Allocation Plan	
	Hourly Rate <sup>2</sup>
<b>E. Inspection Fees - Miscellaneous<sup>3</sup></b>	
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. Install Sidewalk - hours/linear ft	0.0017
7. Install Access Ramp - hours/each	0.2800
8. Sewer Tap or Cap at Main - hours/each	0.6700
9. Sewer Cap at Property Line - hours/each	0.2100
10. Sewer Line Repair	Hourly Rate <sup>2</sup>
11. Water Service Repair or Abandonment	Hourly Rate <sup>2</sup>

<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>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





## Engineering

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
<b>IV. INSPECTION FEES - Miscellaneous (continued)<sup>1</sup></b>	
12. Street Light - hours/each	0.2800
13. Wells	
a. Drilling Permit - hours/each	0.4100
b. Abandonment Inspections - hours/each	0.2100
<b>F. Overtime Inspection</b> - 1.5 Times Construction Inspector Total Hourly Rate Step E, including overhead, per current Cost Allocation Plan.	
<b>V. MISCELLANEOUS FEES</b>	
<b>A. Apportionment Processing Fee</b>	
1. Processing/Review, plus	\$374.00
2. Consultant Fee Per Contract - Deposit	Actual Cost
	As set forth in Contra Costa County Ordinance at the time of Final Map Approval
<b>B. Contra Costa County Flood Control Area Drainage Fees</b>	
<b>C. Development Program Fees</b>	As Calculated by City Engineer
<b>D. Lot Line Adjustment (Per Parcel)</b>	\$950.00
<b>E. Traffic Signal Maintenance - Deposit for actual cost</b>	\$7,561.00
Traffic signal maintenance once energized by PG&E until project acceptance	
<b>F. Community Facilities District Formation/Annexation</b>	
1. Processing/Review, plus	\$271.00
2. Consultant Fee Per Contract - Deposit	Actual Cost
<b>G. Assessment District Formation</b>	
Initial Deposit for Actual Cost	Actual Cost
<b>H. Base Map Revision Fee</b>	Actual Cost + 2% City Administration
Prior to Final Map or Lot Line Adjustment Recordation	
<b>I. Drains to Creek Marker<sup>2</sup></b>	\$7.25
<b>J. Aerial Photo on CD only</b>	
1. Geo Photo	\$75.00
2. Ortho Photo	\$154.00
<b>K. Public Outreach/Educational Items</b>	No Charge

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

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

Engineering

EAST CONTRA COSTA REGIONAL FEE AND FINANCING AUTHORITY (ECCRFFA)						
Regional Traffic Mitigation						
Type of Use	Fee Units	New Fee Effective Jan. 1, 2023	ECCRFFA Fee Rebate <sup>1</sup>	New Fee Less Rebate	Admin Fee	Total Fee <sup>3</sup>
Single family residential	Per dwelling unit	\$27,706.00	15%	\$23,550.00	\$235.50	\$23,785.50
Multiple family residential	Per dwelling unit	\$17,008.00	15%	\$14,457.00	\$144.57	\$14,601.57
Active senior residential <sup>2</sup>	Per dwelling unit	\$12,068.73	15%	\$10,258.38	\$102.58	\$10,360.96
Commercial	Per square foot of gross floor area	\$2.300		\$2.300	\$0.023	\$2.323
Office	Per square foot of gross floor area	\$2.000		\$2.000	\$0.020	\$2.020
Industrial	Per square foot of gross floor area	\$2.000		\$2.000	\$0.020	\$2.020
Other	Per peak hour trips as determined	\$27,706.00		\$23,550.00	\$235.50	\$23,785.50

<sup>1</sup> Actual Fees for residential use only have been reduced by 15% through December 31, 2023 per the ECCRFFA Temporary Fee Incentive Program Reso. 2021/03

<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

<sup>3</sup> Additional 3% Credit Card Surcharge Fee if paying by credit card

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



## Engineering

<b>DEVELOPMENT FEE PROGRAM<sup>1</sup></b>					
<b>General Plan Build Out</b>					
<b>Fee Category</b>	<b>RESIDENTIAL per Unit</b>		<b>NON-RESIDENTIAL per Building S.F.</b>		
	<b>Single-Family</b>	<b>Multi-Family</b>	<b>Commercial</b>	<b>Office</b>	<b>Industrial/ Institutional</b>
Administration	\$871.39	\$511.42	\$0.4703	\$0.6175	\$0.3689
Community Facilities	\$858.88	\$504.07	\$0.0122	\$0.0160	\$0.0096
Parks and Trails	\$13,076.44	\$9,664.80	\$0.0000	\$0.0000	\$0.0000
Roadways	\$14,566.61	\$9,031.30	\$5.4279	\$6.5113	\$4.0204
Wastewater	\$7,890.25	\$5,831.68	\$1.7936	\$2.1198	\$1.4721
Water	\$16,290.34	\$6,682.22	\$1.6777	\$2.0648	\$1.4339
Water CCWD LV <sup>2</sup>	\$15,707.23	\$6,443.03	\$1.6176	\$1.9909	\$1.3826
Solid Waste <sup>3</sup>	\$365.38	\$148.34	\$0.6200	\$0.6200	\$0.6200
<b>Total Fees<sup>4</sup></b>	<b>\$53,919.30</b>	<b>\$32,373.83</b>	<b>\$10.00</b>	<b>\$11.95</b>	<b>\$7.92</b>

<sup>1</sup> City Council Resolution 2021-20

<sup>2</sup> See "Area of Additional fees Area 3" on page 33 of the Development Fee Program 2023 update, for outside agency fees to be collected in addition to City of Brentwood Development Fee

<sup>3</sup> Effective July 1, 2023 Solid Waste Cost of Service Study, City Council Resolution No. 2023-77

<sup>4</sup> Additional 3% Credit Card Surcharge Fee if paying by credit card

**Note:** Reference the City of Brentwood Development Fee Program 2023 Update 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



**Parks and Recreation  
Park Planning Fees**

<b>Fee Description</b>	<b>Fee</b>
<b>Conceptual Park Plan Review</b> Deposit	Actual Cost \$3,000.00
<b>Landscape and Lighting District Formation/Annexation</b> Processing/Review, plus Consultant Fee Per Contract - Deposit	\$269.00 Actual Cost
<b>Landscape Review (Public Landscaping)</b> Plan Check and Inspection Fee - by Staff Plan Check - by Consultant Deposit	Actual Cost Actual Cost \$3,000.00

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



## Parks and Recreation Public Arts Fees

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

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



## Parks and Recreation Fees

Fee Description	Fee
Bingo Permit (annual)	\$50.00
City Run Youth Sports Non-Resident Fee 10% of Registration fee, minimum \$5	
Non-Resident Fee for Adult Sport Leagues (per person) <i>Non-Resident 50% cost recovery (excluding aquatic and youth sports)</i>	\$13.00
Late Fee for Youth Sport Leagues (per person)	\$26.25
<b>Adult Sports</b>	
Team Name Change USSSA Fee	Actual Cost
Adult Softball Leagues (Team Fee) <sup>1</sup>	\$760.00
Adult Bocce Leagues (Team Fee) <sup>1</sup>	\$140.00
50 & Better Bocce Leagues <sup>1</sup>	\$110.00
<b>Youth Sports</b>	
Tiny Tot Sports 6 Week Program at BUSD Facility	\$133.00
Tiny Tot Sports 6 Week Program at BUSD Facility (Non-Resident)	\$146.00
Tiny Tot Sports 6 Week Program at City Facility	\$133.00
Tiny Tot Sports 6 Week Program at City Facility (Non-Resident)	\$146.00
Tiny Tot Sport League	\$69.00
Tiny Tot Sport League (Non-Resident)	\$75.00
Youth Basketball	\$158.00
Youth Basketball (Non-Resident)	\$173.00
Kidz Love Soccer 5 Week Program	\$107.00
Kidz Love Soccer 5 Week Program (Non-Resident)	\$112.00
Kidz Love Soccer 6 Week Program	\$125.00
Kidz Love Soccer 6 Week Program (Non-Resident)	\$131.00
Kidz Love Soccer 7 Week Program	\$143.00
Kidz Love Soccer 7 Week Program (Non-Resident)	\$150.00
Kidz Love Soccer 8 Week Program	\$160.00
Kidz Love Soccer 8 Week Program (Non-Resident)	\$168.00
<b>Skyhawks</b>	
Skyhawks - Half Day Camps	\$220.00
Skyhawks - Half Day Camps (Non-Resident)	\$247.00
Skyhawks Sport Classes - 3 Weeks	\$76.00
Skyhawks Sport Classes - 3 Weeks (Non-Resident)	\$86.00
Skyhawks Sport Classes - 5 Weeks	\$127.00
Skyhawks Sport Classes - 5 Weeks (Non-Resident)	\$143.00
Skyhawks Sport Classes - 6 Weeks	\$152.00
Skyhawks Sport Classes - 6 Weeks (Non-Resident)	\$171.00
Skyhawks Sport Classes - 7 Weeks	\$178.00
Skyhawks Sport Classes - 7 Weeks (Non-Resident)	\$200.00
Skyhawks Sport Classes - 8 Weeks	\$203.00
Skyhawks Sport Classes - 8 Weeks (Non-Resident)	\$228.00
Skyhawks Sport Classes - 10 Weeks	\$254.00
Skyhawks Sport Classes - 10 Weeks (Non-Resident)	\$285.00
Skyhawks Sport Classes - 10 Weeks Saturday	\$267.00

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



## Parks and Recreation Fees

Fee Description	Fee
<b>SkyHawks (Continued)</b>	
Skyhawks Sport Classes - 10 Weeks Saturday (Non-Resident)	\$300.00
<b>Creative Activities Play Classes</b>	
Jump Bunch Sport Classes - 4 Weeks	\$80.00
Jump Bunch Sport Classes - 4 Weeks (Non-Resident)	\$84.00
Jump Bunch Sport Classes - 6 Weeks	\$120.00
Jump Bunch Sport Classes - 6 Weeks (Non-Resident)	\$126.00
Jump Bunch Sport Classes - 8 Weeks	\$160.00
Jump Bunch Sport Classes - 8 Weeks (Non-Resident)	\$168.00
Jump Bunch Volleyball Classes - 4 Weeks	\$100.00
Jump Bunch Volleyball Classes - 4 Weeks (Non-Resident)	\$105.00
Jump Bunch Volleyball Classes - 6 Weeks	\$150.00
Jump Bunch Volleyball Classes - 6 Weeks (Non-Resident)	\$157.00
Jump Bunch Volleyball Classes - 8 Weeks	\$200.00
Jump Bunch Volleyball Classes - 8 Weeks (Non-Resident)	\$210.00
<b>Preschool Classes</b>	
Preschool Camp - Daily	\$39.00
Preschool Camp - Daily (Non-Resident)	\$40.00
Adventure Class - per day	\$15.00
Adventure Class - per day (Non-Resident)	\$20.00
<b>Creative Activities Arts and Crafts Classes</b>	
Created By You Art 1 session Art Class/Camp	\$45.00
Created By You Art 1 session Art Class/Camp (Non-Resident)	\$48.00
Created By You Art 2 session Art Class/Camp	\$65.00
Created By You Art 2 session Art Class/Camp (Non-Resident)	\$68.00
Created By You Art 4 session Art Class/Camp	\$100.00
Created By You Art 4 session Art Class/Camp (Non-Resident)	\$105.00
Created By You Woodshop 1 session	\$55.00
Created By You Woodshop 1 session (Non-Resident)	\$58.00
Created By You Woodshop 2 session	\$75.00
Created By You Woodshop 2 session (Non-Resident)	\$79.00
Created By You Holiday Themed Art Camp 1 session	\$40.00
Created By You Holiday Themed Art Camp 1 session (Non-Resident)	\$42.00
Created By You Holiday Themed Art Camp 2 session	\$70.00
Created By You Holiday Themed Art Camp 2 session (Non-Resident)	\$74.00
Created By You Holiday Themed Art Camp 4 session	\$100.00
Created By You Holiday Themed Art Camp 4 session (Non-Resident)	\$105.00



## Parks and Recreation Fees

Fee Description	Fee
<b>Creative Activities Arts and Crafts Classes (Continued)</b>	
Created By You Resin Workshop 1 session	\$85.00
Created By You Resin Workshop 1 session (Non-Resident)	\$89.00
Created By You Resin Workshop 2 session	\$150.00
Created By You Resin Workshop 2 session (Non-Resident)	\$157.00
<b>Teen &amp; Adult Fitness Classes</b>	
Tai Chi - per class	\$11.00
Tai Chi (Non-Resident) - per class	\$12.00
Zumba Gold (Ages 55+) <sup>1</sup> - per class	\$48.00
<b>Youth Dance Classes</b>	
Youth Dance - per class	\$10.00
Youth Dance - per class (Non-Resident)	\$11.00
<b>Tennis</b>	
Tennis Classes and Camps (Ages 3-4)	\$60.00
Tennis Classes and Camps (Ages 3-4) (Non-Resident)	\$63.00
Tennis Classes and Camps (Ages 5-6)	\$72.00
Tennis Classes and Camps (Ages 5-6) (Non-Resident)	\$76.00
Miss Hits Tennis Class (Ages 5-8)	\$104.00
Miss Hits Tennis Class (Ages 5-8) (Non-Resident)	\$109.00
Tennis Classes and Camps (Ages 7+)	\$110.00
Tennis Classes and Camps (Ages 7+) (Non-Resident)	\$116.00
<b>Gymnastics</b>	
Gymnastics class per class	\$10.00
Gymnastics class per class (Non-Resident)	\$11.00
<b>Health and Safety Classes</b>	
CPR/AED + First Aid Class (Ages 15+)	\$110.00
CPR/AED + First Aid Class (Ages 15+) (Non-Resident)	\$112.00
Babysitters Training	\$51.00
Babysitters Training (Non-Resident)	\$53.00
<b>Technology Classes and Camps</b>	
IncrediFlix - Full Day Camp (4 Days)	\$500.00
IncrediFlix - Full Day Camp (4 Days) (Non-Resident)	\$524.00
IncrediFlix - Full Day Camp (5 Days)	\$600.00
IncrediFlix - Full Day Camp (5 Days) (Non-Resident)	\$608.00
IncrediFlix - Half Day Camp (4 Days)	\$276.00
IncrediFlix - Half Day Camp (4 Days) (Non-Resident)	\$278.00
IncrediFlix - Half Day Camp (5 Days)	\$315.00
IncrediFlix - Half Day Camp (5 Days) (Non-Resident)	\$329.00

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





## Parks and Recreation Fees

Fee Description	Fee
<b>Youth Camps</b>	
Recreation Leader in Training Daily <sup>1</sup>	\$25.00
Camp Brentwood Daily	\$55.00
Camp Brentwood Daily (Non-Resident)	\$60.00
<b>Special Events</b>	
A Letter from Santa <sup>1</sup>	\$6.00
Military/Veteran Banner Program <sup>1</sup>	\$75.00
<b>Aquatics</b>	
Parent/Child Lessons per class	\$6.00
Parent/Child Lessons per class (Non-Resident)	\$7.00
Swim Lessons per class	\$10.00
Swim Lessons per class (Non-Resident)	\$11.00
Private Swim Lessons per class	\$21.00
Private Swim Lessons per class (Non-Resident)	\$23.00
Recreational Swim Single Entry (Saturday and Sunday) <sup>1</sup>	\$9.00
Recreational Swim Single Entry (Monday - Friday) <sup>1</sup>	\$6.00
Lap Swim Single Entry <sup>1</sup>	\$5.00
Tot Splash <sup>1</sup>	\$6.00
BFAC Swim Practice Lane Fee <sup>1</sup>	\$9.00
Lifeguard Certification <sup>1</sup>	\$89.00
Jr. Lifeguard Camp per class	\$31.00
Jr. Lifeguard Camp (Non-Resident) per class	\$34.00
Water Aerobics (18+) per class	\$10.00
Water Aerobics (18+) per class (Non-Resident)	\$11.00
Diving per class	\$11.00
Diving per class (Non-Resident)	\$12.00
Splashball (Ages 5-9) (8-weeks)	\$152.00
Splashball (Ages 5-9) (8-weeks) (Non-Resident)	\$168.00
Part-Time Staff (per hour)	Hourly Rate + Benefits
<b>Facility Rentals<sup>2</sup></b>	
Special Event Permit Application Fee	\$54.00
Facility Rental Application Fee	\$54.00
Billing Processing Fee	\$54.00
Application Rush Fee (less than 30 days)	\$34.50
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

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

<sup>2</sup> See Facility Rentals/Tournament Cancellation Policy



## Parks and Recreation Fees

Fee Description	Fee
<b>Field Rentals<sup>2</sup> (Continued)</b>	
Refundable Field Deposit (40 Bookings or Less)	\$250.00
Cancellation Fee	\$34.50
Unpaid Balance Late Fee less than 30 days prior to event	\$95.00
Contract Modification Fee (5 days after receipt of contract) (5 business day grace period for changes without charges once application has been submitted)	\$68.00
Contract Modification Fee (less than 14 days prior to event)	\$137.00
Rental Liability Insurance	\$98.00-\$700.00
Part-Time Staff (per hour)	Hourly Rate + Benefits
Ball Field Prep Services (per field)	\$34.75
Ball Field Prep without lining (per field)	\$20.25
Extra Mow (per field)	Actual Cost
Scorekeeper Fee (per hour)	Hourly Rate + Benefits
Soccer Field Prep Service (per field)	\$20.25
Soccer Field Lining Services (per field)	\$104.00
Soccer Field Lining Repaint (per field)	\$34.75
Solid Waste Garbage Service	Actual Cost
<b>Brentwood Family Aquatic Complex<sup>2</sup></b>	
Competitive Pool (per hour) (3 hours minimum)	\$413.00
Recreation/Slide Pools (per hour) (3 hours minimum)	\$317.00
Aquatic Park (per hour) (3 hours minimum)	\$733.00
Refundable Deposit	\$750.00
Picnic Tables 2 hours:	
Resident	\$34.25
Non-Resident	\$44.75
<b>Brentwood Community Center<sup>2</sup></b>	
<b>Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days)</b>	
<b>Entire First Floor (Including Kitchen)</b>	
Resident	\$1,866.00
Non-Resident	\$2,052.00
Commercial	\$2,426.00
Non-Profit	\$1,306.00
<b>Commercial Kitchen (Only) (2 hours Minimum Required)</b>	
Rate (per hour)	\$35.25
<b>Community Room Full - Up to 5 Hours (Friday-Saturday)</b>	
Resident (per hour)	\$278.00
Non-Resident (per hour)	\$306.00
Commercial (per hour)	\$362.00
Non-Profit (per hour)	\$195.00
<b>Community Room Full - More than 5 Hours (Friday-Saturday)</b>	
Resident (per hour)	\$231.00
Non-Resident (per hour)	\$255.00

<sup>2</sup> See Facility Rentals/Tournament Cancellation Policy



## Parks and Recreation Fees

Fee Description	Fee
<b>Brentwood Community Center<sup>2</sup> (Continued)</b>	
Commercial (per hour)	\$301.00
Non-Profit (per hour)	\$162.00
<b>Community Room Full (Sunday-Thursday)</b>	
Resident (per hour)	\$208.00
Non-Resident (per hour)	\$228.00
Commercial (per hour)	\$270.00
Non-Profit (per hour)	\$145.00
<b>Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday)</b>	
Resident (per hour)	\$138.00
Non-Resident (per hour)	\$152.00
Commercial (per hour)	\$180.00
Non-Profit (per hour)	\$97.00
<b>Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday)</b>	
Resident (per hour)	\$113.00
Non-Resident (per hour)	\$125.00
Commercial (per hour)	\$148.00
Non-Profit (per hour)	\$79.00
<b>Community Room Hall A and/or B (Sunday-Thursday)</b>	
Resident (per hour)	\$103.00
Non-Resident (per hour)	\$113.00
Commercial (per hour)	\$136.00
Non-Profit (per hour)	\$72.00
<b>Multi Purpose Room Full</b>	
Resident (per hour)	\$80.00
Non-Resident (per hour)	\$88.00
Commercial (per hour)	\$105.00
Non-Profit (per hour)	\$56.00
<b>Multi Purpose Room A and/or B</b>	
Resident (per hour)	\$41.25
Non-Resident (per hour)	\$45.50
Commercial (per hour)	\$53.00
Non-Profit (per hour)	\$29.00
<b>Art Room</b>	
Resident (per hour)	\$41.25
Non-Resident (per hour)	\$45.50
Commercial (per hour)	\$53.00
Non-Profit (per hour)	\$29.00
<b>Conference Room Full</b>	
Resident (per hour)	\$49.75
Non-Resident (per hour)	\$54.00
Commercial (per hour)	\$64.00
Non-Profit (per hour)	\$34.75

<sup>2</sup> See Facility Rentals/Tournament Cancellation Policy



## Parks and Recreation Fees

Fee Description	Fee
<b>Brentwood Community Center (Continued)<sup>2</sup></b>	
<b>Conference Room A and/or B</b>	
Resident (per hour)	\$24.75
Non-Resident (per hour)	\$27.25
Commercial (per hour)	\$32.25
Non-Profit (per hour)	\$17.25
<b>Office Space 1</b>	
Resident (per hour)	\$41.25
Non-Resident (per hour)	\$45.50
Commercial (per hour)	\$53.00
Non-Profit (per hour)	\$29.00
<b>Office Space 2</b>	
Resident (per hour)	\$80.00
Non-Resident (per hour)	\$88.00
Commercial (per hour)	\$105.00
Non-Profit (per hour)	\$56.00
<b>Equipment Rental (Flat Rates)</b>	
Stage	\$171.00
<b>Brentwood Senior Activity Center<sup>2</sup> (2 hours Minimum Required)</b>	
<b>Main Hall - Up to 5 Hours (Friday-Saturday)</b>	
Resident (per hour)	\$124.00
Non-Resident (per hour)	\$136.00
Commercial (per hour)	\$161.00
Non-Profit (per hour)	\$86.00
<b>Main Hall - More than 5 Hours (Friday-Saturday)</b>	
Resident (per hour)	\$111.00
Non-Resident (per hour)	\$123.00
Commercial (per hour)	\$145.00
Non-Profit (per hour)	\$78.00
<b>Main Hall (Sunday-Thursday)</b>	
Resident (per hour)	\$89.00
Non-Resident (per hour)	\$98.00
Commercial (per hour)	\$115.00
Non-Profit (per hour)	\$62.00
<b>Meeting Room</b>	
Resident (per hour)	\$55.00
Non-Resident (per hour)	\$61.00
Commercial (per hour)	\$72.00
Non-Profit (per hour)	\$39.00
<b>Class Room</b>	
Resident (per hour)	\$45.00
Non-Resident (per hour)	\$49.50
Commercial (per hour)	\$58.00
Non-Profit (per hour)	\$31.50
<b>Meeting Room/Class Room Combination</b>	
Resident (per hour)	\$70.00
Non-Resident (per hour)	\$77.00

<sup>2</sup> See Facility Rentals/Tournament Cancellation Policy



## Parks and Recreation Fees

Fee Description	Fee
<b>Brentwood Senior Activity Center<sup>2</sup> (Continued)</b>	
Commercial (per hour)	\$91.00
Non-Profit (per hour)	\$49.25
<b>Kitchen</b>	
Rate (per hour)	\$24.00
<b>Senior Center Equipment Rental with Rental of Senior Center (Flat Rate)</b>	
Portable Stage 16 ft x 8 ft Removal	\$71.25
Portable Stage Rental Resizing	\$121.00
Portable Bar (each)	\$50.00
<b>Entire Facility Daily Rate (10 hours maximum for 2 or more consecutive days)</b>	
Resident	\$1,178.00
Non-Resident	\$1,296.00
Commercial	\$1,532.00
Non-Profit	\$824.00
<b>Commercial Kitchen Daily Rate (10 hours maximum for 2 or more consecutive days)</b>	
Resident	\$395.00
Non-Resident	\$435.00
Commercial	\$514.00
Non-Profit	\$276.00
<b>Apple Hill, Balfour Guthrie and Veterans Parks<sup>2</sup></b>	
<b>Group Picnic Shelter Rentals (26-50 Capacity)</b>	
Resident (per hour)	\$21.00
Non-Resident (per hour)	\$27.50
Commercial (per hour)	\$27.50
Non-Profit (per hour)	\$14.75
Resident (per day)	\$128.00
Non-Resident (per day)	\$166.00
Commercial (per day)	\$166.00
Non-Profit (per day)	\$89.00
<b>Apple Hill, Balfour Guthrie and Creekside Park<sup>2</sup></b>	
<b>Basketball/Pickleball Court Rental</b>	
Resident (per hour)	\$7.25
Non-Resident (per hour)	\$7.75
Commercial (per hour)	\$9.25
Non-Profit (per hour)	\$5.00
Resident (per day)	\$72.00
Non-Resident (per day)	\$79.00
Commercial (per day)	\$94.00
Non-Profit (per day)	\$50.50
<b>Apple Hill and Veterans Parks<sup>2</sup></b>	
<b>Bocce Courts</b>	
Resident (per hour)	\$13.50

<sup>2</sup> See Facility Rentals/Tournament Cancellation Policy



## Parks and Recreation Fees

Fee Description	Fee
<b>Apple Hill and Veterans Parks<sup>2</sup> (Continued)</b>	
Non-Resident (per day)	\$15.00
Commercial (per day)	\$17.75
Non-Profit (per day)	\$9.50
Two Hour Minimum Equipment Deposit	\$103.00
<b>Apple Hill, Garin and Summerwood Parks<sup>2</sup></b>	
<b>Ball Field Rental</b>	
Resident (per day)	\$13.50
Non-Resident (per day)	\$15.00
Commercial (per day)	\$17.75
Non-Profit (per day)	\$9.50
<b>Arbor View Park, Balfour Guthrie Park, and Veterans Park<sup>2</sup></b>	
<b>Volleyball Court Rental</b>	
Resident (per hour)	\$8.25
Non-Resident (per hour)	\$9.00
Commercial (per hour)	\$10.75
Non-Profit (per hour)	\$5.75
Resident (per day)	\$82.00
Non-Resident (per day)	\$91.00
Commercial (per day)	\$107.00
Non-Profit (per day)	\$57.00
<b>Balfour Guthrie Park and Sunset Park Athletic Complex<sup>2</sup></b>	
<b>Group Picnic Shelter Rentals (51-100 Capacity)</b>	
Resident (per hour)	\$43.00
Non-Resident (per hour)	\$56.00
Commercial (per hour)	\$56.00
Non-Profit (per hour)	\$30.25
Resident (per day)	\$260.00
Non-Resident (per day)	\$339.00
Commercial (per day)	\$339.00
Non-Profit (per day)	\$182.00
<b>Balfour Guthrie Park<sup>2</sup></b>	
<b>Ball Field/Soccer Field Rental</b>	
Resident (per day)	\$13.50
Non-Resident (per day)	\$15.00
Commercial (per day)	\$17.75
Non-Profit (per day)	\$9.50
Field/Soccer Overlay Lights (per hour)	\$11.25
<b>Balfour Guthrie and Creekside Park<sup>2</sup></b>	
<b>Tennis Court Rental</b>	
Resident (per hour)	\$8.25
Non-Resident (per hour)	\$9.00
Commercial (per hour)	\$10.75
Non-Profit (per hour)	\$5.75
Resident (per day)	\$99.00
Non-Resident (per day)	\$109.00

<sup>2</sup> See Facility Rentals/Tournament Cancellation Policy



## Parks and Recreation Fees

Fee Description	Fee
<b>Balfour Guthrie and Creekside Park<sup>2</sup> (Continued)</b>	
Commercial (per day)	\$129.00
Non-Profit (per day)	\$69.00
<b>Blue Goose, City and Oak Meadow Parks<sup>2</sup></b>	
<b>Group Picnic Shelter Rentals (1-25 Capacity)</b>	
Resident (per hour)	\$10.25
Non-Resident (per hour)	\$13.25
Commercial (per hour)	\$13.25
Non-Profit (per hour)	\$7.25
Resident (per day)	\$63.00
Non-Resident (per day)	\$82.00
Commercial (per day)	\$82.00
Non-Profit (per day)	\$44.00
<b>City Park<sup>2</sup></b>	
<b>City Park (grass and staging area)</b>	
Resident (per hour)	\$92.00
Non-Resident (per hour)	\$101.00
Commercial (per hour)	\$119.00
Non-Profit (per hour)	\$64.00
Resident (per day)	\$470.00
Non-Resident (per day)	\$517.00
Commercial (per day)	\$611.00
Non-Profit (per day)	\$329.00
Part-Time Staff Fee (per hour)	Hourly Rates + Benefits
<b>Group Picnic Area w/BBQ Island (1-25 Capacity)</b>	
Resident (per hour)	\$15.25
Non-Resident (per hour)	\$19.75
Commercial (per hour)	\$19.75
Non-Profit (per hour)	\$10.50
Resident (per day)	\$93.00
Non-Resident (per day)	\$121.00
Commercial (per day)	\$121.00
Non-Profit (per day)	\$65.00
<b>Gazebo</b>	
Resident (per hour)	\$42.25
Non-Resident (per hour)	\$46.50
Commercial (per hour)	\$55.00
Non-Profit (per hour)	\$29.50
Resident (per day)	\$283.00
Non-Resident (per day)	\$312.00
Commercial (per day)	\$368.00
Non-Profit (per day)	\$198.00

<sup>2</sup> See Facility Rentals/Tournament Cancellation Policy



## Parks and Recreation Fees

Fee Description	Fee
<b>Oak Meadow Park<sup>2</sup></b>	
<b>Ball Field/Soccer Field Rental (For the First Field)</b>	
Resident (per field, per day)	\$13.50
Non-Resident (per field, per day)	\$15.00
Commercial (per field, per day)	\$17.75
Non-Profit (per field, per day)	\$9.50
Ball Field Lights (per hour)	\$11.25
Soccer Overlay Lights (per hour)	\$31.25
<b>Skate Park<sup>2</sup></b>	
<b>Skate Park Rental</b>	
Resident (4 hour minimum)	\$352.00
Non-Resident (4 hour minimum)	\$387.00
Commercial (4 hour minimum)	\$457.00
Non-Profit (4 hour minimum)	\$246.00
Each Additional Hour	\$84.75
<b>Sunset Park Athletic Complex<sup>2</sup></b>	
<b>Ball Field Rental (for the First Field) Rates</b>	
Resident (per hour)	\$27.50
Non-Resident (per hour)	\$30.25
Commercial (per hour)	\$36.00
Non-Profit (per hour)	\$19.25
Additional Field Rental (per field, per hour)	\$8.75
Ball Field Lights (per hour)	\$33.25
Overlay of Fields 5 and 6 (per hour)	\$28.50
<b>Soccer Field Rental (for the First Field)</b>	
Resident (per hour)	\$27.50
Non-Resident (per hour)	\$30.25
Commercial (per hour)	\$36.00
Non-Profit (per hour)	\$19.25
Additional Field Rental (per field, per hour)	\$8.75
Soccer Field Lights (per hour)	\$41.75
<b>Entire Facility Rental</b>	
Resident (per hour) (4 hour minimum)	\$349.00
Non-Resident (per hour) (4 hour minimum)	\$383.00
Commercial (per hour) (4 hour minimum)	\$453.00
Non-Profit (per hour) (4 hour minimum)	\$244.00
Includes staff fee but does not include lights, equipment, or preparation fees.	
<b>Veterans Park<sup>2</sup></b>	
<b>Horseshoes Court</b>	
Resident (per hour)	\$13.50
Non-Resident (per hour)	\$15.00
Commercial (per hour)	\$17.75
Non-Profit (per hour)	\$9.50
Equipment Deposit (2 hour minimum)	\$100.00
<b>Dedication Trees and Amenities</b>	
Tree and Donor Recognition Leaf	\$288.00

<sup>2</sup> See Facility Rentals/Tournament Cancellation Policy





## Parks and Recreation Fees

Fee Description	Fee
<b>Dedication Trees and Amenities (Continued)</b>	
Recognition Memorial Bricks (Only available to honor Veterans) per line	\$113.00
Bench w/ plaque	\$2,021.00
Drinking Fountain w/ plaque	\$3,370.00
Picnic Table	\$4,045.00

*Note: 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 per Council/Administrative Policy No. 10-12, Requests for Use of City Funds*

*Note: Facilities booked in hourly increments only*



## Police

Fee/Fine Description	Fee/Fine
<b>Photocopies:</b>	
Pages 1-20 (per page)	\$0.35
Pages 21 and above (per page)	\$0.12
ABC Permit	\$74.25
Record Review	\$50.50
Visa Clearance	\$42.75
Loss Verification Letter	\$34.25
Restitution - Determined by Court	Actual Cost
Police and Accident Reports (Victim)	No Charge
Police and Accident Reports (Non-Victim)	\$12.50
VIN Verification	\$116.00
Citation Sign off - Residents	No Charge
Citation Sign off - Non-Residents	\$48.75
Repossession Filing Fee <sup>1</sup>	\$15.00
Stored Vehicle - Vehicle Code Sections 22651 and 14602.6 <i>(Excluding Vehicle Code Sections 22651 (c) and (g))</i>	\$199.25
Inoperative Vehicle (22669d VC)	\$199.25
Block Party Permit	\$107.50
Background Investigation <sup>2</sup>	\$820.50
Photos/Printed	\$70.25
Audio/Video/Photo CD or DVD	\$27.00
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	\$93.00
Civil Subpoena <sup>5</sup> (\$275.00 Deposit per day)	Actual Cost
Civil Subpoena Clerical Costs <sup>6</sup>	\$6 per quarter Hour
DUI Emergency Cost Recover	Actual Cost
Bicycle Registration	No Charge
Finger Prints - Local Rolling Fee (Livescan or Ink Card)	\$56.00
State and Federal (DOJ/FBI) Criminal History Record Check Fees	Actual Cost
Booking Fee <sup>7</sup>	Actual Cost

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

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

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

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

<sup>5</sup> *Per Government Code 68097.2*

<sup>6</sup> *Evidence Code Section 1563(a)(1)*

<sup>7</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*



## Police

Fee/Fine Description	Fee/Fine
Massage Establishment Permit - Initial Application	\$292.25
Massage Establishment Permit - Renewal	\$144.50
Background Check <sup>1</sup>	\$67.00
Peddler Permit Initial Application <sup>2</sup>	\$246.50
Peddler Permit Renewal <sup>2</sup>	\$246.50
Appeal Process	\$428.75
Range Qualification	\$378.50
Secondhand Dealer Permit <sup>3</sup>	Actual Cost
<b>Taxi Permits<sup>4</sup></b>	
Owner Original Application Including Inspection of 1 Taxi	\$366.50
Owner Taxi Vehicle Inspection - Per Vehicle	\$120.75
Driver Only Taxi Permit - Submitted After Initial Application	\$120.75
Owner Renewal of Taxi Permit Including Inspection of 1 Taxi	\$243.50
Owner Renewal Taxi Vehicle Inspection - Per Vehicle	\$120.75
Driver Only Taxi Permit Renewal - Submitted After Renewal Application	\$59.50
Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)	\$120.75
Appeal Process	\$428.75
Computer Aided Dispatch Reports	\$0.10 per page
<b>Computer Gaming and Internet Access Establishments:</b>	
Initial Application	\$485.75
Renewal	\$485.75
Appeal	\$428.75
<b>Parking Fines Vehicle Code<sup>5</sup></b>	
Vehicle on Public Grounds	\$38.00
Parking Levees, etc.	\$38.00
Parked in Bike Lane	\$38.00
Parked in Red Zone	\$38.00
Parked in Posted Fire Lane	\$38.00
Blocking Intersection	\$38.00
Blocking Crosswalk	\$38.00
Parking Adjacent to Safety Zone	\$38.00
Park within 15 ft. of Fire Department Driveway	\$38.00
Blocking Driveway	\$38.00
Blocking Sidewalk	\$38.00
Blocking Excavation	\$38.00
Double Parked	\$38.00
Bus Loading Zone (red)	\$253.00
Stopping in Tube or Tunnel	\$38.00

<sup>1</sup> Established by BMC 5.60, BMC 5.48 and 5.70

<sup>2</sup> Established by BMC 5.48

<sup>3</sup> To be charged at the Police Lieutenant, Step E, total hourly rate, for 30 minutes

<sup>4</sup> Established by BMC 5.60

<sup>5</sup> City Of Brentwood Resolution 2011-29 authorized by Cal. Veh. Code §40203.5



## Police

Fee/Fine Description	Fee/Fine
<b>Parking Fines Vehicle Code (continued)<sup>1</sup></b>	
Stopping on Bridge	\$38.00
Blocking Wheelchair Access	\$253.00
Curb Parking	\$38.00
Curb Parking One Way Road	\$38.00
Parked in Posted No Parking Area	\$38.00
Blocking Handicap Parking	\$278.00
Handicap Parking	\$278.00
Parking on Lines - Handicap Stall	\$278.00
Fire Hydrants	\$38.00
Unattended Vehicle	\$38.00
Locked Vehicle with Person Inside	\$38.00
Vehicle Door Open to Traffic Lane	\$38.00
Stopping of Freeway	\$38.00
Illegal to Park on Railroad Track	\$38.00
Park Near Sidewalk Ramps	\$278.00
Abandon Vehicle on Highway	\$103.00
Gridlock Intersection	\$53.00
Street/Alley Parking	\$38.00
<b>Parking Fines Municipal Code<sup>1</sup></b>	
Stop/Park on Vehicle Crossing	\$38.00
Parking on Private Property without Owner's Consent	\$38.00
Parking on Public Property Where Prohibited	\$38.00
Parking or Stopping on Parkways	\$38.00
Parking on any Street or Alley for Longer than 72 Hours	\$49.00
Parking Between 2:00 a.m. and 4:00 a.m. Where Prohibited	\$38.00
Parking Vehicles for Sale on Public Roadway	\$38.00
Parking Vehicles Under Repair on Public Roadway	\$38.00
Parking of Disabled Vehicles	\$38.00
Parking Within Stall Lines or Crossbars on Paved Streets	\$38.00
Parking Adjacent to Median Island	\$38.00
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



## Police

Fee/Fine Description	Fee/Fine
<b>Parking Fines Municipal Code (continued)<sup>1</sup></b>	
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 Citywide Fees page



**Public Works**

Solid Waste Fees <sup>1,2</sup>								
SCHEDULED SERVICES								
Cart Service								
Service Per Week		<b>32 Gal.</b>	<b>64 Gal.</b>	<b>96 Gal.</b>	The rate is based on the garbage cart size and may include up to two each of the recycling/yard waste carts serviced every other week at no additional charge. Rate for the 3rd Recycle Cart up to \$7.71/month per cart and the rate for the 3rd Yardwaste Cart up to \$8.47/month per cart.			
	<b>1</b>	\$32.50	\$44.76	\$58.99				
	<b>2</b>	\$61.26	\$85.79	\$114.25				
	<b>3</b>	\$90.00	\$126.78	\$169.49				
Commercial Front-Load Bin Service <span style="float: right;">1 Yard = 2/96 Gallon Carts</span>								
Garbage, Organics								
Non-compacted Rates								
Service Per Week		Container Size						
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	<b>1</b>	\$154.43	\$268.11	\$407.12	\$522.29	\$637.47	\$824.15	\$1,078.32
	<b>2</b>	\$322.93	\$550.30	\$828.31	\$1,058.66	\$1,289.02	\$1,662.37	\$2,170.74
	<b>3</b>	\$491.42	\$832.49	\$1,249.50	\$1,595.04	\$1,940.58	\$2,500.58	\$3,263.16
	<b>4</b>	\$659.92	\$1,114.67	\$1,670.70	\$2,131.41	\$2,592.12	\$3,338.84	\$4,355.57
<b>5</b>	\$828.42	\$1,396.86	\$2,091.90	\$2,667.79	\$3,243.67	\$4,177.05	\$5,447.97	
Garbage, Organics								
Compacted Rates								
Service Per Week		Container Size						
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	<b>1</b>	\$287.95	\$561.98	\$883.68	\$1,157.71	N/A	\$1,991.76	N/A
	<b>2</b>	\$589.98	\$1,138.04	\$1,781.45	\$2,329.50	N/A	\$3,997.91	N/A
	<b>3</b>	\$892.02	\$1,714.12	\$2,679.21	\$3,501.31	N/A	\$6,003.47	N/A
	<b>4</b>	\$1,194.06	\$2,290.18	\$3,576.96	\$4,673.11	N/A	\$8,009.33	N/A
<b>5</b>	\$1,496.10	\$2,866.25	\$4,474.73	\$5,844.89	N/A	\$10,015.17	N/A	
Mixed Recyclables								
Non-compacted Rates								
Service Per Week		Container Size						
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	<b>1</b>	\$76.47	\$171.20	\$256.81	\$384.12	\$480.15	\$576.17	\$851.68
	<b>2</b>	\$233.16	\$422.61	\$593.81	\$848.46	\$1,040.51	\$1,232.57	\$1,783.56
	<b>3</b>	\$389.84	\$674.02	\$930.83	\$1,312.78	\$1,600.88	\$1,888.95	\$2,715.44
	<b>4</b>	\$546.51	\$925.43	\$1,267.83	\$1,777.11	\$2,161.24	\$2,545.36	\$3,647.34
<b>5</b>	\$703.20	\$1,176.83	\$1,604.85	\$2,241.43	\$2,721.58	\$3,201.75	\$4,579.22	
Mixed Recyclables								
Compacted Rates								
Service Per Week		Container Size						
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	<b>1</b>	\$161.51	\$362.38	\$543.56	\$803.47	N/A	\$1,323.27	N/A
	<b>2</b>	\$398.69	\$800.43	\$1,162.80	\$1,682.60	N/A	\$2,722.22	N/A
	<b>3</b>	\$635.87	\$1,238.47	\$1,782.03	\$2,561.74	N/A	\$4,121.15	N/A
	<b>4</b>	\$873.05	\$1,676.52	\$2,401.28	\$3,440.89	N/A	\$5,520.10	N/A
<b>5</b>	\$1,110.22	\$2,114.56	\$3,020.52	\$4,320.02	N/A	\$6,919.05	N/A	

<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 incurred by the City

<sup>2</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



**Public Works**

**Solid Waste Fees  
NON-SCHEDULED SERVICES**

<b>Bin Service<sup>1</sup></b>	
<b>DEPOSIT (Required on all bin rentals)<sup>2</sup></b>	\$742.00 per bin
<b>BIN SERVICE CHARGE</b>	
1 to 8 Cubic Yards (frontload)	\$138.00 per haul
10 to 40 Cubic Yards (roll-off)	\$356.00 per haul
<b>DISPOSAL CHARGE (applicable to 10-40 cubic yard bins)</b>	
Garbage or Construction/Demolition	\$118.00 per ton
Clean Wood, Yard Waste, Metals Only	\$93.00 per ton
Mixed Recyclables Only	\$82.00 per ton
Clean Cardboard Only (Non-Compacted)	\$62.00 per ton
<b>OTHER CHARGES</b>	
40 Yard Compactor Rental	\$82.00 per month
Haul Materials Outside City Limits	\$594.00 per haul
Compactor Special Handling Charge	\$41.00 per haul

<b>Extra Cart Service Charges<sup>1</sup></b>			
	<b>32 Gal.</b>	<b>64 Gal.</b>	<b>96 Gal.</b>
	\$ 7.40	\$ 9.50	\$ 12.70
			Each additional bag or 32-gallon equivalent of material collected \$7.40

<b>Extra Bin Service Charges<sup>1,3</sup></b>							
<i>Front-load Bin</i>	<b>1 yd.</b>	<b>2 yd.</b>	<b>3 yd.</b>	<b>4 yd.</b>	<b>5 yd.</b>	<b>6 yd.</b>	<b>8 yd.</b>
Garbage, Organics	\$30.00	\$64.00	\$92.00	\$121.00	\$144.00	\$173.00	\$230.00
Mixed Recycling	\$24.00	\$52.00	\$75.00	\$95.00	\$116.00	\$136.00	\$184.00

**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.

<b>Bulky Item Charges<sup>1</sup></b>	
Level 1 Bulky Materials (per item)	\$46.00
Level 2 Bulky Materials (per item)	\$82.00
- Less than 4 feet in length, height, or width	- Greater than 4 feet in length, height or width
- Less than 75 lbs.	- Between 75 lbs. and 200 lbs.
- Tires (up to 4 tires, 16" or less, no rims)	- Tires (up to 4 tires, 20" or less, with our without rims)
- Loose bagged trash/recyclables (up to 6 bags)	- Items with special handling required (e.g. Refrigerator w/CFCs)

Christmas Tree Pick-Up		\$21.00
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<b>Special Charges<sup>1</sup></b>						
	<b>Time</b>	<b>Carts</b>	<b>Time</b>	<b>FL Bins</b>	<b>Time</b>	<b>Roll-off Bins</b>
Container Removal/Wash/Exchange/Disconnect		\$ 46.00		Cost/Varies by Size		Cost/Varies by Size
Container Replacement/with Delivery		\$ 93.00		Cost/Varies by Size		Cost/Varies by Size
Call Back Fee		\$ 23.00		\$ 63.00		\$ 155.00
Stand-by Time	Per Hour	\$ 235.80	Per Hour	\$ 235.80	Per Hour	\$ 235.80
Stand-by Over Time - 1.5 x Hourly Rate	Per Hour	\$ 264.35	Per Hour	\$ 264.35	Per Hour	\$ 264.35
Vacation Hold		\$ 26.00		N/A		N/A
Lock (replacement)		N/A		Actual Cost		Actual Cost
Public Outreach/Education Items (No Charge)		N/A		N/A		N/A

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

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

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



## Public Works

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

Customer Category	Effective Date	July 1, 2023	July 1, 2024	July 1, 2025	July 1, 2026	July 1, 2027
<b>Residential</b>						
Monthly Fixed Base Charge		\$19.51	\$19.91	\$20.31	\$20.72	\$21.14
Variable Rate per 1,000 gallons water use/month		\$6.70	\$6.84	\$6.98	\$7.12	\$7.27
Residential Maximum per month (base plus usage)		\$70.48	\$71.95	\$73.42	\$74.90	\$76.46
Lateral Maintenance Fee (Monthly)		\$4.07	\$4.16	\$4.25	\$4.34	\$4.43
New residential customers in new construction, charges will be based on Citywide residential average wastewater usage due to lack of actual usage history. New residential customers in an existing dwelling will be charged based on Citywide residential average.						
<b>Non-Residential</b>						
Monthly Fixed Base Charge		\$19.51	\$19.91	\$20.31	\$20.72	\$21.14
<b>Variable Rate per 1,000 gallons water use/month</b>						
Low Strength (0-250 mg/l)		\$4.53	\$4.63	\$4.73	\$4.83	\$4.93
Medium Low Strength (251-400 mg/l)		\$5.13	\$5.24	\$5.35	\$5.46	\$5.57
Medium Strength (401-800 mg/l)		\$5.76	\$5.88	\$6.00	\$6.12	\$6.25
Medium High Strength (801-1400 mg/l)		\$10.16	\$10.37	\$10.58	\$10.80	\$11.02
High Strength (>1400 mg/l)		\$11.60	\$11.84	\$12.08	\$12.33	\$12.58
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.						
All customers are charged a wastewater fixed monthly charge, in addition to a variable usage charge. The Non-Residential fee is based upon actual monthly water use and the Residential fee is based upon average winter water use.						
Annual Wastewater Service Standby Charge		\$80.00	\$80.00	\$80.00	\$80.00	\$80.00
Industrial Wastewater Discharge Permit Application Fee <sup>2</sup>		\$545.48	TBD	TBD	TBD	TBD
Septage Receiving Fee per 1,000 gallons <sup>3</sup>		\$140.63	TBD	TBD	TBD	TBD
Public Outreach/Educational Items (No Charge)		N/A	N/A	N/A	N/A	N/A

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

<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 incurred by the City

<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

<sup>3</sup> Fee based on the unit costs (Flow, BOD, TSS) from the most current rates study and the average strength of septage based on the State Water Control Board Revenue Program Guidelines





## Public Works

### Water Fees

Effective Date	Current	July 1, 2023	July 1, 2024	July 1, 2025	July 1, 2026	July 1, 2027
<b>Monthly Base Rate</b>						
5/8" or 3/4 Meter	\$27.61	\$28.16	\$30.00	\$31.95	\$34.03	\$36.25
1" Meter	\$39.03	\$41.24	\$43.93	\$46.79	\$49.84	\$53.08
1.5" Meter	\$67.61	\$73.91	\$78.72	\$83.84	\$89.29	\$95.10
2" Meter	\$101.90	\$113.13	\$120.49	\$128.33	\$136.68	\$145.57
3" Meter	\$210.52	\$237.31	\$252.74	\$269.17	\$286.67	\$305.31
4" Meter	\$295.65	\$420.31	\$292.65	\$293.65	\$294.65	\$295.65
6" Meter	\$753.55	\$858.20	\$913.99	\$973.40	\$1,036.68	\$1,104.07
<b>Potable Consumption Charge<sup>1</sup></b>						
<b>Residential</b>						
Tier 1: Units 1-5	\$3.28	\$3.18	\$3.39	\$3.62	\$3.86	\$4.12
Tier 2: Units 6-14	\$6.31	\$6.60	\$7.03	\$7.49	\$7.98	\$8.50
Tier 3: Units 15-20	\$7.41	\$8.33	\$8.88	\$9.46	\$10.08	\$10.74
Tier 4: Units 21+	\$7.64	\$8.43	\$8.98	\$9.57	\$10.20	\$10.87
<b>Non Residential</b>						
Tier 1: Units 1-5	\$3.39	\$3.20	\$3.41	\$3.64	\$3.88	\$4.14
Tier 2: Units 6+	\$6.87	\$7.98	\$8.50	\$9.06	\$9.65	\$10.28
<b>Non Potable Consumption Charge<sup>1</sup></b>						
Per Unit	\$1.60	\$1.08	\$1.19	\$1.23	\$1.27	\$1.31
<b>Hydrant<sup>1</sup></b>						
Per Unit	\$10.02	\$8.91	\$9.49	\$10.11	\$10.77	\$11.48
<b>Drought Surcharge<sup>1,2</sup></b>						
Per % required conservation	\$0.07	N/A	N/A	N/A	N/A	N/A
10% Reduction	N/A	\$0.46	\$0.49	\$0.52	\$0.56	\$0.59
20% Reduction	N/A	\$0.95	\$1.01	\$1.08	\$1.15	\$1.22
30% Reduction	N/A	\$1.50	\$1.60	\$1.70	\$1.81	\$1.93
40% Reduction	N/A	\$2.35	\$2.50	\$2.67	\$2.84	\$3.02
50% Reduction	N/A	\$3.16	\$3.37	\$3.58	\$3.82	\$4.07
Water Meter Test Fee <sup>3</sup>	\$238.16	\$248.98	TBD	TBD	TBD	TBD
Water Disconnection Charge	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Water Meter Lock	Actual Cost	Actual Cost	Actual Cost	Actual Cost	Actual Cost	Actual Cost
Angle Meter Stop	Actual Cost	Actual Cost	Actual Cost	Actual Cost	Actual Cost	Actual Cost
Same Day Call Out Fee <sup>4</sup>	\$0.00	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00
After Hours Same Day Service Fee <sup>5</sup>	\$106.43	\$103.30	TBD	TBD	TBD	TBD
Tampering Fee <sup>6</sup>	\$0.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Fireline 2"	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00
Fireline 4"	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00
Fireline 6"	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Fireline 8"	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
<i>(Rate is based on \$2.00 per inch of the Fire Service Line)</i>						
Hydrant Meter Deposit	\$2,500.00	\$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	No Charge
Irrigation Sign (Non-potable)			Actual Cost Per (12" x 18") Sign			

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

<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>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 April Caltrans Equipment Rate for a Water Meter Truck 3175 (7000).

<sup>4</sup> 1/2 hour, to be charged for services requested between 8:00 am and 2:30 pm at the Water Service Worker II hourly rate step E per Cost Allocation Plan. Any requests after 2:30pm see After Hours Same Day Service Fee.

<sup>5</sup> 1/2 hour, to be charged for services requested at 2:30 pm or after at the Water Service Worker II total hourly rate step E per the Cost Allocation Plan.

<sup>6</sup> 1/2 hour, to be charged for services at the Water Service Worker II total hourly rate step E per the Cost Allocation Plan.

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.



**Public Works  
Laboratory  
Water Analysis Fees**

Fee Description	Fee
<b>Microbiology:</b>	
Colilert (Presence/Absence (P/A) and Quanti-Tray) <sup>1</sup>	\$26.40
Membrane Filtration <sup>1</sup>	\$28.90
Most Portable Number (MPN) <sup>1</sup>	\$58.60
Heterotrophic Plate Count	\$44.60
Fecal Coliform, E. coli, and Confirmation <sup>2</sup>	\$23.50
<b>General Mineral and Physical:</b>	
Alkalinity	\$24.70
Conductivity	\$24.90
Field Testing (Chlorine, pH, Temperature)	\$22.20
Hardness	\$34.20
Turbidity	\$22.20
Color	\$22.20
<b>Inorganics:</b>	
Bromide	\$44.90
Calcium	\$42.90
Chloride	\$44.90
Fluoride	\$44.90
Magnesium	\$44.90
Phosphate	\$44.90
Potassium	\$44.90
Nitrate	\$44.90
Nitrite	\$44.90
Sodium	\$44.90
Solids (Total Dissolved Solids (TDS))	\$44.60
Sulfate	\$44.90
Outside Lab Testing	Actual Cost + 10%

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

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



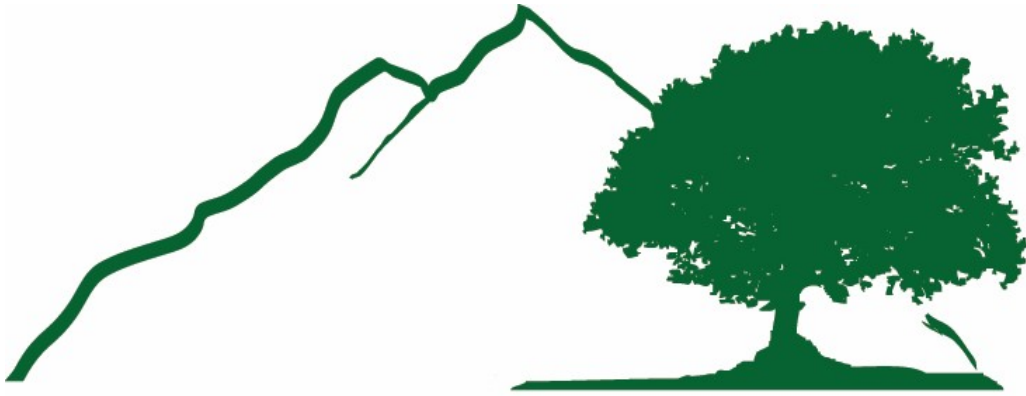
**Public Works  
Laboratory**

**Wastewater Analysis Fees**

Fee Description	Fee
<b>Microbiology:</b>	
Colilert (P/A and Quanti-Tray) <sup>1</sup>	\$26.40
Membrane Filtration <sup>1</sup>	\$28.90
MPN <sup>1</sup>	\$58.60
Heterotrophic Plate Count	\$44.60
Fecal Coliform, E. coli, and Confirmation <sup>2</sup>	\$23.50
<b>General Mineral and Physical:</b>	
Alkalinity	\$24.70
Conductivity	\$24.90
Field Testing (Chlorine, pH, Temperature)	\$22.20
Hardness	\$34.20
Turbidity	\$22.20
Color	\$22.20
<b>Inorganics:</b>	
Ammonia	\$44.90
BOD5	\$42.90
Bromide	\$44.90
Calcium	\$44.90
Chloride	\$44.90
Fluoride	\$44.90
Magnesium	\$44.90
Phosphate	\$44.90
Potassium	\$44.90
Nitrate	\$44.90
Nitrite	\$44.90
Sodium	\$44.90
Solids (TDS)	\$44.60
Sulfate	\$44.90
Outside Lab Testing	Actual Cost + 10%

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

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



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Certificate of Cost Allocation Plan

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

- (1) All costs included in this proposal of July 1, 2023 to establish billings or final indirect costs rates for Fiscal Year 2023/24 are allowable in accordance with the requirements of the Federal award(s) to which they apply and 2 CFR part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, Subpart F. Unallowable costs have been adjusted for in allocating costs as indicated in the Cost Allocation Plan.
- (2) All costs included in this proposal are properly allocable to Federal awards on the basis of a beneficial or causal relationship between the expenses incurred and the agreements to which they are allocated in accordance with applicable requirements. Further, the same costs that have been treated as indirect costs have not been claimed as direct costs. Similar types of costs have been accounted for consistently and the Federal Government will be notified of any accounting changes that would affect the predetermined rate.

I declare that the foregoing is true and correct.

Governmental Unit: City Of Brentwood

Signature: *Kerry Breen*

Name of Official: Kerry Breen

Title: Director of Finance and Information Systems

Date of Execution: 7/1/2023

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

---

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



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## **RESOLUTION NO. 2023-113**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD 1) ADOPTING THE FY 2023/24 COST ALLOCATION PLAN AND SCHEDULE OF CITY FEES; 2) MAKING CERTAIN SUPPORTING FINDINGS, INCLUDING THE INAPPLICABILITY OF THE CALIFORNIA ENVIRONMENTAL QUALITY ACT TO THESE ACTIONS; 3) IMPOSING SAID FEES; 4) ESTABLISHING A PROCESS FOR WAIVING OR ADJUSTING CERTAIN FEES; 5) ADDING CERTAIN NEW COMMUNITY DEVELOPMENT, POLICE AND PUBLIC WORKS FEES; AND 6) REPEALING RESOLUTION 2022-122, WHICH ADOPTED THE FY 2022/23 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 No. 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 No. 2015-70 amending the City of Brentwood FY 2014/15 Cost Allocation Plan and Schedule of City Fees related to the implementation and timing of Consumer Price Index adjustments and existing Parks and Recreation program/facility fees; revising the method in which certain fees are rounded; adding a Planned Event/Response/Clean-

Up Fee Schedule; and modifying Citywide Special Event/Response/Clean-Up Fees and Police Department Other Services Special Event Response Fees; and

**WHEREAS**, on November 14, 2017, City Council approved Resolution No. 2017-146 updating and adopting the Development Fee Program and Schedule of Development Impact Fees applicable to new development projects pursuant to Brentwood Municipal Code Section 16.130.020(A); 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 No. 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 No. 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 No. 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**, on September 10, 2019 City Council adopted Resolution No. 2019-103 adopting the 2019/20 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. 2018-128 which adopted the 2018/19 Cost Allocation Plan and Schedule of City Fees.

**WHEREAS**, on July 28, 2020, City Council adopted Resolution No. 2020-101, East Contra Costa Fire Protection District ("ECCFPD") Development Impact Fee Study; and

**WHEREAS**, on August 25, 2020, City Council adopted Resolution No. 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 No. 2021-20 updating and adopting the Development Fee Program and Schedule of Development Impact Fee applicable to new Development projects pursuant to the Brentwood Municipal Code Section 16.130.020(A); and amending the City's Master Fee Resolution 2020-116 to reflect these revisions; and

**WHEREAS**, on October 26, 2021, City Council adopted Resolution 2021-137 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; and

**WHEREAS**, on September 27, 2022, City Council adopted Resolution No. 2022-122 adopting the FY 2022/23 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. 2021-137, which adopted the FY 2021/22 Cost Allocation Plan and Schedule of City Fees; consider the inclusion of two new fees for 1) City owned electric vehicle charging stations, and 2) credit card processing; and

**WHEREAS**, on February 28, 2023, City Council adopted Resolution No. 2023-22 amending the 2022/23 Cost Allocation Plan and Schedule of City Fees to adopt, change and eliminate certain permitting fees; and finding that the proposed amendments do not constitute a project for the purposes of the Environmental Quality Act; and

**WHEREAS**, on April 11, 2023, City Council adopted Resolution No. 2023-45 approving and authorizing the reorganization of the Public Works Department by restructuring the Public Works operations and Engineering functions into two separate departments: Public Works Department and Engineering Department; and approve setting the salary range and authorize the City Manager to implement the reorganization; and

**WHEREAS**, on June 13, 2023 City Council adopted Resolution No. 2023-75 accepting and approving the Water and Wastewater Rate Study, identifying user charges for Water Utility Services, and adopting revised monthly user charges for Water Service for Fiscal Years 2023/24 to 2027/28 and subsequent years; and

**WHEREAS**, on June 13, 2023 City Council adopted Resolution No. 2023-76 accepting and approving a Water and Wastewater Rate Study, identifying user

charges for Wastewater Utility Services, and adopting revised monthly user charges for Wastewater Service for Fiscal Years 2023/24 to 2027/28 and subsequent years; and

**WHEREAS**, on June 13, 2023 City Council adopted Resolution No. 2023-77 accepting and approving a Solid Waste Rate Study and adopting revised monthly user charges for Solid Waste Service for Fiscal Years 2023/24 to 2027/28 and subsequent years; and

**WHEREAS**, on June 13, 2023, City Council adopted Resolution No. 2023-81 amending the 2022/2023 Cost Allocation Plan and Schedule of City Fees related to the timing of Consumer Price Index adjustments; and revisions to Park and Recreation fees; and finding that the proposed amendments do not constitute a project for the purposes of the California Environmental Quality Act; and

**WHEREAS**, due to the additional staff time involved with investigating unpermitted construction, substandard housing and building code violations, the Community Development Department is requesting the addition of an Investigations Fee with Report; and

**WHEREAS**, the Department of Justice (DOJ) requires all law enforcement agencies to have a point of contact to facilitate payment and fingerprints, if applicable, for Secondhand Dealer Permit applicants and the Police Department proposes a Police Secondhand Dealer Permit Fee to cover the costs of this requirement; and

**WHEREAS**, in order to address the impact on staff schedules and resources caused by same day water turn on requests, the Public Works Department has introduced a Same Day Call Out Fee; and

**WHEREAS**, to address instances of tampering with water meters, the Public Works Department is proposing the implementation of a Tampering Fee; and

**WHEREAS**, the City Clerk's Office has not had a member of the public subscribe to receive a printed copy of the entire packet since the early 2000s, and as such, eliminating this fee; and

**WHEREAS**, with changes in technology, the City Clerk's Office no longer has the ability to burn information onto CD's, DVD's, or audio cassettes, and as such, eliminating these fees; and

**WHEREAS**, staff recommends eliminating the Passport Execution Fee and Passport Photo Fee; and

**WHEREAS**, Parks and Recreation Department staff reviewed the limited use of the equipment and is recommending no longer renting certain items; and

**WHEREAS**, the Cost Allocation Plan and Schedule of City Fees, as well as the proposed fees, were available for public inspection and review for ten (10) days prior to this public hearing; and

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

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

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

**Section 1. Findings:**

The Council makes each of the following findings:

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

- B. The purpose of the processing fees is to support those City services, which are undertaken as a direct or indirect result of members of the public using the services of the City, in particular the services of permits, licenses, subdivision maps and entitlements.
- C. After considering the 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:
  - 1. That there is a reasonable relationship between the need for the fee and the type of service, product, benefit, privilege, or regulatory activity for which the fee is imposed; and
  - 2. That there is a reasonable relationship between the amount of the fee and the estimated reasonable cost of providing the type of service, product, benefit, privilege, or regulatory activity for which the fee is imposed; and
  - 3. The amount of service provided does not exceed what is reasonably necessary in order to process the requested service; and
  - 4. That the cost estimates set forth in the FY 2023/24 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 2023/24 Cost Allocation Plan and Schedule of City Fees:**

- A. The City Council approves and adopts the FY 2023/24 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 pursuant to Resolution 2023-81), 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-Hayward 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 (as may be amended) 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, 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 2023/24 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, 2023

**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. 2022-122 is hereby repealed.

**Section 10. Development Impact Fees:**

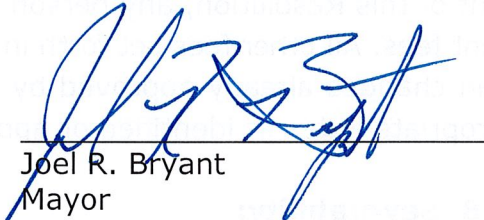
- A. It is the intent that Development Fees governed by Government Code §66000-66025 shall only be effected by this Section of this Resolution.
- B. Nothing in this Resolution is intended to supersede Resolution 2021-20 as that Resolution may have been amended from time to time.

**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, or 7 shall be commenced within one hundred twenty (120) days of the adjustment.

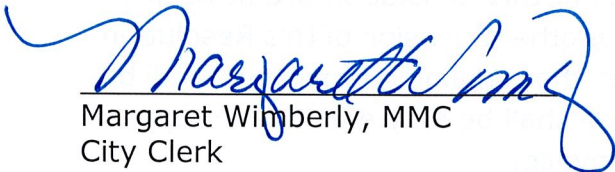
**PASSED, APPROVED AND ADOPTED** by the City Council of the City of Brentwood at a regular meeting held on September 12, 2023 by the following vote:

**AYES:** Oerlemans, Pierson, Meyer, and Mayor Bryant  
**NOES:** Mendoza  
**ABSENT:** None  
**RECUSE:** None



\_\_\_\_\_  
 Joel R. Bryant  
 Mayor

ATTEST:



\_\_\_\_\_  
 Margaret Wimberly, MMC  
 City Clerk