

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
	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
Casev Wichert	Director of Public Works



Table of Contents

Cost Allocation Plan	1
Compliance with 2 CFR Part 200	6
Budget Assumptions	7
Hourly Rates by Classification	9
Fees	221
Certificate of Cost Allocation Plan	282
Resolution No. 2023-113	284



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

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

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

- Department Overhead
- Citywide Overhead

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

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

- 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.
- <u>Citywide Overhead</u> To compute the citywide overhead factor, general government costs that are not allocable to any individual department are identified. These costs are divided by the total salaries and benefits of all City employees. The result of this computation is a multiplier applied to the hourly rate of a specific position that is providing a service to compute the resulting citywide overhead associated with providing a designated service.

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

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



Exhibit A

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

^{*}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:



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

Methodology

Based upon time estimates, a model of departmental activities is developed and then reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the City's 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				
Citywide								
City Manager ^(a)	752,329	274,445	-	1,026,774				
City Attorney ^(a)	1,485,722	653,073	-	2,138,795				
Economic Development ^(a)	735,664	711,632	-	1,447,296				
City Clerk ^(a)	474,213	148,361	-	622,574				
Human Resources ^(a)	1,139,460	675,311	-	1,814,771				
Business Services ^(a)	1,020,406	410,834	100	1,431,340				
Financial Services ^(a)	1,166,609	394,361	-	1,560,970				
Community Services ^(a)	-	1,147,535	-	1,147,535				
Non-Departmental ^(a)	-	1,098,539	-	1,098,539				
Community Development								
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				
Police								
Police	21,461,827	7,163,673		28,625,500				
Dispatch	2,857,591	1,242,191	7,000	4,106,782				
Parks and Recreation								
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				
Public Works - Operations								
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				
Public Works - Engineering								
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				

^(a) Factored into Citywide overhead



Hourly Rates by Classification

Each position within the City's organization structure is included within the Hourly Rates Section. Each position's rate sheet provides a breakdown of salary, hourly rates (based upon 1,800 hours per year), benefits and overhead costs associated with that position.

The hourly rate is based upon 2,080 hours reduced by assumed hours of vacation (120), sick (40) and holidays (120) for a total hourly rate calculation using 1,800 hours.

Employee Benefits Defined

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

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

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

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

Holiday Pay – Salary paid when the City is closed in observance of a holiday. Certain positions require an employee to work on a holiday and are compensated per their Memorandum of Understanding.

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

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

Step A								
		\$7,361.33 /Month		\$49.08 /Hour				
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	r <u>y</u>		
PERS - Employer	0.174600	1,285.29		Non-	Sworn Profession	als / Superviso	ırs	
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			30.82%	20.56%		
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hour	
Medicare	0.014500	106.74	_	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$5,102.00	69.31%	\$83.09	\$25.61	\$17.08	\$125.78	
		Annual Salary	+ Benefits	\$149,560.00	=			
Step B								
		\$ 7,729.40 /1	Month	\$51.53	3 /Hour			
	Total Benefits	\$5,202.25	67.30%	\$86.21	\$26.57	\$17.72	\$130.50	
		Annual Salary	+ Benefits _	\$155,179.77	=			
Step C								
		\$8,115.86 /	Month	\$54.12	1 /Hour			
	Total Benefits	\$5,307.50	65.40%	\$89.49	\$27.58	\$18.40	\$135.47	
		Annual Salary	+ Benefits	\$161,080.33	_			
Step D								
Otep 2		\$8,521.66 /1	Month	\$56.83	1 /Hour			
	Total Benefits	\$5,417.26	63.57%	\$92.93	\$28.64	\$19.11	\$140.68	
		Annual Salary	+ Benefits	\$167,267.06				
Step E	_				=			
Step L		\$8,947.74 /1	Month	\$59.65	5 /Hour			
	Total Benefits	\$5,531.59	61.82%	\$96.53	\$29.75	\$19.85	\$146.13	
	TOTAL DELICITIES	73,331.33	02.02/0	Ψ 30.33		Ţ_5.00	Ψ	



Accountant I
Department: Parks and Recreation

Step A								
Jiep A		\$7,361.33 /Month		\$49.08 /Hour				
<u>Benefit</u>	Multiplier			<u>Category</u>				
PERS - Employer Management Incentive EAP	0.174600	1,285.29 0.00 4.05		Non-Sworn Professionals / Supervisors			ors	
Health Insurance Dental Insurance		2,138.34 148.29						
LTD & STD Insurance	0.008770	64.56						
Life Insurance	0.000224	29.68						
Longevity		0.00						
Holiday Pay Uniform Allowance		0.00 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			112.20%	20.56%		
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	106.74	-	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$5,102.00	9.31%	\$83.09	\$93.23	\$17.08	\$193.40	
		Annual Salary + Ben	efits =	\$149,560.00	=			
Step B								
		\$7,729.40 /Mon	th	\$51.53	/Hour			
	Total Benefits	\$5,202.25	7.30%	\$86.21	\$96.73	\$17.72	\$200.66	
		Annual Salary + Ben	efits _	\$155,179.77	=			
Step C		4						
		\$8,115.86 /Mon	th	\$54.11	. /Hour			
	Total Benefits	\$5,307.50 6	5.40%	\$89.49	\$100.41	\$18.40	\$208.30	
		Annual Salary + Ben	efits _	\$161,080.33	=			
Step D		4						
		\$8,521.66 /Mon	th	\$56.81	. /Hour			
	Total Benefits	\$5,417.26 63	3.57%	\$92.93	\$104.26	\$19.11	\$216.30	
		Annual Salary + Ben	efits =	\$167,267.06	=			
Step E								
		\$8,947.74 /Mon	th	\$59.65	/Hour			
	Total Benefits	\$5,531.59 63	1.82%	\$96.53	\$108.31	\$19.85	\$224.69	
		Annual Salary + Ben	efits _	\$173,751.93	=			



Accountant II
Department: Finance and Information Systems

Step A		60.445.05 (Manually	Ć54.44	/11		
		\$8,115.86 /Month	\$54.11	/Hour		
<u>Benefit</u>	<u>Multiplier</u>		Category			
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	0.174600	1,417.03 0.00 4.05 2,138.34 148.29	Non-S	Gworn Profession	als / Supervisc	ors
LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement	0.008770 0.000224	71.18 32.72 0.00 0.00 0.00 0.00				
Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	2% + \$110 0.050450 0.014500	0.00 673.00 272.32 409.45 23.45 117.68	Hourly Rate & Benefits	30.82% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,307.50 65.40%	\$89.49	\$27.58	\$18.40	\$135.47
		Annual Salary + Benefits	\$161,080.33	=		
Step B						
		\$8,521.66 /Month	\$56.81	/Hour		
	Total Benefits	\$5,417.26 63.57%	\$92.93	\$28.64	\$19.11	\$140.68
		Annual Salary + Benefits	\$167,267.06	=		
Step C		\$8,947.74 /Month	\$59.65	/Hour		
	Total Benefits	\$5,531.59 61.82% Annual Salary + Benefits	\$96.53 \$173,751.93	\$29.75	\$19.85	\$146.13
Step D		=		=		
	I	\$9,395.13 /Month	\$62.63	/Hour		
	Total Benefits	\$5,651.63 60.15%	\$100.31	\$30.92	\$20.62	\$151.85
		Annual Salary + Benefits	\$180,561.14	=		
Step E		\$9,864.89 /Month	¢65.77	/Hour		
	Total Benefits	\$5,777.68 58.57%	\$65.77 \$104.28	;32.14	\$21.44	\$157.86
	iotai bellellits	Annual Salary + Benefits	\$104.28	332.14	3∠1. 44	\$13/.00
		Allinual Jaidi y + Delielits =	¥107,710.01	=		



Accountant II Department: Parks and Recreation

Step A									
		\$8,115.86 /Month		\$54.11 /Hour					
<u>Benefit</u>	<u>Multiplier</u>			i <u>er</u> <u>Category</u>					
PERS - Employer Management Incentive EAP Health Insurance	0.174600	1,417.03 0.00 4.05 2,138.34		Non-	Sworn Profession	als / Supervisc	ors		
Dental Insurance LTD & STD Insurance	0.008770	148.29 71.18							
Life Insurance	0.000224	32.72							
Longevity		0.00							
Holiday Pay		0.00							
Uniform Allowance Educational Supplement		0.00 0.00							
Standby		0.00							
Retiree Medical		673.00							
Deferred Comp.	2% + \$110	272.32							
Workers Comp.	0.050450	409.45			112.20%	20.56%			
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly		
Medicare	0.014500	117.68	_	& Benefits	Overhead	Overhead	Rate		
	Total Benefits	\$5,307.50	65.40%	\$89.49	\$100.41	\$18.40	\$208.30		
		Annual Salary	+ Benefits =	\$161,080.33	=				
Step B									
		\$8,521.66 /	Month	\$56.83	1 /Hour				
	Total Benefits	\$5,417.26	63.57%	\$92.93	\$104.26	\$19.11	\$216.30		
		Annual Salary	+ Benefits =	\$167,267.06	=				
Step C									
		\$8,947.74 /	Month	\$59.6	5 /Hour				
	Total Benefits	\$5,531.59	61.82%	\$96.53	\$108.31	\$19.85	\$224.69		
		Annual Salary	+ Benefits =	\$173,751.93	=				
Step D									
		60 30= 45 /	N A + 1	4 4 2 4					
		\$9,395.13 /	Month	\$62.63					
	Total Benefits	\$9,395.13 / \$5,651.63	Month 60.15%	\$62.63 \$100.31	3 /Hour \$112.55	\$20.62	\$233.48		
	Total Benefits		60.15%			\$20.62	\$233.48		
Step E	Total Benefits	\$5,651.63 Annual Salary	60.15% + Benefits =	\$100.31 \$180,561.14	\$112.55 =	\$20.62	\$233.48		
		\$5,651.63 Annual Salary \$9,864.89 /	60.15% + Benefits =	\$100.31 \$180,561.14 \$65.7	\$112.55 = 7 /Hour				
	Total Benefits Total Benefits	\$5,651.63 Annual Salary	60.15% + Benefits =	\$100.31 \$180,561.14	\$112.55 =	\$20.62 \$21.44	\$233.48 \$242.73		



Accounting Assistant I Department: Finance and Information Systems

0.174600 0.008770 0.000224	\$5,060.63 /M 903.38 0.00 4.05 2,138.34 148.29 44.38 20.40 0.00 0.00 113.38 0.00 673.00		\$33.74	Categor Office Empl		
0.174600 0.008770 0.000224	0.00 4.05 2,138.34 148.29 44.38 20.40 0.00 0.00 0.00 113.38 0.00			-		
0.008770 0.000224	0.00 4.05 2,138.34 148.29 44.38 20.40 0.00 0.00 0.00 113.38 0.00			Office Empl	oyees	
0.000224	4.05 2,138.34 148.29 44.38 20.40 0.00 0.00 0.00 113.38 0.00					
0.000224	2,138.34 148.29 44.38 20.40 0.00 0.00 0.00 113.38 0.00					
0.000224	148.29 44.38 20.40 0.00 0.00 0.00 113.38 0.00					
0.000224	20.40 0.00 0.00 0.00 113.38 0.00					
	0.00 0.00 0.00 113.38 0.00					
	0.00 0.00 113.38 0.00					
	0.00 113.38 0.00					
	113.38 0.00					
	0.00					
	673.00					
	0.00					
0.050450			Harrie Bata			Takal Harrida
0.01/1500			-	-		Total Hourly Rate
J.014300	73.02	_	& Delients	Overneau	Overneau	Nate
Benefits	\$4,404.73	87.04%	\$63.10	\$19.45	\$12.97	\$95.52
	Annual Salary +	Benefits =	\$113,584.32	=		
	\$ 5,313.67 /M	onth	\$35.42	! /Hour		
Benefits	\$4,468.59	84.10%	\$65.22	\$20.10	\$13.41	\$98.73
	Annual Salary +	Benefits _	\$117,387.07	=		
	.					
	\$ 5,579.35 /M	onth	\$37.20) /Hour		
Benefits	\$4,535.63	81.29%	\$67.43	\$20.78	\$13.86	\$102.07
	Annual Salary +	Benefits _	\$121,379.76	=		
	\$5,858.31 /M	onth	\$39.06	6 /Hour		
Benefits	\$4,606.03	78.62%	\$69.76	\$21.50	\$14.34	\$105.60
	Annual Salary +	Benefits _	\$125,572.04	=		
	\$6,151.23 /M	onth	\$41.01	. /Hour		
Benefits	\$4,679.95	76.08%	\$72.21	\$22.25	\$14.85	\$109.31
	Annual Salary +	Benefits _	\$129,974.10	=		
	D.050450 D.014500 Benefits Benefits Benefits Benefits	261.03 23.45 0.014500 75.02 Benefits \$4,404.73 Annual Salary + \$5,313.67 /M \$4,468.59 Annual Salary + \$5,579.35 /M \$4,535.63 Annual Salary + \$5,858.31 /M \$4,606.03 Annual Salary + \$6,151.23 /M \$4,679.95	261.03 23.45 75.02 Benefits \$4,404.73 87.04% Annual Salary + Benefits = \$5,313.67 /Month Benefits \$4,468.59 84.10% Annual Salary + Benefits = \$5,579.35 /Month Benefits \$4,535.63 81.29% Annual Salary + Benefits = \$5,858.31 /Month Benefits \$4,606.03 78.62% Annual Salary + Benefits = \$6,151.23 /Month	261.03 23.45 75.02 Benefits \$4,404.73 Benefits \$4,404.73 Benefits \$5,313.67 /Month Benefits \$4,468.59 Annual Salary + Benefits \$4,468.59 Benefits \$4,535.63 Annual Salary + Benefits \$4,535.63 Annual Salary + Benefits \$4,606.03 \$5,858.31 /Month \$39.06 Annual Salary + Benefits \$4,606.03 \$4,606.03 \$4,606.03 \$69.76 Annual Salary + Benefits \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$4,606.03 \$5,858.31 /Month \$41.01 \$5,858.31 /Month \$41.01	261.03 23.45 75.02 Hourly Rate & Department Overhead	261.03



Accounting Assistant II

Department: Finance and Information Systems

		ĆE EZO SE /\ 4 = + l-				
		\$5,579.35 /Month	\$37.20	/Hour		
<u>Benefit</u>	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.174600	993.95		Office Empl	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Standby		113.38 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	287.20		30.82%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	82.54	& Benefits	Overhead	Overhead	Rate
Т	otal Benefits	\$4,535.63 81.29%	\$67.43	\$20.78	\$13.86	\$102.07
		Annual Salary + Benefits =	\$121,379.76	=		
Step B						
		\$5,858.31 /Month	\$39.06	/Hour		
Т	otal Benefits	\$4,606.03 78.62%	\$69.76	\$21.50	\$14.34	\$105.60
		Annual Salary + Benefits =	\$125,572.04	=		
Step C						
		\$6,151.23 /Month	\$41.01	. /Hour		
Т	otal Benefits	\$4,679.95 76.08%	\$72.21	\$22.25	\$14.85	\$109.31
		Annual Salary + Benefits	\$129,974.10	=		
Step D						
		\$6,458.79 /Month	\$43.06	/Hour		
Т	otal Benefits	\$4,757.56 73.66%	\$74.78	\$23.05	\$15.37	\$113.20
		Annual Salary + Benefits =	\$134,596.19	=		
Step E						
		\$6,781.74 /Month	\$45.21	. /Hour		
Т	otal Benefits	\$4,839.06 71.35%	\$77.47	\$23.88	\$15.93	\$117.28
		Annual Salary + Benefits	\$139,449.55	=		



Accounting Manager Department: Finance and Information Systems

Benefit PERS - Employer Management Incentive	<u>Multiplier</u>	\$10,733.82 /Month	\$71.56	6 /Hour		
PERS - Employer Management Incentive	<u>Multiplier</u>					
Management Incentive				<u>Catego</u>	<u>ry</u>	
_	0.174600	1,874.12	No	n-Sworn Managei	rs / Confidentia	ıl
		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Standby		0.00 0.00				
Retiree Medical		673.00				
Deferred Comp.	3% + \$110	432.01				
Workers Comp.	0.050450	541.52		30.82%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	155.64	& Benefits	Overhead	Overhead	Rate
т,	otal Benefits	\$6,118.17 57.00	\$112.35	\$34.63	\$23.10	\$170.08
		Annual Salary + Benefi	s \$202,223.84	=		
Step B						
		\$11,270.51 /Month	\$75.14	4 /Hour		
Т	otal Benefits	\$6,267.54 55.63	.% \$116.92	\$36.03	\$24.04	\$176.99
		Annual Salary + Benefi	s \$210,456.58	=		
Step C						
		\$11,834.04 /Month	\$78.89	9 /Hour		
Т	otal Benefits	\$6,424.38 54.29	\$121.72	\$37.51	\$25.03	\$184.26
		Annual Salary + Benefi	s \$219,101.04	=		
Step D						
		\$12,425.73 /Month	\$82.84	4 /Hour		
Т	otal Benefits	\$6,589.06 53.03	\$126.77	\$39.07	\$26.06	\$191.90
		Annual Salary + Benefi	s \$228,177.47	=		
Step E						
		\$13,047.02 /Month	\$86.98	8 /Hour		
Т	otal Benefits	\$6,761.98 51.83	\$132.06	\$40.70	\$27.15	\$199.91
		Annual Salary + Benefi	s \$237,707.96	_		



Accounting Specialist Department: Finance and Information Systems

<u>Benefit</u> PERS - Employer Management Incentive EAP	<u>Multiplier</u>	\$7,374.48 /Month	\$49.16	/Hour		
PERS - Employer Management Incentive						
Management Incentive	0.174600			<u>Catego</u>	<u>ry</u>	
_	0.174600	1,307.38		Office Empl	loyees	
EAP		0.00				
I		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 0.00				
Standby Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	377.76		30.82%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.57	& Benefits	Overhead	Overhead	Rate
7	Total Benefits	\$4,988.63 67.65%	\$82.42	\$25.40	\$16.95	\$124.77
		Annual Salary + Benefits	\$148,357.38	=		
Step B						
		\$7,743.20 /Month	\$51.62	! /Hour		
ד	Total Benefits	\$5,081.68 65.63%	\$85.50	\$26.35	\$17.58	\$129.43
		Annual Salary + Benefits	\$153,898.59	=		
Step C						
		\$8,130.36 /Month	\$54.20) /Hour		
ī	Total Benefits	\$5,179.38 63.70%	\$88.73	\$27.35	\$18.24	\$134.32
		Annual Salary + Benefits	\$159,716.91	=		
Step D						
		\$8,536.88 /Month	\$56.91	. /Hour		
ī	Total Benefits	\$5,281.15 61.86%	\$92.12	\$28.39	\$18.94	\$139.45
		Annual Salary + Benefits	\$165,816.34	=		
Step E						
		\$8,963.72 /Month	\$59.76	6 /Hour		
1	Total Benefits	\$5,387.14 60.10%	\$95.67	\$29.49	\$19.67	\$144.83
		Annual Salary + Benefits	\$172,210.33	=		



Accounting Supervisor

Department: Finance and Information Systems

Medicare	Step A						
PERS - Employer			\$8,035.91 /Month	\$53.57	/Hour		
Management Incentive	<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
Health Insurance	PERS - Employer	0.174600	1,403.07	Non-S	Sworn Profession	nals / Superviso	rs
Health Insurance	_						
Dental Insurance							
LTD & STD Insurance Life Insurance Life Insurance Unogevity Unofform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Vision Insurance 0.014500 116.52 Total Benefits \$5,285.73 65.78% \$88.81 \$27.37 \$18.26 \$134.44 Annual Salary + Benefits Step B \$8,437.70 / Month S56.25 / Hour Total Benefits \$5,507.93 62.17% \$95.78 \$29.52 \$19.69 \$144.99 Step D \$9,302.57 / Month S56.20 / Hour Total Benefits \$5,626.80 60.49% \$99.53 \$30.67 \$20.46 \$150.66 \$150.66 \$150.66 \$150.66							
Life Insurance Longevity 0.000 224 32.40 Longevity 0.00 Holiday Pay 0.00 Uniform Allowance 0.00 Educational Supplement 0.00 Standby 0.00 Retiree Medical 0.673.00 Deferred Comp. 2% + \$110 Vision Insurance 0.014500 116.52 Medicare 0.014500 Medicare 0.014500 Medicare 0.01500 Medicare 0.01		0 008770					
Holiday Pay							
Uniform Allowance Educational Supplement Standby 0.00 Retiree Medical Deferred Comp. 29% + \$110 270.72 Workers Comp. 0.050450 405.41 40	Longevity		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 Benefits 23.45 Hourly Rate Department Citywide Total Hourly Medicare 0.014500 116.52 Retiree Medicare 0.014500 0.000 116.52 Retiree Medicare 0.014500 0.000 116.52 Retiree Medicare 0.014500 0.000	· · ·		0.00				
Standby							
Retire Medical Deferred Comp. 2% + \$110 270.72 270.72 270.72 30.82% 20.56% 20.56% 20.56% 20.56% 405.41 30.82% 20.56							
Deferred Comp. 2% + \$110 270.72 30.82% 20.56% 20.56% 23.45 40.511 23.45 40.00 23.45 40.00 23.45 40.00 20	•						
Workers Comp. 0.050450 405.41 Hourly Rate & Department & Citywide & Total Hourly Rate & Department & Citywide & Total Hourly Rate & Department & Citywide & Total Hourly Rate & Department & Citywide & Total Hourly Rate & Department & Citywide & Total Hourly Rate & Department & Citywide & Rate & Department & Citywide & Rate & Department & Citywide & Total Hourly Rate & Department & Citywide & C		2% + \$110					
Medicare	· ·	•			30.82%	20.56%	
Total Benefits \$5,285.73 65.78% \$88.81 \$27.37 \$18.26 \$134.44	Vision Insurance		23.45	•	Department	Citywide	Total Hourly
Step B \$8,437.70 Month \$56.25 Hour Total Benefits \$5,394.73 63.94% \$92.22 \$28.42 \$18.96 \$139.60 Annual Salary + Benefits \$165,989.20 Step C \$8,859.58 Month \$59.06 Hour Total Benefits \$5,507.93 62.17% \$95.78 \$29.52 \$19.69 \$144.99 Annual Salary + Benefits \$172,410.15 Step D \$9,302.57 Month \$62.02 Hour Total Benefits \$5,626.80 60.49% \$99.53 \$30.67 \$20.46 \$150.66 Annual Salary + Benefits \$179,152.39	Medicare	0.014500	116.52	& Benefits	Overhead	Overhead	Rate
Step B \$8,437.70 Month \$56.25 Hour Total Benefits \$5,394.73 63.94% \$92.22 \$28.42 \$18.96 \$139.60 Annual Salary + Benefits \$165,989.20 Step C \$8,859.58 Month \$59.06 Hour Total Benefits \$5,507.93 62.17% \$95.78 \$29.52 \$19.69 \$144.99 Annual Salary + Benefits \$172,410.15 Step D \$9,302.57 Month \$62.02 Hour Total Benefits \$5,626.80 60.49% \$99.53 \$30.67 \$20.46 \$150.66 Annual Salary + Benefits \$179,152.39		Total Benefits	\$5,285.73 65.78%	\$88.81	\$27.37	\$18.26	\$134.44
\$8,437.70 /Month \$56.25 /Hour Total Benefits \$5,394.73 63.94% \$92.22 \$28.42 \$18.96 \$139.60 Annual Salary + Benefits \$165,989.20 Step C \$8,859.58 /Month \$59.06 /Hour Total Benefits \$5,507.93 62.17% \$95.78 \$29.52 \$19.69 \$144.99 Annual Salary + Benefits \$172,410.15 Step D \$9,302.57 /Month \$62.02 /Hour Total Benefits \$5,626.80 60.49% \$99.53 \$30.67 \$20.46 \$150.66 Annual Salary + Benefits \$179,152.39			Annual Salary + Benefits	\$159,859.63	=		
\$8,437.70 /Month \$56.25 /Hour Total Benefits \$5,394.73 63.94% \$92.22 \$28.42 \$18.96 \$139.60 Annual Salary + Benefits \$165,989.20 Step C \$8,859.58 /Month \$59.06 /Hour Total Benefits \$5,507.93 62.17% \$95.78 \$29.52 \$19.69 \$144.99 Annual Salary + Benefits \$172,410.15 Step D \$9,302.57 /Month \$62.02 /Hour Total Benefits \$5,626.80 60.49% \$99.53 \$30.67 \$20.46 \$150.66 Annual Salary + Benefits \$179,152.39	Sten B						
Step C \$8,859.58 Month \$59.06 Hour			\$8,437.70 /Month	\$56.25	/Hour		
Step C \$8,859.58 Month \$59.06 Hour Total Benefits \$5,507.93 62.17% \$95.78 \$29.52 \$19.69 \$144.99 Annual Salary + Benefits \$172,410.15 Step D \$9,302.57 Month \$62.02 Hour Total Benefits \$5,626.80 60.49% \$99.53 \$30.67 \$20.46 \$150.66 Annual Salary + Benefits \$179,152.39		Total Benefits	\$5,394.73 63.94%	\$92.22	\$28.42	\$18.96	\$139.60
\$8,859.58 /Month \$59.06 /Hour Total Benefits \$5,507.93 62.17% \$95.78 \$29.52 \$19.69 \$144.99 Annual Salary + Benefits \$172,410.15 Step D \$9,302.57 /Month \$62.02 /Hour Total Benefits \$5,626.80 60.49% \$99.53 \$30.67 \$20.46 \$150.66 Annual Salary + Benefits \$179,152.39			Annual Salary + Benefits	\$165,989.20	=		
Total Benefits \$5,507.93 62.17% \$95.78 \$29.52 \$19.69 \$144.99 Annual Salary + Benefits \$172,410.15 Step D \$9,302.57 / Month \$62.02 / Hour Total Benefits \$5,626.80 60.49% \$99.53 \$30.67 \$20.46 \$150.66 Annual Salary + Benefits \$179,152.39	Step C						
Annual Salary + Benefits \$\frac{\\$172,410.15}{\}\$ Step D \$\\$9,302.57 / Month \$\\$62.02 / Hour Total Benefits \$\\$5,626.80 60.49% \$\\$99.53 \$\\$30.67 \$\\$20.46 \$\\$150.66 Annual Salary + Benefits \$\\$179,152.39			\$8,859.58 /Month	\$59.06	/Hour		
\$9,302.57 /Month \$62.02 /Hour Total Benefits \$5,626.80 60.49% \$99.53 \$30.67 \$20.46 \$150.66 Annual Salary + Benefits \$179,152.39		Total Benefits	\$5,507.93 62.17%	\$95.78	\$29.52	\$19.69	\$144.99
\$9,302.57 /Month \$62.02 /Hour Total Benefits \$5,626.80 60.49% \$99.53 \$30.67 \$20.46 \$150.66 Annual Salary + Benefits \$179,152.39			Annual Salary + Benefits =	\$172,410.15	=		
Total Benefits \$5,626.80 60.49% \$99.53 \$30.67 \$20.46 \$150.66 Annual Salary + Benefits \$179,152.39	Step D						
Annual Salary + Benefits \$179,152.39			\$9,302.57 /Month	\$62.02	/Hour		
, <u>————————————————————————————————————</u>		Total Benefits	\$5,626.80 60.49%	\$99.53	\$30.67	\$20.46	\$150.66
			Annual Salary + Benefits =	\$179,152.39	=		
Step E	Step E						
\$9,767.70 /Month \$65.12 /Hour			\$9,767.70 /Month	\$65.12	/Hour		
Total Benefits \$5,751.60 58.88% \$103.46 \$31.89 \$21.27 \$156.62		Total Benefits	\$5,751.60 58.88%	\$103.46	\$31.89	\$21.27	\$156.62
Annual Salary + Benefits \$186,231.59			Annual Salary + Benefits =	\$186,231.59	=		



Accounting Technician

Department: Finance and Information Systems

Step A		\$6,418.20 /Month	\$42.79	/Hour		
Benefit	<u>Multiplier</u>	40, 120120 ,	Ψ.Ξ3	Catego	rv	
PERS - Employer Management Incentive	0.174600	1,140.41 0.00		Office Empl	oyees	
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 0.00				
Longevity Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp. Workers Comp.	0.050450	0.00 329.52		30.82%	20.56%	
Vision Insurance	0.030430	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	94.71	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,747.32 73.97%	\$74.44	\$22.94	\$15.30	\$112.68
		Annual Salary + Benefits	\$133,986.19	_		
5: 5				-		
Step B		\$6,739.11 /Month	\$44.93	/Hour		
	Total Benefits	\$4,828.30 71.65%	\$77.12	\$23.77	\$15.86	\$116.75
		Annual Salary + Benefits =	\$138,808.90	=		
Step C		\$7,076.06 /Month	\$47.17	/Hour		
		\$7,070.00 / WOULD	547.17	/Houl		
	Total Benefits	\$4,913.33 69.44%	\$79.93	\$24.63	\$16.43	\$120.99
		Annual Salary + Benefits	\$143,872.66	=		
Step D		A7 420 05 (h4 H	4	6.		
		\$7,429.86 /Month	\$49.53	/Hour		
	Total Benefits	\$5,002.61 67.33%	\$82.88	\$25.54	\$17.04	\$125.46
		Annual Salary + Benefits	\$149,189.64	=		
Step E						
		\$7,801.35 /Month	\$52.01	/Hour		
	Total Benefits	\$5,096.36 65.33%	\$85.98	\$26.50	\$17.68	\$130.16
	TOTAL BELIEFITS	\$5,090.30 05.53%	303.30	Ş20.30	717.00	¥-55.15



Accounting Technician

Department: Police

Step A		\$6,418.20 /Month	\$42.79	/Hour		
		70,410.20 / WORKI	γ 1 2.73	Tioui		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,140.41		Office Emp	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Standby		113.38 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	329.52		38.25%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	94.71	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,747.32 73.97%	\$74.44	\$28.47	\$15.30	\$118.21
		Annual Salary + Benefits	\$133,986.19	=		
Step B						
		\$6,739.11 /Month	\$44.93	/Hour		
	Total Benefits	\$4,828.30 71.65%	\$77.12	\$29.50	\$15.86	\$122.48
		Annual Salary + Benefits	\$138,808.90	=		
Step C		67.076.06 (NA. wath	A			
		\$7,076.06 /Month	\$47.17	/ /Hour		
	Total Benefits	\$4,913.33 69.44%	\$79.93	\$30.57	\$16.43	\$126.93
		Annual Salary + Benefits	\$143,872.66	=		
Step D		67.420.0C /NA-with	410.50			
		\$7,429.86 /Month	\$49.53	/Hour		
	Total Benefits	\$5,002.61 67.33%	\$82.88	\$31.70	\$17.04	\$131.62
		Annual Salary + Benefits	\$149,189.64	=		
Step E						
		\$7,801.35 /Month	\$52.01	./Hour		
	Total Benefits	\$5,096.36 65.33%	\$85.98	\$32.89	\$17.68	\$136.55
		Annual Salary + Benefits	\$154,772.48	=		



Administrative Assistant I

Department: City Attorney

0.174600 0.008770 0.000224	\$4,790.93 /Mc 856.29 0.00 4.05 2,138.34 148.29 42.02 19.32 0.00 0.00	onth	\$31.94	Hour <u>Catego</u> i Office Empl		
0.174600 0.008770	0.00 4.05 2,138.34 148.29 42.02 19.32 0.00					
0.008770	0.00 4.05 2,138.34 148.29 42.02 19.32 0.00			Office Empl	oyees	
	4.05 2,138.34 148.29 42.02 19.32 0.00					
	2,138.34 148.29 42.02 19.32 0.00					
	148.29 42.02 19.32 0.00					
	42.02 19.32 0.00					
	19.32 0.00					
0.000224	0.00					
	0.00					
	113.38					
	0.00					
	673.00					
0.050450			Harrie Bata			Takal Hanniba
0.014500			-	-	·-	Total Hourly
0.014500	/1.11	_	& Benefits	Overnead	Overnead	Rate
al Benefits	\$4,336.67	90.52%	\$60.85	\$23.91	\$12.51	\$97.27
	Annual Salary + B	Benefits _	\$109,531.21	=		
	\$5,030.47 /Md	onth	\$33.54	Hour		
al Benefits	\$4,397.12	87.41%	\$62.85	\$24.69	\$12.92	\$100.46
	Annual Salary + B	Benefits _	\$113,131.07	=		
	\$5,282.00 /Mo	onth	\$35.21	. /Hour		
al Benefits	\$4,460.59	84.45%	\$64.95	\$25.52	\$13.35	\$103.82
	Annual Salary + B	Benefits _	\$116,911.12	=		
	\$5,546.10 /Mo	onth	\$36.97	/ /Hour		
al Benefits	\$4,527.24	81.63%	\$67.16	\$26.39	\$13.81	\$107.36
	Annual Salary + B	Benefits _	\$120,880.08	=		
	\$5,823.40 /Mo	onth	\$38.82	! /Hour		
al Benefits	\$4,597.22	78.94%	\$69.47	\$27.30	\$14.28	\$111.05
	Annual Salary + B	Benefits _	\$125,047.40	=		
	0.050450 0.014500 al Benefits al Benefits al Benefits	0.00 673.00 0.00 0.00 0.050450 247.42 23.45 0.014500 71.11 al Benefits \$4,336.67 Annual Salary + E \$5,030.47 /Mo al Benefits \$4,397.12 Annual Salary + E \$5,282.00 /Mo al Benefits \$4,460.59 Annual Salary + E \$5,546.10 /Mo al Benefits \$4,527.24 Annual Salary + E \$5,823.40 /Mo al Benefits \$4,597.22	0.00 673.00 0.00 0.050450 247.42 23.45 0.014500 71.11 al Benefits \$4,336.67 90.52% Annual Salary + Benefits \$5,030.47 / Month Annual Salary + Benefits \$5,282.00 / Month al Benefits \$4,460.59 84.45% Annual Salary + Benefits \$5,546.10 / Month al Benefits \$4,527.24 81.63% Annual Salary + Benefits \$5,823.40 / Month	0.00 673.00 0.00 0.050450 247.42 23.45 0.014500 71.11 Black Benefits \$4,336.67 90.52% \$60.85 Annual Salary + Benefits \$5,030.47 / Month \$33.54 Black Benefits \$4,397.12 \$7.41% \$62.85 Annual Salary + Benefits \$113,131.07 \$5,282.00 / Month \$35.21 \$5,546.10 / Month \$36.97 Black Benefits \$4,527.24 81.63% \$67.16 Annual Salary + Benefits \$120,880.08 \$5,823.40 / Month \$38.82 \$4,597.22 78.94% \$69.47	0.00 673.00 0.00 0.050450 247.42 23.45 0.014500 71.11 Annual Salary + Benefits \$4,336.67 90.52% \$60.85 \$23.91 Annual Salary + Benefits \$109,531.21 \$5,030.47 / Month \$33.54 / Hour \$4,397.12 \$7.41% \$62.85 \$24.69 Annual Salary + Benefits \$113,131.07 \$5,282.00 / Month \$35.21 / Hour \$5,282.00 / Month \$35.21 / Hour \$5,546.10 / Month \$36.97 / Hour \$4,527.24 \$1.63% \$67.16 \$26.39 Annual Salary + Benefits \$4,527.24 \$1.63% \$67.16 \$26.39 Annual Salary + Benefits \$120,880.08	0.00 673.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00



Administrative Assistant I Department: Community Development

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



Administrative Assistant I

Department: City Manager

		\$4,790.93 /Month	\$31.94	/Hour		
		74,750:55 / WOUTH	731. 34	711001		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	856.29		Office Empl	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Standby		113.38 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	247.42		46.63%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	71.11	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,336.67 90.52%	\$60.85	\$28.37	\$12.51	\$101.73
		Annual Salary + Benefits	\$109,531.21	=		
Step B						
		\$5,030.47 /Month	\$33.54	/Hour		
	Total Benefits	\$4,397.12 87.41%	\$62.85	\$29.31	\$12.92	\$105.08
		Annual Salary + Benefits	\$113,131.07	=		
Step C		4				
		\$5,282.00 /Month	\$35.21	. /Hour		
	Total Benefits	\$4,460.59 84.45%	\$64.95	\$30.29	\$13.35	\$108.59
		Annual Salary + Benefits	\$116,911.12	=		
Step D						
		\$5,546.10 /Month	\$36.97	/ /Hour		
	Total Benefits	\$4,527.24 81.63%	\$67.16	\$31.31	\$13.81	\$112.28
		Annual Salary + Benefits =	\$120,880.08	=		
Step E						
		\$5,823.40 /Month	\$38.82	/Hour		
	Total Benefits	\$4,597.22 78.94%	\$69.47	\$32.39	\$14.28	\$116.14
		Annual Salary + Benefits	\$125,047.40	=		



Administrative Assistant I

Department: Engineering

Step A		\$4,790.93 /Month	\$31.94	l /Hour		
		7 -, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	331. 34	, / 110ui		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	856.29		Office Empl	oyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Standby		113.38 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	247.42		84.43%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	71.11	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,336.67 90.52%	\$60.85	\$51.38	\$12.51	\$124.74
		Annual Salary + Benefits	\$109,531.21	=		
Step B						
		\$5,030.47 /Month	\$33.54	Hour		
	Total Benefits	\$4,397.12 87.41%	\$62.85	\$53.06	\$12.92	\$128.83
		Annual Salary + Benefits	\$113,131.07	=		
Step C		4				
		\$5,282.00 /Month	\$35.21	. /Hour		
	Total Benefits	\$4,460.59 84.45%	\$64.95	\$54.84	\$13.35	\$133.14
		Annual Salary + Benefits	\$116,911.12	=		
Step D						
		\$5,546.10 /Month	\$36.97	/ /Hour		
	Total Benefits	\$4,527.24 81.63%	\$67.16	\$56.70	\$13.81	\$137.67
		Annual Salary + Benefits	\$120,880.08	=		
Step E						
		\$5,823.40 /Month	\$38.82 /Hour			
	Total Benefits	\$4,597.22 78.94%	\$69.47	\$58.65	\$14.28	\$142.40
		Annual Salary + Benefits	\$125,047.40			



Administrative Assistant I Department: Human Resources

Step A							
Step A		\$4,790.93 /I	Month	\$31.94	1 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
DEDC Franksian	0.174600	05.6.20			Office Freeze		
PERS - Employer Management Incentive	0.174600	856.29 0.00			Office Empl	oyees	
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.	0.050450	0.00					
Workers Comp.	0.050450	247.42		Harrier Data	50.84%	20.56%	Total Havely
Vision Insurance	0.014500	23.45		Hourly Rate & Benefits	Department	Citywide	Total Hourly
Medicare	0.014500	71.11	_	& венентѕ	Overhead	Overhead	Rate
	Total Benefits	\$4,336.67	90.52%	\$60.85	\$30.94	\$12.51	\$104.30
		Annual Salary	+ Benefits =	\$109,531.21	=		
Step B							
		\$ 5,030.47 /I	Month	\$33.54	4 /Hour		
	Total Benefits	\$4,397.12	87.41%	\$62.85	\$31.95	\$12.92	\$107.72
		Annual Salary	+ Benefits =	\$113,131.07	=		
Step C							
		\$ 5,282.00 /I	Month	\$35.22	1 /Hour		
	Total Benefits	\$4,460.59	84.45%	\$64.95	\$33.02	\$13.35	\$111.32
		Annual Salary	+ Benefits _	\$116,911.12	=		
Step D							
otop 2		\$5,546.10 /	Month	\$36.97	7 /Hour		
	Total Benefits	\$4,527.24	81.63%	\$67.16	\$34.14	\$13.81	\$115.11
		Annual Salary		\$120,880.08			
			=	·	=		
Step E		\$5,823.40 /	Month	¢20 01	2 /Hour		
		/ 33,023.4 0/ا	VIOIILII	\$38.82	2 /Hour		
	Total Benefits	\$4,597.22	78.94%	\$69.47	\$35.32	\$14.28	\$119.07



Administrative Assistant I Department: Parks and Recreation

Step A							
Step A		\$4,790.93 /1	Month	\$31.94	1 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	ry	
PERS - Employer	0.174600	856.29			Office Empl	ovoos	
Management Incentive	0.174000	0.00			Office Empi	Oyees	
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 Deferred Comp.		673.00 0.00					
Workers Comp.	0.050450	247.42			112.20%	20.56%	
Vision Insurance	0.030430	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	71.11		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,336.67	90.52%	\$60.85	\$68.27	\$12.51	\$141.63
	rotar Berrents			•	400.27	¥	4 - 1 - 1 - 0 - 0
		Annual Salary	+ Benefits =	\$109,531.21	=		
Step B							
		\$5,030.47 /1	Month	\$33.54	4 /Hour		
	Total Benefits	\$4,397.12	87.41%	\$62.85	\$70.52	\$12.92	\$146.29
		Annual Salary	+ Benefits =	\$113,131.07	=		
Step C							
		\$5,282.00 /1	Month	\$35.2	1 /Hour		
	Total Benefits	\$4,460.59	84.45%	\$64.95	\$72.87	\$13.35	\$151.17
		Annual Salary	+ Benefits _	\$116,911.12	=		
Step D							
		\$5,546.10 /Month		\$36.9	7 /Hour		
	Total Benefits	\$4,527.24	81.63%	\$67.16	\$75.35	\$13.81	\$156.32
		Annual Salary	+ Benefits =	\$120,880.08	=		
Step E							
		\$5,823.40 /1	Month	\$38.82	2 /Hour		
	Total Benefits	\$4,597.22	78.94%	\$69.47	\$77.95	\$14.28	\$161.70
		Annual Salary	+ Renefits	\$125,047.40			



Administrative Assistant I Department: Police

/Month		Category ice Employees	
	Offi	ce Employees	
	38.2		Tatal Havely
	Hourly Rate Depart & Benefits Overh	· ·	·-
	& Bellents Over	lead Overnead	<u>a nate</u>
90.52%	6 \$60.85 \$23.	.28 \$12.51	\$96.64
y + Benefits	\$109,531.21		
/Month	\$33.54 /Hour		
87.41%	6 \$62.85 \$24.	.04 \$12.92	\$99.81
y + Benefits	\$113,131.07		
/Month	\$35.21 /Hour		
04 450/	% \$64.95 \$24.	.84 \$13.35	\$103.14
84.45%	\$116,911.12		
84.45% ry + Benefits			
y + Benefits	\$36.97 /Hour		
		.69 \$13.81	\$106.66
y + Benefits	6 \$67.16 \$25.		
y + Benefits /Month			
y + Benefits /Month 81.63%			
y + Benefits /Month 81.63%			
/Month 81.63% ry + Benefits	\$120,880.08 \$38.82 /Hour	.57 \$14.28	\$110.32
		ry + Benefits \$120,880.08	



Administrative Assistant I Department: Public Works

Step A		\$4,790.93 /Month	\$31.94	. /Hour		
		7 -, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	331. 34	711001		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	856.29		Office Emp	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Standby		113.38 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	247.42		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	71.11	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,336.67 90.52%	\$60.85	\$72.10	\$12.51	\$145.46
		Annual Salary + Benefits	\$109,531.21	=		
Step B						
·		\$5,030.47 /Month	\$33.54	/Hour		
	Total Benefits	\$4,397.12 87.41%	\$62.85	\$74.47	\$12.92	\$150.24
		Annual Salary + Benefits	\$113,131.07	=		
Step C		47.000.00 /0.0				
		\$5,282.00 /Month	\$35.21	. /Hour		
	Total Benefits	\$4,460.59 84.45%	\$64.95	\$76.96	\$13.35	\$155.26
		Annual Salary + Benefits	\$116,911.12	=		
Step D		*				
		\$5,546.10 /Month	\$36.97	/ /Hour		
	Total Benefits	\$4,527.24 81.63%	\$67.16	\$79.57	\$13.81	\$160.54
		Annual Salary + Benefits	\$120,880.08	=		
Step E						
		\$5,823.40 /Month	\$38.82	/Hour		
	Total Benefits	\$4,597.22 78.94%	\$69.47	\$82.32	\$14.28	\$166.07
		Annual Salary + Benefits	\$125,047.40	=		



Administrative Assistant II Department: City Attorney

Step A						
		\$5,282.00 /Month	\$35.21	/Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	0.174600	942.03 0.00 4.05 2,138.34 148.29		Office Empl	loyees	
LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement	0.008770 0.000224	46.32 21.30 0.00 0.00 0.00 113.38				
Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	0.050450 0.014500	0.00 673.00 0.00 272.20 23.45 78.23	Hourly Rate & Benefits	39.29% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
Wedleare	Total Benefits	\$4,460.59 84.45%	\$64.95	\$25.52	\$13.35	\$103.82
		Annual Salary + Benefits	\$116,911.12	=		
Step B						
		\$5,546.10 /Month	\$36.97	/Hour		
	Total Benefits	\$4,527.24 81.63%	\$67.16	\$26.39	\$13.81	\$107.36
		Annual Salary + Benefits =	\$120,880.08	=		
Step C		\$5,823.40 /Month	\$38.87	: /Hour		
	Total Benefits	\$4,597.22 78.94%	\$69.47	\$27.30	\$14.28	\$111.05
		Annual Salary + Benefits	\$125,047.40	=		
Step D		ĆC 114 FQ /N4-m+h	A40.70			
		\$6,114.58 /Month	\$40.76	/Hour		
	Total Benefits	\$4,670.70 76.39%	\$71.90	\$28.25	\$14.78	\$114.93
		Annual Salary + Benefits =	\$129,423.32	=		
Step E		\$6,420.30 /Month	\$42.80	/Hour		
	Total Benefits	\$4,747.85 73.95%	\$74.45	\$29.25	\$15.31	\$119.01
		Annual Salary + Benefits =	\$134,017.75	=		



Administrative Assistant II Department: Community Development

Step A							
		\$5,282.00 /N	/lonth	\$35.22	L /Hour		
<u>Benefit</u>	Multiplier				Catego	ry	
PERS - Employer	0.174600	942.03			Office Empl	oyees	
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34 148.29					
Dental Insurance LTD & STD Insurance	0.008770	46.32					
Life Insurance	0.000224	21.30					
Longevity	0.000221	0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		113.38					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	0.050450	0.00					
Workers Comp. Vision Insurance	0.050450	272.20 23.45		Hourly Rate	139.88% Department	20.56% Citywide	Total Hourl
Medicare	0.014500	78.23		& Benefits	Overhead	Overhead	Rate
Wiedicare		78.23	_	& Delicits	Overneau	Overneau	Nate
	Total Benefits	\$4,460.59	84.45%	\$64.95	\$90.85	\$13.35	\$169.15
		Annual Salary +	Benefits =	\$116,911.12	=		
Step B							
		\$ 5,546.10 /N	/lonth	\$36.9	7 /Hour		
	Total Benefits	\$4,527.24	81.63%	\$67.16	\$93.94	\$13.81	\$174.91
		Annual Salary +	Benefits _	\$120,880.08	=		
Step C							
		\$5,823.40 /N	/lonth	\$38.8	2 /Hour		
	Total Benefits	\$4,597.22	78.94%	\$69.47	\$97.18	\$14.28	\$180.93
		Annual Salary +	Benefits _	\$125,047.40	=		
Step D							
		\$6,114.58 /N	/lonth	\$40.7	6 /Hour		
	Total Benefits	\$4,670.70	76.39%	\$71.90	\$100.58	\$14.78	\$187.26
		Annual Salary +	Benefits _	\$129,423.32	=		
Step E							
		\$6,420.30 /N	/lonth	\$42.8	0 /Hour		
	Total Benefits	\$4,747.85	73.95%	\$74.45	\$104.15	\$15.31	\$193.91
		Annual Salary +	Benefits	\$134,017.75			



Administrative Assistant II

Department: City Manager

Step A		\$5,282.00 /Month	\$35.21	. /Hour		
Donofit	Multiplian	43)202.00 / Wientin	755.21		 .	
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ı y</u>	
PERS - Employer	0.174600	942.03		Office Emp	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	272.20		46.63%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	78.23	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,460.59 84.45%	\$64.95	\$30.29	\$13.35	\$108.59
		Annual Salary + Benefits	\$116,911.12	=		
Step B						
500p 2		\$5,546.10 /Month	\$36.97	/ /Hour		
	Total Benefits	\$4,527.24 81.63%	\$67.16	\$31.31	\$13.81	\$112.28
		Annual Salary + Benefits	\$120,880.08	=		
Step C		AT 000 40 /h4				
		\$5,823.40 /Month	\$38.82	! /Hour		
	Total Benefits	\$4,597.22 78.94%	\$69.47	\$32.39	\$14.28	\$116.14
		Annual Salary + Benefits	\$125,047.40	=		
Step D						
		\$6,114.58 /Month	\$40.76	6 /Hour		
	Total Benefits	\$4,670.70 76.39%	\$71.90	\$33.53	\$14.78	\$120.21
		Annual Salary + Benefits =	\$129,423.32	=		
Step E						
		\$6,420.30 /Month	\$42.80) /Hour		
	Total Benefits	\$4,747.85 73.95%	\$74.45	\$34.72	\$15.31	\$124.48
		Annual Salary + Benefits	\$134,017.75	=		



Administrative Assistant II

Department: Engineering

Step A		AT 202 00 (b4 11	425.24	/		
		\$5,282.00 /Month	\$35.21	. /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer Management Incentive EAP Health Insurance	0.174600	942.03 0.00 4.05 2,138.34		Office Emp	loyees	
Dental Insurance LTD & STD Insurance	0.008770	148.29 46.32				
Life Insurance Longevity Holiday Pay Uniform Allowance	0.000224	21.30 0.00 0.00 0.00				
Educational Supplement Standby Retiree Medical Deferred Comp.		113.38 0.00 673.00 0.00				
Workers Comp. Vision Insurance Medicare	0.050450 0.014500	272.20 23.45 78.23	Hourly Rate & Benefits	84.43% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,460.59 84.45%	\$64.95	\$54.84	\$13.35	\$133.14
		Annual Salary + Benefits	\$116,911.12	=		
Step B						
		\$5,546.10 /Month	\$36.97	/ /Hour		
	Total Benefits	\$4,527.24 81.63%	\$67.16	\$56.70	\$13.81	\$137.67
		Annual Salary + Benefits =	\$120,880.08	=		
Step C		\$5,823.40 /Month	¢20 02	! /Hour		
	Total Benefits	\$4,597.22 78.94%	\$69.47	\$58.65	\$14.28	\$142.40
	rotal belients	Annual Salary + Benefits	\$125,047.40	730.03	714.20	7142.40
Step D		, = 		=		
Otep 2		\$6,114.58 /Month	\$40.76	6 /Hour		
	Total Benefits	\$4,670.70 76.39%	\$71.90	\$60.71	\$14.78	\$147.39
		Annual Salary + Benefits =	\$129,423.32	=		
Step E		\$6.430.30 \\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	A42.00	· /11		
		\$6,420.30 /Month) /Hour		
	Total Benefits	\$4,747.85 73.95%	\$74.45	\$62.86	\$15.31	\$152.62
		Annual Salary + Benefits =	\$134,017.75	=		



Administrative Assistant II Department: Human Resources

Step A		ĆE 202 00 /Manth	Ć2F 24	/110		
		\$5,282.00 /Month	\$35.21	Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	942.03		Office Emp	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Standby		113.38 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	272.20		50.84%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	78.23	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,460.59 84.45%	\$64.95	\$33.02	\$13.35	\$111.32
		Annual Salary + Benefits =	\$116,911.12	=		
Step B						
		\$5,546.10 /Month	\$36.97	/ /Hour		
	Total Benefits	\$4,527.24 81.63%	\$67.16	\$34.14	\$13.81	\$115.11
		Annual Salary + Benefits =	\$120,880.08	=		
Step C						
		\$5,823.40 /Month	\$38.82	/Hour		
	Total Benefits	\$4,597.22 78.94%	\$69.47	\$35.32	\$14.28	\$119.07
		Annual Salary + Benefits =	\$125,047.40	=		
Step D						
		\$6,114.58 /Month	\$40.76	/Hour		
	Total Benefits	\$4,670.70 76.39%	\$71.90	\$36.55	\$14.78	\$123.23
		Annual Salary + Benefits =	\$129,423.32	=		
Step E						
		\$6,420.30 /Month	\$42.80	/Hour		
	Total Benefits	\$4,747.85 73.95%	\$74.45	\$37.85	\$15.31	\$127.61
		Annual Salary + Benefits	\$134,017.75	=		



Administrative Assistant II Department: Parks and Recreation

Step A		AT 202 00 (24 H	425.24	/11		
		\$5,282.00 /Month	\$35.21	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	0.174600	942.03 0.00 4.05 2,138.34 148.29		Office Empl	loyees	
LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby	0.008770 0.000224	46.32 21.30 0.00 0.00 0.00 113.38 0.00				
Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	0.050450 0.014500	673.00 0.00 272.20 23.45 78.23	Hourly Rate & Benefits	112.20% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,460.59 84.45%	\$64.95	\$72.87	\$13.35	\$151.17
		Annual Salary + Benefits =	\$116,911.12	=		
Step B						
		\$5,546.10 /Month	\$36.97	/Hour		
	Total Benefits	\$4,527.24 81.63%	\$67.16	\$75.35	\$13.81	\$156.32
		Annual Salary + Benefits	\$120,880.08	=		
Step C		\$5,823.40 /Month	\$38.82	/Hour		
	Total Benefits	\$4,597.22 78.94% Annual Salary + Benefits	\$69.47 \$125,047.40	\$77.95	\$14.28	\$161.70
Step D		-		=		
Step D		\$6,114.58 /Month	\$40.76	/Hour		
	Total Benefits	\$4,670.70 76.39%	\$71.90	\$80.67	\$14.78	\$167.35
		Annual Salary + Benefits	\$129,423.32	=		
Step E		AC 420 20 /24				
		\$6,420.30 /Month		/Hour		
	Total Benefits	\$4,747.85 73.95%	\$74.45	\$83.54	\$15.31	\$173.30
		Annual Salary + Benefits	\$134,017.75	=		



Administrative Assistant II Department: Police

Step A						
		\$5,282.00 /Month	\$35.21	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	942.03		Office Empl	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
LTD & STD Insurance	0.008770	46.32				
Life Insurance	0.008770	21.30				
Longevity	0.000221	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	0.014500	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	78.23	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,460.59 84.45%	\$64.95	\$24.84	\$13.35	\$103.14
		Annual Salary + Benefits	\$116,911.12			
Step B						
		\$5,546.10 /Month	\$36.97	/Hour		
	Total Benefits	\$4,527.24 81.63%	\$67.16	\$25.69	\$13.81	\$106.66
		Annual Salary + Benefits	\$120,880.08			
Step C						
		\$5,823.40 /Month	\$38.82	/Hour		
	Total Benefits	\$4,597.22 78.94%	\$69.47	\$26.57	\$14.28	\$110.32
		Annual Salary + Benefits	\$125,047.40			
Step D						
		\$6,114.58 /Month	\$40.76	/Hour		
	Total Benefits	\$4,670.70 76.39%	\$71.90	\$27.50	\$14.78	\$114.18
		Annual Salary + Benefits	\$129,423.32			
Step E						
		\$6,420.30 /Month	\$42.80	/Hour		
	Total Benefits	\$4,747.85 73.95%	\$74.45	\$28.48	\$15.31	\$118.24



Administrative Assistant II Department: Public Works

Step A		AT 202 00 (b4 11	625.24	// /		
		\$5,282.00 /Month	\$35.21	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	0.174600	942.03 0.00 4.05 2,138.34 148.29		Office Empl	loyees	
LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby	0.008770 0.000224	46.32 21.30 0.00 0.00 0.00 113.38 0.00				
Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	0.050450 0.014500	673.00 0.00 272.20 23.45 78.23	Hourly Rate & Benefits	118.49% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,460.59 84.45%	\$64.95	\$76.96	\$13.35	\$155.26
		Annual Salary + Benefits	\$116,911.12	=		
Step B						
		\$5,546.10 /Month	\$36.97	/Hour		
	Total Benefits	\$4,527.24 81.63%	\$67.16	\$79.57	\$13.81	\$160.54
		Annual Salary + Benefits	\$120,880.08	=		
Step C		\$5,823.40 /Month	\$38.82	/Hour		
	Total Benefits	\$4,597.22 78.94% Annual Salary + Benefits	\$69.47 \$125,047.40	\$82.32	\$14.28	\$166.07
		=		=		
Step D		\$6,114.58 /Month	\$40.76	/Hour		
	Total Benefits	\$4,670.70 76.39%	\$71.90	\$85.20	\$14.78	\$171.88
		Annual Salary + Benefits =	\$129,423.32	=		
Step E		\$6.420.20 /Manth	642.00	/Hour		
		\$6,420.30 /Month	\$42.80		4	**
	Total Benefits	\$4,747.85 73.95%	\$74.45	\$88.22	\$15.31	\$177.98
		Annual Salary + Benefits =	\$134,017.75	=		



Administrative Secretary

Department: City Attorney

<u>Benefit</u>		\$6,114.58 /Month		A / HOUR		
<u>Benefit</u>			Ş -1 0.70	6 /Hour		
	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,087.40		Office Empl	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	314.20		39.29%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	90.31	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,670.70 76.39%	\$71.90	\$28.25	\$14.78	\$114.93
		Annual Salary + Benefits	\$129,423.32	=		
Step B						
Step 5		\$6,420.30 /Month	\$42.80) /Hour		
	Total Benefits	\$4,747.85 73.95%	\$74.45	\$29.25	\$15.31	\$119.01
		Annual Salary + Benefits =	\$134,017.75	=		
Step C		**************************************				
		\$6,741.32 /Month	\$44.94	l /Hour		
-	Total Benefits	\$4,828.86 71.63%	\$77.13	\$30.31	\$15.86	\$123.30
		Annual Salary + Benefits	\$138,842.11	=		
Step D						
		\$7,078.39 /Month	\$47.19	Hour /		
7	Total Benefits	\$4,913.92 69.42%	\$79.95	\$31.41	\$16.44	\$127.80
		Annual Salary + Benefits =	\$143,907.67	=		
Step E						
		\$7,432.31 /Month	\$49.55	5 /Hour		
-	Total Benefits	\$5,003.23 67.32%	\$82.90	\$32.57	\$17.04	\$132.51
		Annual Salary + Benefits =	\$149,226.46	=		



Administrative Secretary Department: Community Development

Step A						
		\$6,114.58 /Month	\$40.76	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,087.40		Office Empl	loyees	
Management Incentive		0.00				
EAP Health Insurance		4.05 2,138.34				
Dental Insurance		2,138.34 148.29				
LTD & STD Insurance	0.008770	53.62				
Life Insurance	0.000224	24.65				
Longevity		0.00				
Holiday Pay Uniform Allowance		0.00 0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp. Workers Comp.	0.050450	0.00		420.000/	20 500/	
Vision Insurance	0.050450	314.20 23.45	Hourly Rate	139.88% Department	20.56% Citywide	Total Hourly
Medicare	0.014500	90.31	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,670.70 76.39%	\$71.90	\$100.58	\$14.78	\$187.26
		Annual Salary + Benefits =	\$129,423.32	=		
Step B						
		\$6,420.30 /Month	\$42.80	/Hour		
	Total Benefits	\$4,747.85 73.95%	\$74.45	\$104.15	\$15.31	\$193.91
		Annual Salary + Benefits =	\$134,017.75	=		
Step C		AC 744 22 /24 11				
		\$6,741.32 /Month	\$44.94	/Hour		
	Total Benefits	\$4,828.86 71.63%	\$77.13	\$107.90	\$15.86	\$200.89
		Annual Salary + Benefits =	\$138,842.11	=		
Step D						
		\$7,078.39 /Month	\$47.19	/Hour		
	Total Benefits	\$4,913.92 69.42%	\$79.95	\$111.83	\$16.44	\$208.22
		Annual Salary + Benefits =	\$143,907.67	=		
Step E						
		\$7,432.31 /Month	\$49.55	/Hour		
	Total Benefits	\$5,003.23 67.32%	\$82.90	\$115.97	\$17.04	\$215.91
		Annual Salary + Benefits	\$149,226.46	=		



Administrative Secretary

Department: City Manager

Step A						
		\$6,114.58 /Month	\$40.76	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,087.40		Office Empl	loyees	
Management Incentive		0.00		·	•	
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance	0.000770	148.29				
LTD & STD Insurance Life Insurance	0.008770 0.000224	53.62 24.65				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp. Workers Comp.	0.050450	0.00 314.20		46.63%	20.56%	
Vision Insurance	0.030430	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	90.31	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,670.70 76.39%	\$71.90	\$33.53	\$14.78	\$120.21
		Annual Salary + Benefits	\$129,423.32			
		=	ψ123) 123.32	=		
Step B						
	_	\$6,420.30 /Month	\$42.80	/Hour		
	Total Benefits	\$4,747.85 73.95%	\$74.45	\$34.72	\$15.31	\$124.48
		Annual Salary + Benefits =	\$134,017.75	=		
Step C						
		\$6,741.32 /Month	\$44.94	/Hour		
	Total Benefits	\$4,828.86 71.63%	\$77.13	\$35.97	\$15.86	\$128.96
		Annual Salary + Benefits =	\$138,842.11	=		
Step D						
	-	\$7,078.39 /Month	\$47.19	/Hour		
	Total Benefits	\$4,913.92 69.42%	\$79.95	\$37.28	\$16.44	\$133.67
		Annual Salary + Benefits =	\$143,907.67	=		
Step E						
		\$7,432.31 /Month	\$49.55	/Hour		
	Total Benefits	\$5,003.23 67.32%	\$82.90	\$38.66	\$17.04	\$138.60
		Annual Salary + Benefits	\$149,226.46	=		
		- -		=		



Administrative Secretary Department: Finance and Information Systems

Step A		\$6,114.58 /Month	\$40.76	/Hour		
Benefit	Multiplior	40,114.30 / World	ψ-10.7 C		w.,	
<u>benent</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ı y</u>	
PERS - Employer	0.174600	1,087.40		Office Empl	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	314.20		30.82%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	90.31	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,670.70 76.39%	\$71.90	\$22.16	\$14.78	\$108.84
		Annual Salary + Benefits	\$129,423.32	=		
Step B						
Otep D		\$6,420.30 /Month	\$42.80	/Hour		
	Total Benefits	\$4,747.85 73.95%	\$74.45	\$22.95	\$15.31	\$112.71
		Annual Salary + Benefits =	\$134,017.75	=		
Step C						
		\$6,741.32 /Month	\$44.94	Hour		
	Total Benefits	\$4,828.86 71.63%	\$77.13	\$23.77	\$15.86	\$116.76
		Annual Salary + Benefits	\$138,842.11	=		
Step D						
		\$7,078.39 /Month	\$47.19	/Hour		
	Total Benefits	\$4,913.92 69.42%	\$79.95	\$24.64	\$16.44	\$121.03
		Annual Salary + Benefits	\$143,907.67	=		
Step E						
		\$7,432.31 /Month	\$49.55	/Hour		
	Total Benefits	\$5,003.23 67.32%	\$82.90	\$25.55	\$17.04	\$125.49
		Annual Salary + Benefits	\$149,226.46			



Administrative Secretary Department: Human Resources

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



Administrative Secretary Department: Parks and Recreation

Step A							
Step A		\$6,114.58 /N	⁄lonth	\$40.76	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
DEDC Employer	0.174600	1 007 40			Office Empl	ovoos	
PERS - Employer Management Incentive	0.174600	1,087.40 0.00			Office Empl	oyees	
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 Deferred Comp.		673.00 0.00					
Workers Comp.	0.050450	314.20			112.20%	20.56%	
Vision Insurance	0.030430	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	90.31		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,670.70	76.39%	\$71.90	\$80.67	\$14.78	\$167.35
	rotal Delicities				400.07	Ψ=σ	720.00
		Annual Salary +	· Benefits =	\$129,423.32	=		
Step B							
		\$6,420.30 /	/lonth	\$42.80) /Hour		
	Total Benefits	\$4,747.85	73.95%	\$74.45	\$83.54	\$15.31	\$173.30
		Annual Salary +	Benefits _	\$134,017.75	=		
Step C							
		\$ 6,741.32 /N	⁄lonth	\$44.94	1 /Hour		
	Total Benefits	\$4,828.86	71.63%	\$77.13	\$86.54	\$15.86	\$179.53
		Annual Salary +	Benefits _	\$138,842.11	=		
Step D							
		\$ 7,078.39 /N	⁄lonth	\$47.19	Hour /		
	Total Benefits	\$4,913.92	69.42%	\$79.95	\$89.70	\$16.44	\$186.09
		Annual Salary +	Benefits _	\$143,907.67	=		
Step E							
		\$ 7,432.31 /N	⁄lonth	\$49.55	5 /Hour		
	Total Benefits	\$5,003.23	67.32%	\$82.90	\$93.02	\$17.04	\$192.96



Administrative Secretary Department: Public Works

PERS - Employer	Step A		AC 444 TO 104 II	.	4		
PERS - Employer			\$6,114.58 /Month	\$40.76	/Hour		
Management Incentive EAP	<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
Health Insurance	PERS - Employer	0.174600	1,087.40		Office Empl	loyees	
Health Insurance	_						
Dental Insurance							
LTD & STD Insurance Uife Insurance Uife Insurance Uife Insurance Uo000224 24.65 Longevity 0.00 Holiday Pay 0.00 Holiday Pay 0.00 Retiree Medical Deferred Comp. Vorkers Comp. Vision Insurance 0.014500 90.31 Total Benefits \$4,670.70 76.39% \$71.90 \$85.20 \$14.78 \$171.88 Step B \$6,420.30 /Month Total Benefits \$4,247.85 \$73.95% \$74.45 \$88.22 \$15.31 \$177.98 Annual Salary + Benefits \$134,017.75 Step C \$6,741.32 /Month \$42.80 /Hour Total Benefits \$4,93.92 \$77.13 \$91.40 \$15.86 \$184.39 Step D \$7,078.39 /Month \$47.19 /Hour Total Benefits \$4,913.92 \$69.42% \$79.95 \$94.73 \$16.44 \$191.12 Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,03.23 \$67.32% \$82.90 \$98.23 \$17.04 \$198.17			The state of the s				
Life Insurance Longevity Longevity Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.014500 Total Benefits \$4,670.70 Annual Salary + Benefits \$133.8 \$118.49% 20.56% Plourly Rate Benefits Department Citywide Total Hourh Rate Overhead Overhead Overhead Overhead Overhead Overhead Overhead Fire Septiment Standby Annual Salary + Benefits S129,423.32 Step C \$6,741.32 / Month S44.94 / Hour Total Benefits \$4,828.86 71.63% S77.13 S91.40 S15.86 S184.39 Annual Salary + Benefits S138,842.11 Step D \$7,078.39 / Month S47.19 / Hour Total Benefits S4,913.92 S4,923.92 S49.25 / S99.95 S94.73 S16.44 S191.12 Step E \$7,432.31 / Month S49.55 / Hour Total Benefits S5,003.23 S67.32% S82.90 S98.23 S17.04 S198.17		0.009770					
Congevity							
Holiday Pay		0.000224					
Educational Supplement Standby Standby Retiree Medical Deferred Comp. Workers Comp. Volsion Insurance Medicare 0.014500 90.31 Total Benefits \$4,670.70 76.39% \$71.90 \$8. Benefits \$4,670.70 76.39% \$71.90 \$85.20 \$14.78 \$171.88 Step B \$6,420.30 /Month Total Benefits \$4,747.85 \$73.95% \$74.45 \$88.22 \$15.31 \$177.98 Annual Salary + Benefits \$5134,017.75 Step C \$6,741.32 /Month \$44.94 /Hour Total Benefits \$4,828.86 71.63% \$77.13 \$91.40 \$15.86 \$184.39 Annual Salary + Benefits \$138,842.11 Step D \$7,078.39 /Month \$47.19 /Hour Total Benefits \$4,913.92 \$69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$143,907.67 Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 \$67.32% \$88.90 \$98.23 \$17.04 \$198.17			0.00				
Standby	Uniform Allowance		0.00				
Retiree Medical Deferred Comp. 673.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00							
Deferred Comp.	•						
Workers Comp. 0.050450 314.20 118.49% 20.56% Total Hourly Rate 20.014500 23.45 Hourly Rate Department Citywide Citywide Total Hourly Rate Respective Section of Part Part Part Part Part Part Part Part							
Vision Insurance Medicare 23.45 years Hourly Rate & Benefits Department Overhead Citywide Overhead Total Hourly Rate Rate Total Benefits \$4,670.70 76.39% \$71.90 \$85.20 \$14.78 \$171.88 Annual Salary + Benefits \$129,423.32 Step B \$6,420.30 /Month \$42.80 /Hour Total Benefits \$4,747.85 73.95% \$74.45 \$88.22 \$15.31 \$177.98 Annual Salary + Benefits \$134,017.75 Step C \$6,741.32 /Month \$44.94 /Hour Total Benefits \$4,828.86 71.63% \$77.13 \$91.40 \$15.86 \$184.39 Step D \$7,078.39 /Month \$47.19 /Hour Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits 5143,907.67 Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90	· · · · · · · · · · · · · · · · · · ·	0.050450			110.400/	30 50%	
Medicare 0.014500 90.31 & Benefits Overhead Rate Total Benefits \$4,670.70 76.39% \$71.90 \$85.20 \$14.78 \$171.88 Annual Salary + Benefits \$129,423.32 Step B \$6,420.30 /Month \$42.80 /Hour Total Benefits \$4,747.85 73.95% \$74.45 \$88.22 \$15.31 \$177.98 Annual Salary + Benefits \$134,017.75 Step C \$6,741.32 /Month \$44.94 /Hour Total Benefits \$4,828.86 71.63% \$77.13 \$91.40 \$15.86 \$184.39 Step D \$7,078.39 /Month \$47.19 /Hour Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$143,907.67 \$15.43,907.67 \$15.44 \$191.12 Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17	· ·	0.030430		Hourly Rate			Total Hourly
Step B \$6,420.30 Month \$42.80 Hour		0.014500		-	-		
Step B \$6,420.30 Month \$42.80 Hour		Total Benefits	\$4,670.70 76.39%	\$71.90	\$85.20	\$14.78	\$171.88
\$6,420.30 /Month \$42.80 /Hour Total Benefits \$4,747.85 73.95% \$74.45 \$88.22 \$15.31 \$177.98 Annual Salary + Benefits \$134,017.75 Step C \$6,741.32 /Month \$44.94 /Hour Total Benefits \$4,828.86 71.63% \$77.13 \$91.40 \$15.86 \$184.39 Annual Salary + Benefits \$138,842.11 Step D \$7,078.39 /Month \$47.19 /Hour Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$143,907.67 Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17				¢120 422 22			
\$6,420.30 /Month \$42.80 /Hour Total Benefits \$4,747.85 73.95% \$74.45 \$88.22 \$15.31 \$177.98 Annual Salary + Benefits \$134,017.75 Step C \$6,741.32 /Month \$44.94 /Hour Total Benefits \$4,828.86 71.63% \$77.13 \$91.40 \$15.86 \$184.39 Annual Salary + Benefits \$138,842.11 Step D \$7,078.39 /Month \$47.19 /Hour Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$143,907.67 Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17			Annual Salary + Benefits =	\$129,423.32	=		
Total Benefits \$4,747.85 73.95% \$74.45 \$88.22 \$15.31 \$177.98 Annual Salary + Benefits \$\frac{\$134,017.75}{\$134,017.75}\$ Step C \$6,741.32 /Month \$44.94 /Hour Total Benefits \$4,828.86 71.63% \$77.13 \$91.40 \$15.86 \$184.39 Annual Salary + Benefits \$\frac{\$138,842.11}{\$138,842.11}\$ Step D \$7,078.39 /Month \$47.19 /Hour Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$\frac{\$143,907.67}{\$143,907.67}\$ Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17	Step B						
Step C \$6,741.32 Month \$44.94 Hour			\$6,420.30 /Month	\$42.80	/Hour		
Step C \$6,741.32 /Month \$44.94 /Hour Total Benefits \$4,828.86 71.63% \$77.13 \$91.40 \$15.86 \$184.39 Annual Salary + Benefits \$138,842.11 \$7,078.39 /Month \$47.19 /Hour Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$143,907.67 Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17		Total Benefits	\$4,747.85 73.95%	\$74.45	\$88.22	\$15.31	\$177.98
\$6,741.32 /Month \$44.94 /Hour Total Benefits \$4,828.86 71.63% \$77.13 \$91.40 \$15.86 \$184.39 Annual Salary + Benefits \$138,842.11 Step D \$7,078.39 /Month \$47.19 /Hour Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$143,907.67 Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17			Annual Salary + Benefits	\$134,017.75	=		
Total Benefits \$4,828.86 71.63% \$77.13 \$91.40 \$15.86 \$184.39 Annual Salary + Benefits \$138,842.11 Step D \$7,078.39 / Month \$47.19 / Hour Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$143,907.67 Step E \$7,432.31 / Month \$49.55 / Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17	Step C						
Annual Salary + Benefits \$138,842.11 Step D \$7,078.39 / Month \$47.19 / Hour Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$143,907.67 Step E \$7,432.31 / Month \$49.55 / Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17			\$6,741.32 /Month	\$44.94	/Hour		
Step D \$7,078.39 /Month \$47.19 /Hour Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$143,907.67 Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17		Total Benefits	\$4,828.86 71.63%	\$77.13	\$91.40	\$15.86	\$184.39
\$7,078.39 /Month \$47.19 /Hour Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$143,907.67 Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17			Annual Salary + Benefits	\$138,842.11	=		
Total Benefits \$4,913.92 69.42% \$79.95 \$94.73 \$16.44 \$191.12 Annual Salary + Benefits \$143,907.67 Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17	Step D						
Annual Salary + Benefits \$\frac{\$143,907.67}{\$143,907.67}\$ Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17			\$7,078.39 /Month	\$47.19	/Hour		
Step E \$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17		Total Benefits	\$4,913.92 69.42%	\$79.95	\$94.73	\$16.44	\$191.12
\$7,432.31 /Month \$49.55 /Hour Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17			Annual Salary + Benefits	\$143,907.67	=		
Total Benefits \$5,003.23 67.32% \$82.90 \$98.23 \$17.04 \$198.17	Step E						
			\$7,432.31 /Month	\$49.55	/Hour		
Annual Salary + Renofite 6140 226 46		Total Benefits	\$5,003.23 67.32%	\$82.90	\$98.23	\$17.04	\$198.17
Ailitual Salat y + Deffettis 3143,220.40			Annual Salary + Benefits	\$149,226.46	=		



Administrative Supervisor

Step A						
		\$6,727.32 /Month	\$44.85	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,194.39		Office Empl	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.008770	148.29 59.00				
Life Insurance	0.008770	27.12				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical Deferred Comp.		673.00 0.00				
Workers Comp.	0.050450	345.11		139.88%	20.56%	
Vision Insurance	0.030430	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	99.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,825.32 71.73%	\$77.02	\$107.73	\$15.83	\$200.58
		Annual Salary + Benefits =	\$138,631.71	=		
Step B						
		\$7,063.68 /Month	\$47.09	/Hour		
	Total Benefits	\$4,910.20 69.51%	\$79.83	\$111.66	\$16.41	\$207.90
		Annual Salary + Benefits =	\$143,686.61	=		
Step C		67 44C 07 /04 - male	4.0.1			
		\$7,416.87 /Month	\$49.45	/Hour		
	Total Benefits	\$4,999.33 67.40%	\$82.77	\$115.79	\$17.02	\$215.58
		Annual Salary + Benefits =	\$148,994.43	=		
Step D						
		\$7,787.71 /Month	\$51.92	/Hour		
	Total Benefits	\$5,092.91 65.40%	\$85.87	\$120.12	\$17.66	\$223.65
		Annual Salary + Benefits =	\$154,567.49	=		
Step E						
		\$8,177.10 /Month	\$54.51	/Hour		
	Total Benefits	\$5,191.18 63.48%	\$89.12	\$124.66	\$18.32	\$232.10
		Annual Salary + Benefits =	\$160,419.33	=		
		Annual Salary + Benefits =	\$160,419.33	=		



Administrative Supervisor Department: Finance and Information Systems

Benefit PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity	Multiplier 0.174600 0.008770 0.000224	\$6,727.32 /Month 1,194.39 0.00 4.05 2,138.34 148.29 59.00	\$44.8 5	Catego Office Empl		
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity	0.174600 0.008770	0.00 4.05 2,138.34 148.29				
Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity	0.008770	0.00 4.05 2,138.34 148.29		Office Empl	loyees	
EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity		4.05 2,138.34 148.29				
Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity		2,138.34 148.29				
Dental Insurance LTD & STD Insurance Life Insurance Longevity		148.29				
LTD & STD Insurance Life Insurance Longevity						
Life Insurance Longevity		55.00				
		27.12				
		0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement Standby		113.38 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	345.11		30.82%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	99.19	& Benefits	Overhead	Overhead	Rate
Tot	tal Benefits	\$4,825.32 71.73	% \$77.02	\$23.74	\$15.83	\$116.59
		Annual Salary + Benefits	\$138,631.71	=		
Step B						
		\$7,063.68 /Month	\$47.09	9 /Hour		
To [,]	tal Benefits	\$4,910.20 69.51	% \$79.83	\$24.60	\$16.41	\$120.84
		Annual Salary + Benefits	\$143,686.61	=		
Step C						
		\$7,416.87 /Month	\$49.45	5 /Hour		
To	tal Benefits	\$4,999.33 67.40	% \$82.77	\$25.51	\$17.02	\$125.30
		Annual Salary + Benefits	\$148,994.43	=		
Step D						
		\$7,787.71 /Month	\$51.92	2 /Hour		
To	tal Benefits	\$5,092.91 65.40	% \$85.87	\$26.47	\$17.66	\$130.00
		Annual Salary + Benefits	\$154,567.49	=		
Step E						
		\$8,177.10 /Month	\$54.53	1 /Hour		
To	tal Benefits	\$5,191.18 63.489	% \$89.12	\$27.47	\$18.32	\$134.91
		Annual Salary + Benefits	\$160,419.33	=		



Administrative Supervisor Department: Parks and Recreation

Step A							
otep A		\$6,727.32 /	Month	\$44.85	5 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
DEDC Franksier	0.174600	1 104 20			Office Freeze		
PERS - Employer Management Incentive	0.174600	1,194.39 0.00			Office Empl	oyees	
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.	0.050450	0.00			442 200/	20 500/	
Workers Comp. Vision Insurance	0.050450	345.11 23.45		Hourly Rate	112.20% Department	20.56% Citywide	Total Hourly
Medicare	0.014500	99.19		& Benefits	Overhead	Overhead	Rate
Wedicare			_				
	Total Benefits	\$4,825.32	71.73%	\$77.02	\$86.41	\$15.83	\$179.26
		Annual Salary	+ Benefits =	\$138,631.71	=		
Step B							
		\$7,063.68 /	Month	\$47.09	9 /Hour		
	Total Benefits	\$4,910.20	69.51%	\$79.83	\$89.56	\$16.41	\$185.80
		Annual Salary	+ Benefits _	\$143,686.61	=		
Step C							
		\$7,416.87 /	Month	\$49.45	5 /Hour		
	Total Benefits	\$4,999.33	67.40%	\$82.77	\$92.87	\$17.02	\$192.66
		Annual Salary	+ Benefits	\$148,994.43	=		
Step D							
		\$7,787.71 /	Month	\$51.92	2 /Hour		
	Total Benefits	\$5,092.91	65.40%	\$85.87	\$96.35	\$17.66	\$199.88
		Annual Salary	+ Benefits _	\$154,567.49	<u>_</u> ,		
Step E							
Step L		\$8,177.10 /	Month	\$54.5	1 /Hour		
	T . I . C.	ĆE 404 40	C2 400/	ć00 13	\$99.99	\$18.32	\$207.43
	Total Benefits	\$5,191.18	63.48%	\$89.12	333.33	\$10.3Z	32U7.43



Administrative Supervisor Department: Public Works

Step A		\$6,727.32 /Month	\$44.85	/Hour		
		30,727.32 / WORTH	Ş- - .03	, i i i i i		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,194.39		Office Emp	oyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
LTD & STD Insurance	0.008770	59.00				
Life Insurance	0.000770	27.12				
Longevity		0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	345.11		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	99.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,825.32 71.73%	\$77.02	\$91.26	\$15.83	\$184.11
		Annual Salary + Benefits	\$138,631.71	=		
Step B						
500p 2		\$7,063.68 /Month	\$47.09	/Hour		
	Total Benefits	\$4,910.20 69.51%	\$79.83	\$94.59	\$16.41	\$190.83
		Annual Salary + Benefits	\$143,686.61	=		
Step C		A7 44 C 07 /04 11	4			
		\$7,416.87 /Month	\$49.45	/Hour		
	Total Benefits	\$4,999.33 67.40%	\$82.77	\$98.08	\$17.02	\$197.87
		Annual Salary + Benefits	\$148,994.43	=		
Step D		67.707.74 (NA - + + l)	4=.00			
		\$7,787.71 /Month	\$51.92	! /Hour		
	Total Benefits	\$5,092.91 65.40%	\$85.87	\$101.75	\$17.66	\$205.28
		Annual Salary + Benefits	\$154,567.49	=		
Step E						
		\$8,177.10 /Month	\$54.51	. /Hour		
	Total Benefits	\$5,191.18 63.48%	\$89.12	\$105.60	\$18.32	\$213.04
		Annual Salary + Benefits	\$160,419.33	=		



Assistant City Attorney Department: City Attorney

Step A						
		\$14,472.64 /Month	\$96.48	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	0.174600	2,526.92 0.00 4.05 2,138.34 148.29	Non-Swo	orn Asst Director	/ Asst City Atto	orney
LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement	0.008770 0.000224	126.93 33.60 0.00 0.00 0.00 0.00				
Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	4% + \$110 0.050450 0.014500	0.00 673.00 688.91 730.14 23.45 209.85	Hourly Rate & Benefits	39.29% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$7,303.48 50.46%	\$145.17	\$57.04	\$29.85	\$232.06
		Annual Salary + Benefits =	\$261,313.46	=		
Step B						
		\$15,196.27 /Month	\$101.31	/Hour		
	Total Benefits	\$7,510.40 49.42%	\$151.38	\$59.48	\$31.12	\$241.98
		Annual Salary + Benefits	\$272,480.01	=		
Step C		\$15,956.09 /Month	\$106.37	/Hour		
	Total Benefits	\$7,722.80 48.40% Annual Salary + Benefits	\$157.86 \$284,146.74	\$62.02	\$32.46	\$252.34
Step D						
		\$16,753.89 /Month	\$111.69	/Hour		
	Total Benefits	\$7,945.83 47.43%	\$164.66	\$64.70	\$33.86	\$263.22
		Annual Salary + Benefits =	\$296,396.64	=		
Step E						
		\$17,591.58 /Month	\$117.28	/Hour		
	Total Benefits	\$8,180.01 46.50%	\$171.81	\$67.50	\$35.32	\$274.63
		Annual Salary + Benefits =	\$309,259.03	=		



Assistant City Clerk Department: City Manager

Step A								
Jiep //		\$7,766.79 /	Month	\$51.78 /Hour				
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>		
PERS - Employer Management Incentive	0.174600	1,356.08 0.00		Non-Sworn Professionals / Supervisors			ors	
EAP Health Insurance		4.05 2,138.34						
Dental Insurance		2,138.34 148.29						
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 Retiree Medical		0.00 673.00						
Deferred Comp.	2% + \$110	265.34						
Workers Comp.	0.050450	391.83			46.63%	20.56%		
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	112.62	_	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$5,212.43	67.11%	\$86.53	\$40.35	\$17.79	\$144.67	
		Annual Salary	+ Benefits =	\$155,750.65	=			
Step B								
		\$8,155.12 /	Month	\$54.3	7 /Hour			
	Total Benefits	\$5,318.19	65.21%	\$89.82	\$41.88	\$18.47	\$150.17	
		Annual Salary	+ Benefits =	\$161,679.76	=			
Step C		\$8,562.87 /	Month	¢57.00	2 /11			
		30,302.07 /1	VIOITLII	Ş57.U	9 /Hour			
	Total Benefits	\$5,428.32	63.39%	\$93.27	\$43.49	\$19.18	\$155.94	
		Annual Salary	+ Benefits _	\$167,894.27	=			
Step D		40.004.00.//						
		\$8,991.02 /1	viontn	\$59.9 ₄	4 /Hour			
	Total Benefits	\$5,543.20	61.65%	\$96.89	\$45.18	\$19.92	\$161.99	
		Annual Salary	+ Benefits =	\$174,410.65	=			
Step E								
		\$ 9,440.57 /I	Month	\$62.94	4 /Hour			
	Total Benefits	\$5,663.82	59.99%	\$100.70	\$46.95	\$20.70	\$168.35	



Assistant City Manager Department: City Manager

		Ć110 AF	1 /110		
	\$16,567.80 /Month	\$110.45) /nour		
<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
0.174600	3,076.31		Non-Sworn [Director	
11.00	1,051.38				
	4.05				
0.000770					
0.000224					
	0.00				
	0.00				
	0.00				
	0.00				
0.050450			45 529/	20 50%	
0.050450		Hourly Rate			Total Hourly
0.014500		-	·-	-	Rate
Total Benefits		\$167.35	\$78.03	\$34.41	\$279.79
	Annual Salary + Benefits	\$301,225.61	=		
	\$17,396.19 /Month	\$115.97	/ /Hour		
Total Benefits	\$8,797.95 50.57%	\$174.63	\$81.43	\$35.90	\$291.96
	Annual Salary + Benefits	\$314,329.69	=		
	\$18,266.00 /Month	\$121.77	/ /Hour		
Total Benefits	\$9,074.76 49.68%	\$182.27	\$84.99	\$37.48	\$304.74
	Annual Salary + Benefits	\$328,089.14	=		
	\$19,179.31 /Month	\$127.86	6 /Hour		
Total Benefits	\$9,365.40 48.83%	\$190.30	\$88.74	\$39.13	\$318.17
	Annual Salary + Benefits	\$342,536.54	=		
	\$20,138.27 /Month	\$134.26	6 /Hour		
Total Benefits	\$9,670.52 48.02%	\$198.73	\$92.67	\$40.86	\$332.26
	Annual Salary + Benefits	\$357,705.51			
	0.174600 11.00 0.008770 0.000224 0.050450 0.014500 Total Benefits Total Benefits Total Benefits	0.174600 11.00 1,051.38 4.05 2,138.34 148.29 0.008770 131.55 0.000224 33.60 0.00 0.00 0.00 0.00 0.00 673.00 110.00 0.050450 888.89 23.45 0.014500 255.48 Total Benefits \$\$8,534.33\$ 51.51% Annual Salary + Benefits \$\$17,396.19 /Month Total Benefits \$\$9,074.76 49.68% Annual Salary + Benefits \$\$19,179.31 /Month Total Benefits \$\$9,365.40 48.83% Annual Salary + Benefits \$\$20,138.27 /Month	0.174600 3,076.31 1.00 1,051.38 4.05 2,138.34 148.29 0.008770 131.55 0.000224 33.60 0.00 0.00 0.00 0.00 0.00 0.00 0.0	0.174600 3,076.31 Non-Sword Company of the state of the	0.174600



Assistant Community Development Director

Step A						
		\$14,472.64 /Month	\$96.48	/Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	2,526.92	Non-Swo	orn Asst Director	/ Asst City Atto	orney
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance		148.29				
LTD & STD Insurance Life Insurance	0.008770	126.93				
Life insurance Longevity	0.000224	33.60 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		139.88%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	209.85	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,303.48 50.46%	\$145.17	\$203.07	\$29.85	\$378.09
		Annual Salary + Benefits	\$261,313.46	=		
Step B						
		\$15,196.27 /Month	\$101.31	/Hour		
	Total Benefits	\$7,510.40 49.42%	\$151.38	\$211.75	\$31.12	\$394.25
		Annual Salary + Benefits	\$272,480.01	=		
Step C						
		\$15,956.09 /Month	\$106.37	/Hour		
	Total Benefits	\$7,722.80 48.40%	\$157.86	\$220.81	\$32.46	\$411.13
		Annual Salary + Benefits	\$284,146.74	=		
Step D						
		\$16,753.89 /Month	\$111.69	/Hour		
	Total Benefits	\$7,945.83 47.43%	\$164.66	\$230.33	\$33.86	\$428.85
		Annual Salary + Benefits	\$296,396.64	=		
Step E						
		\$17,591.58 /Month	\$117.28	/Hour		
	Total Benefits	\$8,180.01 46.50%	\$171.81	\$240.33	\$35.32	\$447.46
		Annual Salary + Benefits	\$309,259.03	=		
		·				



Assistant Director of Finance and Information Systems

Department: Finance and Information Systems

Step A		\$14,870.77 /Month	\$99.1/	l /Hour		
		717,070.77 / WORKIN	7 33.14			
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	2,596.44	Non-Sw	orn Asst Director	/ Asst City Atto	orney
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance		148.29				
LTD & STD Insurance Life Insurance	0.008770	130.42				
Longevity	0.000224	33.60 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		30.82%	20.56%	
Vision Insurance	0.04.4500	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	215.63	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,418.27 49.88%	\$148.59	\$45.80	\$30.55	\$224.94
		Annual Salary + Benefits	\$267,468.48	=		
Step B						
0.0p 2		\$15,614.30 /Month	\$104.10) /Hour		
	Total Benefits	\$7,627.26 48.85%	\$154.94	\$47.75	\$31.86	\$234.55
		Annual Salary + Benefits	\$278,898.69	=		
Step C						
		\$16,395.02 /Month	\$109.30) /Hour		
	Total Benefits	\$7,845.51 47.85%	\$161.60	\$49.81	\$33.23	\$244.64
		Annual Calami I Danafita	¢200 000 22			
		Annual Salary + Benefits =	\$290,886.33	=		
Step D						
		\$17,214.77 /Month	\$114.77	7 /Hour		
	Total Benefits	\$8,074.67 46.91%	\$168.60	\$51.96	\$34.66	\$255.22
		Annual Salary + Benefits	\$303,473.27	=		
Step E						
COP L		\$18,075.51 /Month	\$120.50) /Hour		
	Total Benefits	\$8,315.29 46.00%	\$175.94	\$54.22	\$36.17	\$266.33
		1 - 7	· ·			



Assistant Director of Public Works/Engineering

Department: Engineering

Step A		\$14,870.77 /Month	\$99.1/	l /Hour		
		\$1 4,670.77 / WORKI	755.14	, i i oui		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	2,596.44	Non-Sw	orn Asst Director	/ Asst City Atto	orney
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance	0.000770	148.29				
LTD & STD Insurance Life Insurance	0.008770	130.42				
Longevity	0.000224	33.60 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	Harris Bata	84.43%	20.56%	Takal Hassaks
Vision Insurance	0.014500	23.45	Hourly Rate & Benefits	Department	Citywide	Total Hourly
Medicare	0.014500	215.63	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,418.27 49.88%	\$148.59	\$125.46	\$30.55	\$304.60
		Annual Salary + Benefits	\$267,468.48	=		
Step B						
		\$15,614.30 /Month	\$104.10) /Hour		
	Total Benefits	\$7,627.26 48.85%	\$154.94	\$130.82	\$31.86	\$317.62
		Annual Salary + Benefits	\$278,898.69	=		
Step C						
		\$16,395.02 /Month	\$109.30) /Hour		
	Total Benefits	\$7,845.51 47.85%	\$161.60	\$136.44	\$33.23	\$331.27
		Annual Salary + Benefits	\$290,886.33			
		=		=		
Step D		\$17,214.77 /Month	\$114.77	7 /Hour		
		\$17,214.77 / WOULD	3114.77	/ /Houl		
	Total Benefits	\$8,074.67 46.91%	\$168.60	\$142.35	\$34.66	\$345.61
		Annual Salary + Benefits	\$303,473.27	=		
Step E						
		\$18,075.51 /Month	\$120.50) /Hour		
	Total Benefits	\$8,315.29 46.00%	\$175.94	\$148.55	\$36.17	\$360.66



Assistant Director of Public Works/Operations

Department: Public Works

Step A		\$14,870.77 /Month	\$00.17	l /Hour		
		\$1 4,670.77 / WORKI	755.14	, i i oui		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	2,596.44	Non-Sw	orn Asst Director	/ Asst City Atto	orney
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance		148.29				
LTD & STD Insurance Life Insurance	0.008770	130.42				
Life insurance Longevity	0.000224	33.60 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		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	215.63	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,418.27 49.88%	\$148.59	\$176.07	\$30.55	\$355.21
		Annual Salary + Benefits =	\$267,468.48	=		
Step B						
отор 2		\$15,614.30 /Month	\$104.10) /Hour		
	Total Benefits	\$7,627.26 48.85%	\$154.94	\$183.59	\$31.86	\$370.39
		Annual Salary + Benefits	\$278,898.69	=		
Step C						
		\$16,395.02 /Month	\$109.30) /Hour		
	Total Benefits	\$7,845.51 47.85%	\$161.60	\$191.48	\$33.23	\$386.31
		Assessal Colonia Dono Sta	¢200 005 22			
		Annual Salary + Benefits =	\$290,886.33	=		
Step D						
		\$17,214.77 /Month	\$114.77	7 /Hour		
	Total Benefits	\$8,074.67 46.91%	\$168.60	\$199.77	\$34.66	\$403.03
		Annual Salary + Benefits	\$303,473.27	=		
Step E						
Step L		\$18,075.51 /Month	\$120.50) /Hour		
	Total Benefits	\$8,315.29 46.00%	\$175.94	\$208.47	\$36.17	\$420.58



Assistant Engineer Department: Engineering

Step A								
Step A		\$9,256.84 /	Month	\$61.71	l /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>				
PERS - Employer	0.174600	1,616.24		Non-	-Sworn Profession	ials / Supervisc	ors	
Management Incentive EAP		0.00 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			84.43%	20.56%		
Vision Insurance	0.04.4500	23.45		Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	134.22	_	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$5,614.53	60.65%	\$99.14	\$83.71	\$20.38	\$203.23	
		Annual Salary	+ Benefits =	\$178,456.38	=			
Step B								
		\$9,719.68 /	Month	\$64.80	0 /Hour			
	Total Benefits	\$5,738.71	59.04%	\$103.06	\$87.01	\$21.19	\$211.26	
		Annual Salary	+ Benefits =	\$185,500.73	=			
Step C								
		\$10,205.66 /	Month	\$68.04	4 /Hour			
	Total Benefits	\$5,869.11	57.51%	\$107.17	\$90.48	\$22.03	\$219.68	
		Annual Salary	+ Benefits	\$192,897.27				
				, - ,	=			
Step D		*** /-						
		\$10,715.95 /	Month	\$71.4	4 /Hour			
	Total Benefits	\$6,006.03	56.05%	\$111.48	\$94.12	\$22.92	\$228.52	
		Annual Salary	+ Benefits _	\$200,663.80	=			
Step E								
		\$11,251.74 /	Month	\$75.03	1 /Hour			
	Total Benefits	\$6,149.80	54.66%	\$116.01	\$97.95	\$23.85	\$237.81	



Assistant Parks and Recreation Director

Department: Parks and Recreation

Step A		\$12,010.49 /Month	\$20.07	' /Hour		
		\$12,010.45 /WOULI	Ş60.U7	/Houl		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	2,097.03	Non-Swo	orn Asst Director	/ Asst City Atto	orney
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.000770	148.29				
Life Insurance	0.008770 0.000224	105.33 33.60				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		0.00				
Standby		0.00				
Retiree Medical	40/ - 4440	673.00				
Deferred Comp.	4% + \$110	590.42		442 200/	20 500/	
Workers Comp. Vision Insurance	0.050450	605.93 23.45	Hourly Rate	112.20% Department	20.56% Citywide	Total Hourly
Medicare	0.014500	23.43 174.15	& Benefits	Overhead	Overhead	Rate
cuisui e						
	Total Benefits	\$6,593.59 54.90%	\$124.03	\$139.16	\$25.50	\$288.69
		Annual Salary + Benefits	\$223,249.01	=		
Step B						
		\$12,611.02 /Month	\$84.07	/ /Hour		
	Total Benefits	\$6,766.74 53.66%	\$129.19	\$144.95	\$26.56	\$300.70
		Annual Salary + Benefits	\$232,533.11	=		
Step C						
		\$13,241.56 /Month	\$88.28	3 /Hour		
	Total Benefits	\$6,948.54 52.48%	\$134.60	\$151.02	\$27.67	\$313.29
		Annual Salary + Benefits	\$242,281.16	=		
Step D						
		\$13,903.65 /Month	\$92.69	Hour		
	Total Benefits	\$7,139.43 51.35%	\$140.29	\$157.40	\$28.84	\$326.53
		Annual Salary + Benefits	\$252,516.96	=		
Step E						
		\$14,598.83 /Month	\$97.33	3 /Hour		
	Total Benefits	\$7,339.86 50.28%	\$146.26	\$164.10	\$30.07	\$340.43



Assistant Planner

Step A		\$8,548.16 /Month	\$56.99) /Hour		
		30,340.10 / WORKI	730.33	, , i i ou i		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,492.51	Non-	Sworn Professior	nals / Superviso	rs
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.000770	148.29 74.97				
Life Insurance	0.008770 0.000224	74.97 33.60				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		0.00				
Standby		0.00				
Retiree Medical	4	673.00				
Deferred Comp.	2% + \$110	280.96				
Workers Comp. Vision Insurance	0.050450	431.25 23.45	Hourly Rate	139.88%	20.56%	Total Hourly
Medicare	0.014500	123.95	& Benefits	Department Overhead	Citywide Overhead	Rate
Wedicare	0.014300	123.33	& Denents	Overneau	Overneau	nate
	Total Benefits	\$5,424.37 63.46%	\$93.15	\$130.30	\$19.15	\$242.60
		Annual Salary + Benefits	\$167,670.39	=		
Step B						
		\$8,975.57 /Month	\$59.84	1 /Hour		
	Total Benefits	\$5,539.05 61.71%	\$96.76	\$135.35	\$19.89	\$252.00
		Annual Salary + Benefits	\$174,175.50	=		
Step C						
		\$9,424.35 /Month	\$62.83	3 /Hour		
	Total Benefits	\$5,659.47 60.05%	\$100.56	\$140.66	\$20.67	\$261.89
		Annual Salary + Benefits	\$181,005.86	=		
Step D						
		\$9,895.57 /Month	\$65.97	7 /Hour		
	Total Benefits	\$5,785.91 58.47%	\$104.54	\$146.24	\$21.49	\$272.27
		Annual Salary + Benefits	\$188,177.75	=		
Step E						
		\$10,390.35 /Month	\$69.27	7 /Hour		
	Total Benefits	\$5,918.67 56.96%	\$108.73	\$152.09	\$22.35	\$283.17
		Annual Salary + Benefits	\$195,708.22			



Associate Engineer Department: Engineering

	\$10,205.66 /	Month	¢c0.04				
	\$10,205.66 /Month		\$68.04 /Hour				
			·				
<u>Multiplier</u>				Catego	r <u>v</u>		
0.174600	1,781.91		Non-	Sworn Profession	als / Superviso	ors	
	0.00						
	4.05						
	2,138.34						
	148.29						
0.008770	89.50						
0.000224							
•							
0.050450			_				
				-	•	Total Hourly	
0.014500	147.98	_	& Benefits	Overhead	Overhead	Rate	
Total Benefits	\$5,869.11	57.51%	\$107.17	\$90.48	\$22.03	\$219.68	
	Annual Salary	+ Benefits	\$192,897.27	=			
	\$10,715.95 /	Month	\$71.44	1 /Hour			
Total Benefits	\$6,006.03	56.05%	\$111.48	\$94.12	\$22.92	\$228.52	
	Annual Salary	+ Renefits	\$200 663.80				
	,,	=	+ 200,000.00	=			
	644 254 74 /	N 4 +l-	.				
	\$11,251.74 /	Month	\$75.01	I /Hour			
Total Benefits	\$6,149.80	54.66%	\$116.01	\$97.95	\$23.85	\$237.81	
	Annual Salary	+ Benefits	\$208,818.44				
				=			
				- 4.			
	\$11,814.33 /	Month	\$78.76	5 /Hour			
Total Benefits	\$6,300.75	53.33%	\$120.77	\$101.96	\$24.83	\$247.56	
	Annual Salary	+ Benefits	\$217,380.97				
		_	•	=			
	\$12.40F.04./	Manth	602.70) /Hour			
	\$12,4U5.U4 /I	IVIONTN	\$82.70) /Hour			
Total Benefits	\$6,459.25	52.07%	\$125.76	\$106.18	\$25.86	\$257.80	
	Annual Salary	+ Benefits _	\$226,371.48	_			
	0.008770 0.000224 2% + \$110 0.050450 0.014500 Total Benefits Total Benefits Total Benefits	0.00 4.05 2,138.34 148.29 0.008770 89.50 0.000 0.00 0.00 0.00 0.00 0.00 0.00	0.00 4.05 2,138.34 148.29 0.008770 89.50 0.000 0.00 0.00 0.00 0.00 0.00 0.00	0.00 4.05 2,138.34 148.29 0.008770 89.50 0.000 0.00 0.00 0.00 0.00 0.00 0.00	0.00 4.05 2,138.34 148.29 0.008770 89.50 0.000 0.00 0.00 0.00 0.00 0.00 0.00	0.00 4.05 2,138.34 148.29 0.008770 89.50 0.000224 33.60 0.00 0.00 0.00 0.00 0.00 0.00 2% + \$110 0.050450 514.88 23.45 0.014500 147.98 Hourly Rate Department Orlywide Overhead Overhead Total Benefits \$5,869.11 57.51% \$10,715.95 /Month \$71.44 /Hour Total Benefits \$6,006.03 56.05% \$111.48 \$94.12 \$22.92 Annual Salary + Benefits \$200,663.80 \$11,251.74 /Month \$75.01 /Hour Total Benefits \$6,149.80 54.66% \$116.01 \$97.95 \$23.85 Annual Salary + Benefits \$200,818.44 \$11,814.33 /Month \$78.76 /Hour Total Benefits \$6,300.75 \$3.33% \$120.77 \$101.96 \$24.83 Annual Salary + Benefits \$5217,380.97 \$12,405.04 /Month \$82.70 /Hour	



Associate Planner

Sq.424.35 /Month Sq.223 /Hour Sq.223 /Hour	Step A						
PERS - Employer			\$9,424.35 /Month	\$62.83	/Hour		
Management Incentive EAP	<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
Management Incentive EAP	PERS - Employer	0.174600	1,645.49	Non-	Sworn Professior	nals / Superviso	ors
Health Insurance			0.00				
Dental Insurance							
LTD & STD Insurance			•				
Life Insurance Longevity Holiday Pay Holiday Pay Uniform Allowance Educational Supplement Standby Standby Bettire Medical G73.00 Deferred Comp. 2% \$1110 298.49 Uniform Standby Bettire Medical G73.00 Deferred Comp. 2% \$110 298.49 Deferred Comp. 0.050450 475.46 Deferred Comp. 0.014500 136.65 Deferred Comp. 0.014500 Deferred Comp.							
Description Control							
Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare Total Benefits S9,895.57 /Month Total Benefits S5,785.91 Step C Step D Step D Step E S11,455.36 /Month Total Benefits S0,000 S475.46 S10.00 S28.49 Workers Comp. 0.050450 475.46 40.00 288.49 Workers Comp. 0.050450 475.46 475.46 48. Benefits Department Citywide Department Citywide Overhead Ov		0.000224					
Uniform Allowance 0.00 Educational Supplement 0.00 0.0	_ :						
Company Com	1						
Standby Retiree Medical Deferred Comp. Retiree Medical Deferred Comp. 298.49 10 298.49 10 298.49 139.89% 139.88% 105.60m. 105.005.005.005.005.005.005.005.005.005.							
Deferred Comp. 2% + \$110 298.49 475.46 20.50450 475.46 22.3.45 48.8 48.8 48.8 49.8							
Vision Insurance 0.050450 475.46 23.45 23.4	Retiree Medical		673.00				
Vision Insurance Medicare	Deferred Comp.	2% + \$110	298.49				
Nedicare No.014500 136.65 8 Benefits Overhead Overhead Nate Total Benefits \$5,659.47 60.05% \$100.56 \$140.66 \$20.67 \$261.89 Annual Salary + Benefits \$181,005.86 Step B	Workers Comp.	0.050450				20.56%	
Total Benefits \$5,659.47 60.05% \$100.56 \$140.66 \$20.67 \$261.89				-			
Annual Salary + Benefits \$181,005.86 Step B \$9,895.57 /Month \$65.97 /Hour Total Benefits \$5,785.91 58.47% \$104.54 \$146.24 \$21.49 \$272.27 Annual Salary + Benefits \$188,177.75 Step C \$10,390.35 /Month \$69.27 /Hour Annual Salary + Benefits \$195,708.22 Step D \$10,909.87 /Month \$72.73 /Hour Total Benefits \$6,058.07 55.53% \$113.12 \$158.23 \$23.26 \$294.61 Annual Salary + Benefits \$203,615.24 Step E \$11,455.36 /Month \$76.37 /Hour Total Benefits \$6,204.43 54.16% \$117.73 \$164.68 \$24.21 \$306.62	Medicare	0.014500	136.65	& Benefits	Overhead	Overhead	Rate
Step B \$9,895.57 /Month \$65.97 /Hour Total Benefits \$9,895.57 /Month \$65.97 /Hour Step C \$10,390.35 /Month \$69.27 /Hour Total Benefits \$5,918.67		Total Benefits	\$5,659.47 60.05%	\$100.56	\$140.66	\$20.67	\$261.89
\$9,895.57 / Month \$65.97 / Hour Total Benefits \$5,785.91 58.47% \$104.54 \$146.24 \$21.49 \$272.27 Annual Salary + Benefits \$10,390.35 / Month \$69.27 / Hour Total Benefits \$5,918.67 56.96% \$108.73 \$152.09 \$22.35 \$283.17 Annual Salary + Benefits \$195,708.22 Step D Total Benefits \$6,058.07 \$5.53% \$113.12 \$158.23 \$23.26 \$294.61 Annual Salary + Benefits \$203,615.24 Step E \$11,455.36 / Month \$76.37 / Hour Total Benefits \$6,204.43 \$4.16% \$117.73 \$164.68 \$24.21 \$306.62			Annual Salary + Benefits	\$181,005.86	=		
\$9,895.57 / Month \$65.97 / Hour Total Benefits \$5,785.91 58.47% \$104.54 \$146.24 \$21.49 \$272.27 Annual Salary + Benefits \$10,390.35 / Month \$69.27 / Hour Total Benefits \$5,918.67 56.96% \$108.73 \$152.09 \$22.35 \$283.17 Annual Salary + Benefits \$195,708.22 Step D Total Benefits \$6,058.07 \$5.53% \$113.12 \$158.23 \$23.26 \$294.61 Annual Salary + Benefits \$203,615.24 Step E \$11,455.36 / Month \$76.37 / Hour Total Benefits \$6,204.43 \$4.16% \$117.73 \$164.68 \$24.21 \$306.62	Step B						
Annual Salary + Benefits \$188,177.75 \$10,390.35 /Month \$69.27 /Hour Total Benefits \$5,918.67 \$6.96% \$108.73 \$152.09 \$22.35 \$283.17 Annual Salary + Benefits \$195,708.22 Step D Total Benefits \$6,058.07 \$55.53% \$113.12 \$158.23 \$23.26 \$294.61 Annual Salary + Benefits \$203,615.24 Step E \$11,455.36 /Month \$76.37 /Hour Total Benefits \$6,204.43 54.16% \$117.73 \$164.68 \$24.21 \$306.62			\$9,895.57 /Month	\$65.97	/ /Hour		
Step C \$10,390.35 /Month \$69.27 /Hour Total Benefits \$5,918.67 \$6.96% \$108.73 \$152.09 \$22.35 \$283.17 Annual Salary + Benefits \$195,708.22 Step D Total Benefits \$6,058.07 \$55.53% \$113.12 \$158.23 \$23.26 \$294.61 Annual Salary + Benefits \$203,615.24 Step E \$11,455.36 /Month \$76.37 /Hour Total Benefits \$6,204.43 \$4.16% \$117.73 \$164.68 \$24.21 \$306.62		Total Benefits	\$5,785.91 58.47%	\$104.54	\$146.24	\$21.49	\$272.27
\$10,390.35 /Month \$69.27 /Hour Total Benefits \$5,918.67 \$56.96% \$108.73 \$152.09 \$22.35 \$283.17 Annual Salary + Benefits \$195,708.22 Step D \$10,909.87 /Month \$72.73 /Hour Total Benefits \$6,058.07 \$55.53% \$113.12 \$158.23 \$23.26 \$294.61 Annual Salary + Benefits \$203,615.24 Step E \$11,455.36 /Month \$76.37 /Hour Total Benefits \$6,204.43 \$54.16% \$117.73 \$164.68 \$24.21 \$306.62			Annual Salary + Benefits	\$188,177.75	=		
Total Benefits \$5,918.67 56.96% \$108.73 \$152.09 \$22.35 \$283.17	Step C						
Annual Salary + Benefits \$195,708.22 \$10,909.87 /Month \$72.73 /Hour Total Benefits \$6,058.07 \$55.53% \$113.12 \$158.23 \$23.26 \$294.61 Annual Salary + Benefits \$203,615.24 Step E Total Benefits \$6,204.43 \$4.16% \$117.73 \$164.68 \$24.21 \$306.62			\$10,390.35 /Month	\$69.27	/ /Hour		
\$10,909.87 /Month \$72.73 /Hour Total Benefits \$6,058.07 55.53% \$113.12 \$158.23 \$23.26 \$294.61 Annual Salary + Benefits \$203,615.24 \$11,455.36 /Month \$76.37 /Hour Total Benefits \$6,204.43 54.16% \$117.73 \$164.68 \$24.21 \$306.62		Total Benefits	\$5,918.67 56.96%	\$108.73	\$152.09	\$22.35	\$283.17
\$10,909.87 /Month \$72.73 /Hour Total Benefits \$6,058.07 55.53% \$113.12 \$158.23 \$23.26 \$294.61 Annual Salary + Benefits \$203,615.24 Step E \$11,455.36 /Month \$76.37 /Hour Total Benefits \$6,204.43 54.16% \$117.73 \$164.68 \$24.21 \$306.62			Annual Salary + Benefits	\$195,708.22	=		
Total Benefits \$6,058.07 55.53% \$113.12 \$158.23 \$23.26 \$294.61 Annual Salary + Benefits \$203,615.24 Step E \$11,455.36 / Month \$76.37 / Hour Total Benefits \$6,204.43 54.16% \$117.73 \$164.68 \$24.21 \$306.62	Step D						
Annual Salary + Benefits \$203,615.24 Step E \$11,455.36 /Month \$76.37 /Hour Total Benefits \$6,204.43 54.16% \$117.73 \$164.68 \$24.21 \$306.62			\$10,909.87 /Month	\$72.73	3 /Hour		
\$11,455.36 / Month \$76.37 / Hour Total Benefits \$6,204.43 \$4.16% \$117.73 \$164.68 \$24.21 \$306.62		Total Benefits	\$6,058.07 55.53%	\$113.12	\$158.23	\$23.26	\$294.61
\$11,455.36 /Month \$76.37 /Hour Total Benefits \$6,204.43 \$4.16% \$117.73 \$164.68 \$24.21 \$306.62			Annual Salary + Benefits	\$203,615.24	=		
\$11,455.36 /Month \$76.37 /Hour Total Benefits \$6,204.43 \$4.16% \$117.73 \$164.68 \$24.21 \$306.62	Step E						
			\$11,455.36 /Month	\$76.37	/ /Hour		
Annual Calama, Banafila		Total Benefits	\$6,204.43 54.16%	\$117.73	\$164.68	\$24.21	\$306.62
Annual Salary + Benefits \$211,917.51			Annual Salary + Benefits	\$211,917.51	=		



Building Inspector I

PERS - Employer 0.174600 1,381.13 Office Employees	Step A						
PERS - Employer			\$7,796.90 /Month	\$51.98	/Hour		
Management Incentive EAP	<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
Management Incentive EAP	PERS - Employer	0.174600	1,381.13		Office Empl	loyees	
Health Insurance Dental Insurance 2,138.34 148.29			0.00		·	,	
Dental Insurance							
Life Insurance 0.000224 31.44 0.00 Holiday Pay 0.00 Holiday Pay 0.00 Uniform Allowance Educational Supplement Standby 0.00 Retiree Medical Deferred Comp. Vorhers Comp. Vision Insurance 0.014500 114.70 Total Benefits \$5,095.23 65.35% Annual Salary + Benefits \$8,186.75 / Month S54.58 / Hour Total Benefits \$5,193.61 63.44% \$89.20 \$124.78 \$18.34 \$23.24 \$23			•				
Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Workers Comp. Total Benefits S5,095.23 Step B S8,186.75 / Month Total Benefits S5,995.85 S120.22 S17.67 S19.04 S19.05 S19.05 S19.06 S19.07 S19.06 S19.07 S19.06 S19.07 S19.07 S19.06 S19.07 S19.07 S19.07 S19.08 S19.07 S19.08 S19.07 S19.08 S19.08 S19.07 S19.08 S19.08 S19.08 S19.07 S19.08 S20.55 S19.08 S20.55 S20.30 S20.55 S20.30 S20.55 S20.30 S20.55 S20.30 S20.55 S20.30 S20.55 S20.30		0.000770					
Longevity Holiday Pay 0.00							
Holiday Pay Uniform Allowance Educational Supplement 113.38 133.85 133		0.000224					
Step B Standby Composition Composit							
Standby Retiree Medical Deferred Comp. 0.00			0.00				
Retire Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.050450 23.45 239.907 23.45 239.907 23.45 48. Benefits Hourly Rate Department Overhead Ove			113.38				
Deferred Comp. O.050450 399.07 Sign Insurance O.014500 114.70 223.45 Hourly Rate Department Citywide Total Hourly Rate Rate O.014500 114.70 September O.014500 Overhead	· · · · · · · · · · · · · · · · · · ·						
Vision Insurance 0.050450 399.07 23.45 Hourly Rate Rate Department Citywide Noverhead Noverhe							
Vision Insurance Medicare 0.014500 114.70 8 Benefits Overhead Ov		0.050450			120 00%	20 56%	
Nedicare	-	0.030430		Hourly Rate			Total Hourly
Step B \$8,186.75 Month \$54.58 Hour		0.014500		-	-	-	
Step B \$8,186.75 /Month \$54.58 /Hour Total Benefits \$5,193.61 63.44% \$89.20 \$124.78 \$18.34 \$232.32 Step C \$8,596.09 /Month \$57.31 /Hour Total Benefits \$5,295.85 61.61% \$92.61 \$129.55 \$19.04 \$241.20 Step D \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 \$9.86% \$96.19 \$134.55 \$19.78 \$250.52 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 \$8.19% \$99.95 \$139.80 \$20.55 \$260.30		Total Benefits	\$5,095.23 65.35%	\$85.95	\$120.22	\$17.67	\$223.84
Step B \$8,186.75 /Month \$54.58 /Hour Total Benefits \$5,193.61 63.44% \$89.20 \$124.78 \$18.34 \$232.32 Step C \$8,596.09 /Month \$57.31 /Hour Total Benefits \$5,295.85 61.61% \$92.61 \$129.55 \$19.04 \$241.20 Step D \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 \$9.86% \$96.19 \$134.55 \$19.78 \$250.52 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 \$8.19% \$99.95 \$139.80 \$20.55 \$260.30			4 101 . 5 6	4454 705 60			
\$8,186.75 /Month \$54.58 /Hour Total Benefits \$5,193.61 63.44% \$89.20 \$124.78 \$18.34 \$232.32 Annual Salary + Benefits \$160,564.36 Total Benefits \$5,295.85 61.61% \$92.61 \$129.55 \$19.04 \$241.20 Annual Salary + Benefits \$166,703.29 Step D \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 \$9.86% \$96.19 \$134.55 \$19.78 \$250.52 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 \$8.19% \$99.95 \$139.80 \$20.55 \$260.30			Annual Salary + Benefits =	\$154,705.60	=		
Total Benefits \$5,193.61 63.44% \$89.20 \$124.78 \$18.34 \$232.32	Step B						
Annual Salary + Benefits \$160,564.36 \$8,596.09 /Month \$57.31 /Hour Total Benefits \$5,295.85 61.61% \$92.61 \$129.55 \$19.04 \$241.20 Annual Salary + Benefits \$166,703.29 Step D \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 \$98.69 \$96.19 \$134.55 \$19.78 \$250.52 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$139.80 \$20.55 \$260.30			\$8,186.75 /Month	\$54.58	/Hour		
\$8,596.09 /Month \$57.31 /Hour Total Benefits \$5,295.85 61.61% \$92.61 \$129.55 \$19.04 \$241.20 Annual Salary + Benefits \$166,703.29 \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 59.86% \$96.19 \$134.55 \$19.78 \$250.52 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$139.80 \$20.55 \$260.30		Total Benefits	\$5,193.61 63.44%	\$89.20	\$124.78	\$18.34	\$232.32
\$8,596.09 /Month \$57.31 /Hour Total Benefits \$5,295.85 61.61% \$92.61 \$129.55 \$19.04 \$241.20 Annual Salary + Benefits \$166,703.29 Step D \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 59.86% \$96.19 \$134.55 \$19.78 \$250.52 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$139.80 \$20.55 \$260.30			Annual Salary + Benefits =	\$160,564.36	=		
Total Benefits \$5,295.85 61.61% \$92.61 \$129.55 \$19.04 \$241.20 Annual Salary + Benefits \$166,703.29 Step D \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 59.86% \$96.19 \$134.55 \$19.78 \$250.52 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$139.80 \$20.55 \$260.30	Step C						
Step D \$9,025.90 Month \$60.17 Hour			\$8,596.09 /Month	\$57.31	/Hour		
\$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 \$9.86% \$96.19 \$134.55 \$19.78 \$250.52 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 \$8.19% \$99.95 \$139.80 \$20.55 \$260.30		Total Benefits	\$5,295.85 61.61%	\$92.61	\$129.55	\$19.04	\$241.20
\$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 \$59.86% \$96.19 \$134.55 \$19.78 \$250.52 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 \$58.19% \$99.95 \$139.80 \$20.55 \$260.30			Annual Salary + Benefits =	\$166,703.29	=		
\$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 \$59.86% \$96.19 \$134.55 \$19.78 \$250.52 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 \$58.19% \$99.95 \$139.80 \$20.55 \$260.30	Step D						
Annual Salary + Benefits \$\frac{\$173,141.78}{20.55}\$ Step E \$9,477.19 / Month \$63.18 / Hour Total Benefits \$5,514.65 \$58.19% \$99.95 \$139.80 \$20.55 \$260.30			\$9,025.90 /Month	\$60.17	/Hour		
\$9,477.19 / Month \$63.18 / Hour Total Benefits \$5,514.65 58.19% \$99.95 \$139.80 \$20.55 \$260.30		Total Benefits	\$5,402.58 59.86%	\$96.19	\$134.55	\$19.78	\$250.52
\$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$139.80 \$20.55 \$260.30			Annual Salary + Benefits =	\$173,141.78	=		
\$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$139.80 \$20.55 \$260.30	Step E						
			\$9,477.19 /Month	\$63.18	/Hour		
		Total Benefits	\$5,514.65 58.19%	\$99.95	\$139.80	\$20.55	\$260.30
Annual Salary + Benefits			Annual Salary + Benefits =	\$179,902.03	=		



Building Inspector II

Step A						
		\$8,596.09 /Month	\$57.31	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,520.67		Office Empl	loyees	
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 Holiday Pay		0.00 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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	126.29	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,295.85 61.61%	\$92.61	\$129.55	\$19.04	\$241.20
		Annual Salary + Benefits =	\$166,703.29	=		
Step B						
		\$9,025.90 /Month	\$60.17	/Hour		
	Total Benefits	\$5,402.58 59.86%	\$96.19	\$134.55	\$19.78	\$250.52
		Annual Salary + Benefits =	\$173,141.78	=		
Step C						
		\$9,477.19 /Month	\$63.18	/Hour		
	Total Benefits	\$5,514.65 58.19%	\$99.95	\$139.80	\$20.55	\$260.30
		Annual Salary + Benefits	\$179,902.03	=		
Step D						
		\$9,951.05 /Month	\$66.34	/Hour		
	Total Benefits	\$5,632.31 56.60%	\$103.89	\$145.32	\$21.36	\$270.57
		Annual Salary + Benefits =	\$187,000.38	=		
Step E						
		\$10,448.60 /Month	\$69.66	/Hour		
	Total Benefits	\$5,755.87 55.09%	\$108.03	\$151.11	\$22.21	\$281.35
		Annual Salary + Benefits =	\$194,453.60	=		



Chief Building Official

<u>Benefit</u>		\$13,211.54 /N	10nth	600 00	. /		
<u>Benefit</u>		. , ,	nontin	\$88.08	3 /Hour		
	<u>Multiplier</u>				<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	2,306.73		Non	n-Sworn Manager	s / Confidentia	I
Management Incentive		0.00			_		
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance Life Insurance	0.008770	115.87					
Life insurance Longevity	0.000224	33.60 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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	191.57	_	& Benefits	Overhead	Overhead	Rate
To	otal Benefits	\$6,807.77	51.53%	\$133.46	\$186.69	\$27.44	\$347.59
		Annual Salary +	Benefits _	\$240,231.67	=		
Step B							
Step 5		\$13,872.11 /N	/lonth	\$92.48	3 /Hour		
To	otal Benefits	\$6,991.62	50.40%	\$139.09	\$194.56	\$28.60	\$362.25
		Annual Salary +	Benefits _	\$250,364.71	=		
Step C							
		\$14,565.73 /N	Nonth	\$97.10) /Hour		
To	otal Benefits	\$7,184.66	49.33%	\$145.00	\$202.83	\$29.81	\$377.64
		Annual Salary +	Benefits _	\$261,004.73	=		
Step D							
		\$15,294.01 /N	/lonth	\$101.96	6 /Hour		
To	otal Benefits	\$7,384.78	48.29%	\$151.19	\$211.49	\$31.09	\$393.77
		Annual Salary +	Benefits _	\$272,145.48	=		
Step E							
		\$16,058.71 /N	l onth	\$107.06	6 /Hour		
To	otal Benefits	\$7,590.91	47.27%	\$157.66	\$220.54	\$32.42	\$410.62
		Annual Salary +	Benefits _	\$283,795.38	=		



Chief Financial Operations Officer

Department: Finance and Information Systems

Step A		\$11,805.86 /Month	\$78 71	. /Hour		
Benefit	<u>Multiplier</u>	711,003.00 / Wiemin	Ψ70.71	<u>Catego</u>	rv	
<u>benem</u>	<u>interiprici</u>			<u>catego</u>	<u>. , , </u>	
PERS - Employer	0.174600	2,061.30	Nor	n-Sworn Manager	s / Confidentia	l
Management Incentive		0.00				
EAP Health Insurance		4.05 2,138.34				
Dental Insurance		2,138.34 148.29				
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	20/ : \$110	673.00				
Deferred Comp. Workers Comp.	3% + \$110 0.050450	464.18 595.61		30.82%	30 50%	
Vision Insurance	0.030430	23.45	Hourly Rate	Department	20.56% Citywide	Total Hourly
Medicare	0.014500	171.18	& Benefits	Overhead	Overhead	Rate
				_		
	Total Benefits	\$6,416.54 54.35%	\$121.48	\$37.44	\$24.98	\$183.90
		Annual Salary + Benefits	\$218,668.76	=		
Step B						
		\$12,396.16 /Month	\$82.64	l /Hour		
	Total Benefits	\$6,580.83 53.09%	\$126.51	\$38.99	\$26.01	\$191.51
		Annual Salary + Benefits	\$227,723.87	=		
Step C		A				
		\$13,015.96 /Month	\$86.77	7 /Hour		
	Total Benefits	\$6,753.33 51.89%	\$131.80	\$40.62	\$27.10	\$199.52
		Annual Salary + Benefits	\$237,231.50	=		
Step D		A-2-000 == /b-c - il				
		\$13,666.77 /Month	\$91.11	l /Hour		
	Total Benefits	\$6,934.47 50.74%	\$137.34	\$42.33	\$28.24	\$207.91
		Annual Salary + Benefits	\$247,214.83	=		
Step E						
		\$14,350.11 /Month	\$95.67	7 /Hour		
	Total Benefits	\$7,124.65 49.65%	\$143.17	\$44.12	\$29.43	\$216.72



Chief Information Systems Officer

Department: Finance and Information Systems

Step A		.	*			
		\$13,189.30 /Month	\$87.93	Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	2,302.85	Nor	n-Sworn Manager	s / Confidentia	I
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance		148.29				
LTD & STD Insurance Life Insurance	0.008770	115.67				
Life insurance Longevity	0.000224	33.60 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		30.82%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	191.24	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,801.58 51.57%	\$133.27	\$41.07	\$27.40	\$201.74
		Annual Salary + Benefits	\$239,890.51	=		
Step B						
		\$13,848.76 /Month	\$92.33	3 /Hour		
	Total Benefits	\$6,985.12 50.44%	\$138.89	\$42.81	\$28.56	\$210.26
		Annual Salary + Benefits	\$250,006.52	=		
Step C						
		\$14,541.20 /Month	\$96.94	l/Hour		
	Total Benefits	\$7,177.84 49.36%	\$144.79	\$44.63	\$29.77	\$219.19
		Annual Salary + Benefits	\$260,628.44	=		
Step D						
		\$15,268.26 /Month	\$101.79	Hour		
	Total Benefits	\$7,377.84 48.32%	\$150.97	\$46.53	\$31.04	\$228.54
		Annual Salary + Benefits	\$271,753.19	=		
Step E						
		\$16,031.67 /Month	\$106.88	3 /Hour		
	Total Benefits	\$7,583.62 47.30%	\$157.44	\$48.52	\$32.37	\$238.33
		Annual Salary + Benefits	\$283,383.44			



City Attorney Department: City Attorney

Step E							
		\$23,312.24 /Mo	nth	\$155.43	L /Hour		
<u>Benefit</u>	Multiplier				<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	4,070.32			City Attor	ney	
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			39.29%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	338.03	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,736.73	37.48%	\$213.66	\$83.95	\$43.93	\$341.54
		Annual Salary + Bo	enefits	\$384,587.61			



City Clerk Department: City Manager

Step A							
Step A		\$ 11,514.50 /I	Month	\$76.76	6 /Hour		
		Ψ11,314.30 / l	VIOITEII	<i>\$70.7</i> C	, , , , , , , , , , , , , , , , , , ,		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	2,010.43		Nor	n-Sworn Manager	s / Confidentia	ıl
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	3% + \$110	673.00					
Deferred Comp. Workers Comp.	0.050450	455.44 580.91			46 639/	30 500/	
Vision Insurance	0.030430	23.45		Hourly Rate	46.63% Department	20.56% Citywide	Total Hourly
Medicare	0.014500	166.96		& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	100.90	=	& Belletits	Overneau	Overneau	nate
	Total Benefits	\$6,335.45	55.02%	\$119.00	\$55.49	\$24.47	\$198.96
		Annual Salary	+ Benefits _	\$214,199.35	=		
Step B							
330p 3		\$12,090.22 /I	Month	\$80.60	O /Hour		
	Total Benefits	\$6,495.68	53.73%	\$123.91	\$57.78	\$25.48	\$207.17
		Annual Salary	+ Benefits _	\$223,030.80	=		
Step C							
		\$ 12,694.73 /I	Month	\$84.63	3 /Hour		
	Total Benefits	\$6,663.93	52.49%	\$129.06	\$60.18	\$26.53	\$215.77
		Annual Salary	+ Benefits	\$232,303.89			
			=		=		
Step D		ć42 220 47 //	\	400.0			
		\$ 13,329.47 /I	viontn	\$88.86	6 /Hour		
	Total Benefits	\$6,840.59	51.32%	\$134.47	\$62.70	\$27.65	\$224.82
		Annual Salary	+ Benefits	\$242,040.70	=		
Step E							
		\$ 13,995.95 /I	Month	\$93.33	1 /Hour		
	Total Benefits	\$7,026.08	50.20%	\$140.15	\$65.35	\$28.81	\$234.31



City Manager Department: City Manager

Step E							
	'	\$22,797.08 /Mo	onth	\$151.98	3 /Hour		
<u>Benefit</u>	Multiplier				<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	4,232.97			City Mana	ager	
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			46.63%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	351.54	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$10,406.60	45.65%	\$221.36	\$103.22	\$45.51	\$370.09
		Annual Salary + B	enefits	\$398,444.19			



City Treasurer/Director of Finance and Information Systems

Department: Finance and Information Systems

Step A		\$16,567.80 /Month	\$110.45	/Hour		
		710,307.80 / WOULT	Ş110. 4 3	/ Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	3,076.31		Non-Sworn E	Director	
Management Incentive	11.00	1,051.38				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.000770	148.29				
Life Insurance	0.008770 0.000224	131.55 33.60				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		0.00				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp. Workers Comp.	0.050450	110.00 888.89		30.82%	20.56%	
Vision Insurance	0.030430	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	255.48	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,534.33 51.51%	\$167.35	\$51.58	\$34.41	\$253.34
			•	•	•	·
		Annual Salary + Benefits	\$301,225.61	=		
Step B						
		\$17,396.19 /Month	\$115.97	/Hour		
	Total Benefits	\$8,797.95 50.57%	\$174.63	\$53.82	\$35.90	\$264.35
		Annual Salary + Benefits	\$314,329.69	=		
Step C						
		\$18,266.00 /Month	\$121.77	/Hour		
	Total Benefits	\$9,074.76 49.68%	\$182.27	\$56.18	\$37.48	\$275.93
		Annual Salary + Benefits	\$328,089.14	=		
Step D						
		\$19,179.31 /Month	\$127.86	/Hour		
	Total Benefits	\$9,365.40 48.83%	\$190.30	\$58.65	\$39.13	\$288.08
		Annual Salary + Benefits	\$342,536.54	=		
Step E						
		\$20,138.27 /Month	\$134.26	/Hour		
	Total Benefits	\$9,670.52 48.02%	\$198.73	\$61.25	\$40.86	\$300.84
		Annual Salary + Benefits	\$357,705.51	_		



Code Enforcement Officer I

Step A						
		\$7,308.98 /Month	\$48.73	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,295.94		Office Empl	loyees	
Management Incentive		0.00		·	,	
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.008770	148.29 64.10				
Life Insurance	0.008770	29.47				
Longevity	0.000221	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical Deferred Comp.		673.00 0.00				
Workers Comp.	0.050450	374.46		139.88%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	107.62	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,972.11 68.03%	\$81.87	\$114.53	\$16.83	\$213.23
		Annual Salary + Benefits =	\$147,373.03	=		
Step B						
		\$7,674.44 /Month	\$51.16	/Hour		
	Total Benefits	\$5,064.33 65.99%	\$84.93	\$118.79	\$17.46	\$221.18
		Annual Salary + Benefits =	\$152,865.25	=		
Step C		**************************************		,		
		\$8,058.16 /Month	\$53.72	/Hour		
	Total Benefits	\$5,161.16 64.05%	\$88.13	\$123.27	\$18.12	\$229.52
		Annual Salary + Benefits =	\$158,631.88	=		
Step D						
		\$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 =	\$164,680.72	=		
Step E						
		\$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 =	\$171,017.94	=		
		=		-		



Code Enforcement Officer II

Department: Community Development

Step A						
		\$8,058.16 /Month	\$53.72	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	r <u>v</u>	
PERS - Employer	0.174600	1,426.75		Office Empl	oyees	
Management Incentive		0.00		·	•	
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.008770	148.29 70.67				
Life Insurance	0.008770	32.49				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical Deferred Comp.		673.00 0.00				
Workers Comp.	0.050450	412.25		139.88%	20.56%	
Vision Insurance	0.030430	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	118.49	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,161.16 64.05%	\$88.13	\$123.27	\$18.12	\$229.52
		Annual Salary + Benefits =	\$158,631.88	<u>.</u>		
Step B						
этер в		\$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 =	\$164,680.72	<u>.</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 =	\$171,017.94	:		
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 =	\$177,672.13	:		
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 =	\$184,658.88	:		



Code Enforcement Supervisor

Department: Community Development

<u>Benefit</u>	<u>Multiplier</u>	\$10,256.62 /Month	700.30	3 /Hour		
	Multiplier					
DEDC Franciscos				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,790.81	Non-	Sworn Professior	nals / Superviso	rs
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.000770	148.29 89.95				
Life Insurance	0.008770 0.000224	89.95 33.60				
Longevity	0.000224	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		139.88%	20.56%	
Vision Insurance	0.044500	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	148.72	& Benefits	Overhead	Overhead	Rate
ī	Total Benefits	\$5,882.79 57.36%	\$107.60	\$150.51	\$22.12	\$280.23
		Annual Salary + Benefits	\$193,672.88	=		
Step B						
		\$10,769.44 /Month	\$71.80	/Hour		
ī	Total Benefits	\$6,020.39 55.90%	\$111.93	\$156.57	\$23.01	\$291.51
		Annual Salary + Benefits	\$201,477.91	=		
Step C						
		\$11,307.92 /Month	\$75.39	Hour		
Т	Total Benefits	\$6,164.87 54.52%	\$116.49	\$162.94	\$23.95	\$303.38
		Annual Salary + Benefits	\$209,673.49	=		
Step D						
		\$11,873.32 /Month	\$79.16	6 /Hour		
ī	Total Benefits	\$6,316.58 53.20%	\$121.27	\$169.63	\$24.93	\$315.83
		Annual Salary + Benefits	\$218,278.79	=		
Step E						
		\$12,466.98 /Month	\$83.11	. /Hour		
ī	Total Benefits	\$6,475.87 51.94%	\$126.29	\$176.65	\$25.96	\$328.90
		Annual Salary + Benefits	\$227,314.20	=		



Collection System Worker I

Step A		66 240 70 (Manual)	Ć44. CO	. /11		
		\$6,240.70 /Month	\$41.60	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	0.174600	1,089.63 0.00 4.05 2,138.34 148.29		Public Works - M	laintenance	
LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby	0.008770 0.000224	54.73 25.16 0.00 0.00 0.00 0.00 0.00				
Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	0.050450 0.014500	673.00 0.00 314.84 23.45 90.49	Hourly Rate & Benefits	118.49% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,561.98 73.10%	\$72.02	\$85.33	\$14.81	\$172.16
		Annual Salary + Benefits =	\$129,632.20	=		
Step B						
		\$6,552.73 /Month	\$43.68	3 /Hour		
	Total Benefits	\$4,640.72 70.82%	\$74.62	\$88.42	\$15.34	\$178.38
		Annual Salary + Benefits	\$134,321.45	=		
Step C		\$6,880.37 /Month	\$45.87	' /Hour		
	Total Benefits	\$4,723.41 68.65% Annual Salary + Benefits	\$77.36 \$139,245.30	\$91.66	\$15.90	\$184.92
Step D		=		=		
Step 5		\$7,224.39 /Month	\$48.16	6 /Hour		
	Total Benefits	\$4,810.22 66.58%	\$80.23	\$95.07	\$16.50	\$191.80
		Annual Salary + Benefits =	\$144,415.31	=		
Step E		\$7 FOF 64 /Manually	A-0	. /11		
	+ ~·	\$7,585.61 /Month		/ /Hour	A	A
	Total Benefits	\$4,901.37 64.61%	\$83.25	\$98.64	\$17.12	\$199.01
		Annual Salary + Benefits =	\$149,843.81	=		



Collection System Worker II

Step A		\$6,880.37 /Month	\$45.87	7 /Hour		
D 6'4	n a colato Italia	40,000.37 / WORK	Ş43.07			
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,201.31		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.008770	148.29 60.34				
Life Insurance	0.008770	27.74				
Longevity	0.000221	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		0.00				
Standby		0.00				
Retiree Medical Deferred Comp.		673.00 0.00				
Workers Comp.	0.050450	347.11		118.49%	20.56%	
Vision Insurance	0.050.50	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	99.77	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,723.41 68.65%	\$77.36	\$91.66	\$15.90	\$184.92
		Annual Salary + Benefits	\$139,245.30	=		
Step B						
эсер в		\$7,224.39 /Month	\$48.16	5 /Hour		
	Total Benefits	\$4,810.22 66.58%	\$80.23	\$95.07	\$16.50	\$191.80
		Annual Salary + Benefits	\$144,415.31	=		
Step C		4				
		\$7,585.61 /Month	\$50.57	7 /Hour		
	Total Benefits	\$4,901.37 64.61%	\$83.25	\$98.64	\$17.12	\$199.01
		Annual Salary + Benefits	\$149,843.81	=		
Step D						
		\$7,964.89 /Month	\$53.10) /Hour		
	Total Benefits	\$4,997.09 62.74%	\$86.41	\$102.39	\$17.77	\$206.57
		Annual Salary + Benefits	\$155,543.71	=		
Step E						
		\$8,363.14 /Month	\$55.75	5 /Hour		
	Total Benefits	\$5,097.46 60.95%	\$89.74	\$106.33	\$18.45	\$214.52
		Annual Salary + Benefits	\$161,527.26	=		



Community Development Specialist

Department: Community Development

Step A						
		\$8,510.90 /Month	\$56.74	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,505.80		Office Empl	oyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Standby		113.38 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	435.09		139.88%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	125.05	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,274.70 61.98%	\$91.90	\$128.56	\$18.90	\$239.36
		Annual Salary + Benefits	\$165,427.16	=		
Step B						
		\$8,936.44 /Month	\$59.58	3 /Hour		
	Total Benefits	\$5,380.37 60.21%	\$95.45	\$133.51	\$19.62	\$248.58
		Annual Salary + Benefits	\$171,801.68	=		
Step C						
		\$9,383.26 /Month	\$62.56	6 /Hour		
	Total Benefits	\$5,491.32 58.52%	\$99.16	\$138.71	\$20.39	\$258.26
		Annual Salary + Benefits	\$178,494.98	=		
Step D						
		\$9,852.42 /Month	\$65.68	3 /Hour		
	Total Benefits	\$5,607.82 56.92%	\$103.07	\$144.17	\$21.19	\$268.43
		Annual Salary + Benefits =	\$185,522.92	=		
Step E						
		\$10,345.04 /Month	\$68.97	/ /Hour		
	Total Benefits	\$5,730.15 55.39%	\$107.17	\$149.91	\$22.03	\$279.11
		Annual Salary + Benefits	\$192,902.29	=		



Community Development Technician

Department: Community Development

Step B	Step A							
PERS - Employer Management Incentive EAP Health Insurance LITE In			\$7,034.22 /Month	\$46.89	/Hour			
Management Incentive EAP 4.05 Balth Insurance 2,138.34 Dertal Insurance 148.29 LITE INSURANCE 0.008770 LITE Insurance 0.008770 LIG Insurance 0.000224 Longevity 0.00 Holiday Pay 0.00 Uniform Allowance 0.00 Educational Supplement \$133.38 Standby 0.00 Retiree Medical 673.00 Deferred Comp. 0.050450 Vision Insurance 0.014500 Medicare 0.014500 Total Benefits \$4,902.77 Annual Salary + Benefits \$113.38 Step B \$7,385.93 /Month \$49.92.4 /Hour Step B \$7,385.93 /Month \$49.24 /Hour Step B \$7,385.93 /Month \$49.24 /Hour Step C \$7,755.22 /Month \$513,243.88 \$119.74 \$17.60 \$222.94 \$124.91 <td cols<="" th=""><th><u>Benefit</u></th><th><u>Multiplier</u></th><th></th><th></th><th><u>Catego</u></th><th><u>ry</u></th><th></th></td>	<th><u>Benefit</u></th> <th><u>Multiplier</u></th> <th></th> <th></th> <th><u>Catego</u></th> <th><u>ry</u></th> <th></th>	<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
Management Incentive EAP 4.05 Balth Insurance 2,138.34 Dertal Insurance 148.29 LITE INSURANCE 0.008770 LITE Insurance 0.008770 LIG Insurance 0.000224 Longevity 0.00 Holiday Pay 0.00 Uniform Allowance 0.00 Educational Supplement \$133.38 Standby 0.00 Retiree Medical 673.00 Deferred Comp. 0.050450 Vision Insurance 0.014500 Medicare 0.014500 Total Benefits \$4,902.77 Annual Salary + Benefits \$113.38 Step B \$7,385.93 /Month \$49.92.4 /Hour Step B \$7,385.93 /Month \$49.24 /Hour Step B \$7,385.93 /Month \$49.24 /Hour Step C \$7,755.22 /Month \$513,243.88 \$119.74 \$17.60 \$222.94 \$124.91 <td cols<="" td=""><td>PERS - Employer</td><td>0.174600</td><td>1,247.97</td><td></td><td>Office Empl</td><td>loyees</td><td></td></td>	<td>PERS - Employer</td> <td>0.174600</td> <td>1,247.97</td> <td></td> <td>Office Empl</td> <td>loyees</td> <td></td>	PERS - Employer	0.174600	1,247.97		Office Empl	loyees	
Health Insurance			0.00		·	·		
Dental Insurance								
LTD & STD Insurance LIFe Insurance								
Life Insurance Longewity 0.000224 28.36 to 0.00 to 0		0.000770						
Longevity Holiday Pay 0.00 113.38 113								
Holiday Pay Uniform Allowance Educational Supplement Standby 0.00 Educational Supplement Standby 0.00 Retiree Medical 673.00 Deferred Comp. 0.00 Workers Comp. 0.050450 360.60 Vision Insurance Medicare 0.014500 103.64 Department Overhead 0.014500 Separtment 0.014500 Se		0.000221						
Educational Supplement Standby 113.38	_ ·		0.00					
Standby Retire Medical Deferred Comp. 0.00 0								
Retiree Medical Deferred Comp. Workers Comp. Workers Comp. Workers Comp. Vision Insurance Medicare 0.050450 360.60 23.45 23.45 360.60 23.45 360.60 23.45 360.60 23.45 360.60 23.45 360.60 23.45 360.60 23.45 360.60 23.45 360.60 23.64 23.64 23.								
Deferred Comp. 0.050450 360.66 23.45 Hourly Rate Department Citywide Total Hourly Rate Noverhead	l '							
Vision Insurance Vision Ins								
Vision Insurance Medicare	The state of the s	0.050450			139.88%	20.56%		
Total Benefits				Hourly Rate			Total Hourly	
Annual Salary + Benefits \$143,243.88 \$7,385.93 /Month \$49.24 /Hour Total Benefits \$4,991.52 67.58% \$82.52 \$115.42 \$16.97 \$214.91 Step C \$7,755.22 /Month \$51.70 /Hour Total Benefits \$5,084.72 65.57% \$85.60 \$119.74 \$17.60 \$222.94 Annual Salary + Benefits \$8,142.99 /Month \$54.29 /Hour Total Benefits \$5,182.57 63.64% \$88.84 \$124.27 \$18.26 \$231.37 Annual Salary + Benefits \$159,906.72	Medicare	0.014500	103.64	& Benefits	Overhead	Overhead		
Step B \$7,385.93 Month \$49.24 Hour		Total Benefits	\$4,902.77 69.70%	\$79.58	\$111.32	\$16.36	\$207.26	
\$7,385.93 /Month \$49.24 /Hour Total Benefits \$4,991.52 67.58% \$82.52 \$115.42 \$16.97 \$214.91 Annual Salary + Benefits \$148,529.45 Step C \$7,755.22 /Month \$51.70 /Hour Total Benefits \$5,084.72 65.57% \$85.60 \$119.74 \$17.60 \$222.94 Annual Salary + Benefits \$154,079.23 Step D \$8,142.99 /Month \$54.29 /Hour Total Benefits \$5,182.57 63.64% \$88.84 \$124.27 \$18.26 \$231.37 Annual Salary + Benefits \$159,906.72			Annual Salary + Benefits =	\$143,243.88	=			
\$7,385.93 /Month \$49.24 /Hour Total Benefits \$4,991.52 67.58% \$82.52 \$115.42 \$16.97 \$214.91 Annual Salary + Benefits \$148,529.45 Step C \$7,755.22 /Month \$51.70 /Hour Total Benefits \$5,084.72 65.57% \$85.60 \$119.74 \$17.60 \$222.94 Annual Salary + Benefits \$154,079.23 Step D \$8,142.99 /Month \$54.29 /Hour Total Benefits \$5,182.57 63.64% \$88.84 \$124.27 \$18.26 \$231.37 Annual Salary + Benefits \$159,906.72	Step B							
Step C \$7,755.22 Month \$51.70 Hour			\$7,385.93 /Month	\$49.24	/Hour			
Step C \$7,755.22 Month \$51.70 Hour		Total Benefits	\$4,991.52 67.58%	\$82.52	\$115.42	\$16.97	\$214.91	
\$7,755.22 /Month \$51.70 /Hour Total Benefits \$5,084.72 65.57% \$85.60 \$119.74 \$17.60 \$222.94 Annual Salary + Benefits \$154,079.23 Step D \$8,142.99 /Month \$54.29 /Hour Total Benefits \$5,182.57 63.64% \$88.84 \$124.27 \$18.26 \$231.37 Annual Salary + Benefits \$159,906.72 Step E \$8,550.13 /Month \$57.00 /Hour			Annual Salary + Benefits	\$148,529.45	=			
Total Benefits \$5,084.72 65.57% \$85.60 \$119.74 \$17.60 \$222.94 Annual Salary + Benefits \$154,079.23 Step D \$8,142.99 /Month \$54.29 /Hour Total Benefits \$5,182.57 63.64% \$88.84 \$124.27 \$18.26 \$231.37 Annual Salary + Benefits \$159,906.72 Step E \$8,550.13 /Month \$57.00 /Hour	Step C		¢7.755.33 /Month	Ć54.70	///			
Step D \$8,142.99 Month \$54.29 Hour			\$1,735.22 /WOULD	\$51.70	Hour			
\$8,142.99 /Month \$54.29 /Hour Total Benefits \$5,182.57 63.64% \$88.84 \$124.27 \$18.26 \$231.37 Annual Salary + Benefits \$159,906.72 \$8,550.13 /Month \$57.00 /Hour		Total Benefits	\$5,084.72 65.57%	\$85.60	\$119.74	\$17.60	\$222.94	
\$8,142.99 /Month \$54.29 /Hour Total Benefits \$5,182.57 63.64% \$88.84 \$124.27 \$18.26 \$231.37 Annual Salary + Benefits \$159,906.72 Step E \$8,550.13 /Month \$57.00 /Hour			Annual Salary + Benefits	\$154,079.23	=			
Total Benefits \$5,182.57 63.64% \$88.84 \$124.27 \$18.26 \$231.37 Annual Salary + Benefits \$159,906.72 Step E \$8,550.13 /Month \$57.00 /Hour	Step D							
Annual Salary + Benefits \$159,906.72 Step E \$8,550.13 /Month \$57.00 /Hour			\$8,142.99 /Month	\$54.29	/Hour			
\$8,550.13 /Month \$57.00 /Hour		Total Benefits	\$5,182.57 63.64%	\$88.84	\$124.27	\$18.26	\$231.37	
\$8,550.13 /Month \$57.00 /Hour			Annual Salary + Benefits =	\$159,906.72	=			
	Step E							
Total Benefits \$5,284.44 61.81% \$92.23 \$129.01 \$18.96 \$240.20		_	\$8,550.13 /Month	\$57.00	/Hour			
		Total Benefits	\$5,284.44 61.81%	\$92.23	\$129.01	\$18.96	\$240.20	
Annual Salary + Benefits\$166,014.82			Annual Salary + Benefits	\$166,014.82	=			



Community Service Officer I

Department: Police

ļ		AE E 40 CE /N 4				
		\$5,543.65 /Month	\$36.96	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	987.72	Office Em	ployee - CSO & Ev	vidence Techni	cian I/II
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Standby		113.38 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	289.60		38.25%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	83.24	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,615.37 83.26%	\$67.73	\$25.91	\$13.92	\$107.56
		Annual Salary + Benefits	\$121,908.21	=		
Step B						
		\$5,820.83 /Month	\$38.81	1 /Hour		
	Total Benefits	\$4,685.31 80.49%	\$70.04	\$26.79	\$14.40	\$111.23
		Annual Salary + Benefits	\$126,073.73	=		
Step C						
		\$6,111.87 /Month	\$40.75	5 /Hour		
	Total Benefits	\$4,758.76 77.86%	\$72.47	\$27.72	\$14.90	\$115.09
		Annual Salary + Benefits	\$130,447.54	=		
Step D						
		\$6,417.47 /Month	\$42.78	3 /Hour		
	Total Benefits	\$4,835.88 75.35%	\$75.02	\$28.70	\$15.42	\$119.14
		Annual Salary + Benefits	\$135,040.17	=		
Step E						
		\$6,738.34 /Month	\$44.92	2 /Hour		
	Total Benefits	\$4,916.85 72.97%	\$77.70	\$29.72	\$15.98	\$123.40



Community Service Officer II

Department: Police

Step A		\$6,111.87 /Month	\$40.75	5 /Hour		
Benefit	Multiplier	40,111.07 ,	ψ.σ	Catego	ry	
	· · · · · · · · · · · · · · · · · · ·		- · · · ·			
PERS - Employer Management Incentive	0.174600	1,086.93 0.00	Office Em	ployee - CSO & Ev	vidence Technic	cian I/II
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 Holiday Pay		0.00 0.00				
Uniform Allowance		83.33				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp.	0.050450	0.00		20.25%	20 500/	
Workers Comp. Vision Insurance	0.050450	318.27 23.45	Hourly Rate	38.25% Department	20.56% Citywide	Total Hourly
Medicare	0.014500	91.47	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,758.76 77.86%	\$72.47	\$27.72	\$14.90	\$115.09
	rotal Belletits	Annual Salary + Benefits	\$130,447.54	¥ =7.1.=	7	7
		Allitual Salary + Delients =	3130,447.34	=		
Step B						
		\$6,417.47 /Month	\$42.78	3 /Hour		
	Total Benefits	\$4,835.88 75.35%	\$75.02	\$28.70	\$15.42	\$119.14
		Annual Salary + Benefits	\$135,040.17	=		
Step C		A				
		\$6,738.34 /Month	\$44.92	2 /Hour		
	Total Benefits	\$4,916.85 72.97%	\$77.70	\$29.72	\$15.98	\$123.40
		Annual Salary + Benefits	\$139,862.28	=		
Step D						
		\$7,075.26 /Month	\$47.17	7 /Hour		
	Total Benefits	\$5,001.87 70.70%	\$80.51	\$30.80	\$16.55	\$127.86
		Annual Salary + Benefits =	\$144,925.58	=		
Step E						
		\$7,429.02 /Month	\$49.53	3 /Hour		
	Total Benefits	\$5,091.14 68.53%	\$83.47	\$31.93	\$17.16	\$132.56
		Annual Salary + Benefits	\$150,241.97			



Construction Inspector I Department: Parks and Recreation

Step A						
		\$7,796.90 /Month	\$51.98	/Hour		
<u>Benefit</u>	Multiplier			<u>ry</u>		
PERS - Employer	0.174600	1,381.13		Office Empl	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance	0.000770	148.29				
LTD & STD Insurance Life Insurance	0.008770 0.000224	68.38 31.44				
Longevity	0.000224	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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	114.70	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,095.23 65.35%	\$85.95	\$96.43	\$17.67	\$200.05
		Annual Salary + Benefits	\$154,705.60	i		
Step B						
		\$8,186.75 /Month	\$54.58	/Hour		
	Total Benefits	\$5,193.61 63.44%	\$89.20	\$100.09	\$18.34	\$207.63
		Annual Salary + Benefits	\$160,564.36	•		
Step C						
		\$8,596.09 /Month	\$57.31	/Hour		
	Total Benefits	\$5,295.85 61.61%	\$92.61	\$103.91	\$19.04	\$215.56
		Annual Salary + Benefits	\$166,703.29			
		•		:		
Step D		\$9,025.90 /Month	\$60.17	/I.I		
		39,023.90 / WOULT	\$60.17	/Hour		
	Total Benefits	\$5,402.58 59.86%	\$96.19	\$107.93	\$19.78	\$223.90
		Annual Salary + Benefits	\$173,141.78	:		
Step E						
		\$9,477.19 /Month	\$63.18	/Hour		
	Total Benefits	\$5,514.65 58.19%	\$99.95	\$112.14	\$20.55	\$232.64



Construction Inspector I

Department: Engineering

PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance	0.174600 0.008770 0.000224	\$7,796.90 /N 1,381.13 0.00 4.05 2,138.34 148.29 68.38 31.44 0.00 0.00 0.00		451130	G/Hour <u>Categor</u> Office Empl		
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance	0.174600	0.00 4.05 2,138.34 148.29 68.38 31.44 0.00 0.00					
Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance).008770	0.00 4.05 2,138.34 148.29 68.38 31.44 0.00 0.00			Office Empl	oyees	
EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance		4.05 2,138.34 148.29 68.38 31.44 0.00 0.00					
Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance		2,138.34 148.29 68.38 31.44 0.00 0.00					
Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance		148.29 68.38 31.44 0.00 0.00					
LTD & STD Insurance C Life Insurance C Longevity Holiday Pay Uniform Allowance		68.38 31.44 0.00 0.00					
Life Insurance Longevity Holiday Pay Uniform Allowance		31.44 0.00 0.00					
Longevity Holiday Pay Uniform Allowance		0.00 0.00					
Uniform Allowance							
		0.00					
Educational Supplement							
Characteristics		113.38					
Standby Retiree Medical		0.00 673.00					
Deferred Comp.		0.00					
•	0.050450	399.07			84.43%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare (0.014500	114.70	_	& Benefits	Overhead	Overhead	Rate
Total	Benefits	\$5,095.23	65.35%	\$85.95	\$72.57	\$17.67	\$176.19
		Annual Salary +	Benefits _	\$154,705.60	=		
Step B							
		\$8,186.75 /N	1onth	\$54.58	3 /Hour		
Total	Benefits	\$5,193.61	63.44%	\$89.20	\$75.31	\$18.34	\$182.85
		Annual Salary +	Benefits _	\$160,564.36	=		
Step C		4					
		\$ 8,596.09 /N	lonth	\$57.31	. /Hour		
Total	Benefits	\$5,295.85	61.61%	\$92.61	\$78.19	\$19.04	\$189.84
		Annual Salary +	Renefits	\$166,703.29			
		7 milaur Salar y	=	\$100), 00.123	=		
Step D							
		\$9,025.90 /N	1onth	\$60.17	/ /Hour		
Total	Benefits	\$5,402.58	59.86%	\$96.19	\$81.21	\$19.78	\$197.18
		Annual Salary +	Benefits _	\$173,141.78	=		
Step E							
		\$9,477.19 /N	lonth	\$63.18	3 /Hour		
Total	Benefits	\$5,514.65	58.19%	\$99.95	\$84.38	\$20.55	\$204.88
		Annual Salary +	Benefits _	\$179,902.03	=		



Construction Inspector II Department: Parks and Recreation

Step A								
otep /t		\$8,596.09 /	Month	\$57.31 /Hour				
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>		
PERS - Employer	0.174600	1,520.67			Office Empl	ovees		
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	0.044500	23.45		Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	126.29	-	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$5,295.85	61.61%	\$92.61	\$103.91	\$19.04	\$215.56	
		Annual Salary	+ Benefits =	\$166,703.29	=			
Step B								
		\$9,025.90 /	Month	\$60.1	7 /Hour			
	Total Benefits	\$5,402.58	59.86%	\$96.19	\$107.93	\$19.78	\$223.90	
		Annual Salary	+ Benefits =	\$173,141.78	=			
Step C								
		\$ 9,477.19 /	Month	\$63.1	8 /Hour			
	Total Benefits	\$5,514.65	58.19%	\$99.95	\$112.14	\$20.55	\$232.64	
		Annual Salary	+ Benefits _	\$179,902.03	=			
Step D								
		\$ 9,951.05 /	Month	\$66.3	4 /Hour			
	Total Benefits	\$5,632.31	56.60%	\$103.89	\$116.56	\$21.36	\$241.81	
		Annual Salary	+ Benefits =	\$187,000.38	=			
Step E								
		\$10,448.60 /	Month	\$69.6	6 /Hour			
	Total Benefits	\$5,755.87	55.09%	\$108.03	\$121.21	\$22.21	\$251.45	
		Annual Salary		\$194,453.60				



Construction Inspector II

Department: Engineering

Step A		\$8,596.09 /Month	\$57.31	. /Hour		
Benefit	<u>Multiplier</u>	40,030.03 7.110.110.11	Category			
					-	
PERS - Employer	0.174600	1,520.67		Office Empl	oyees	
Management Incentive EAP		0.00 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 Uniform Allowance		0.00 0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	439.39		84.43%	20.56%	
Vision Insurance	0.014500	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	126.29	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,295.85 61.61%	\$92.61	\$78.19	\$19.04	\$189.84
		Annual Salary + Benefits	\$166,703.29	=		
Step B						
		\$9,025.90 /Month	\$60.17	/ /Hour		
	Total Benefits	\$5,402.58 59.86%	\$96.19	\$81.21	\$19.78	\$197.18
		Annual Salary + Benefits	\$173,141.78	=		
Step C		A (
		\$9,477.19 /Month	\$63.18	3 /Hour		
	Total Benefits	\$5,514.65 58.19%	\$99.95	\$84.38	\$20.55	\$204.88
		Annual Salary + Benefits	\$179,902.03	=		
Step D						
		\$9,951.05 /Month	\$66.34	Hour		
	Total Benefits	\$5,632.31 56.60%	\$103.89	\$87.71	\$21.36	\$212.96
		Annual Salary + Benefits	\$187,000.38	=		
Step E						
		\$10,448.60 /Month	\$69.66	6 /Hour		
	Total Benefits	\$5,755.87 55.09%	\$108.03	\$91.21	\$22.21	\$221.45



Cross-Connection Control Specialist

1		\$7,226.31 /Month	\$48.18	3 /Hour		
Benefit	<u>Multiplier</u>	<i>47,220.</i> 32 / World	ψ-10.10	Catego	rv	
<u>benene</u>	<u> </u>			catego	<u>. y</u>	
PERS - Employer	0.174600	1,261.71		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	364.57		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	104.78	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,810.70 66.57%	\$80.25	\$95.08	\$16.50	\$191.83
		Annual Salary + Benefits	\$144,444.17	=		
Step B						
этер Б		\$7,587.63 /Month	\$50.58	3 /Hour		
	Total Benefits	\$4,901.88 64.60%	\$83.26	\$98.66	\$17.12	\$199.04
		Annual Salary + Benefits	\$149,874.16	=		
Step C						
		\$7,967.01 /Month	\$53.11	/Hour		
	Total Benefits	\$4,997.62 62.73%	\$86.43	\$102.41	\$17.77	\$206.61
		Annual Salary + Benefits	\$155,575.57	=		
Step D						
		\$8,365.36 /Month	\$55.77	7 /Hour		
	Total Benefits	\$5,098.02 60.94%	\$89.76	\$106.35	\$18.45	\$214.56
		Annual Salary + Benefits	\$161,560.51	=		
Step E						
		\$8,783.62 /Month	\$58.56	6 /Hour		
	Total Benefits	\$5,201.88 59.22%	\$93.24	\$110.48	\$19.17	\$222.89
		Annual Salary + Benefits	\$167,825.98			



Deputy City Attorney Department: City Attorney

Step A							
Step A		\$11,054.10 /	Month	\$73.69	9 /Hour		
		, , , , , , ,		•	,		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,930.05		Non-Sw	orn Asst Director	/ Asst City Atto	orney
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			39.29%	20.56%	
Vision Insurance	0.044500	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	160.28	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,317.85	57.15%	\$115.81	\$45.50	\$23.81	\$185.12
		Annual Salary	+ Benefits =	\$208,463.38	=		
Step B							
500p 2		\$11,606.81 /	\$11,606.81 /Month		8 /Hour		
	Total Benefits	\$6,477.21	55.81%	\$120.56	\$47.37	\$24.79	\$192.72
		Annual Salary	+ Benefits	\$217,008.19	=		
Step C							
		\$12,187.14 /	Month	\$81.25 /Hour			
	Total Benefits	\$6,644.53	54.52%	\$125.54	\$49.33	\$25.81	\$200.68
		Annual Salary	+ Benefits =	\$225,979.99	=		
Step D							
		\$12,796.51 /	Month	\$85.33	1 /Hour		
	Total Benefits	\$6,820.22	53.30%	\$130.78	\$51.38	\$26.89	\$209.05
		Annual Salary	+ Benefits	\$235,400.76			
				,,	=		
Step E		ć42 42C 22 /	N 4 a .a.t.la	400 5	2 /11		
		\$13,436.33 /	IVIONTN	\$89.58	8 /Hour		
	Total Benefits	\$7,004.69	52.13%	\$136.27	\$53.54	\$28.02	\$217.83
	. ota. Benento	Ψ7,0003		4 -00	,	¥	



Deputy Director of Public Works/Operations

Step A						
		\$13,529.59 /Month	\$90.20	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	0.174600	2,362.27 0.00 4.05 2,138.34 148.29	Non-Swo	orn Asst Director	/ Asst City Atto	orney
LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement	0.008770 0.000224	118.65 33.60 0.00 0.00 0.00 0.00				
Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	4% + \$110 0.050450 0.014500	0.00 673.00 651.18 682.57 23.45 196.18	Hourly Rate & Benefits	118.49% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$7,031.58 51.97%	\$137.07	\$162.42	\$28.18	\$327.67
		Annual Salary + Benefits =	\$246,734.06	=		
Step B						
		\$14,206.07 /Month	\$94.71	/Hour		
	Total Benefits	\$7,226.62 50.87%	\$142.88	\$169.30	\$29.38	\$341.56
		Annual Salary + Benefits	\$257,192.33	=		
Step C		\$14,916.37 /Month	Ć00 44	///		
	Total Benefits	\$7,431.42 49.82%	\$99.44 \$148.99	\$176.53	\$30.63	\$356.15
		Annual Salary + Benefits =	\$268,173.45	=		
Step D		447 000 00 (04)				
		\$15,662.20 /Month	\$104.41	/Hour		
	Total Benefits	\$7,640.65 48.78%	\$155.35	\$184.08	\$31.94	\$371.37
		Annual Salary + Benefits =	\$279,634.18	=		
Step E		\$16 AAE 21 /Manth	6400.54	///		
		\$16,445.31 /Month	\$109.64			
	Total Benefits	\$7,859.57 47.79%	\$162.03	\$191.99	\$33.31	\$387.33
		Annual Salary + Benefits =	\$291,658.52	=		



Development Services Manager

Department: Community Development

Step A		\$11,946.83 /Month	\$79.65	/Hour		
Benefit	<u>Multiplier</u>	711,540.65 / WORKI	γ13.03		w.,	
<u>belletit</u>	<u>iviuitipiiei</u>			Catego	<u>ı y</u>	
PERS - Employer	0.174600	2,085.92	Non	-Sworn Manager	s / Confidentia	I
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.008770	148.29 104.77				
Life Insurance	0.008770	33.60				
Longevity	0.000224	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		139.88%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	173.23	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,455.77 54.04%	\$122.68	\$171.61	\$25.22	\$319.51
		Annual Salary + Benefits	\$220,831.22	=		
Step B						
otop b		\$12,544.17 /Month	\$83.63	/Hour		
	Total Benefits	\$6,622.02 52.79%	\$127.77	\$178.73	\$26.27	\$332.77
		Annual Salary + Benefits	\$229,994.32	=		
Step C						
		\$13,171.39 /Month	\$87.81	./Hour		
	Total Benefits	\$6,796.59 51.60%	\$133.12	\$186.21	\$27.37	\$346.70
		Annual Salary + Benefits	\$239,615.78	=		
Step D		4-2-2-2-2-4				
		\$13,829.96 /Month	\$92.20	/Hour		
	Total Benefits	\$6,979.88 50.47%	\$138.73	\$194.06	\$28.52	\$361.31
		Annual Salary + Benefits	\$249,718.13	=		
Step E						
		\$14,521.45 /Month	\$96.81	. /Hour		
	Total Benefits	\$7,172.34 49.39%	\$144.63	\$202.30	\$29.73	\$376.66
		Annual Salary + Benefits	\$260,325.48			



Director of Community Development

Department: Community Development

Step A						
		\$16,105.17 /Month	\$107.37	/Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</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 0.00				
Longevity 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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	248.34	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,387.11 52.08%	\$163.28	\$228.40	\$33.57	\$425.25
		Annual Salary + Benefits =	\$293,907.31	=		
Step B						
		\$16,910.44 /Month	\$112.74	/Hour		
	Total Benefits	\$8,643.41 51.11%	\$170.36	\$238.30	\$35.03	\$443.69
		Annual Salary + Benefits =	\$306,646.22	=		
Step C		4				
		\$17,755.95 /Month	\$118.37	/ /Hour		
	Total Benefits	\$8,912.36 50.19%	\$177.79	\$248.69	\$36.55	\$463.03
		Annual Salary + Benefits =	\$320,019.67	=		
Step D						
		\$18,643.76 /Month	\$124.29	/Hour		
	Total Benefits	\$9,194.98 49.32%	\$185.59	\$259.61	\$38.16	\$483.36
		Annual Salary + Benefits	\$334,064.86	=		
Step E						
		\$19,575.94 /Month	\$130.51	. /Hour		
	Total Benefits	\$9,491.50 48.49%	\$193.78	\$271.06	\$39.84	\$504.68
		Annual Salary + Benefits =	\$348,809.31	=		



Director of Engineering/City Engineer

Department: Engineering

Step A		¢16 105 17 /Manth	¢107.27	/Haur		
		\$16,105.17 /Month	\$107.37	/nour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	2,990.41		Non-Sworn E	Director	
Management Incentive	11.00	1,022.01				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance	0.000770	148.29				
LTD & STD Insurance Life Insurance	0.008770	131.55				
Life insurance Longevity	0.000224	33.60 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		84.43%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	248.34	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,387.11 52.08%	\$163.28	\$137.86	\$33.57	\$334.71
		Annual Salary + Benefits	\$293,907.31	=		
Step B						
		\$16,910.44 /Month	\$112.74	/Hour		
	Total Benefits	\$8,643.41 51.11%	\$170.36	\$143.83	\$35.03	\$349.22
		Annual Salary + Benefits	\$306,646.22	=		
Step C						
		\$17,755.95 /Month	\$118.37	/Hour		
	Total Benefits	\$8,912.36 50.19%	\$177.79	\$150.11	\$36.55	\$364.45
		Annual Salary + Benefits	\$320,019.67	=		
Step D						
		\$18,643.76 /Month	\$124.29	/Hour		
	Total Benefits	\$9,194.98 49.32%	\$185.59	\$156.69	\$38.16	\$380.44
		Annual Salary + Benefits	\$334,064.86	=		
Step E						
310p 2		\$19,575.94 /Month	\$130.51	/Hour		
	Total Benefits	\$9,491.50 48.49%	\$193.78	\$163.61	\$39.84	\$397.23
		Annual Salary + Benefits	\$348,809.31			



Director of Human Resources/Risk Manager

Department: Human Resources

PERS - Employer	Step A		\$16.105.17 /Month	¢107.27	. /Hour		
PERS - Employer Non-Sworn Director Non-Sworn Director Management Incentive 11.00			\$16,105.17 /Month	\$107.37	/nour		
Management Incentive EAP	<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
Author Aut	PERS - Employer	0.174600	2,990.41		Non-Sworn [Director	
Health Insurance	Management Incentive	11.00	1,022.01				
Dehat Insurance 148.29							
LTD & STD Insurance 0.008770 131.55							
Life Insurance 0,000224 33,60							
Congevity Con							
Holiday Pay Uniform Allowance 0.00 Column Allowance 0.050450 S64.07 S0.84% S0.84%		0.000224					
Differm Allowance 0.00 Educational Supplement 0.00 0.0							
Column							
Standby Retiree Medical Deferred Comp. Workers Comp. Workers Comp. Workers Comp. Usion Insurance Medicare 0.050450 864.07 8864.07 8864.07 8864.07 8864.07 8864.07 8864.07 8864.07 8864.07 8864.07 8864.07 8864.07 8864.07 8864.07 88.8 menfits Powers Comp. Ston Insurance Medicare 10.014500 248.34 88.8 menfits Powers Comp. Septement Overhead Powers Comp. Septement Powers Septement Septements Septement Septements Septements Septement Septe							
Deferred Comp. 10.00 864.07 10.00 864.07 10.00 864.07 10.00							
Workers Comp. Vision Insurance Vision Insurance Vision Insurance Vision Insurance Position Insurance Number Insurance Position Insurance Posi	Retiree Medical		673.00				
Note	Deferred Comp.		110.00				
Nedicare O.014500 248.34 See Benefits Overhead Overhead Rate	Workers Comp.	0.050450	864.07		50.84%	20.56%	
Total Benefits \$8,387.11 52.08% \$163.28 \$83.01 \$33.57 \$279.86				-		-	
Annual Salary + Benefits \$293,907.31 Step B \$16,910.44 /Month \$112.74 /Hour Total Benefits \$8,643.41 \$51.11% \$170.36 \$86.61 \$35.03 \$292.00 Annual Salary + Benefits \$306,646.22 Step C \$17,755.95 /Month \$118.37 /Hour Total Benefits \$8,912.36 \$50.19% \$177.79 \$90.39 \$36.55 \$304.73 Annual Salary + Benefits \$320,019.67 Step D \$18,643.76 /Month \$124.29 /Hour Total Benefits \$9,194.98 49.32% \$185.59 \$94.35 \$38.16 \$318.10 Step E \$19,575.94 /Month \$130.51 /Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14	Medicare	0.014500	248.34	& Benefits	Overhead	Overhead	Rate
Step B \$16,910.44 Month \$112.74 Hour Total Benefits \$8,643.41 51.11% \$170.36 \$86.61 \$35.03 \$292.00 Annual Salary + Benefits \$306,646.22 Step C \$17,755.95 Month \$118.37 Hour Total Benefits \$8,912.36 50.19% \$177.79 \$90.39 \$36.55 \$304.73 Annual Salary + Benefits \$320,019.67 Step D \$18,643.76 Month \$124.29 Hour Total Benefits \$9,194.98 49.32% \$185.59 \$94.35 \$38.16 \$318.10 Annual Salary + Benefits \$334,064.86 Step E \$19,575.94 Month \$130.51 Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14		Total Benefits	\$8,387.11 52.08%	\$163.28	\$83.01	\$33.57	\$279.86
\$16,910.44 /Month \$112.74 /Hour Total Benefits \$8,643.41			Annual Salary + Benefits	\$293,907.31	=		
\$16,910.44 /Month \$112.74 /Hour Total Benefits \$8,643.41	Step B						
Annual Salary + Benefits \$306,646.22 \$17,755.95 /Month \$118.37 /Hour Total Benefits \$8,912.36 \$0.19% \$177.79 \$90.39 \$36.55 \$304.73 Annual Salary + Benefits \$320,019.67 Step D Total Benefits \$9,194.98 49.32% \$185.59 \$94.35 \$38.16 \$318.10 Annual Salary + Benefits \$334,064.86 \$19,575.94 /Month \$130.51 /Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14			\$16,910.44 /Month	\$112.74	Hour		
Step C \$17,755.95 Month \$118.37 Hour Total Benefits \$8,912.36 50.19% \$177.79 \$90.39 \$36.55 \$304.73 Annual Salary + Benefits \$320,019.67 Step D \$18,643.76 Month \$124.29 Hour Total Benefits \$9,194.98 49.32% \$185.59 \$94.35 \$38.16 \$318.10 Annual Salary + Benefits \$334,064.86 Step E \$19,575.94 Month \$130.51 Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14		Total Benefits	\$8,643.41 51.11%	\$170.36	\$86.61	\$35.03	\$292.00
\$17,755.95 /Month \$118.37 /Hour Total Benefits \$8,912.36 \$50.19% \$177.79 \$90.39 \$36.55 \$304.73 Annual Salary + Benefits \$320,019.67 \$18,643.76 /Month \$124.29 /Hour Total Benefits \$9,194.98 \$49.32% \$185.59 \$94.35 \$38.16 \$318.10 Annual Salary + Benefits \$334,064.86 \$\$19,575.94 /Month \$130.51 /Hour Total Benefits \$9,491.50 \$48.49% \$193.78 \$98.52 \$39.84 \$332.14			Annual Salary + Benefits	\$306,646.22	=		
Total Benefits \$8,912.36 50.19% \$177.79 \$90.39 \$36.55 \$304.73 Annual Salary + Benefits \$320,019.67 \$18,643.76 / Month \$124.29 / Hour Total Benefits \$9,194.98 49.32% \$185.59 \$94.35 \$38.16 \$318.10 Annual Salary + Benefits \$334,064.86 \$334,064.86 \$334,064.86 \$330.51 / Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14	Step C						
Annual Salary + Benefits \$320,019.67 \$18,643.76 /Month \$124.29 /Hour Total Benefits \$9,194.98 49.32% \$185.59 \$94.35 \$38.16 \$318.10 Annual Salary + Benefits \$334,064.86 Step E \$19,575.94 /Month \$130.51 /Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14			\$17,755.95 /Month	\$118.37	/ /Hour		
\$18,643.76 / Month \$124.29 / Hour Total Benefits \$9,194.98 49.32% \$185.59 \$94.35 \$38.16 \$318.10 Annual Salary + Benefits \$334,064.86 \$19,575.94 / Month \$130.51 / Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14		Total Benefits	\$8,912.36 50.19%	\$177.79	\$90.39	\$36.55	\$304.73
\$18,643.76 / Month \$124.29 / Hour Total Benefits \$9,194.98 49.32% \$185.59 \$94.35 \$38.16 \$318.10 Annual Salary + Benefits \$334,064.86 Step E \$19,575.94 / Month \$130.51 / Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14			Annual Salary + Benefits	\$320,019.67	<u>=</u>		
\$18,643.76 /Month \$124.29 /Hour Total Benefits \$9,194.98 49.32% \$185.59 \$94.35 \$38.16 \$318.10 Annual Salary + Benefits \$334,064.86 Step E \$19,575.94 /Month \$130.51 /Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14	Sten D						
Annual Salary + Benefits \$\frac{\$334,064.86}{2334,064.86}\$ Step E \$\frac{\$19,575.94}{Month}\$ \$\frac{\$130.51}{Hour}\$ Total Benefits \$\frac{\$9,491.50}{48.49%}\$ \$\frac{\$193.78}{\$193.78}\$ \$\frac{\$98.52}{\$39.84}\$ \$\frac{\$332.14}{\$332.14}\$	otop 2		\$18,643.76 /Month	\$124.29	/Hour		
\$19,575.94 / Month \$130.51 / Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14		Total Benefits	\$9,194.98 49.32%	\$185.59	\$94.35	\$38.16	\$318.10
\$19,575.94 /Month \$130.51 /Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14			Annual Salary + Benefits	\$334,064.86			
\$19,575.94 /Month \$130.51 /Hour Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14	C		=	-	_		
Total Benefits \$9,491.50 48.49% \$193.78 \$98.52 \$39.84 \$332.14	Step E		\$19,575.94 /Month	\$130.51	. /Hour		
		Total Benefits				\$39.84	\$332.14
Annual Salary + Repetite SRAX XOU 31		rotal Delicing			433.3 <u>2</u>	433.04	400 2 .14
7370,003.31			Annual Salary + Benefits	\$348,809.31	=		



Director of Parks and Recreation

Department: Parks and Recreation

<u>Benefit</u> PERS - Employer	<u>Multiplier</u>	\$16,105.17 /Month	\$107.37	/Hour		
	Multiplier		+			
PERS - Employer				<u>Catego</u>	<u>ry</u>	
	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 0.00				
Longevity 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	Harrie Baka	112.20%	20.56%	T-4-111
Vision Insurance Medicare	0.014500	23.45	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly
Medicare	0.014500	248.34	& Belletits	Overnead	Overneau	Rate
To	otal Benefits	\$8,387.11 52.08%	\$163.28	\$183.20	\$33.57	\$380.05
		Annual Salary + Benefits	\$293,907.31	=		
Step B						
		\$16,910.44 /Month	\$112.74	Hour		
To	otal Benefits	\$8,643.41 51.11%	\$170.36	\$191.14	\$35.03	\$396.53
		Annual Salary + Benefits	\$306,646.22	=		
Step C						
		\$17,755.95 /Month	\$118.37	/ /Hour		
To	otal Benefits	\$8,912.36 50.19%	\$177.79	\$199.48	\$36.55	\$413.82
		Annual Salary + Benefits	\$320,019.67	=		
Step D						
		\$18,643.76 /Month	\$124.29	/Hour		
To	otal Benefits	\$9,194.98 49.32%	\$185.59	\$208.23	\$38.16	\$431.98
		Annual Salary + Benefits	\$334,064.86	=		
Step E						
		\$19,575.94 /Month	\$130.51	. /Hour		
Tc	otal Benefits	\$9,491.50 48.49%	\$193.78	\$217.42	\$39.84	\$451.04
		Annual Salary + Benefits	\$348,809.31	=		



Director of Public Works Department: Public Works

Step A						
		\$16,567.80 /Month	\$110.45	/Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	0.174600 11.00	3,076.31 1,051.38 4.05 2,138.34 148.29		Non-Sworn [Director	
LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby	0.008770 0.000224	131.55 33.60 0.00 0.00 0.00 0.00				
Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	0.050450 0.014500	673.00 110.00 888.89 23.45 255.48	Hourly Rate & Benefits	118.49% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$8,534.33 51.51%	\$167.35	\$198.29	\$34.41	\$400.05
		Annual Salary + Benefits =	\$301,225.61	=		
Step B						
		\$17,396.19 /Month	\$115.97	/ /Hour		
	Total Benefits	\$8,797.95 50.57%	\$174.63	\$206.92	\$35.90	\$417.45
		Annual Salary + Benefits	\$314,329.69	=		
Step C		\$18,266.00 /Month	\$121.77	/ /Hour		
	Total Benefits	\$9,074.76 49.68%	\$182.27	\$215.97	\$37.48	\$435.72
		Annual Salary + Benefits	\$328,089.14	=	,	, 100112
Step D						
		\$19,179.31 /Month	\$127.86	/Hour		
	Total Benefits	\$9,365.40 48.83%	\$190.30	\$225.48	\$39.13	\$454.91
		Annual Salary + Benefits =	\$342,536.54	=		
Step E		A20 420 07 /24 11				
		\$20,138.27 /Month	\$134.26	/Hour		
	Total Benefits	\$9,670.52 48.02%	\$198.73	\$235.47	\$40.86	\$475.06
		Annual Salary + Benefits =	\$357,705.51	=		



Economic Development Manager

Department: City Manager

Step A		\$13,211.54 /Month	\$88 US	3 /Hour		
		\$13,211.34 / MOHUI	300.UC	5 / Houl		
<u>Benefit</u>	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.174600	2,306.73	Nor	n-Sworn Manager	rs / Confidentia	I
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance	0.000770	148.29				
LTD & STD Insurance Life Insurance	0.008770	115.87				
Life insurance Longevity	0.000224	33.60 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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	191.57	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,807.77 51.53%	\$133.46	\$62.23	\$27.44	\$223.13
		Annual Salary + Benefits	\$240,231.67	=		
Step B						
		\$13,872.11 /Month	\$92.48	3 /Hour		
	Total Benefits	\$6,991.62 50.40%	\$139.09	\$64.86	\$28.60	\$232.55
		Annual Salary + Benefits	\$250,364.71	=		
Step C						
		\$14,565.73 /Month	\$97.10) /Hour		
	Total Benefits	\$7,184.66 49.33%	\$145.00	\$67.61	\$29.81	\$242.42
		Annual Salary + Benefits	\$261,004.73	=		
Step D						
		\$15,294.01 /Month	\$101.96	6 /Hour		
	Total Benefits	\$7,384.78 48.29%	\$151.19	\$70.50	\$31.09	\$252.78
		Annual Salary + Benefits	\$272,145.48	=		
Step E						
		\$16,058.71 /Month	\$107.06	5 /Hour		
	Total Benefits	\$7,590.91 47.27%	\$157.66	\$73.52	\$32.42	\$263.60



Economic Development/Planning Manager

Department: Community Development

Step A		\$13,211.54 /Month	\$88 U8	3 /Hour		
		\$13,211.34 / MOHUI	300.00	Thou		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	2,306.73	Nor	n-Sworn Manager	rs / Confidentia	I
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 Longevity	0.000224	33.60 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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	191.57	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,807.77 51.53%	\$133.46	\$186.69	\$27.44	\$347.59
		Annual Salary + Benefits	\$240,231.67	=		
Step B						
		\$13,872.11 /Month	\$92.48	3 /Hour		
	Total Benefits	\$6,991.62 50.40%	\$139.09	\$194.56	\$28.60	\$362.25
		Annual Salary + Benefits	\$250,364.71	=		
Step C						
		\$14,565.73 /Month	\$97.10) /Hour		
	Total Benefits	\$7,184.66 49.33%	\$145.00	\$202.83	\$29.81	\$377.64
		Annual Salary + Benefits	\$261,004.73	=		
Step D						
		\$15,294.01 /Month	\$101.96	5 /Hour		
	Total Benefits	\$7,384.78 48.29%	\$151.19	\$211.49	\$31.09	\$393.77
		Annual Salary + Benefits =	\$272,145.48	=		
Step E						
		\$16,058.71 /Month	\$107.06	5 /Hour		
	Total Benefits	\$7,590.91 47.27%	\$157.66	\$220.54	\$32.42	\$410.62
		Annual Salary + Benefits	\$283,795.38	_		



Electrician Department: Public Works

Step A							
Step A		\$7,508.78 /	Month	\$50.06	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,311.03			Public Works - M	laintonanco	
Management Incentive	0.174000	0.00			Public Works - IVI	iaiiiteilaiite	
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 Deferred Comp.		673.00 0.00					
Workers Comp.	0.050450	378.82			118.49%	20.56%	
Vision Insurance	0.030430	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.88		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,881.99	65.02%	\$82.61	\$97.88	\$16.98	\$197.47
				•	•		·
		Annual Salary	+ Benefits =	\$148,689.19	=		
Step B							
		\$ 7,884.22 /	Month	\$52.56	6 /Hour		
	Total Benefits	\$4,976.73	63.12%	\$85.74	\$101.59	\$17.63	\$204.96
		Annual Salary	+ Benefits =	\$154,331.38	=		
Step C		4					
		\$8,278.43 /	Vionth	\$55.19 /Hour			
	Total Benefits	\$5,076.21	61.32%	\$89.03	\$105.49	\$18.30	\$212.82
		Annual Salary	+ Benefits _	\$160,255.66	_		
Ct D					_		
Step D		\$8,692.35 /	Month	\$57.9	5 /Hour		
	Total Benefits	\$5,179.21	59.58%	\$92.48	\$109.58	\$19.01	\$221.07
		Annual Salary	+ Benefits =	\$166,458.77	=		
Step E							
		\$ 9,126.97 /	Month	\$60.85	5 /Hour		
	Total Benefits	\$5,287.14	57.93%	\$96.09	\$113.86	\$19.76	\$229.71



Engineering Manager Department: Engineering

Benefit PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay	0.174600 0.008770 0.000224	\$12,955.76 /N 2,262.08 0.00 4.05 2,138.34 148.29 113.62	lonth	\$86.37 Non	/Hour <u>Categor</u> -Sworn Manager		I
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity	0.174600 0.008770	0.00 4.05 2,138.34 148.29 113.62		Non			I
Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity	0.008770	0.00 4.05 2,138.34 148.29 113.62		Non	-Sworn Manager	s / Confidentia	I
EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity		4.05 2,138.34 148.29 113.62					
Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity		2,138.34 148.29 113.62					
Dental Insurance LTD & STD Insurance Life Insurance Longevity		148.29 113.62					
LTD & STD Insurance Life Insurance Longevity		113.62					
Life Insurance Longevity							
Longevity	0.000224	33.60					
		0.00					
rioliday ray		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical Deferred Comp.	3% + \$110	673.00 498.67					
Workers Comp.	0.050450	653.62			84.43%	20.56%	
Vision Insurance	0.030430	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	187.86	_	& Benefits	Overhead	Overhead	Rate
Tota	al Benefits	\$6,736.58	52.00%	\$131.28	\$110.84	\$26.99	\$269.11
		Annual Salary +	Benefits _	\$236,308.05	=		
Step B							
		\$13,603.55 /N	1onth	\$90.69	/Hour		
Tota	al Benefits	\$6,916.87	50.85%	\$136.80	\$115.50	\$28.13	\$280.43
		Annual Salary +	Benefits _	\$246,245.04	=		
Step C							
		\$ 14,283.73 /N	1onth	\$95.22	/Hour		
Tota	al Benefits	\$7,106.18	49.75%	\$142.60	\$120.40	\$29.32	\$292.32
		Annual Salary +	Benefits _	\$256,678.89	=		
Step D							
		\$14,997.91 /N	1onth	\$99.99	/Hour		
Tota	al Benefits	\$7,304.95	48.71%	\$148.69	\$125.54	\$30.57	\$304.80
		Annual Salary +	Benefits _	\$267,634.30	=		
Step E							
		\$ 15,747.80 /N	lonth	\$104.99	/Hour		
Tota	al Benefits	\$7,507.10	47.67%	\$155.03	\$130.89	\$31.87	\$317.79
		Annual Salary +	Benefits _	\$279,058.79	=		



Engineering Services Specialist

Department: Engineering

		\$9,031.29 /Month	\$60.21	. /Hour		
		\$3,031.23 / WORLI	300.21	. / Houl		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,596.66		Office Empl	oyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.000770	148.29 79.20				
Life Insurance	0.008770 0.000224	79.20 33.60				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp.	0.050450	0.00				
Workers Comp. Vision Insurance	0.050450	461.35 23.45	Hourly Rate	84.43% Department	20.56% Citywide	Total Hourly
Medicare	0.014500	132.60	& Benefits	Overhead	Overhead	Rate
Wicalcure	0.014300	132.00	G Deficites	Overneuu	Overneau	nate
	Total Benefits	\$5,403.92 59.84%	\$96.23	\$81.25	\$19.79	\$197.27
		Annual Salary + Benefits	\$173,222.52	=		
Step B						
		\$9,482.85 /Month	\$63.22	? /Hour		
	Total Benefits	\$5,516.05 58.17%	\$99.99	\$84.42	\$20.56	\$204.97
		Annual Salary + Benefits	\$179,986.82	=		
Step C						
		\$9,957.00 /Month	\$66.38	3 /Hour		
	Total Benefits	\$5,633.79 56.58%	\$103.94	\$87.76	\$21.37	\$213.07
		Annual Salary + Benefits	\$187,089.51	=		
Step D						
		\$10,454.85 /Month	\$69.70) /Hour		
	Total Benefits	\$5,757.42 55.07%	\$108.08	\$91.25	\$22.22	\$221.55
		Annual Salary + Benefits	\$194,547.22	=		
Step E						
		\$10,977.58 /Month	\$73.18	3 /Hour		
	Total Benefits	\$5,887.22 53.63%	\$112.43	\$94.93	\$23.12	\$230.48
		Annual Salary + Benefits	\$202,377.63	=		



Engineering Technician

Department: Engineering

		\$7,852.62 /Month	\$52.35	/Hour		
		\$7,632.02 / WORLIN	732.33	711001		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,390.86		Office Empl	oyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
LTD & STD Insurance	0.008770	68.87				
Life Insurance	0.000770	31.66				
Longevity		0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	401.88		84.43%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	115.51	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,109.29 65.06%	\$86.41	\$72.96	\$17.77	\$177.14
		Annual Salary + Benefits	\$155,542.97	=		
Step B						
Step 5		\$8,245.25 /Month	\$54.97	/ /Hour		
	Total Benefits	\$5,208.38 63.17%	\$89.69	\$75.73	\$18.44	\$183.86
		Annual Salary + Benefits	\$161,443.51	=		
Step C		Ć9.657.51 /Manda	A57.70			
		\$8,657.51 /Month	\$57.72	! /Hour		
	Total Benefits	\$5,311.10 61.35%	\$93.12	\$78.62	\$19.15	\$190.89
		Annual Salary + Benefits	\$167,623.36	=		
Step D		40.000.00 (b.s. vi				
		\$9,090.39 /Month	\$60.60) /Hour		
	Total Benefits	\$5,418.60 59.61%	\$96.73	\$81.67	\$19.89	\$198.29
		Annual Salary + Benefits =	\$174,107.83	=		
Step E						
		\$9,544.90 /Month	\$63.63	3 /Hour		
	Total Benefits	\$5,531.46 57.95%	\$100.51	\$84.86	\$20.66	\$206.03
		Annual Salary + Benefits	\$180,916.32	=		



Environmental Compliance Inspector I

PERS - Employer	Step A		\$7,796.90 /Month	\$51.98	/Hour		
PERS - Employer			\$7,730.30 / WOUTH	731.36	711001		
Management Incentive EAP	<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
EAP 4.05	PERS - Employer	0.174600	1,381.13		Office Emp	loyees	
Health Insurance							
Dental Insurance							
LTD & STD Insurance Life Insurance L			· · · · · · · · · · · · · · · · · · ·				
Life Insurance Longevity L		0.009770					
Congevity							
Holiday Pay		0.000224					
Educational Supplement Standby Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.014500 Total Benefits \$5,095.23 65.35% Annual Salary + Benefits \$5,193.61 63.44% Annual Salary + Benefits \$5,295.85 61.61% \$2,132.44 \$4,000.564.36 Step C \$4,596.09 / Month \$5,7.31 / Hour Total Benefits \$5,005.90 / Month \$5,7.31 / Hour Total Benefits \$5,005.90 / Month \$5,7.31 / Hour \$5,005.70 \$18.34 \$221.39 \$6,000.70 / Hour Total Benefits \$5,402.58 \$9,86% \$96.19 \$113.98 \$19.78 \$229.95 Annual Salary + Benefits \$5,477.19 / Month \$63.18 / Hour Total Benefits \$5,235.95 \$118.43 \$20.55 \$238.93							
Standby 0.00	· ·		0.00				
Retiree Medical Deferred Comp. 0.00	Educational Supplement		113.38				
Deferred Comp. O.00 399.07 23.45 Hourly Rate Department Citywide Total Hourly Rate Noverhead Noverhead Overhead Noverhead No							
Workers Comp. Vision Insurance Number (Vision Insurance Medicare) 0.050450 23.45							
Vision Insurance Medicare 0.014500 23.45 114.70 Hourly Rate & Benefits Department Overhead Citywide Overhead Total Hourly Rate Note head Total Benefits \$5,095.23 65.35% \$85.95 \$101.84 \$17.67 \$205.46 Annual Salary + Benefits \$154,705.60 Step B \$8,186.75 / Month \$54.58 / Hour Total Benefits \$5,193.61 63.44% \$89.20 \$105.70 \$18.34 \$213.24 Annual Salary + Benefits \$160,564.36 Step C \$8,596.09 / Month \$57.31 / Hour \$19.04 \$221.39 Step D \$9,025.90 / Month \$60.17 / Hour \$19.04 \$221.39 Step D \$9,025.90 / Month \$60.17 / Hour Total Benefits \$5,402.58 \$9.86% \$96.19 \$113.98 \$19.78 \$229.95 Step E \$9,477.19 / Month \$63.18 / Hour Total Benefits \$5,514.65 \$8.19% \$99.95 \$118.43	·	0.050450					
Medicare 0.014500 114.70 & Benefits Overhead Rate Total Benefits \$5,095.23 65.35% \$85.95 \$101.84 \$17.67 \$205.46 Step B \$8,186.75 /Month \$5154,705.60 Total Benefits \$5,193.61 63.44% \$89.20 \$105.70 \$18.34 \$213.24 Annual Salary + Benefits \$160,564.36 \$160,564.36 Step C \$8,596.09 /Month \$57.31 /Hour Total Benefits \$5,295.85 61.61% \$92.61 \$109.74 \$19.04 \$221.39 Step D \$9,025.90 /Month \$60,17 /Hour Total Benefits \$5,402.58 59.86% \$96.19 \$113.98 \$19.78 \$229.95 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$118.43 \$20.55 \$238.93	·	0.050450		Hourly Pata			Total Hourly
Total Benefits		0.014500		-	-	-	
Step B \$8,186.75 Month \$54.58 Hour Total Benefits \$5,193.61 63.44% \$89.20 \$105.70 \$18.34 \$213.24 Annual Salary + Benefits \$160,564.36 Step C \$8,596.09 Month \$57.31 Hour Total Benefits \$5,295.85 61.61% \$92.61 \$109.74 \$19.04 \$221.39 Annual Salary + Benefits \$166,703.29 Step D \$9,025.90 Month \$60.17 Hour Total Benefits \$5,402.58 \$9.86% \$96.19 \$113.98 \$19.78 \$229.95 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 Month \$63.18 Hour Total Benefits \$5,514.65 \$58.19% \$99.95 \$118.43 \$20.55 \$238.93	Wedicare	0.014300	114.70	& Delients	Overneau	Overneau	nate
\$8,186.75 /Month \$54.58 /Hour Total Benefits \$5,193.61 63.44% \$89.20 \$105.70 \$18.34 \$213.24 Annual Salary + Benefits \$160,564.36 Step C \$8,596.09 /Month \$57.31 /Hour Total Benefits \$5,295.85 61.61% \$92.61 \$109.74 \$19.04 \$221.39 Annual Salary + Benefits \$166,703.29 Step D \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 59.86% \$96.19 \$113.98 \$19.78 \$229.95 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$118.43 \$20.55 \$238.93		Total Benefits	\$5,095.23 65.35%	\$85.95	\$101.84	\$17.67	\$205.46
\$8,186.75 /Month \$54.58 /Hour Total Benefits \$5,193.61 63.44% \$89.20 \$105.70 \$18.34 \$213.24 Annual Salary + Benefits \$160,564.36 Step C \$8,596.09 /Month \$57.31 /Hour Total Benefits \$5,295.85 61.61% \$92.61 \$109.74 \$19.04 \$221.39 Annual Salary + Benefits \$166,703.29 Step D \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 59.86% \$96.19 \$113.98 \$19.78 \$229.95 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$118.43 \$20.55 \$238.93			Annual Salary + Benefits	\$154,705.60	=		
Total Benefits \$5,193.61 63.44% \$89.20 \$105.70 \$18.34 \$213.24	Step B						
Step C \$8,596.09 Month \$57.31 Hour			\$8,186.75 /Month	\$54.58	Hour		
Step C \$8,596.09 /Month \$57.31 /Hour Total Benefits \$5,295.85 61.61% \$92.61 \$109.74 \$19.04 \$221.39 Annual Salary + Benefits \$166,703.29 Step D Total Benefits \$5,402.58 59.86% \$96.19 /Hour Annual Salary + Benefits \$113.98 \$19.78 \$229.95 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$118.43 \$20.55 \$238.93		Total Benefits	\$5,193.61 63.44%	\$89.20	\$105.70	\$18.34	\$213.24
\$8,596.09 /Month \$57.31 /Hour Total Benefits \$5,295.85 61.61% \$92.61 \$109.74 \$19.04 \$221.39 Annual Salary + Benefits \$166,703.29 Step D \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 59.86% \$96.19 \$113.98 \$19.78 \$229.95 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$118.43 \$20.55 \$238.93			Annual Salary + Benefits	\$160,564.36	=		
Total Benefits \$5,295.85 61.61% \$92.61 \$109.74 \$19.04 \$221.39 Annual Salary + Benefits \$166,703.29 Step D \$9,025.90 / Month \$60.17 / Hour Total Benefits \$5,402.58 59.86% \$96.19 \$113.98 \$19.78 \$229.95 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 / Month \$63.18 / Hour Total Benefits \$5,514.65 58.19% \$99.95 \$118.43 \$20.55 \$238.93	Step C						
Annual Salary + Benefits \$166,703.29 Step D \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 \$99.86% \$96.19 \$113.98 \$19.78 \$229.95 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 \$58.19% \$99.95 \$118.43 \$20.55 \$238.93			\$8,596.09 /Month	\$57.31	./Hour		
Step D \$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 \$98.6% \$96.19 \$113.98 \$19.78 \$229.95 Annual Salary + Benefits \$173,141.78 \$173,141.7		Total Benefits	\$5,295.85 61.61%	\$92.61	\$109.74	\$19.04	\$221.39
\$9,025.90 /Month \$60.17 /Hour Total Benefits \$5,402.58 \$59.86% \$96.19 \$113.98 \$19.78 \$229.95 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 \$58.19% \$99.95 \$118.43 \$20.55 \$238.93			Annual Salary + Benefits	\$166,703.29	=		
Total Benefits \$5,402.58 59.86% \$96.19 \$113.98 \$19.78 \$229.95 Annual Salary + Benefits \$173,141.78 Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$118.43 \$20.55 \$238.93	Step D						
Annual Salary + Benefits \$\frac{\$173,141.78}{\$173,141.78}\$ Step E \$\frac{\$9,477.19}{Month}\$ \$\frac{\$63.18}{Hour}\$ Total Benefits \$\frac{\$5,514.65}{\$58.19%}\$ \$\frac{\$99.95}{\$99.95}\$ \$\frac{\$118.43}{\$20.55}\$ \$\frac{\$238.93}{\$238.93}\$			\$9,025.90 /Month	\$60.17	/ /Hour		
Step E \$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$118.43 \$20.55 \$238.93		Total Benefits	\$5,402.58 59.86%	\$96.19	\$113.98	\$19.78	\$229.95
\$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$118.43 \$20.55 \$238.93			Annual Salary + Benefits	\$173,141.78	=		
\$9,477.19 /Month \$63.18 /Hour Total Benefits \$5,514.65 58.19% \$99.95 \$118.43 \$20.55 \$238.93	Step E						
			\$9,477.19 /Month	\$63.18	/Hour		
		Total Benefits	\$5,514.65 58.19%	\$99.95	\$118.43	\$20.55	\$238.93
Annual Salary + Benefits			Annual Salary + Benefits	\$179,902.03	=		



Environmental Compliance Inspector II

Step A		\$8,596.09 /Month	\$57.31	/Hour		
		76,550.05 / 101011111	337.31	. / Houl		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,520.67		Office Emp	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
LTD & STD Insurance	0.008770	75.39				
Life Insurance	0.000770	33.60				
Longevity		0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	439.39		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	126.29	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,295.85 61.61%	\$92.61	\$109.74	\$19.04	\$221.39
		Annual Salary + Benefits	\$166,703.29	=		
Step B						
		\$9,025.90 /Month	\$60.17	/ /Hour		
	Total Benefits	\$5,402.58 59.86%	\$96.19	\$113.98	\$19.78	\$229.95
		Annual Salary + Benefits	\$173,141.78	=		
Step C		60 477 40 /Manualla	400.40			
		\$9,477.19 /Month	\$63.18	3 /Hour		
	Total Benefits	\$5,514.65 58.19%	\$99.95	\$118.43	\$20.55	\$238.93
		Annual Salary + Benefits	\$179,902.03	=		
Step D						
		\$9,951.05 /Month	\$66.34	Hour		
	Total Benefits	\$5,632.31 56.60%	\$103.89	\$123.10	\$21.36	\$248.35
		Annual Salary + Benefits	\$187,000.38	=		
Step E						
		\$10,448.60 /Month	\$69.66	6 /Hour		
	Total Benefits	\$5,755.87 55.09%	\$108.03	\$128.00	\$22.21	\$258.24
		Annual Salary + Benefits	\$194,453.60			



Equipment Mechanic Department: Public Works

Step A							
Step A		\$7,066.17 /	Month	\$47.11	L /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Categor</u>	ry	
DEDS Employer	0.174600	1 222 75			Public Works - M	aintonanco	
PERS - Employer Management Incentive	0.174600	1,233.75 0.00			Public Works - IVI	aintenance	
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	0.000224	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	0.030 130	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	102.46		& Benefits	Overhead	Overhead	Rate
cu.cu.c							
	Total Benefits	\$4,770.29	67.51%	\$78.91	\$93.50	\$16.22	\$188.63
		Annual Salary	+ Benefits =	\$142,037.55	=		
Step B							
		\$ 7,419.48 /N	Month	\$49.46	6 /Hour		
	Total Benefits	\$4,859.45	65.50%	\$81.86	\$97.00	\$16.83	\$195.69
		Annual Salary	+ Benefits _	\$147,347.17	=		
Step C							
		\$ 7,790.45 /N	Month	\$51.94	4 /Hour		
	Total Benefits	\$4,953.07	63.58%	\$84.96	\$100.67	\$17.47	\$203.10
		Annual Salary	+ Benefits =	\$152,922.19	=		
Step D							
		\$8,179.98 /	Month	\$54.53	3 /Hour		
	Total Benefits	\$5,051.36	61.75%	\$88.21	\$104.52	\$18.14	\$210.87
		Annual Salary	+ Benefits =	\$158,776.13	=		
Step E							
		\$8,588.98 /	Month	\$57.26	6 /Hour		
	Total Benefits	\$5,153.55	60.00%	\$91.62	\$108.56	\$18.84	\$219.02
		Annual Salary	+ Benefits	\$164,910.31			



Executive Assistant Department: City Attorney

Step A							
Step A		\$7,396.72 /	Month	\$49.31	L /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,311.26			Office Empl	oyees	
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 Retiree Medical		0.00 673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	378.88			39.29%	20.56%	
Vision Insurance	0.030430	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.90		& Benefits	Overhead	Overhead	Rate
Wicalcure	0.011300	100.30	_	a benents	Overnedd	Overneau	nate
	Total Benefits	\$4,994.25	67.52%	\$82.61	\$32.46	\$16.98	\$132.05
		Annual Salary	+ Benefits =	\$148,691.61	=		
Step B							
		\$7,766.55 /	Month	\$51.78	8 /Hour		
	Total Benefits	\$5,087.57	65.51%	\$85.69	\$33.67	\$17.62	\$136.98
		Annual Salary	+ Benefits	\$154,249.50	=		
Step C							
Step C		\$8,154.88 /	Month	\$54.37	7 /Hour		
	Total Benefits	\$5,185.57	63.59%	\$88.94	\$34.94	\$18.29	\$142.17
		Annual Salary	+ Benefits _	\$160,085.41	_		
Step D							
- 100-р		\$8,562.63 /	Month	\$57.08	8 /Hour		
	Total Benefits	\$5,287.54	61.75%	\$92.33	\$36.28	\$18.98	\$147.59
							,
		Annual Salary	+ Benefits =	\$166,202.07	=		
Step E							
		\$8,990.75 /	Month	\$59.94	4 /Hour		
	T . I . C.	ćE 202.0E	E0 000/	ĆOE OO	\$37.68	\$19.72	\$153.30
	Total Benefits	\$5,393.85	59.99%	\$95.90	337.00	\$19.72	\$155.50



Executive Assistant Department: City Manager

Step A							
Step A		\$7,396.72 /	Month	\$49.31	L /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,311.26			Office Empl	oyees	
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.	0.050450	0.00					
Workers Comp.	0.050450	378.88			46.63%	20.56%	
Vision Insurance	0.014500	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.90	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,994.25	67.52%	\$82.61	\$38.52	\$16.98	\$138.11
		Annual Salary	+ Benefits =	\$148,691.61	=		
Step B							
		\$ 7,766.55 /I	Month	\$51.78	8 /Hour		
	Total Benefits	\$5,087.57	65.51%	\$85.69	\$39.96	\$17.62	\$143.27
		Annual Salary	+ Benefits _	\$154,249.50	=		
Step C							
		\$ 8,154.88 /I	Month	\$54.3	7 /Hour		
	Total Benefits	\$5,185.57	63.59%	\$88.94	\$41.47	\$18.29	\$148.70
		Annual Salary	+ Benefits	\$160,085.41			
		•	_		=		
Step D		ćo 562 62 //	. 4 + -	457.0	2 /11		
		\$ 8,562.63 /I	viontn	\$57.08	8 /Hour		
	Total Benefits	\$5,287.54	61.75%	\$92.33	\$43.06	\$18.98	\$154.37
		Annual Salary	+ Benefits _	\$166,202.07	=		
Step E							
		\$8,990.75 /	Month	\$59.94	4 /Hour		
	Total Benefits	\$5,393.85	59.99%	\$95.90	\$44.72	\$19.72	\$160.34



Executive Assistant Department: Police

Step A							
Step A		\$7,396.72 /	Month	\$49.31	L /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,311.26			Office Empl	oyees	
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.	0.050450	0.00					
Workers Comp.	0.050450	378.88			38.25%	20.56%	
Vision Insurance	0.014500	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.90	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,994.25	67.52%	\$82.61	\$31.60	\$16.98	\$131.19
		Annual Salary	+ Benefits =	\$148,691.61	=		
Step B							
534		\$ 7,766.55 /I	Month	\$51.78	3 /Hour		
	Total Benefits	\$5,087.57	65.51%	\$85.69	\$32.78	\$17.62	\$136.09
		Annual Salary	+ Benefits _	\$154,249.50	=		
Step C							
		\$ 8,154.88 /I	Month	\$54.3	7 /Hour		
	Total Benefits	\$5,185.57	63.59%	\$88.94	\$34.02	\$18.29	\$141.25
		Annual Salary	+ Benefits	\$160,085.41			
		•	_		=		
Step D		ćo 562 62 //	. 4 + -	457.0	2 /11		
		\$ 8,562.63 /I	vionth	\$57.08	3 /Hour		
	Total Benefits	\$5,287.54	61.75%	\$92.33	\$35.32	\$18.98	\$146.63
		Annual Salary	+ Benefits =	\$166,202.07	=		
Step E							
- •		\$8,990.75 /	Month	\$59.94	4 /Hour		
	Total Benefits	\$5,393.85	59.99%	\$95.90	\$36.68	\$19.72	\$152.30



Facilities Maintenance Supervisor

Step A		\$8,058.15 /Month	\$53.72	! /Hour		
Benefit	<u>Multiplier</u>	40,030.13 / Wientin	Ų33.7 L	<u>Catego</u>	rv	
<u>benene</u>	ividitiplici			catego	<u>. y</u>	
PERS - Employer	0.174600	1,406.95	Non-	Sworn Profession	als / Superviso	rs
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.000770	148.29				
Life Insurance	0.008770 0.000224	70.67 32.49				
Longevity	0.000224	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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	116.84	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,291.78 65.67%	\$89.00	\$105.46	\$18.30	\$212.76
		Annual Salary + Benefits	\$160,199.20	=		
Step B						
Step B		\$8,461.06 /Month	\$56.41	/Hour		
	Total Benefits	\$5,401.00 63.83%	\$92.41	\$109.50	\$19.00	\$220.91
		Annual Salary + Benefits	\$166,344.74	=		
Step C						
		\$8,884.10 /Month	\$59.23	3 /Hour		
	Total Benefits	\$5,514.51 62.07%	\$95.99	\$113.74	\$19.74	\$229.47
		Annual Salary + Benefits	\$172,783.34	=		
Step D						
		\$9,328.32 /Month	\$62.19	Hour		
	Total Benefits	\$5,633.70 60.39%	\$99.75	\$118.19	\$20.51	\$238.45
		Annual Salary + Benefits	\$179,544.30	=		
Step E						
		\$9,794.73 /Month	\$65.30) /Hour		
	Total Benefits	\$5,758.85 58.80%	\$103.69	\$122.86	\$21.32	\$247.87



Facilities Maintenance Worker I

Step A		\$5,541.84 /Month	\$36.95	5 /Hour		
Benefit	Multiplier	93)342.04 / Wionan	430.33	Catego	rv	
benene	waterprier			catego	<u> </u>	
PERS - Employer	0.174600	967.61		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	279.59		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.36	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,385.62 79.14%	\$66.18	\$78.42	\$13.61	\$158.21
		Annual Salary + Benefits	\$119,129.57	=		
Step B						
		\$5,818.93 /Month	\$38.79	9 /Hour		
	Total Benefits	\$4,455.55 76.57%	\$68.50	\$81.16	\$14.08	\$163.74
		Annual Salary + Benefits	\$123,293.74	=		
Step C						
		\$6,109.88 /Month	\$40.73	3 /Hour		
	Total Benefits	\$4,528.97 74.13%	\$70.93	\$84.04	\$14.58	\$169.55
		Annual Salary + Benefits	\$127,666.21	=		
Step D						
		\$6,415.38 /Month	\$42.77	7 /Hour		
	Total Benefits	\$4,606.06 71.80%	\$73.48	\$87.06	\$15.11	\$175.65
		Annual Salary + Benefits	\$132,257.33	=		
Step E						
		\$6,736.14 /Month	\$44.91	1 /Hour		
	Total Benefits	\$4,687.01 69.58%	\$76.15	\$90.24	\$15.66	\$182.05



Facilities Maintenance Worker II

Step A		\$6,109.88 /Month	\$40.73	3 /Hour		
<u>Benefit</u>	<u> Multiplier</u>	40,103.00 / Wientin	Ų-10.75	Catego	rv	
<u>benene</u>	<u>iviaicipiici</u>			<u>eutego</u>	<u> </u>	
PERS - Employer	0.174600	1,066.79		Public Works - N	laintenance	
Management Incentive		0.00				
EAP Health Insurance		4.05 2,138.34				
Dental Insurance		2,136.34 148.29				
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 Standby		0.00 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	308.24		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	88.59	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,528.97 74.13%	\$70.93	\$84.04	\$14.58	\$169.55
		Annual Salary + Benefits	\$127,666.21	=		
Step B						
0.00 0		\$6,415.38 /Month	\$42.77	7 /Hour		
	Total Benefits	\$4,606.06 71.80%	\$73.48	\$87.06	\$15.11	\$175.65
		Annual Salary + Benefits =	\$132,257.33	=		
Step C						
		\$6,736.14 /Month	\$44.91	L /Hour		
	Total Benefits	\$4,687.01 69.58%	\$76.15	\$90.24	\$15.66	\$182.05
		Annual Salary + Benefits	\$137,077.78	=		
Step D						
		\$7,072.95 /Month	\$47.15	5 /Hour		
	Total Benefits	\$4,772.00 67.47%	\$78.97	\$93.57	\$16.24	\$188.78
		Annual Salary + Benefits =	\$142,139.44	=		
Step E						
		\$7,426.60 /Month	\$49.51	l /Hour		
	Total Benefits	\$4,861.25 65.46%	\$81.92	\$97.07	\$16.84	\$195.83
		Annual Salary + Benefits	\$147,454.17	=		



Finance/Special Projects Coordinator Department: Finance and Information Systems

Step A		\$7,843.72 /Month	\$52.29	/Hour		
Benefit	<u>Multiplier</u>	φ 7,6-13.72 γ (Violitii	Ų 32.2 3	Catego	rv	
benene	<u>ividitiplier</u>			catego	<u> y</u>	
PERS - Employer	0.174600	1,389.31		Office Empl	loyees	
Management Incentive		0.00				
EAP Health Insurance		4.05 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 Educational Supplement		0.00 113.38				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	401.44		30.82%	20.56%	
Vision Insurance	0.014500	23.45	Hourly Rate & Benefits	Department	Citywide Overhead	Total Hourly
Medicare	0.014500	115.38	& Benefits	Overhead	Overnead	Rate
	Total Benefits	\$5,107.05 65.11%	\$86.34	\$26.61	\$17.75	\$130.70
		Annual Salary + Benefits	\$155,409.22	=		
Step B						
		\$8,235.90 /Month	\$54.91	. /Hour		
	Total Benefits	\$5,206.02 63.21%	\$89.61	\$27.62	\$18.42	\$135.65
		Annual Salary + Benefits	\$161,302.99	=		
Step C						
		\$8,647.70 /Month	\$57.65	/Hour		
	Total Benefits	\$5,308.67 61.39%	\$93.04	\$28.68	\$19.13	\$140.85
		Annual Salary + Benefits	\$167,476.40	=		
Step D						
		\$9,080.08 /Month	\$60.53	Hour /		
	Total Benefits	\$5,416.04 59.65%	\$96.64	\$29.78	\$19.87	\$146.29
		Annual Salary + Benefits	\$173,953.39	=		
Step E						
		\$9,534.09 /Month	\$63.56	6 /Hour		
	Total Benefits	\$5,528.78 57.99%	\$100.42	\$30.95	\$20.65	\$152.02
		Annual Salary + Benefits	\$180,754.38			



Fleet/Facilities Maintenance Manager Department: Public Works

1		\$10,515.85 /Month	\$70.11	. /Hour		
<u>Benefit</u>	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,836.07	Nor	n-Sworn Manager	rs / Confidentia	ıl
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance	0.000770	148.29				
LTD & STD Insurance Life Insurance	0.008770 0.000224	92.22 33.60				
Longevity	0.000224	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	Harrie Bata	118.49%	20.56%	Takal Harrida
Vision Insurance	0.014500	23.45 152.48	Hourly Rate & Benefits	Department	Citywide	Total Hourly
Medicare	0.014500	152.48	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,057.50 57.60%	\$110.49	\$130.92	\$22.72	\$264.13
		Annual Salary + Benefits	\$198,880.22	=		
Step B						
		\$11,041.65 /Month	\$73.61	/Hour		
	Total Benefits	\$6,203.84 56.19%	\$114.97	\$136.23	\$23.64	\$274.84
		Annual Salary + Benefits	\$206,945.90	=		
Step C						
		\$11,593.73 /Month	\$77.29) /Hour		
	Total Benefits	\$6,357.50 54.84%	\$119.67	\$141.80	\$24.61	\$286.08
		Annual Salary + Benefits	\$215,414.72	=		
Step D						
		\$12,173.41 /Month	\$81.16	6 /Hour		
	Total Benefits	\$6,518.83 53.55%	\$124.61	\$147.66	\$25.62	\$297.89
		Annual Salary + Benefits	\$224,306.92	=		
Step E						
,p =		\$12,782.08 /Month	\$85.21	. /Hour		
	Total Benefits	\$6,688.24 52.33%	\$129.80	\$153.80	\$26.69	\$310.29
i						



Fleet Supervisor Department: Public Works

Step A							
Step A		\$8,959.02 /	Month	\$59.73	3 /Hour		
- a.							
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,564.24		Non-	Sworn Profession	als / Superviso	ors
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	4	673.00					
Deferred Comp.	2% + \$110	289.18					
Workers Comp.	0.050450	451.98			118.49%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	129.91	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,534.61	61.78%	\$96.62	\$114.49	\$19.87	\$230.98
		Annual Salary	+ Benefits =	\$173,923.61	=		
Step B							
		\$9,406.97 /	Month	\$62.73	1 /Hour		
	Total Benefits	\$5,654.81	60.11%	\$100.41	\$118.98	\$20.64	\$240.03
		Annual Salary	+ Benefits =	\$180,741.34	=		
Step C							
		\$9,877.32 /	Month	\$65.85	5 /Hour		
	Total Benefits	\$5,781.01	58.53%	\$104.39	\$123.69	\$21.46	\$249.54
		Annual Salary	+ Benefits	\$187,899.99	=		
Step D							
Step D		\$10,371.18 /	Month	\$69.14	4 /Hour		
	Total Benefits	\$5,913.53	57.02%	\$108.56	\$128.64	\$22.32	\$259.52
	, ota. Delicino				7010-1	7-2:02	Ţ-33. 32
		Annual Salary	+ Benefits =	\$195,416.46	=		
Step E							
		\$10,889.75 /	Month	\$72.60) /Hour		
	Total Benefits	\$6,052.67	55.58%	\$112.95	\$133.83	\$23.22	\$270.00
		Annual Salary	_	\$203,309.01			



Geographic Information Systems Coordinator

Department: Engineering

Stop Multiplier Stop Multiplier Stop St	Step A						
PERS - Employer			\$10,704.91 /Month	\$71.37	/Hour		
Management Incentive	<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
LTD & STD Insurance Life Insurance Life Insurance Unogevity Unofform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Vision Insurance Unotiform Allowance Medicare Doubter Standby Total Benefits S6,003.07 Step B \$11,240.15 /Month Total Benefits \$6,146.69 \$14.69 \$14.69 \$11,802.16 /Month \$78.68 /Hour Total Benefits \$6,297.49 \$3.86 \$101.88 \$24.81 \$247.35 Step D \$12,392.26 /Month \$82.62 /Hour Total Benefits \$6,455.82 \$2.10% \$125.65 \$106.09 \$25.83 \$257.57 Annual Salary + Benefits \$526,176.97	Management Incentive EAP Health Insurance	0.174600	0.00 4.05 2,138.34	Non-S	Sworn Professior	nals / Supervisc	ors
Retiree Medical Deferred Comp. 29+\$110 324.10 324.10 324.10 20.56%	LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance		93.88 33.60 0.00 0.00 0.00				
Step B \$11,240.15 Month \$74.93 Hour	Retiree Medical Deferred Comp. Workers Comp. Vision Insurance	0.050450	673.00 324.10 540.06 23.45		Department	Citywide	Total Hourly Rate
Step B \$11,240.15 Month \$74.93 Hour Total Benefits \$6,146.69 54.69% \$115.91 \$97.86 \$23.83 \$237.60 Annual Salary + Benefits \$208,642.04 Step C \$11,802.16 Month \$78.68 Hour Total Benefits \$6,297.49 53.36% \$120.66 \$101.88 \$24.81 \$247.35 Annual Salary + Benefits \$217,195.75 Step D \$12,392.26 Month \$82.62 Hour Total Benefits \$6,455.82 52.10% \$125.65 \$106.09 \$25.83 \$257.57 Annual Salary + Benefits \$226,176.97		Total Benefits	\$6,003.07 56.08%	\$111.39	\$94.04	\$22.90	\$228.33
\$11,240.15 /Month \$74.93 /Hour Total Benefits \$6,146.69			Annual Salary + Benefits	\$200,495.78	=		
Total Benefits \$6,146.69 54.69% \$115.91 \$97.86 \$23.83 \$237.60 Annual Salary + Benefits \$208,642.04 Step C \$11,802.16 /Month \$78.68 /Hour Total Benefits \$6,297.49 53.36% \$120.66 \$101.88 \$24.81 \$247.35 Annual Salary + Benefits \$217,195.75 Step D \$12,392.26 /Month \$82.62 /Hour Total Benefits \$6,455.82 52.10% \$125.65 \$106.09 \$25.83 \$257.57 Annual Salary + Benefits \$226,176.97	Step B						
Step C \$11,802.16 Month \$78.68 Hour			\$11,240.15 /Month	\$74.93	/Hour		
Step C \$11,802.16 /Month \$78.68 /Hour Total Benefits \$6,297.49 53.36% \$120.66 \$101.88 \$24.81 \$247.35 Annual Salary + Benefits \$217,195.75 Step D \$12,392.26 /Month \$82.62 /Hour Total Benefits \$6,455.82 52.10% \$125.65 \$106.09 \$25.83 \$257.57 Annual Salary + Benefits \$226,176.97		Total Benefits	\$6,146.69 54.69%	\$115.91	\$97.86	\$23.83	\$237.60
\$11,802.16 /Month \$78.68 /Hour Total Benefits \$6,297.49 53.36% \$120.66 \$101.88 \$24.81 \$247.35 Annual Salary + Benefits \$217,195.75 Step D \$12,392.26 /Month \$82.62 /Hour Total Benefits \$6,455.82 52.10% \$125.65 \$106.09 \$25.83 \$257.57 Annual Salary + Benefits \$226,176.97			Annual Salary + Benefits	\$208,642.04	=		
Total Benefits \$6,297.49 53.36% \$120.66 \$101.88 \$24.81 \$247.35 Annual Salary + Benefits \$217,195.75 Step D \$12,392.26 /Month \$82.62 /Hour Total Benefits \$6,455.82 52.10% \$125.65 \$106.09 \$25.83 \$257.57 Annual Salary + Benefits \$226,176.97	Step C		\$11.802.16 /Month	\$78.68	: /Hour		
\$12,392.26 /Month \$82.62 /Hour Total Benefits \$6,455.82 52.10% \$125.65 \$106.09 \$25.83 \$257.57 Annual Salary + Benefits \$226,176.97		Total Benefits	\$6,297.49 53.36%	\$120.66		\$24.81	\$247.35
\$12,392.26 /Month \$82.62 /Hour Total Benefits \$6,455.82 52.10% \$125.65 \$106.09 \$25.83 \$257.57 Annual Salary + Benefits \$226,176.97	Chair D				=		
Annual Salary + Benefits \$226,176.97	Step D		\$12,392.26 /Month	\$82.62	/Hour		
, <u>— </u>		Total Benefits	\$6,455.82 52.10%	\$125.65	\$106.09	\$25.83	\$257.57
Step E			Annual Salary + Benefits	\$226,176.97	=		
	Step E						
\$13,011.87 /Month \$86.75 /Hour			\$13,011.87 /Month	\$86.75	/Hour		
Total Benefits \$6,622.07 50.89% \$130.89 \$110.51 \$26.91 \$268.31		Total Benefits	\$6,622.07 50.89%	\$130.89	\$110.51	\$26.91	\$268.31
Annual Salary + Benefits \$235,607.34			Annual Salary + Benefits	\$235,607.34	=		



Grants Program Manager Department: Finance and Information Systems

Step A		40.004.00 (N4. H	462.22			
		\$9,334.82 /Month	\$62.23	/Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	0.174600	1,629.86 0.00 4.05 2,138.34 148.29	Non-S	Sworn Profession	nals / Supervisc	ors
LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement	0.008770 0.000224	81.87 33.60 0.00 0.00 0.00 0.00				
Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	2% + \$110 0.050450 0.014500	0.00 673.00 296.70 470.94 23.45 135.35	Hourly Rate & Benefits	30.82% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,635.45 60.37%	\$99.80	\$30.76	\$20.52	\$151.08
		Annual Salary + Benefits	\$179,643.23	=		
Step B						
		\$9,801.56 /Month	\$65.34	/Hour		
	Total Benefits	\$5,760.68 58.77%	\$103.75	\$31.98	\$21.33	\$157.06
		Annual Salary + Benefits	\$186,746.93	=		
Step C		\$10,291.64 /Month	\$69.61	. /Hour		
	Total Benefits	\$5,892.18 57.25%	\$107.89	\$33.25	\$22.18	\$163.32
		Annual Salary + Benefits	\$194,205.87	=		
Step D		\$10,806.22 /Month	\$72.04	/Hour		
	Total Benefits	\$6,030.25 55.80%	\$112.24	\$34.59	\$23.08	\$169.91
		Annual Salary + Benefits	\$202,037.70	· =	·	·
Step E						
		\$11,346.53 /Month	\$75.64	/Hour		
	Total Benefits	\$6,175.23 54.42%	\$116.81	\$36.00	\$24.02	\$176.83
		Annual Salary + Benefits	\$210,261.13			



Housing Analyst

Benefit Multiplier Category PERS - Employer 0.174600 1,645.39 Non-Sworn Professionals / Supervisors Management Incentive 0.00 Non-Sworn Professionals / Supervisors EAP 4.05 Non-Sworn Professionals / Supervisors Health Insurance 2,138.34 Pervisors Dental Insurance 148.29 Pervisors LITD & STD Insurance 0.008770 82.65 Life Insurance 0.000224 33.60 Longevity 0.00 Pervisor Holiday Pay 0.00 Pervisor Uniform Allowance 0.00 Pervisor Educational Supplement 0.00 Pervisor Standby 0.00 Pervisor Retiree Medical 673.00 Pervisor Deferred Comp. 2% + \$110 298.48 Workers Comp. 0.050450 475.43 139.88% 20.56% Vision Insurance 23.45 Hourly Rate Department Citywide Total Fervisor Medicare 0.014500 136.64	PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical
PERS - Employer 0.174600 1,645.39 Non-Sworn Professionals / Supervisors Management Incentive 0.00 Professionals / Supervisors EAP 4.05 Pealath Insurance 2,138.34 Dental Insurance 148.29 Pealath Insurance 148.29 LTD & STD Insurance 0.008770 82.65 Pealath Insurance 148.29 Life Insurance 0.000224 33.60 Pealath Insurance Pealath Ins	PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical
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 Workers Comp. 0.050450 475.43 Vision Insurance 23.45 Hourly Rate Department Citywide Total Femeral Medicare 0.014500 136.64 & Benefits Overhead Overhead Ra Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261	Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical
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 0.014500 136.64 8 Benefits Overhead New 120.667 Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261	EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical
Health Insurance	Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical
Dental Insurance	Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical
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 475.43 139.88% 20.56% Vision Insurance 23.45 Hourly Rate Department Citywide Total F Medicare 0.014500 136.64 & Benefits Overhead Overhead Rail Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261	LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical
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 475.43 139.88% 20.56% Vision Insurance 23.45 Hourly Rate Department Citywide Total Foundations Medicare 0.014500 136.64 & Benefits Department Citywide Rate Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261 Annual Salary + Benefits \$180,997.18	Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical
Longevity	Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical
Holiday Pay	Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical
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 475.43 139.88% 20.56% Vision Insurance 23.45 Hourly Rate Department Citywide Total F Medicare 0.014500 136.64 & Benefits Overhead Overhead Ra Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261	Uniform Allowance Educational Supplement Standby Retiree Medical
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 Hourly Rate Department Citywide Total F Medicare 0.014500 136.64 & Benefits Overhead Overhead Ra Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261 Annual Salary + Benefits \$180,997.18	Educational Supplement Standby Retiree Medical
Standby 0.00 Retiree Medical 673.00 Deferred Comp. 2% + \$110 298.48 Workers Comp. 0.050450 475.43 139.88% 20.56% Vision Insurance 23.45 Hourly Rate Department Citywide Total February Medicare 0.014500 136.64 & Benefits Overhead Overhead Ra Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261 Annual Salary + Benefits \$180,997.18	Standby Retiree Medical
Deferred Comp. 2% + \$110 298.48 Workers Comp. 0.050450 475.43 139.88% 20.56% Vision Insurance 23.45 Hourly Rate Department Citywide Total Fenefits Medicare 0.014500 136.64 & Benefits Overhead Overhead Ra Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261 Annual Salary + Benefits \$180,997.18	
Workers Comp. 0.050450 475.43 139.88% 20.56% Vision Insurance 23.45 Hourly Rate Department Citywide Total Foreign Medicare 0.014500 136.64 & Benefits Overhead Overhead Ra Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261 Annual Salary + Benefits \$180,997.18	Deferred Comp.
Vision Insurance 23.45 Hourly Rate Department Citywide Total Formula Medicare 0.014500 136.64 & Benefits Overhead Overhead Rate Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261 Annual Salary + Benefits \$180,997.18	- 3. c ca comp.
Medicare 0.014500 136.64 & Benefits Overhead Overhead Ra Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261 Annual Salary + Benefits \$180,997.18	Workers Comp.
Total Benefits \$5,659.32 60.05% \$100.55 \$140.65 \$20.67 \$261 Annual Salary + Benefits <u>\$180,997.18</u>	
Annual Salary + Benefits \$180,997.18	Medicare
I Step B	Step B
\$9,894.97 /Month \$65.97 /Hour	5.0p 2
Total Benefits \$5,785.75 58.47% \$104.54 \$146.23 \$21.49 \$272	
Annual Salary + Benefits\$188,168.62	
Step C	Step C
\$10,389.73 /Month \$69.26 /Hour	
Total Benefits \$5,918.50 56.96% \$108.72 \$152.08 \$22.35 \$283	
Annual Salary + Benefits \$195,698.79	
Step D	Step D
\$10,909.21 /Month \$72.73 /Hour	
Total Benefits \$6,057.89 55.53% \$113.11 \$158.22 \$23.26 \$294	
Annual Salary + Benefits	
Step E	Step E
\$11,454.67 /Month \$76.36 /Hour	
Total Benefits \$6,204.25 54.16% \$117.73 \$164.68 \$24.20 \$306	
Annual Salary + Benefits\$211,907.00	



Human Resource Assistant I

Department: Human Resources

				/		
		\$5,514.23 /Month	\$36.76	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	982.58		Office Empl	oyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 0.00				
Standby Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	283.91		50.84%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	81.60	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,519.20 81.96%	\$66.89	\$34.01	\$13.75	\$114.65
		Annual Salary + Benefits	\$120,401.13	=		
Step B						
		\$5,789.94 /Month	\$38.60	/Hour		
	Total Benefits	\$4,588.77 79.25%	\$69.19	\$35.18	\$14.23	\$118.60
		Annual Salary + Benefits	\$124,544.56	=		
Step C						
		\$6,079.43 /Month	\$40.53	/Hour		
	Total Benefits	\$4,661.83 76.68%	\$71.61	\$36.41	\$14.72	\$122.74
		Annual Salary + Benefits	\$128,895.08	=		
Step D						
		\$6,383.41 /Month	\$42.56	/Hour		
	Total Benefits	\$4,738.54 74.23%	\$74.15	\$37.70	\$15.24	\$127.09
		Annual Salary + Benefits	\$133,463.36	=		
Step E						
		\$6,702.58 /Month	\$44.68	/Hour		
	Total Benefits	\$4,819.08 71.90%	\$76.81	\$39.05	\$15.79	\$131.65
		Annual Salary + Benefits	\$138,259.92			



Human Resource Assistant II

Department: Human Resources

<u>Benefit</u> PERS - Employer Management Incentive	<u>Multiplier</u>	\$6,079.43 /Month	\$40.53	Hour /		
PERS - Employer	<u>Multiplier</u>					
				Catego	<u>ry</u>	
Management Incentive	0.174600	1,081.26		Office Empl	loyees	
_		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 0.00				
Standby Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	312.43		50.84%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	89.80	& Benefits	Overhead	Overhead	Rate
7	Total Benefits	\$4,661.83 76.68%	\$71.61	\$36.41	\$14.72	\$122.74
		Annual Salary + Benefits	\$128,895.08	=		
Step B						
		\$6,383.41 /Month	\$42.56	5 /Hour		
1	Total Benefits	\$4,738.54 74.23%	\$74.15	\$37.70	\$15.24	\$127.09
		Annual Salary + Benefits	\$133,463.36	=		
Step C						
		\$6,702.58 /Month	\$44.68	3 /Hour		
1	Total Benefits	\$4,819.08 71.90%	\$76.81	\$39.05	\$15.79	\$131.65
		Annual Salary + Benefits	\$138,259.92	=		
Step D						
		\$7,037.71 /Month	\$46.92	2 /Hour		
7	Total Benefits	\$4,903.65 69.68%	\$79.61	\$40.47	\$16.37	\$136.45
		Annual Salary + Benefits	\$143,296.32	=		
Step E						
		\$7,389.59 /Month	\$49.26	6 /Hour		
1	Total Benefits	\$4,992.45 67.56%	\$82.55	\$41.97	\$16.97	\$141.49
		Annual Salary + Benefits	\$148,584.46	=		



Human Resources Manager Department: Human Resources

	\$11,514.50 /	Month	\$76.76	5 /Hour		
			•	•		
<u>Multiplier</u>				Catego	<u>ry</u>	
0.174600	2,010.43		Nor	n-Sworn Manager	s / Confidentia	ı
	0.00					
	4.05					
	•					
0.000224						
20/ . 6110						
0.050450			Haurby Bata			Total Hauriu
0.014500			-	-	-	Total Hourly
0.014500	100.90	_	& Benefits	Overneau	Overneau	Rate
Total Benefits	\$6,335.45	55.02%	\$119.00	\$60.50	\$24.47	\$203.97
	Annual Salary	+ Benefits =	\$214,199.35	=		
	\$12,090.22 /	Month	\$80.60	0 /Hour		
Total Benefits	\$6,495.68	53.73%	\$123.91	\$62.99	\$25.48	\$212.38
	Annual Salary	+ Benefits _	\$223,030.80	=		
	\$12,694.73 /	Month	\$84.63	3 /Hour		
Total Benefits	\$6,663.93	52.49%	\$129.06	\$65.61	\$26.53	\$221.20
	Annual Salary	+ Benefits _	\$232,303.89	=		
	\$13,329.47 /	Month	\$88.86	6 /Hour		
Total Benefits	\$6,840.59	51.32%	\$134.47	\$68.36	\$27.65	\$230.48
	Annual Salary	+ Ronofits	\$242 040 70			
	Allilual Saidly	. Delicitis =	7272,040.70	=		
	A40.65= 5= 1					
	\$13,995.95 /	Month	\$93.32	1 /Hour		
Total Benefits	\$7,026.08	50.20%	\$140.15	\$71.25	\$28.81	\$240.21
Total beliefits	\$7,020.06	30.2070	Ş140.13	ψ, 1.25	720.01	VE-10122
	0.008770 0.000224 3% + \$110 0.050450 0.014500 Total Benefits Total Benefits	Multiplier 0.174600 2,010.43 0.00 4.05 2,138.34 148.29 0.008770 100.98 0.000 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 673.00 3% + \$110 455.44 0.050450 580.91 23.45 0.014500 166.96 Total Benefits \$6,335.45 Annual Salary \$12,090.22 / Total Benefits \$6,495.68 Annual Salary \$12,694.73 / Total Benefits \$6,663.93 Annual Salary \$13,329.47 / Total Benefits \$6,840.59 Annual Salary	0.174600 2,010.43	Multiplier 2,010.43 Note of the content of the co	Multiplier Catego 0.174600 2,010.43 0.00 0.00 0.00 4.05 2,138.34 148.29 0.000 0.0	Multiplier Category 0.174600 2,010.43



Human Resource Specialist Department: Human Resources

\$7,843.72 /Month 1,389.31 0.00 4.05 2,138.34 148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11% Annual Salary + Benefits	\$52.25 Hourly Rate & Benefits \$86.34 \$155,409.22	O /Hour Categor Office Empl 50.84% Department Overhead \$43.89		Total Hourly Rate \$147.98
0.00 4.05 2,138.34 148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Office Empl 50.84% Department Overhead	20.56% Citywide Overhead	Rate
0.00 4.05 2,138.34 148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	50.84% Department Overhead	20.56% Citywide Overhead	Rate
4.05 2,138.34 148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
2,138.34 148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
\$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
\$5,107.05 65.11%	& Benefits \$86.34	Overhead	Overhead	Rate
\$5,107.05 65.11%	\$86.34			
		\$43.89 =	\$17.75	\$147.98
Annual Salary + Benefits	\$155,409.22	=		
\$8,235.90 /Month	\$54.93	l /Hour		
\$5,206.02 63.21%	\$89.61	\$45.56	\$18.42	\$153.59
Annual Salary + Benefits	\$161,302.99	=		
\$8,647.70 /Month	\$57.6	5 /Hour		
\$5,308.67 61.39%	\$93.04	\$47.30	\$19.13	\$159.47
Annual Salary + Benefits	\$167,476.40	=		
\$9,080.08 /Month	\$60.53	3 /Hour		
\$5,416.04 59.65%	\$96.64	\$49.13	\$19.87	\$165.64
75, 1±0.0 + 55.05/0	\$173,953.39	=		
Annual Salary + Benefits				
	\$63.50	6 /Hour		
			\$20.6F	\$172.12
Annual Salary + Benefits	\$100.42	\$51.05	\$20.05	
	Annual Salary + Benefits =	Annual Salary + Benefits \$173,953.39	\$9,534.09 /Month \$63.56 /Hour	Annual Salary + Benefits \$173,953.39 \$9,534.09 /Month \$63.56 /Hour



Information Systems Specialist

Department: Finance and Information Systems

Step A						
		\$9,606.16 /Month	\$64.04 /	/Hour		
<u>Benefit</u>	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,677.24	Non-Sv	vorn Profession	als / Superviso	rs
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.000770	148.29 84.25				
Life Insurance	0.008770 0.000224	84.25 33.60				
Longevity	0.000224	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	Harriba Data	30.82%	20.56%	Total Havely
Vision Insurance Medicare	0.014500	23.45 146.44	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
Medicare	0.014300	140.44	& Belletits	Overneau	Overneau	Nate
	Total Benefits	\$6,233.31 64.89%	\$105.60	\$32.54	\$21.71	\$159.85
		Annual Salary + Benefits	\$190,073.61			
Step B						
		\$10,086.47 /Month	\$67.24 /	Hour/		
	Total Benefits	\$6,362.18 63.08%	\$109.66	\$33.80	\$22.55	\$166.01
		Annual Salary + Benefits	\$197,383.85			
Step C						
		\$10,590.80 /Month	\$70.61 /	Hour/		
	Total Benefits	\$6,497.51 61.35%	\$113.92	\$35.11	\$23.42	\$172.45
		Annual Salary + Benefits	\$205,059.67			
Step D						
		\$11,120.33 /Month	\$74.14 /	Hour/		
	Total Benefits	\$6,639.59 59.71%	\$118.40	\$36.49	\$24.34	\$179.23
		Annual Salary + Benefits	\$213,119.03			
Step E						
Step 2		\$11,676.36 /Month	\$77.84 /	/Hour		
	Total Benefits	\$6,788.78 58.14%	\$123.10	\$37.94	\$25.31	\$186.35
		Annual Salary + Benefits	\$221,581.72			



Information Systems Supervisor

Department: Finance and Information Systems

				_		
		\$10,566.78 /Month	\$70.45	/Hour		
<u>Benefit</u>	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,844.96	Non-	Sworn Profession	als / Superviso	rs
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 Holiday Pay		0.00 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		30.82%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	160.37	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,491.06 61.43%	\$113.72	\$35.05	\$23.38	\$172.15
		Annual Salary + Benefits	\$204,694.09	=		
Step B						
Step B		\$11,095.12 /Month	\$73.97	7 /Hour		
	Total Benefits	\$6,632.82 59.78%	\$118.19	\$36.43	\$24.30	\$178.92
		Annual Salary + Benefits	\$212,735.34	=		
Step C						
		\$11,649.88 /Month	\$77.67	7 /Hour		
	Total Benefits	\$6,781.68 58.21%	\$122.88	\$37.87	\$25.26	\$186.01
		Annual Salary + Benefits	\$221,178.70	=		
Step D						
		\$12,232.36 /Month	\$81.55	5 /Hour		
	Total Benefits	\$6,937.97 56.72%	\$127.80	\$39.39	\$26.28	\$193.47
		Annual Salary + Benefits	\$230,043.95	=		
Step E						
		\$12,844.00 /Month	\$85.63	3 /Hour		
	Total Benefits	\$7,102.08 55.29%	\$132.97	\$40.98	\$27.34	\$201.29
		Annual Salary + Benefits	\$239,353.01	=		



Information Systems Technician Department: Finance and Information Systems

Step A		\$7,688.05 /Month	\$51.25	i /Hour			
Benefit	<u>Multiplier</u>	42,000.03 / Wientin	Category				
<u>benent</u>	<u> </u>		Sure Fort				
PERS - Employer	0.174600	1,362.13	Office Employees				
Management Incentive		0.00					
EAP Health Insurance		4.05 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 Educational Supplement		0.00 113.38					
Standby		469.55					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	417.27		30.82%	20.56%		
Vision Insurance Medicare	0.014500	23.45	Hourly Rate	Department	Citywide Overhead	Total Hourly	
Medicare	0.014500	119.93	& Benefits	Overhead	Overnead	Rate	
	Total Benefits	\$5,567.81 72.42%	\$88.37	\$27.24	\$18.17	\$133.78	
		Annual Salary + Benefits	\$159,070.35	=			
Step B							
		\$8,072.45 /Month	\$53.82	2 /Hour			
	Total Benefits	\$5,664.82 70.17%	\$91.58	\$28.23	\$18.83	\$138.64	
		Annual Salary + Benefits	\$164,847.20	=			
Step C		4					
		\$8,476.07 /Month	\$56.51	L /Hour			
	Total Benefits	\$5,766.10 68.03%	\$94.95	\$29.26	\$19.52	\$143.73	
		Annual Salary + Benefits	\$170,905.98	=			
Step D							
		\$8,899.87 /Month	\$59.33	3 /Hour			
	Total Benefits	\$5,871.33 65.97%	\$98.47	\$30.35	\$20.25	\$149.07	
		Annual Salary + Benefits	\$177,254.44	=			
Step E							
		\$9,344.87 /Month	\$62.30) /Hour			
	Total Benefits	\$5,981.84 64.01%	\$102.18	\$31.49	\$21.01	\$154.68	
		Annual Salary + Benefits	\$183,920.47				



Laboratory Technician I Department: Public Works

Step A		\$6,807.15 /Month	\$45.38	3 /Hour			
		70,007.13 / WORK	7 +3.30				
<u>Benefit</u>	<u>Multiplier</u>		<u>ry</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	0.000770	148.29					
LTD & STD Insurance Life Insurance	0.008770 0.000224	59.70 27.45					
Longevity	0.000224	0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	0.050450	0.00					
Workers Comp. Vision Insurance	0.050450	343.42 23.45	Hourly Rate	118.49% Department	20.56% Citywide	Total Hourly	
Medicare	0.014500	98.70	& Benefits	Overhead	Overhead	Rate	
Wicalcare	0.014300	30.70	G Denemes	Overneau	Overneau	nate	
	Total Benefits	\$4,704.93 69.12%	\$76.75	\$90.94	\$15.78	\$183.47	
		Annual Salary + Benefits	\$138,144.94	=			
Step B							
		\$7,147.50 /Month	\$47.65	5 /Hour			
	Total Benefits	\$4,790.82 67.03%	\$79.59	\$94.30	\$16.36	\$190.25	
		Annual Salary + Benefits	\$143,259.79	=			
Step C							
		\$7,504.88 /Month	\$50.03	3 /Hour			
	Total Benefits	\$4,881.00 65.04%	\$82.57	\$97.84	\$16.98	\$197.39	
		Annual Salary + Benefits	\$148,630.58	=			
Step D							
		\$7,880.12 /Month	\$52.53	3 /Hour			
	Total Benefits	\$4,975.69 63.14%	\$85.71	\$101.55	\$17.62	\$204.88	
		Annual Salary + Benefits	\$154,269.77	=			
Step E							
		\$8,274.12 /Month	\$55.16	6 /Hour			
	Total Benefits	\$5,075.12 61.34%	\$88.99	\$105.45	\$18.30	\$212.74	



Laboratory Technician II Department: Public Works

Step A							
Step A		\$ 7,504.88 /I	Month	\$50.03	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
DEDC Employer	0.174600	1 210 25			Public Works - M	laintananaa	
PERS - Employer Management Incentive	0.174600	1,310.35 0.00			PUDIIC WOLKS - IVI	iaintenance	
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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.82	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,881.00	65.04%	\$82.57	\$97.84	\$16.98	\$197.39
		Annual Salary	+ Benefits =	\$148,630.58	=		
Step B							
		\$ 7,880.12 /1	Month	\$52.5	3 /Hour		
	Total Benefits	\$4,975.69	63.14%	\$85.71	\$101.55	\$17.62	\$204.88
		Annual Salary	+ Benefits =	\$154,269.77	=		
Step C							
		\$8,274.12 /1	Month	\$55.16 /Hour			
	Total Benefits	\$5,075.12	61.34%	\$88.99	\$105.45	\$18.30	\$212.74
		Annual Salary	+ Benefits	\$160,190.89	=		
Step D							
310p 2		\$8,687.84 /1	Month	\$57.9	2 /Hour		
	Total Benefits	\$5,178.09	59.60%	\$92.44	\$109.53	\$19.01	\$220.98
		Annual Salary	+ Benefits _	\$166,391.21	=		
Step E							
3.0p 2		\$9,122.23 /1	Month	\$60.8	1 /Hour		
	Total Benefits	\$5,285.96	57.95%	\$96.05	\$113.82	\$19.75	\$229.62
		Annual Salary	+ Renefits	\$172,898.31			



Management Analyst Department: City Manager

Step A		\$9,408.21 /Month	\$62.72	/Hour			
		33,400.21 / WORKI	702.72				
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>				
PERS - Employer	0.174600	1,642.67	Non-	Sworn Profession	nals / Superviso	rs	
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance Life Insurance	0.008770	82.51					
Longevity	0.000224	33.60 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	0.04.4500	23.45	Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	136.42	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$5,655.14 60.11%	\$100.42	\$46.83	\$20.65	\$167.90	
		Annual Salary + Benefits	\$180,760.21	=			
Step B							
		\$9,878.63 /Month	\$65.86	/Hour			
	Total Benefits	\$5,781.36 58.52%	\$104.40	\$48.68	\$21.46	\$174.54	
		Annual Salary + Benefits	\$187,919.93	=			
Step C							
		\$10,372.56 /Month	\$69.15	/Hour			
	Total Benefits	\$5,913.90 57.01%	\$108.58	\$50.63	\$22.32	\$181.53	
		Annual Salary + Benefits	\$195,437.46	=			
Step D							
		\$10,891.18 /Month	\$72.61	/Hour			
	Total Benefits	\$6,053.05 55.58%	\$112.96	\$52.67	\$23.22	\$188.85	
		Annual Salary + Benefits =	\$203,330.78	=			
Step E							
		\$11,435.74 /Month	\$76.24	/Hour			
	Total Benefits	\$6,199.17 54.21%	\$117.57	\$54.82	\$24.17	\$196.56	
		Annual Salary + Benefits	\$211,618.89	=			



Management Analyst

Department: Finance and Information Systems

PERS - Employer 0 Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance 0 Life Insurance 0	.174600 .008770 .000224	\$9,408.21 /N 1,642.67 0.00 4.05 2,138.34 148.29 82.51	Month		. /Hour <u>Catego</u> Sworn Profession		rs
PERS - Employer 0 Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance 0 Life Insurance 0	.174600	0.00 4.05 2,138.34 148.29		Non-			rs
Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance 0	.008770	0.00 4.05 2,138.34 148.29		Non-	Sworn Profession	als / Superviso	rs
EAP Health Insurance Dental Insurance LTD & STD Insurance 0 Life Insurance 0		4.05 2,138.34 148.29					
Health Insurance Dental Insurance LTD & STD Insurance 0 Life Insurance 0		2,138.34 148.29					
Dental Insurance LTD & STD Insurance 0 Life Insurance 0		148.29					
LTD & STD Insurance 0 Life Insurance 0							
Life Insurance 0		82.51					
	.000224						
		33.60 0.00					
Longevity Holiday Pay		0.00					
Uniform Allowance		0.00					
Educational Supplement		0.00					
Standby		0.00					
Retiree Medical		673.00					
Deferred Comp. 2%	6 + \$110	298.16					
Workers Comp. 0	.050450	474.64			30.82%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare 0	.014500	136.42	_	& Benefits	Overhead	Overhead	Rate
Total	Benefits	\$5,655.14	60.11%	\$100.42	\$30.95	\$20.65	\$152.02
		Annual Salary	+ Benefits _	\$180,760.21	=		
Step B							
		\$9,878.63 /1	Month	\$65.86	6 /Hour		
Total	Benefits	\$5,781.36	58.52%	\$104.40	\$32.18	\$21.46	\$158.04
		Annual Salary	+ Benefits _	\$187,919.93	=		
Step C							
		\$10,372.56 /1	Month	\$69.15	5 /Hour		
Total	Benefits	\$5,913.90	57.01%	\$108.58	\$33.46	\$22.32	\$164.36
		Annual Salary	+ Benefits _	\$195,437.46	=		
Step D							
		\$10,891.18 /	Month	\$72.61	/Hour		
Total	Benefits	\$6,053.05	55.58%	\$112.96	\$34.81	\$23.22	\$170.99
		Annual Salary	+ Benefits _	\$203,330.78	=		
Step E							
		\$11,435.74 /	Month	\$76.24	l /Hour		
Total	Benefits	\$6,199.17	54.21%	\$117.57	\$36.23	\$24.17	\$177.97
		Annual Salary	+ Benefits _	\$211,618.89	=		



Management Analyst

Department: Human Resources

Vision Insurance Medicare 23.45 Medicare Hourly Rate & Department & Overhead Department & Overhead Overhead </th <th>20.56% Citywide Tota</th> <th>al Hourly</th>	20.56% Citywide Tota	al Hourly
PERS - Employer	20.56% Citywide Tota	al Hough
Management Incentive	20.56% Citywide Tota	al House
Health Insurance	Citywide Tota	al House
Health Insurance	Citywide Tota	al House
Dental Insurance	Citywide Tota	al House
LTD & STD Insurance Life Insurance 0.000224 33.60 Longevity 0.000 Holiday Pay 0.00 Uniform Allowance Educational Supplement Standby 0.000 Retiree Medical Deferred Comp. 2% + \$110 298.16 Workers Comp. 0.050450 474.64 Vision Insurance Medicare 0.014500 136.42 Medicare Total Benefits \$5,655.14 60.11% \$100.42 \$51.05 \$ Step B \$9,878.63 /Month \$65.86 /Hour Total Benefits \$5,781.36 \$8.52% \$104.40 \$53.08 \$ Step C \$10,372.56 /Month \$69.15 /Hour	Citywide Tota	al House
Life Insurance Longevity Longevity Holiday Pay Uniform Allowance Educational Supplement Standby 0.00 Retiree Medical Deferred Comp. Vision Insurance Medicare Total Benefits \$5,655.14 Annual Salary + Benefits \$9,878.63 /Month \$65.86 /Hour Total Benefits \$5,781.36 \$58.52% \$104.40 \$53.08 \$53.08 \$55.084% \$50.84	Citywide Tota	al House
Longevity	Citywide Tota	al House
Holiday Pay	Citywide Tota	al House
Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Vision Insurance Medicare Total Benefits \$9,878.63 /Month Total Benefits \$5,781.36 Annual Salary + Benefits \$180,760.21 Step C \$10,372.56 /Month \$69.15 /Hour	Citywide Tota	al Houselve
Standby	Citywide Tota	al Houselve
Retiree Medical Deferred Comp. 2% + \$110 298.16 Workers Comp. 0.050450 474.64 Benefits \$23.45 Hourly Rate Department Overhead Omega Photosome Phot	Citywide Tota	al House
Deferred Comp. 2% + \$110 298.16	Citywide Tota	al House
Workers Comp. 0.050450 474.64 50.84% Vision Insurance 50.84% Department COME of the person of the	Citywide Tota	al Haurle
Vision Insurance Medicare 23.45 (a.g.) Hourly Rate & Department & Overhead Department & Overhead Overhead <td>Citywide Tota</td> <td>al Hourby</td>	Citywide Tota	al Hourby
Medicare 0.014500 136.42 & Benefits Overhead O Step B \$9,878.63 /Month \$9,878.63 /Month \$65.86 /Hour Total Benefits \$5,781.36 58.52% \$104.40 \$53.08 \$34.00 Step C \$10,372.56 /Month \$69.15 /Hour		
Total Benefits \$5,655.14 60.11% \$100.42 \$51.05 \$ Annual Salary + Benefits \$180,760.21 Step B \$9,878.63 / Month \$65.86 / Hour Total Benefits \$5,781.36 58.52% \$104.40 \$53.08 \$ Annual Salary + Benefits \$187,919.93 Step C \$10,372.56 / Month \$69.15 / Hour	Overneuu i	Rate
Step B \$9,878.63 Month \$65.86 Hour		nate
\$9,878.63 /Month \$65.86 /Hour Total Benefits \$5,781.36 58.52% \$104.40 \$53.08 \$ Annual Salary + Benefits \$187,919.93 Step C \$10,372.56 /Month \$69.15 /Hour	\$20.65 \$1	172.12
\$9,878.63 /Month \$65.86 /Hour Total Benefits \$5,781.36 58.52% \$104.40 \$53.08 \$ Annual Salary + Benefits \$187,919.93 Step C \$10,372.56 /Month \$69.15 /Hour		
Total Benefits \$5,781.36 58.52% \$104.40 \$53.08 \$ Annual Salary + Benefits \$187,919.93 Step C \$10,372.56 /Month \$69.15 /Hour		
Annual Salary + Benefits \$\frac{\\$187,919.93}{\\$10,372.56 \text{/Month}}\$		
\$10,372.56 /Month \$69.15 /Hour	\$21.46 \$1	178.94
\$10,372.56 /Month \$69.15 /Hour		
T. I.D. 6: Appendix A		
Total Benefits \$5,913.90 57.01% \$108.58 \$55.20	\$22.32 \$18	186.10
Annual Salary + Benefits \$195,437.46		
Chan D		
\$10,891.18 /Month \$72.61 /Hour		
		
Total Benefits \$6,053.05 55.58% \$112.96 \$57.43	\$23.22 \$19	193.61
Annual Salary + Benefits \$\frac{\$203,330.78}{}		
Step E		
\$11,435.74 /Month \$76.24 /Hour		
Total Benefits \$6,199.17 54.21% \$117.57 \$59.77		201.51
Annual Salary + Benefits\$211,618.89	\$24.17 \$20	



Management Analyst Department: Parks and Recreation

Step A								
Step A		\$9,408.21 /	Month	\$62.72	2 /Hour			
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>		
PERS - Employer Management Incentive EAP	0.174600	1,642.67 0.00 4.05		Non-Sworn Professionals / Supervisors				
Health Insurance Dental Insurance		2,138.34 148.29						
LTD & STD Insurance	0.008770	82.51						
Life Insurance Longevity	0.000224	33.60 0.00						
Holiday Pay		0.00						
Uniform Allowance		0.00						
Educational Supplement		0.00						
Standby		0.00						
Retiree Medical Deferred Comp.	2% + \$110	673.00 298.16						
Workers Comp.	0.050450	474.64			112.20%	20.56%		
Vision Insurance	0.030 130	23.45		Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	136.42	_	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$5,655.14	60.11%	\$100.42	\$112.67	\$20.65	\$233.74	
		Annual Salary	+ Benefits	\$180,760.21	=			
Step B								
•		\$9,878.63 /	Month	\$65.86	6 /Hour			
	Total Benefits	\$5,781.36	58.52%	\$104.40	\$117.14	\$21.46	\$243.00	
		Annual Salary	+ Benefits =	\$187,919.93	=			
Step C								
		\$ 10,372.56 /I	Month	\$69.15 /Hour				
	Total Benefits	\$5,913.90	57.01%	\$108.58	\$121.82	\$22.32	\$252.72	
		Annual Salary	+ Benefits _	\$195,437.46	=			
Step D								
		\$ 10,891.18 /I	Month	\$72.63	1 /Hour			
	Total Benefits	\$6,053.05	55.58%	\$112.96	\$126.74	\$23.22	\$262.92	
		Annual Salary	+ Benefits =	\$203,330.78	=			
Step E								
		\$ 11,435.74 /I	Month	\$76.24	4 /Hour			
	Total Benefits	\$6,199.17	54.21%	\$117.57	\$131.91	\$24.17	\$273.65	
		Annual Salary	. D 64.	\$211,618.89				



Management Analyst Department: Public Works

Step A		40.400.04 /04	Aca 70	// /			
		\$9,408.21 /Month	\$62.72	/Hour			
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>				
PERS - Employer Management Incentive	0.174600	1,642.67 0.00	Non-Sworn Professionals / Supervisors				
EAP Health Insurance Dental Insurance		4.05 2,138.34 148.29					
LTD & STD Insurance Life Insurance	0.008770 0.000224	82.51 33.60					
Longevity Holiday Pay		0.00 0.00					
Uniform Allowance Educational Supplement		0.00 0.00					
Standby Retiree Medical	20/ + ¢110	0.00 673.00					
Deferred Comp. Workers Comp. Vision Insurance	2% + \$110 0.050450	298.16 474.64 23.45	Hourly Rate	118.49% Department	20.56% Citywide	Total Hourly	
Medicare	0.014500	136.42	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$5,655.14 60.11%	\$100.42	\$118.99	\$20.65	\$240.06	
		Annual Salary + Benefits =	\$180,760.21	=			
Step B		\$0.979.63 /Month	¢c= oc	///			
		\$9,878.63 /Month	\$65.86				
	Total Benefits	\$5,781.36 58.52%	\$104.40	\$123.70	\$21.46	\$249.56	
		Annual Salary + Benefits	\$187,919.93	=			
Step C		\$10,372.56 /Month	\$69.15	/Hour			
	Total Benefits	\$5,913.90 57.01%	\$108.58	\$128.65	\$22.32	\$259.55	
		Annual Salary + Benefits =	\$195,437.46	=			
Step D		\$10,891.18 /Month	\$72.61	/Hour			
	Total Benefits	\$6,053.05 55.58%	\$112.96	\$133.85	\$23.22	\$270.03	
		Annual Salary + Benefits	\$203,330.78		·	·	
Step E		=		-			
		\$11,435.74 /Month	\$76.24	/Hour			
	Total Benefits	\$6,199.17 54.21%	\$117.57	\$139.30	\$24.17	\$281.04	
		Annual Salary + Benefits =	\$211,618.89	=			



Occupational Health and Safety Specialist

Department: Human Resources

\$7,843.72 /Month 1,389.31 0.00 4.05 2,138.34 148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11% Annual Salary + Benefits	\$52.25 Hourly Rate & Benefits \$86.34 \$155,409.22	O /Hour Categor Office Empl 50.84% Department Overhead \$43.89		Total Hourly Rate \$147.98
0.00 4.05 2,138.34 148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Office Empl 50.84% Department Overhead	20.56% Citywide Overhead	Rate
0.00 4.05 2,138.34 148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	50.84% Department Overhead	20.56% Citywide Overhead	Rate
4.05 2,138.34 148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
2,138.34 148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
148.29 68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
68.79 31.63 0.00 0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
0.00 0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
0.00 113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
113.38 0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
0.00 673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
673.00 0.00 401.44 23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
\$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
23.45 115.38 \$5,107.05 65.11%	& Benefits \$86.34	Department Overhead	Citywide Overhead	Rate
\$5,107.05 65.11%	& Benefits \$86.34	Overhead	Overhead	Rate
\$5,107.05 65.11%	\$86.34			
		\$43.89 =	\$17.75	\$147.98
Annual Salary + Benefits	\$155,409.22	=		
\$8,235.90 /Month	\$54.93	l /Hour		
\$5,206.02 63.21%	\$89.61	\$45.56	\$18.42	\$153.59
Annual Salary + Benefits	\$161,302.99	=		
\$8,647.70 /Month	\$57.6	5 /Hour		
\$5,308.67 61.39%	\$93.04	\$47.30	\$19.13	\$159.47
Annual Salary + Benefits	\$167,476.40	=		
\$9,080.08 /Month	\$60.53	3 /Hour		
\$5,416.04 59.65%	\$96.64	\$49.13	\$19.87	\$165.64
75, 1±0.0 + 55.05/0	\$173,953.39	=		
Annual Salary + Benefits				
	\$63.50	6 /Hour		
			\$20.6F	\$172.12
Annual Salary + Benefits	\$100.42	\$51.05	\$20.05	
	Annual Salary + Benefits =	Annual Salary + Benefits \$173,953.39	Annual Salary + Benefits \$173,953.39 \$9,534.09 /Month \$63.56 /Hour	Annual Salary + Benefits \$173,953.39 \$9,534.09 /Month \$63.56 /Hour



Park Maintenance Manager Department: Parks and Recreation

	440.000.00 /						
	\$10,996.27 /Month		\$73.31 /Hour				
	Ψ=0,000,		7.0.0	- 7			
Multiplier			<u>Category</u>				
0.174600	1,919.95		Nor	n-Sworn Manager	s / Confidentia	I	
	0.00						
	4.05						
	2,138.34						
	148.29						
0.008770	96.44						
0.000224							
20/ . 6440							
•							
0.050450			Harrie Baka			Takal Hannin	
0.014500			-		-	Total Hourly	
0.014500	159.45	_	& Benefits	Overnead	Overnead	Rate	
Total Benefits	\$6,191.21	56.30%	\$114.58	\$128.56	\$23.56	\$266.70	
	Annual Salary	+ Benefits =	\$206,249.78	=			
	\$11,546.09 /	Month	\$76.97	7 /Hour			
Total Benefits	\$6,344.24	54.95%	\$119.27	\$133.82	\$24.52	\$277.61	
	Annual Salary	+ Benefits _	\$214,683.93	=			
	\$12,123.39 /	Month	\$80.82 /Hour				
Total Benefits	\$6,504.91	53.66%	\$124.19	\$139.34	\$25.53	\$289.06	
	Annual Salary	+ Benefits =	\$223,539.62	=			
	\$12,729.56 /	Month	\$84.86	5 /Hour			
Total Benefits	\$6,673.62	52.43%	\$129.35	\$145.14	\$26.60	\$301.09	
	Annual Salary	± Ronofits	\$232 838 17				
	Aiiiluai Jaidi y	. Denents =	7232,030.17	=			
	\$13,366.03 /	Month	\$89.13	I /Hour			
Total Benefits	\$6,850.76	51.26%	\$134.78	\$151.22	\$27.71	\$313.71	
	0.174600 0.008770 0.000224 3% + \$110 0.050450 0.014500 Total Benefits Total Benefits Total Benefits	0.174600 1,919.95 0.00 4.05 2,138.34 148.29 0.008770 96.44 0.000224 33.60 0.00 0.00 0.00 0.00 0.00 673.00 3% + \$110 439.89 0.050450 554.76 23.45 0.014500 159.45 Total Benefits \$6,191.21 Annual Salary \$11,546.09 / Total Benefits \$6,344.24 Annual Salary \$12,123.39 / Annual Salary \$12,729.56 / Total Benefits \$6,673.62 Annual Salary \$13,366.03 /	0.174600 1,919.95	0.174600 1,919.95 Nor 0.00 4.05 2,138.34 148.29 0.008770 96.44 0.000224 33.60 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.174600 1,919.95 Non-Sworn Manager 0.00	0.174600 1,919.95 Non-Sworn Managers / Confidentia 0.00 4.05 2,138.34 148.29 0.008770 96.44 0.000224 33.60 0.00 0.00 0.00 0.00 0.00 0.00 0.00	



Park Maintenance Supervisor Department: Parks and Recreation

Step A								
		\$8,058.15 /	Month	\$53.72	2 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	<u>ry</u>		
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			112.20%	20.56%		
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	116.84	_	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$5,291.78	65.67%	\$89.00	\$99.86	\$18.30	\$207.16	
		Annual Salary	+ Benefits _	\$160,199.20	=			
Step B								
Step 2		\$8,461.06 /	Month	\$56.43	1 /Hour			
	Total Benefits	\$5,401.00	63.83%	\$92.41	\$103.69	\$19.00	\$215.10	
		Annual Salary	+ Benefits =	\$166,344.74	=			
Step C								
		\$8,884.10 /	Month	\$59.23 /Hour				
	Total Benefits	\$5,514.51	62.07%	\$95.99	\$107.70	\$19.74	\$223.43	
		Annual Salary	+ Benefits _	\$172,783.34	=			
Step D								
		\$9,328.32 /	Month	\$62.19	9 /Hour			
	Total Benefits	\$5,633.70	60.39%	\$99.75	\$111.92	\$20.51	\$232.18	
		Annual Salary	+ Benefits	\$179,544.30	=			
Step E								
		\$9,794.73 /	Month	\$65.30	0 /Hour			
	Total Benefits	\$5,758.85	58.80%	\$103.69	\$116.34	\$21.32	\$241.35	
		Annual Salary	_	\$186,642.98				



Park Maintenance Worker I Department: Parks and Recreation

Step A							
Step A		\$5,541.84 /	Month	\$36.95	5 /Hour		
<u>Benefit</u>	<u>Multiplier</u>		<u>Cate</u>		Catego	<u>ry</u>	
PERS - Employer	0.174600	967.61			Public Works - M	aintenance	
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 Retiree Medical		0.00					
Deferred Comp.		673.00 0.00					
Workers Comp.	0.050450	279.59			112.20%	20.56%	
Vision Insurance	0.030430	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.36		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$4,385.62	79.14%	\$66.18	\$74.26	\$13.61	\$154.05
		Annual Salary	+ Benefits _	\$119,129.57	=		
Step B							
		\$5,818.93 /	Month	\$38.79	9 /Hour		
	Total Benefits	\$4,455.55	76.57%	\$68.50	\$76.85	\$14.08	\$159.43
		Annual Salary	+ Benefits =	\$123,293.74	=		
Step C							
		\$6,109.88 /	Month	\$40.73 /Hour			
	Total Benefits	\$4,528.97	74.13%	\$70.93	\$79.58	\$14.58	\$165.09
		Annual Salary	+ Benefits	\$127,666.21	=		
Step D							
		\$6,415.38 /	Month	\$42.7	7 /Hour		
	Total Benefits	\$4,606.06	71.80%	\$73.48	\$82.44	\$15.11	\$171.03
		Annual Salary	+ Benefits	\$132,257.33	=		
Step E							
		\$6,736.14 /	Month	\$44.93	1 /Hour		
	Total Benefits	\$4,687.01	69.58%	\$76.15	\$85.45	\$15.66	\$177.26



Park Maintenance Worker II Department: Parks and Recreation

Step A							
		\$6,109.88 /Mor	nth	\$40.73	Hour		
<u>Benefit</u>	Multiplier				<u>Catego</u>	ry	
PERS - Employer	0.174600	1,066.79			Public Works - M	aintenance	
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 Retiree Medical		0.00					
Deferred Comp.		673.00 0.00					
Workers Comp.	0.050450	308.24			112.20%	20.56%	
Vision Insurance	0.030430	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	88.59		& Benefits	Overhead	Overhead	Rate
	Total Benefits		- 4.13%	\$70.93	\$79.58	\$14.58	\$165.09
	Total beliefits				\$75.56	314.36	\$105.05
		Annual Salary + Be	nefits =	\$127,666.21	=		
Step B							
		\$6,415.38 /Mor	nth	\$42.77	7 /Hour		
	Total Benefits	\$4,606.06	1.80%	\$73.48	\$82.44	\$15.11	\$171.03
		Annual Salary + Be	nefits =	\$132,257.33	=		
Step C							
		\$6,736.14 /Mor	nth	\$44.91	l /Hour		
	Total Benefits	\$4,687.01	9.58%	\$76.15	\$85.45	\$15.66	\$177.26
		Annual Salary + Be	nefits _	\$137,077.78	=		
Step D							
		\$7,072.95 /Mor	nth	\$47.15	5 /Hour		
	Total Benefits	\$4,772.00	57.47%	\$78.97	\$88.60	\$16.24	\$183.81
		Annual Salary + Be	nefits =	\$142,139.44	=		
Step E							
		\$7,426.60 /Mor	nth	\$49.51	/Hour		
	Total Benefits	\$4,861.25	5.46%	\$81.92	\$91.91	\$16.84	\$190.67
		Annual Salary + Be	nefits	\$147,454.17			



Parks Planner Department: Parks and Recreation

Step A							
Step A		\$9,423.78 /	Month	\$62.83	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	r <u>y</u>	
PERS - Employer Management Incentive EAP	0.174600	1,645.39 0.00 4.05		Non-	-Sworn Profession	als / Superviso	ors
Health Insurance Dental Insurance		2,138.34 148.29					
LTD & STD Insurance	0.008770	82.65					
Life Insurance	0.000224	33.60					
Longevity Holiday Pay		0.00 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			112.20%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	136.64	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,659.32	60.05%	\$100.55	\$112.82	\$20.67	\$234.04
		Annual Salary	+ Benefits _	\$180,997.18	=		
Step B							
		\$9,894.97 /	Month	\$65.9	7 /Hour		
	Total Benefits	\$5,785.75	58.47%	\$104.54	\$117.29	\$21.49	\$243.32
		Annual Salary	+ Benefits =	\$188,168.62	=		
Step C							
		\$10,389.73 /	Month	\$69.26	6 /Hour		
	Total Benefits	\$5,918.50	56.96%	\$108.72	\$121.99	\$22.35	\$253.06
		Annual Salary	+ Benefits =	\$195,698.79	=		
Step D							
		\$10,909.21 /I	Month	\$72.73	3 /Hour		
	Total Benefits	\$6,057.89	55.53%	\$113.11	\$126.91	\$23.26	\$263.28
		Annual Salary	+ Benefits =	\$203,605.19	=		
Step E							
		\$11,454.67 /	Month	\$76.36	6 /Hour		
	Total Benefits	\$6,204.25	54.16%	\$117.73	\$132.09	\$24.20	\$274.02
		Annual Salary	. D 64 .	\$211,907.00			



Parks Planning Technician

Department: Parks and Recreation

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



Permit Services Specialist

Step A						
		\$8,595.40 /Month	\$57.30	/Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,520.55		Office Emp	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance	0.000770	148.29 75.38				
LTD & STD Insurance Life Insurance	0.008770 0.000224	75.38 33.60				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp.	0.050450	0.00				
Workers Comp.	0.050450	439.36	Housely Boto	139.88%	20.56% Citanuida	Total Haurin
Vision Insurance Medicare	0.014500	23.45 126.28	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits		_	\$129.54	\$19.04	\$241.19
	TOTAL BEHEIRS		\$92.61	\$129.54	\$19.04	3241.19
		Annual Salary + Benefits =	\$166,692.96	=		
Step B						
		\$9,025.18 /Month	\$60.17	/ /Hour		
	Total Benefits	\$5,402.40 59.86%	\$96.18	\$134.54	\$19.78	\$250.50
		Annual Salary + Benefits =	\$173,130.99	=		
Step C						
		\$9,476.43 /Month	\$63.18	3 /Hour		
	Total Benefits	\$5,514.46 58.19%	\$99.94	\$139.80	\$20.55	\$260.29
		Annual Salary + Benefits =	\$179,890.65	=		
Step D						
		\$9,950.25 /Month	\$66.34	Hour		
	Total Benefits	\$5,632.12 56.60%	\$103.88	\$145.31	\$21.36	\$270.55
		Annual Salary + Benefits	\$186,988.40	=		
Step E						
		\$10,447.76 /Month	\$69.65	/Hour		
	Total Benefits	\$5,755.66 55.09%	\$108.02	\$151.10	\$22.21	\$281.33
		Annual Salary + Benefits	\$194,441.02	=		



Plan Check Engineer

Step A		\$9,453.83 /Month	¢62.02	/Hour		
		33,433.63 / WOULI	303.03	THOUI		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,670.43		Office Emp	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
LTD & STD Insurance	0.008770	82.91				
Life Insurance	0.000770	33.60				
Longevity		0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	482.67		139.88%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	138.72	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,508.85 58.27%	\$99.75	\$139.53	\$20.51	\$259.79
		Annual Salary + Benefits	\$179,552.10	=		
Step B						
		\$9,926.52 /Month	\$66.18	3 /Hour		
	Total Benefits	\$5,626.22 56.68%	\$103.68	\$145.03	\$21.32	\$270.03
		Annual Salary + Benefits	\$186,632.92	=		
Step C						
		\$10,422.85 /Month	\$69.49) /Hour		
	Total Benefits	\$5,749.47 55.16%	\$107.82	\$150.81	\$22.17	\$280.80
		Annual Salary + Benefits	\$194,067.87	=		
Step D						
		\$10,943.99 /Month	\$72.96	6 /Hour		
	Total Benefits	\$5,878.88 53.72%	\$112.15	\$156.88	\$23.06	\$292.09
		Annual Salary + Benefits	\$201,874.46	=		
Step E						
		\$11,491.19 /Month	\$76.61	. /Hour		
	Total Benefits	\$6,014.76 52.34%	\$116.71	\$163.25	\$23.99	\$303.95
		Annual Salary + Benefits	\$210,071.43	=		



Planning Manager

<u>Benefit</u>		\$13,211.54 /N	10nth	600 00	. /		
<u>Benefit</u>		. , ,	nontin	\$88.08	3 /Hour		
	<u>Multiplier</u>				<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	2,306.73		Non	n-Sworn Manager	s / Confidentia	I
Management Incentive		0.00			_		
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance Life Insurance	0.008770	115.87					
Life insurance Longevity	0.000224	33.60 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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	191.57	_	& Benefits	Overhead	Overhead	Rate
To	otal Benefits	\$6,807.77	51.53%	\$133.46	\$186.69	\$27.44	\$347.59
		Annual Salary +	Benefits _	\$240,231.67	=		
Step B							
Step 5		\$13,872.11 /N	/lonth	\$92.48	3 /Hour		
To	otal Benefits	\$6,991.62	50.40%	\$139.09	\$194.56	\$28.60	\$362.25
		Annual Salary +	Benefits _	\$250,364.71	=		
Step C							
		\$14,565.73 /N	Nonth	\$97.10) /Hour		
To	otal Benefits	\$7,184.66	49.33%	\$145.00	\$202.83	\$29.81	\$377.64
		Annual Salary +	Benefits _	\$261,004.73	=		
Step D							
		\$15,294.01 /N	/lonth	\$101.96	6 /Hour		
To	otal Benefits	\$7,384.78	48.29%	\$151.19	\$211.49	\$31.09	\$393.77
		Annual Salary +	Benefits _	\$272,145.48	=		
Step E							
		\$16,058.71 /N	l onth	\$107.06	6 /Hour		
To	otal Benefits	\$7,590.91	47.27%	\$157.66	\$220.54	\$32.42	\$410.62
		Annual Salary +	Benefits _	\$283,795.38	=		



${\bf Police\ Assistant\ -\ Regular\ Part\ Time}$

Department: Police

3 /Month 6 0 5 7 5 8 1 0 0 0 8 3 9 0 0 4 60.789	Hourly Rate & Benefits 6 \$47.88	6 /Hour Categor Office Employee 38.25% Department Overhead \$18.32		Total Hourly Rate \$76.04
0 5 7 5 8 8 1 0 0 0 0 0 0 0 0 0 0 0 0	& Benefits 6 \$47.88	Office Employee 38.25% Department Overhead	20.56% Citywide Overhead	Rate
0 5 7 5 8 8 1 0 0 0 0 0 0 0 0 0 0 0 0	& Benefits 6 \$47.88	38.25% Department Overhead	20.56% Citywide Overhead	Rate
5 7 5 8 1 0 0 0 0 0 0 0 8 3 9 0 0 0 0 0 0 0 0 0 0 0 0 0	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
7 5 8 1 0 0 0 0 0 0 0 8 3 3 9	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
5 8 1 0 0 0 3 9 0 0 0 0 0 8 3 3	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
8 1 0 0 3 3 9 0 0 0 0 0 8 3 3	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
1 0 0 0 3 9 0 0 0 0 0 8 8 3 3	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
0 0 3 9 0 0 0 0 8 8 3	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
0 3 9 0 0 0 0 8 3 0	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
3 9 0 0 0 8 3 0	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
0 0 0 8 8 3 0	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
0 0 8 3 0	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
0 8 3 0	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
8 3 <u>0</u>	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
3 0	& Benefits 6 \$47.88	Department Overhead	Citywide Overhead	Rate
<u>0</u>	& Benefits 6 \$47.88	Overhead	Overhead	Rate
_	6 \$47.88			
4 60.789	•	\$18.32 	\$9.84	\$76.04
	\$86.189.59	_		
ary + Benefits	700,000			
6 /Month	\$61.0	05 /Hour		
59.929	6 \$48.81	\$18.67	\$10.04	\$77.52
ary + Benefits	\$87,862.68	=		
) /Month	\$62.5	66 /Hour		
59.089	6 \$49.76	\$19.03	\$10.23	\$79.02
ary + Benefits	\$89,565.98	=		
	\$64.1	L5 /Hour		
2 /Month		\$19.41	\$10.44	\$80.61
•	6 \$50.76			
•		=		
58.249		_		
58.249	\$91,360.65			
58.249	\$91,360.65 \$65.7	74 /Hour \$19.80	\$10.64	\$82.19
7	7 58.24%		1ary + Benefits \$91,360.65	\$91,360.65 \$91,360.65



Police Captain Department: Police

Step A							
Step A		\$15,113.04 /Month	1	\$100.75	/Hour		
		, , , , , , , , , , , , , , , , , , , ,		,	,		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.346000	5,773.91			Captair	ıs	
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			38.25%	20.56%	
Vision Insurance	0.044500	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	243.78	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$13,270.59 87.8	81%	\$189.22	\$72.38	\$38.90	\$300.50
		Annual Salary + Benef	fits =	\$340,603.55	=		
Step B							
	ı	\$15,868.69 /Month	1	\$105.79	/Hour		
	Total Benefits	\$13,611.35 85.7	77%	\$196.53	\$75.17	\$40.41	\$312.11
		Annual Salary + Benef	fits	\$353,760.48			
2: 2					_		
Step C		\$16,662.12 /Month	1	\$111.08	? /Hour		
		410,002:12 / Wionen	•	Ģ111.00	711001		
	Total Benefits	\$13,969.15 83.8	84%	\$204.21	\$78.11	\$41.99	\$324.31
		Annual Salary + Benef	fits _	\$367,575.21	_		
Chair D							
Step D		\$17,495.24 /Month	1	\$116.63	l /Hour		
		717,433.24 / WORKIN	'	\$110.05	711001		
	Total Benefits	\$14,344.84 81.9	99%	\$212.27	\$81.19	\$43.64	\$337.10
		Annual Salary + Benef	fits _	\$382,080.99	=		
Step E							
Step L	l	\$18,367.00 /Month	1	\$122.45	6 /Hour		
	Total Benefits	\$14,737.96 80.2	24%	\$220.70	\$84.42	\$45.38	\$350.50
		Annual Salary + Benef	=	\$397,259.55	=		



Police Chief Department: Police

Step A							
Step A		\$17,787.55 /Moi	nth	\$118.58	/Hour		
		\$17,767.33 / WIOI	11(11	7110.50	/110u1		
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>	
PERS - Employer	0.346000	7,079.41			Police Ch	nief	
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 Retiree Medical		0.00 1,155.17					
Deferred Comp.		1,155.17					
Workers Comp.	0.050450	1,038.55			38.25%	20.56%	
Vision Insurance	0.030430	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	298.49		& Benefits	Overhead	Overhead	Rate
Wedicare			-				nate
	Total Benefits	\$15,315.23	86.10%	\$220.69	\$84.41	\$45.37	\$350.47
		Annual Salary + Be	nefits =	\$397,233.33	=		
Step B							
otop b		\$18,676.93 /Moi	nth	\$124.51	/Hour		
	Total Benefits	\$15,760.34	84.38%	\$229.58	\$87.82	\$47.20	\$364.60
		Annual Salary + Be	nefits _	\$413,247.22	=		
Step C							
otop c		\$19,610.77 /Moi	nth	\$130.74 /Hour			
	Total Benefits	\$16,227.60	82.75%	\$238.92	\$91.39	\$49.12	\$379.43
				4			
		Annual Salary + Be	nefits	\$430,060.44	=		
Step D							
		\$20,591.31 /Moi	nth	\$137.28	/Hour		
	Total Benefits	\$16,718.40	81.19%	\$248.73	\$95.14	\$51.14	\$395.01
	rotal belieffts	910,710. 1 0	J1.1J/U	72-10.73	733.17	431.17	7555.01
		Annual Salary + Be	nefits =	\$447,716.50	=		
Step E							
		\$21,620.88 /Moi	nth	\$144.14	/Hour		
	Total Benefits	\$17,233.69	79.71%	\$259.03	\$99.08	\$53.26	\$411.37
		Annual Salary + Be	nefits	\$466,254.86			
			=	,	=		



Police Dispatcher I Department: Police

Step A							
otep A		\$6,167.36 /1	Month	\$41.12	2 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,096.62			Office Employees	s - Disnatch	
Management Incentive	0.174000	0.00			Office Employees	s - Dispatcii	
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	0.01.1500	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	91.98	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,750.58	77.03%	\$72.79	\$27.84	\$14.96	\$115.59
		Annual Salary	+ Benefits =	\$131,015.22	=		
Step B							
		\$6,475.73 /	Month	\$43.1	7 /Hour		
	Total Benefits	\$4,828.39	74.56%	\$75.36	\$28.83	\$15.49	\$119.68
		Annual Salary	+ Benefits =	\$135,649.48	=		
Step C							
		\$ 6,799.52 /I	Month	\$45.33	3 /Hour		
	Total Benefits	\$4,910.10	72.21%	\$78.06	\$29.86	\$16.05	\$123.97
		Annual Salary	+ Benefits _	\$140,515.46	_		
Step D							
Step D		\$7,139.49 /	Month	\$47.60	0 /Hour		
	Total Benefits	\$4,995.89	69.98%	\$80.90	\$30.95	\$16.63	\$128.48
	TOTAL DELICITIES				,30.33	310.03	J120.40
		Annual Salary	+ Benefits =	\$145,624.61	=		
Step E							
		\$ 7,496.47 /I	Month	\$49.98	8 /Hour		
	Total Benefits	\$5,085.98	67.84%	\$83.88	\$32.09	\$17.25	\$133.22
		· ·					



Police Dispatcher II

Department: Police

		\$6,803.28 /Month	\$45.36	/Hour		
		70,003.20 / WORKI	Ţ - 3.30	, / 110ui		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,207.65		Office Employees	s - Dispatch	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	352.10		38.25%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	101.20	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,911.05 72.19%	\$78.10	\$29.87	\$16.06	\$124.03
		Annual Salary + Benefits	\$140,571.97	=		
Step B						
Step B		\$7,143.44 /Month	\$47.62	! /Hour		
	Total Benefits	\$4,996.89 69.95%	\$80.94	\$30.96	\$16.64	\$128.54
		Annual Salary + Benefits	\$145,683.97	=		
Step C						
		\$7,500.61 /Month	\$50.00) /Hour		
	Total Benefits	\$5,087.02 67.82%	\$83.92	\$32.10	\$17.25	\$133.27
		Annual Salary + Benefits =	\$151,051.60	=		
Step D						
		\$7,875.64 /Month	\$52.50) /Hour		
	Total Benefits	\$5,181.66 65.79%	\$87.05	\$33.30	\$17.90	\$138.25
		Annual Salary + Benefits =	\$156,687.64	=		
Step E						
		\$8,269.43 /Month	\$55.13	3 /Hour		
	Total Benefits	\$5,281.04 63.86%	\$90.34	\$34.55	\$18.57	\$143.46
		Annual Salary + Benefits	\$162,605.60	=		



Police Dispatch Supervisor

Department: Police

Step A		\$8,227.84 /Month	\$54.85	i /Hour		
<u>Benefit</u>	<u>Multiplier</u>	yo,zz, io - / Monan	Ų 3 4.03	<u>Catego</u>	rv.	
<u>benent</u>	<u>wattiplier</u>			catego	<u>1 Y</u>	
PERS - Employer	0.174600	1,456.38		Office Employee	s - Dispatch	
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 Longevity	0.000224	33.17 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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	121.85	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,270.54 64.06%	\$89.99	\$34.42	\$18.50	\$142.91
		Annual Salary + Benefits	\$161,980.58	=		
Step B						
0.0p 2		\$8,639.23 /Month	\$57.59	Hour		
	Total Benefits	\$5,373.12 62.19%	\$93.42	\$35.73	\$19.21	\$148.36
		Annual Salary + Benefits	\$168,148.24	=		
Step C						
		\$9,071.18 /Month	\$60.47	/ /Hour		
	Total Benefits	\$5,480.38 60.42%	\$97.01	\$37.11	\$19.95	\$154.07
			Å171 C10 70			
		Annual Salary + Benefits =	\$174,618.78	=		
Step D						
0.0p 2		\$9,524.74 /Month	\$63.50) /Hour		
	Total Benefits	\$5,593.01 58.72%	\$100.79	\$38.55	\$20.72	\$160.06
		Annual Salary + Benefits	\$181,413.04	=		
Cton F						
Step E		\$10,000.98 /Month	\$66.67	7 /Hour		
	Total Benefits	\$5,711.27 57.11%	\$104.75	\$40.07	\$21.54	\$166.36
		Annual Salary + Benefits	\$188,547.03	=		
		=		_		



Police Liaison Department: Police

Step A							
		\$8,424.31 /	∕lonth	\$112.32	2 /Hour		
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,480.78			Office Employee	s - Records	
Management Incentive		0.00					
EAP		4.05					
Health Insurance		1,069.17					
Dental Insurance LTD & STD Insurance	0.000770	74.15					
Life Insurance	0.008770 0.000224	73.88 33.60					
Longevity	0.000224	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			38.25%	20.56%	
Vision Insurance	0.044500	11.73		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	123.28	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,713.57	44.08%	\$80.92	\$30.95	\$16.64	\$128.51
		Annual Salary	Benefits =	\$145,654.57	=		
Step B							
		\$8,845.52 /	Nonth	\$117.94	4 /Hour		
	Total Benefits	\$3,818.17	43.16%	\$84.42	\$32.29	\$17.36	\$134.07
		Annual Salary	Benefits =	\$151,964.23	=		
Step C							
		\$9,287.80 /	Month	\$123.84	4 /Hour		
	Total Benefits	\$3,927.99	42.29%	\$88.11	\$33.70	\$18.11	\$139.92
		Annual Salary	- Benefits	\$158,589.52			
61 5			_		=		
Step D		\$9,752.19 /	Month	\$130.03	3 /Hour		
		43,732.13 /1	VIOTICII	7130.00	5 /110ui		
	Total Benefits	\$4,043.31	41.46%	\$91.97	\$35.18	\$18.91	\$146.06
		Annual Salary	Benefits _	\$165,546.00	=		
Step E							
		\$10,239.80 /	Nonth	\$136.53	3 /Hour		
	Total Benefits	\$4,164.39	40.67%	\$96.03	\$36.73	\$19.74	\$152.50



Police Lieutenant Department: Police

Benefit		C13 160 /0 /0/00+4				
Renefit		\$13,169.40 /Month	\$87.80 /Hour			
<u>Bellette</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.346000	5,051.05		Lieutena	nts	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,494.51 148.29				
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 Retiree Medical		0.00 1,155.17				
Deferred Comp.	3% + \$110	505.08				
Workers Comp.	0.050450	742.80		38.25%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	213.49	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$12,041.01 91.43%	\$168.07	\$64.29	\$34.56	\$266.92
		Annual Salary + Benefits	\$302,524.89	=		
Step B						
		\$13,827.86 /Month	\$92.19	/Hour		
	Total Benefits	\$12,337.13 89.22%	\$174.43	\$66.72	\$35.86	\$277.01
		Annual Salary + Benefits	\$313,979.88	=		
Step C						
		\$14,519.26 /Month	\$96.80	/Hour		
	Total Benefits	\$12,648.07 87.11%	\$181.12	\$69.28	\$37.24	\$287.64
		Annual Salary + Benefits	\$326,007.91	=		
Step D						
		\$15,245.21 /Month	\$101.63	/Hour		
	Total Benefits	\$12,972.39 85.09%	\$188.12	\$71.95	\$38.68	\$298.75
		Annual Salary + Benefits	\$338,611.20	=		
Step E						
		\$16,007.49 /Month	\$106.72	/Hour		
	Total Benefits	\$13,308.52 83.14%	\$195.44	\$74.76	\$40.18	\$310.38
		Annual Salary + Benefits	\$351,792.09	=		



Police Officer Department: Police

Step A Benefit PERS - Employer	<u>Multiplier</u>	\$8,694.96 /	Month	\$57.97	/Hour			
PERS - Employer	Multiplier	ψο,σοσο γ	\$8,694.96 /Month		\$57.97 /Hour			
PERS - Employer	Multiplier			φ37137	71.0di			
					Catego	<u>ry</u>		
Managament Incentive	0.346000	3,518.78			Sworn Po	lice		
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	0.22	459.71						
Holiday Pay	9.33	468.16						
Uniform Allowance Educational Supplement		125.00 547.04						
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		Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	149.28		& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$9,656.89	111.06%	\$122.35	\$46.80	\$25.15	\$194.30	
		Annual Salary		\$220,222.16	7 10100	7-0	*	
		Allifudi Sulai y	=	7220,222.10	=			
Step B								
		\$9,129.71 /	Month	\$60.86	5 /Hour			
-	Total Benefits	\$9,868.60	108.09%	\$126.66	\$48.45	\$26.04	\$201.15	
		Annual Salary	+ Benefits _	\$227,979.73	=			
Step C								
		\$9,586.19 /	Month	\$63.91	. /Hour			
-	Total Benefits	\$10,090.83	105.26%	\$131.18	\$50.18	\$26.97	\$208.33	
		Annual Salary	+ Benefits _	\$236,124.19	=			
Step D								
		\$10,065.50 /	Month	\$67.10) /Hour			
-	Total Benefits	\$10,324.28	102.57%	\$135.93	\$51.99	\$27.95	\$215.87	
		Annual Salary	+ Benefits =	\$244,677.31	=			
Step E								
0.0p L		\$10,568.78 /	Month	\$70.46	5 /Hour			
	Total Benefits	\$10,569.29	100.00%	\$140.92	\$53.90	\$28.97	\$223.79	
		Annual Salary	+ Benefits _	\$253,656.82	=			



Police Officer/Special Assignment

Department: Police

		¢0 120 71 /N/onth	¢60.00	/Hour		
		\$9,129.71 /Month	\$60.86	6 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.346000	3,677.30		Sworn Po	olice	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,494.51				
Dental Insurance		148.29				
LTD & STD Insurance		36.00				
Life Insurance Longevity		8.08 459.71				
Holiday Pay	9.33	491.59				
Uniform Allowance	5.55	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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	155.92	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$9,868.60 108.09	% \$126.66	\$48.45	\$26.04	\$201.15
		Annual Salary + Benefit	s \$227,979.70	=		
Step B						
Otep 2		\$9,586.20 /Month	\$63.93	l /Hour		
	Total Benefits	\$10,090.83 105.26	% \$131.18	\$50.18	\$26.97	\$208.33
		Annual Salary + Benefit	s \$236,124.28	_		
Step C				_		
Step C		\$10,065.50 /Month	\$67.10) /Hour		
	Total Benefits	\$10,324.28 102.57	% \$135.93	\$51.99	\$27.95	\$215.87
			40			
		Annual Salary + Benefit	s \$244,677.30	=		
Step D						
		\$10,568.78 /Month	\$70.46	5 /Hour		
	Total Benefits	\$10,569.29 100.00	% \$140.92	\$53.90	\$28.97	\$223.79
		Annual Salary + Benefit	s \$253,656.74	=		
Step E						
Citip L		\$11,097.22 /Month	\$73.98	3 /Hour		
	Total Benefits	\$10,826.62 97.56	% \$146.16	\$55.91	\$30.05	\$232.12
		Annual Salary + Benefit	s \$263,086.02			



Police Records Clerk I Department: Police

Step A							
otep A		\$5,278.85 /N	/lonth	\$35.19	Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	941.48			Office Employee	s - 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	0.044500	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	78.79	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,504.17	85.32%	\$65.22	\$24.95	\$13.41	\$103.58
		Annual Salary +	Benefits _	\$117,396.26	=		
Step B							
		\$ 5,542.79 /N	l onth	\$36.95	5 /Hour		
	Total Benefits	\$4,570.78	82.46%	\$67.42	\$25.79	\$13.86	\$107.07
		Annual Salary +	Benefits _	\$121,362.81	=		
Step C							
		\$ 5,819.93 /N	/lonth	\$38.80) /Hour		
	Total Benefits	\$4,640.71	79.74%	\$69.74	\$26.67	\$14.34	\$110.75
		Annual Salary +	Benefits _	\$125,527.73	=		
Step D							
		\$6,110.92 /N	Nonth	\$40.74	4 /Hour		
	Total Benefits	\$4,714.15	77.14%	\$72.17	\$27.60	\$14.84	\$114.61
		Annual Salary +	Benefits _	\$129,900.79	=		
Step E							
		\$6,416.47 /N	/lonth	\$42.78	3 /Hour		
	Total Benefits	\$4,791.25	74.67%	\$74.72	\$28.58	\$15.36	\$118.66
		Annual Salary +	Donofito	\$134,492.67			



Police Records Clerk II

Department: Police

Step A		AT 040 00 (b4 11	420.00	. /		
		\$5,819.93 /Month	\$38.80 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	0.174600	1,035.96 0.00 4.05 2,138.34 148.29		Office Employee	s - Records	
LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement	0.008770 0.000224	51.04 23.47 0.00 0.00 41.67 113.38				
Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	0.050450 0.014500	0.00 673.00 0.00 301.44 23.45 86.64	Hourly Rate & Benefits	38.25% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,640.71 79.74%	\$69.74	\$26.67	\$14.34	\$110.75
		Annual Salary + Benefits	\$125,527.73	=		
Step B						
		\$6,110.92 /Month	\$40.74	Hour		
	Total Benefits	\$4,714.15 77.14%	\$72.17	\$27.60	\$14.84	\$114.61
		Annual Salary + Benefits	\$129,900.79	=		
Step C		\$6,416.47 /Month	¢12.70	3 /Hour		
	Total Benefits	\$4,791.25 74.67% Annual Salary + Benefits	\$74.72 \$134,492.67	\$28.58 =	\$15.36	\$118.66
Step D						
		\$6,737.30 /Month	\$44.92	! /Hour		
	Total Benefits	\$4,872.21 72.32%	\$77.40	\$29.60	\$15.91	\$122.91
		Annual Salary + Benefits =	\$139,314.17	=		
Step E		\$7,074.16 /Month	647.40	i /Hour		
	~				444	**
	Total Benefits	\$4,957.22 70.08%	\$80.21	\$30.68	\$16.49	\$127.38
		Annual Salary + Benefits =	\$144,376.58	=		



Police Sergeant Department: Police

Step A							
Step A		\$10,319.06 /	Month	\$68.79	Hour		
		Ψ10,013.00 /		φσοι, σ	, , , , , , , , , , , , , , , , , , ,		
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>	
PERS - Employer	0.346000	4,110.97			Sworn Po	lice	
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 Deferred Comp.		1,155.17					
•	0.050450	0.00 605.72			20.250/	20 50%	
Workers Comp. Vision Insurance	0.050450	23.45		Hourly Rate	38.25% Department	20.56% Citywide	Total Hourly
Medicare	0.014500	174.09		& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	174.09	_	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$10,447.70	101.25%	\$138.45	\$52.96	\$28.46	\$219.87
		Annual Salary	+ Benefits =	\$249,201.16	=		
Step B							
		\$10,835.01 /	Month	\$72.23	3 /Hour		
	Total Benefits	\$10,698.98	98.74%	\$143.56	\$54.91	\$29.52	\$227.99
		Annual Salary	+ Benefits _	\$258,407.83	=		
Step C							
		\$11,376.76 /	Month	\$75.85	5 /Hour		
	Total Benefits	\$10,962.69	96.36%	\$148.93	\$56.97	\$30.62	\$236.52
		Annual Salary	+ Benefits	\$268,073.46	=		
Step D							
Step D		\$11,945.59 /	Month	\$79.64	1 /Hour		
	Tatal Danafita					ć24. 7 0	¢245 47
	Total Benefits	\$11,239.65	94.09%	\$154.57	\$59.12	\$31.78	\$245.47
		Annual Salary	+ Benefits =	\$278,222.87	=		
Step E							
		\$ 12,542.88 /	Month	\$83.62	2 /Hour		
	Total Benefits	\$11,530.54	91.93%	\$160.49	\$61.39	\$33.00	\$254.88
	Total beliefits	\$11,550.54	31.3370	7100. 45	φ02.05	φ 33.00	Ψ 23 1100



Police Sergeant/Special Assignment Department: Police

PERS - Employer	Step A						
PERS - Employer			\$10,835.01 /Month	\$72.23	/Hour		
Management Incentive EAP	<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
EAP	PERS - Employer	0.346000	4,299.12		Sworn Po	olice	
Health Insurance	_						
Dental Insurance							
LTD & STD Insurance 36.00							
Longevity							
Holiday Pay 9.33 583.43 125.00	Life Insurance		8.08				
Uniform Allowance 125.00							
Educational Supplement S47,04 Standby O.00 Retiree Medical 1,155.17 O.00 O.00450 G.33.16 O.0050450 G.33.16 O.0050450 G.33.16 O.0050450 G.33.16 O.0050450 O.0050450 G.33.16 O.0050450 O.0050450 O.0050450 O.0050450 O.014500 O.01450		9.33					
Standby Retire Medical Deferred Comp.							
Retire Medical Deferred Comp.							
Deferred Comp. 0.00 0.050450 633.16 38.25% 20.56% 20.56% Vision Insurance 23.45 Hourly Rate Department Citywide Rate Noverhead Citywide Rate Noverhead Noverhead Rate Noverhead Noverhead Rate Noverhead Noverhead Noverhead Rate Noverhead No	•						
Vision Insurance Medicare 23.45 (181.98) Hourly Rate & Benefits Department Overhead Citywide Overhead Total Hou Rate Total Benefits \$10,698.98 98.74% \$143.56 \$54.91 \$29.52 \$227.99 Annual Salary + Benefits \$258,407.88 Step B \$11,376.76 / Month \$75.85 / Hour Total Benefits \$10,962.70 96.36% \$148.93 \$56.97 \$30.62 \$236.52 Annual Salary + Benefits \$268,073.47 Step C \$11,945.60 / Month \$79.64 / Hour Total Benefits \$11,239.65 94.09% \$154.57 \$59.12 \$31.78 \$245.47 Annual Salary + Benefits \$278,223.01 \$31.78 \$245.47 Step D \$12,542.87 / Month \$83.62 / Hour Total Benefits \$11,530.53 91.93% \$160.49 \$61.39 \$33.00 \$254.88 Annual Salary + Benefits \$288,880.84 Step E \$33,170.02 / Month \$87.80 / Hour			•				
Medicare 0.014500 181.98 & Benefits Overhead Overhead Rate Total Benefits \$10,698.98 98.74% \$143.56 \$54.91 \$29.52 \$227.99 Annual Salary + Benefits \$258,407.88 Step B \$11,376.76 /Month \$75.85 /Hour Total Benefits \$10,962.70 96.36% \$148.93 \$56.97 \$30.62 \$236.52 Annual Salary + Benefits \$268,073.47 \$268,073.47 \$30.62 \$236.52 Step C \$11,945.60 /Month \$79.64 /Hour Total Benefits \$11,239.65 94.09% \$154.57 \$59.12 \$31.78 \$245.47 Annual Salary + Benefits \$278,223.01 \$31.78 \$245.47 Step D \$12,542.87 /Month \$83.62 /Hour Total Benefits \$11,530.53 91.93% \$160.49 \$61.39 \$33.00 \$254.88 Step E \$13,170.02 /Month \$87.80 /Hour	-	0.050450				20.56%	
Total Benefits \$10,698.98 98.74% \$143.56 \$54.91 \$29.52 \$227.99					•	-	Total Hourly
Step B \$11,376.76 Month \$75.85 Hour	Medicare	0.014500	181.98	& Benefits	Overhead	Overhead	Rate
\$11,376.76 /Month \$75.85 /Hour Total Benefits \$10,962.70 96.36% \$148.93 \$56.97 \$30.62 \$236.52 Annual Salary + Benefits \$268,073.47 Step C \$11,945.60 /Month \$79.64 /Hour Total Benefits \$11,239.65 94.09% \$154.57 \$59.12 \$31.78 \$245.47 Annual Salary + Benefits \$278,223.01 Step D \$12,542.87 /Month \$83.62 /Hour Total Benefits \$11,530.53 91.93% \$160.49 \$61.39 \$33.00 \$254.88 Annual Salary + Benefits \$288,880.84 Step E \$13,170.02 /Month \$87.80 /Hour		Total Benefits	\$10,698.98 98.74%	\$143.56	\$54.91	\$29.52	\$227.99
\$11,376.76 /Month \$75.85 /Hour Total Benefits \$10,962.70 96.36% \$148.93 \$56.97 \$30.62 \$236.52 Annual Salary + Benefits \$268,073.47 Step C \$11,945.60 /Month \$79.64 /Hour Total Benefits \$11,239.65 94.09% \$154.57 \$59.12 \$31.78 \$245.47 Annual Salary + Benefits \$278,223.01 Step D \$12,542.87 /Month \$83.62 /Hour Total Benefits \$11,530.53 91.93% \$160.49 \$61.39 \$33.00 \$254.88 Annual Salary + Benefits \$288,880.84 Step E \$13,170.02 /Month \$87.80 /Hour			Annual Salary + Benefits =	\$258,407.88	=		
Total Benefits \$10,962.70 96.36% \$148.93 \$56.97 \$30.62 \$236.52 Annual Salary + Benefits \$268,073.47 Step C \$11,945.60 /Month \$79.64 /Hour Total Benefits \$11,239.65 94.09% \$154.57 \$59.12 \$31.78 \$245.47 Annual Salary + Benefits \$278,223.01 Step D \$12,542.87 /Month \$83.62 /Hour Total Benefits \$11,530.53 91.93% \$160.49 \$61.39 \$33.00 \$254.88 Annual Salary + Benefits \$288,880.84 Step E \$13,170.02 /Month \$87.80 /Hour	Step B						
Step C \$11,945.60 Month \$79.64 Hour			\$11,376.76 /Month	\$75.85	/Hour		
\$11,945.60 /Month \$79.64 /Hour Total Benefits \$11,239.65 94.09% \$154.57 \$59.12 \$31.78 \$245.47 Annual Salary + Benefits \$278,223.01 Step D \$12,542.87 /Month \$83.62 /Hour Total Benefits \$11,530.53 91.93% \$160.49 \$61.39 \$33.00 \$254.88 Annual Salary + Benefits \$288,880.84 Step E \$13,170.02 /Month \$87.80 /Hour		Total Benefits	\$10,962.70 96.36%	\$148.93	\$56.97	\$30.62	\$236.52
\$11,945.60 /Month \$79.64 /Hour Total Benefits \$11,239.65 94.09% \$154.57 \$59.12 \$31.78 \$245.47 Annual Salary + Benefits \$278,223.01 Step D \$12,542.87 /Month \$83.62 /Hour Total Benefits \$11,530.53 91.93% \$160.49 \$61.39 \$33.00 \$254.88 Annual Salary + Benefits \$288,880.84 Step E \$13,170.02 /Month \$87.80 /Hour			Annual Salary + Benefits =	\$268,073.47	=		
Total Benefits \$11,239.65 94.09% \$154.57 \$59.12 \$31.78 \$245.47 Annual Salary + Benefits \$278,223.01 Step D \$12,542.87 / Month \$83.62 / Hour Total Benefits \$11,530.53 91.93% \$160.49 \$61.39 \$33.00 \$254.88 Annual Salary + Benefits \$288,880.84 Step E \$13,170.02 / Month \$87.80 / Hour	Step C						
Step D \$12,542.87 Month \$83.62 Hour			\$11,945.60 /Month	\$79.64	/Hour		
Step D \$12,542.87 /Month \$83.62 /Hour Total Benefits \$11,530.53 91.93% \$160.49 \$61.39 \$33.00 \$254.88 Annual Salary + Benefits \$288,880.84 Step E \$13,170.02 /Month \$87.80 /Hour		Total Benefits	\$11,239.65 94.09%	\$154.57	\$59.12	\$31.78	\$245.47
\$12,542.87 /Month \$83.62 /Hour Total Benefits \$11,530.53 91.93% \$160.49 \$61.39 \$33.00 \$254.88 Annual Salary + Benefits \$288,880.84 Step E \$13,170.02 /Month \$87.80 /Hour			Annual Salary + Benefits	\$278,223.01	=		
Total Benefits \$11,530.53 91.93% \$160.49 \$61.39 \$33.00 \$254.88 Annual Salary + Benefits \$288,880.84 Step E \$13,170.02 /Month \$87.80 /Hour	Step D						
Annual Salary + Benefits \$288,880.84 Step E \$13,170.02 /Month \$87.80 /Hour			\$12,542.87 /Month	\$83.62	/Hour		
\$13,170.02 /Month \$87.80 /Hour		Total Benefits	\$11,530.53 91.93%	\$160.49	\$61.39	\$33.00	\$254.88
\$13,170.02 /Month \$87.80 /Hour			Annual Salary + Benefits	\$288,880.84	=		
\$13,170.02 /Month \$87.80 /Hour	Step E						
Total Benefits \$11,835.93 89.87% \$166.71 \$63.77 \$34.27 \$264.75	200 L		\$13,170.02 /Month	\$87.80	/Hour		
		Total Benefits	\$11,835.93 89.87%	\$166.71	\$63.77	\$34.27	\$264.75
Annual Salary + Benefits\$300,071.50			Annual Salary + Benefits	\$300,071.50	=		



Principal Planner

Department: Community Development

Step A						
		\$11,946.83 /Month	\$79.65 /	Hour		
<u>Benefit</u>	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.174600	2,085.92	Non-Sw	orn Profession	als / Superviso	rs
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 Longevity	0.000224	33.60 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		139.88%	20.56%	
Vision Insurance		23.45		Department	Citywide	Total Hourly
Medicare	0.014500	173.23	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,336.30 53.04%	\$121.89	\$170.50	\$25.06	\$317.45
		Annual Salary + Benefits	\$219,397.60			
Step B						
534		\$12,544.17 /Month	\$83.63 /	Hour		
	Total Benefits	\$6,496.58 51.79%	\$126.94	\$177.56	\$26.10	\$330.60
		Annual Salary + Benefits	\$228,489.02			
Step C						
		\$13,171.39 /Month	\$87.81 /	Hour		
	Total Benefits	\$6,664.88 50.60%	\$132.24	\$184.98	\$27.19	\$344.41
		Annual Salary + Benefits	\$238,035.21			
Step D						
		\$13,829.96 /Month	\$92.20 /H	Hour		
	Total Benefits	\$6,841.58 49.47%	\$137.81	\$192.77	\$28.33	\$358.91
		Annual Salary + Benefits	\$248,058.54			
Ston E						
Step E		\$14,521.45 /Month	\$96.81 /	Hour		
	Total Benefits	\$7,027.13 48.39%	\$143.66	\$200.95	\$29.54	\$374.15
		Annual Salary + Benefits	\$258,582.91			
			_			



Project Manager/Economic Development

Department: City Manager

Step A						
		\$10,833.91 /Month	\$72.23	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,891.60	Non-S	Sworn Profession	nals / Superviso	rs
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
LTD & STD Insurance	0.008770	95.01				
Life Insurance	0.000770	33.60				
Longevity		0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		0.00				
Standby Retiree Medical		0.00 673.00				
Deferred Comp.	2% + \$110	326.68				
Workers Comp.	0.050450	546.57		46.63%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	157.09	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,037.68 55.73%	\$112.48	\$52.45	\$23.13	\$188.06
		Annual Salary + Benefits	\$202,459.14	=		
Step B						
Otep 2		\$11,375.60 /Month	\$75.84	/Hour		
	Total Benefits	\$6,183.03 54.35%	\$117.06	\$54.58	\$24.07	\$195.71
		Annual Salary + Benefits	\$210,703.57	<u>.</u>		
Step C						
		\$11,944.38 /Month	\$79.63	/Hour		
	Total Benefits	\$6,335.65 53.04%	\$121.87	\$56.83	\$25.06	\$203.76
		Annual Salary + Benefits	\$219,360.31	=		
Step D						
		\$12,541.60 /Month	\$83.61	/Hour		
	Total Benefits	\$6,495.89 51.79%	\$126.92	\$59.18	\$26.09	\$212.19
		Annual Salary + Benefits	\$228,449.91	=		
Step E						
		\$13,168.68 /Month	\$87.79	/Hour		
	Total Benefits	\$6,664.15 50.61%	\$132.22	\$61.65	\$27.18	\$221.05
		Annual Salary + Benefits	\$237,993.96	=		



Project Services Specialist

Department: Finance and Information Systems

Step A				_		
		\$8,208.44 /Month	\$54.72	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,452.99		Office Empl	oyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.008770	148.29 71.99				
Life Insurance	0.008770	33.10				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical Deferred Comp.		673.00 0.00				
Workers Comp.	0.050450	419.84		30.82%	20.56%	
Vision Insurance	0.030430	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	120.67	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,199.09 63.34%	\$89.38	\$27.55	\$18.38	\$135.31
		Annual Salary + Benefits =	\$160,890.32	=		
Step B						
		\$8,618.87 /Month	\$57.46	/Hour		
	Total Benefits	\$5,301.51 61.51%	\$92.80	\$28.60	\$19.08	\$140.48
		Annual Salary + Benefits =	\$167,044.54	=		
Step C						
		\$9,049.81 /Month	\$60.33	/Hour		
	Total Benefits	\$5,408.52 59.76%	\$96.39	\$29.71	\$19.82	\$145.92
		Annual Salary + Benefits =	\$173,499.95	=		
Step D						
		\$9,502.29 /Month	\$63.35	/Hour		
	Total Benefits	\$5,520.88 58.10%	\$100.15	\$30.87	\$20.59	\$151.61
		Annual Salary + Benefits =	\$180,278.03	=		
Step E						
		\$9,977.41 /Month	\$66.52	/Hour		
	Total Benefits	\$5,638.86 56.52%	\$104.11	\$32.09	\$21.40	\$157.60
		Annual Salary + Benefits =	\$187,395.25	=		



Project Services Specialist Department: Parks and Recreation

Multiplier 0.174600 0.008770 0.000224	\$8,208.44 /N 1,452.99 0.00 4.05 2,138.34 148.29 71.99 33.10 0.00 0.00 0.00	iontn	\$54.72	Categoi Office Empl		
0.174600 0.008770	0.00 4.05 2,138.34 148.29 71.99 33.10 0.00 0.00					
0.008770	0.00 4.05 2,138.34 148.29 71.99 33.10 0.00 0.00			Office Empl	oyees	
	4.05 2,138.34 148.29 71.99 33.10 0.00 0.00					
	2,138.34 148.29 71.99 33.10 0.00 0.00					
	148.29 71.99 33.10 0.00 0.00					
	71.99 33.10 0.00 0.00					
0.000224	0.00 0.00					
	0.00					
	0.00 113.38					
	0.00					
	673.00					
	0.00					
0.050450	419.84			112.20%	20.56%	
0.014500			-	-	-	Total Hourly
0.014500	120.67	_	& benefits	Overneau	Overneau	Rate
ll Benefits	\$5,199.09	63.34%	\$89.38	\$100.29	\$18.38	\$208.05
	Annual Salary +	Benefits _	\$160,890.32	≡		
	\$8,618.87 /N	lonth	\$57.46	/Hour		
l Benefits	\$5,301.51	61.51%	\$92.80	\$104.12	\$19.08	\$216.00
	Annual Salary +	Benefits _	\$167,044.54	=		
	\$9,049.81 /N	lonth	\$60.33	/Hour		
l Benefits	\$5,408.52	59.76%	\$96.39	\$108.15	\$19.82	\$224.36
	Annual Salary +	Benefits _	\$173,499.95	=		
	\$9,502.29 /N	lonth	\$63.35	/Hour		
l Benefits	\$5,520.88	58.10%	\$100.15	\$112.37	\$20.59	\$233.11
	Annual Salary +	Benefits _	\$180,278.03	=		
	\$ 9,977.41 /N	lonth	\$66.52	/Hour		
ll Benefits	\$5,638.86	56.52%	\$104.11	\$116.81	\$21.40	\$242.32
	Annual Salary +	Benefits _	\$187,395.25	=		
	0.050450 0.014500 al Benefits al Benefits al Benefits	673.00 0.00 0.050450 419.84 23.45 0.014500 120.67 All Benefits \$5,199.09 Annual Salary + \$8,618.87 /N All Benefits \$5,301.51 Annual Salary + \$9,049.81 /N All Benefits \$5,408.52 Annual Salary + \$9,502.29 /N \$9,502.29 /N \$1 Benefits \$5,520.88 Annual Salary + \$9,977.41 /N \$1 Benefits \$5,638.86	673.00 0.00 0.00 0.050450 419.84 23.45 0.014500 120.67 Al Benefits \$5,199.09 63.34% Annual Salary + Benefits \$8,618.87 /Month Al Benefits \$5,301.51 61.51% Annual Salary + Benefits \$9,049.81 /Month Al Benefits \$5,408.52 59.76% Annual Salary + Benefits \$9,502.29 /Month Al Benefits \$5,520.88 58.10% Annual Salary + Benefits \$9,977.41 /Month	673.00 0.00 0.050450 419.84 23.45 Benefits \$5,199.09 63.34% \$89.38 Annual Salary + Benefits \$\$160,890.32 \$\$8,618.87 /Month \$\$5,301.51 61.51% \$\$92.80 Annual Salary + Benefits \$\$9,049.81 /Month \$\$60.33 \$\$9,049.81 /Month \$\$60.33 Annual Salary + Benefits \$\$9,049.81 /Month \$\$60.33 \$\$9,502.29 /Month \$\$9,502.29 /Month \$\$9,502.29 /Month \$\$9,502.29 /Month \$\$9,502.29 /Month \$\$9,502.29 /Month \$\$9,977.41 /Month \$\$66.52	112.20% 112.20% 112.20% 112.20% 112.20% 120.67 23.45 23.45 24.67 24.67 25.46 25.49 26.67 2	112.20% 20.56% 20.000



Project Services Specialist

Department: Engineering

		\$8,208.44 /Month	\$54.72	/Hour		
		70,200. 44 / WOITH	734.72			
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,452.99		Office Empl	oyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
LTD & STD Insurance	0.008770	71.99				
Life Insurance	0.008770	33.10				
Longevity	0.000221	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical Deferred Comp.		673.00 0.00				
Workers Comp.	0.050450	419.84		84.43%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	120.67	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,199.09 63.34%	\$89.38	\$75.47	\$18.38	\$183.23
		Annual Salary + Benefits	\$160,890.32	=		
Step B						
Step B		\$8,618.87 /Month	\$57.46	/Hour		
	Total Benefits	\$5,301.51 61.51%	\$92.80	\$78.35	\$19.08	\$190.23
		Annual Salary + Benefits =	\$167,044.54	=		
Step C		40.040.04 /h.a. il				
		\$9,049.81 /Month	\$60.33	/Hour		
	Total Benefits	\$5,408.52 59.76%	\$96.39	\$81.38	\$19.82	\$197.59
		Annual Salary + Benefits	\$173,499.95	=		
Step D						
		\$9,502.29 /Month	\$63.35	/Hour		
	Total Benefits	\$5,520.88 58.10%	\$100.15	\$84.56	\$20.59	\$205.30
		Annual Salary + Benefits =	\$180,278.03	=		
Step E						
		\$9,977.41 /Month	\$66.52	/Hour		
	Total Benefits	\$5,638.86 56.52%	\$104.11	\$87.90	\$21.40	\$213.41
		Annual Salary + Benefits	\$187,395.25	=		



Property and Evidence Technician I

Department: Police

S5,543.65 Month S36.96 Hour	Step A		ŠE E42 SE /Month	\$36.06	/Hour		
PERS - Employer			\$5,543.65 /Month	\$30.96	/nour		
Management Incentive EAP	<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
Health Insurance	PERS - Employer	0.174600	987.72	Office Emp	loyee - CSO & Ev	vidence Techni	cian I/II
Health Insurance 2,138.34 148.29	_						
Dental Insurance							
LTO & STD Insurance							
Life Insurance		0.009770					
Longwity							
Holiday Pay		0.000224					
Uniform Allowance							
Standby			83.33				
Retiree Medical Deferred Comp. 0.00 0.	Educational Supplement		113.38				
Deferred Comp.	1		0.00				
Workers Comp.							
Vision Insurance Medicare 23.45 (Medicare) Hourly Rate & Benefits Department Overhead Citywide Overhead Total Hourly Rate Rate Total Benefits \$4,615.37 83.26% \$67.73 \$25.91 \$13.92 \$107.56 Annual Salary + Benefits \$121,908.21 Step B \$5,820.83 /Month \$38.81 /Hour Total Benefits \$4,685.31 80.49% \$70.04 \$26.79 \$14.40 \$111.23 Annual Salary + Benefits \$126,073.73 Step C \$6,111.87 /Month \$40.75 /Hour Total Benefits \$4,758.76 77.86% \$72.47 \$27.72 \$14.90 \$115.09 Step D \$6,417.47 /Month \$42.78 /Hour Total Benefits \$4,835.88 75.35% \$75.02 \$28.70 \$15.42 \$119.14 Step E \$6,738.34 /Month \$44.92 /Hour Total Benefits \$4,916.85 72.97% \$77.70 \$29.72		0.050450					
Medicare	·	0.050450		Hourly Pate			Total Hourly
Total Benefits		0.014500			-	•	
Step B \$5,820.83 Month \$38.81 Hour	cu.cu						
Step B \$5,820.83 Month \$38.81 Hour		Total Benefits		\$67.73	\$25.91	\$13.92	\$107.56
\$5,820.83 /Month \$38.81 /Hour Total Benefits \$4,685.31 80.49% \$70.04 \$26.79 \$14.40 \$111.23 Annual Salary + Benefits \$126,073.73 Step C \$6,111.87 /Month \$40.75 /Hour Total Benefits \$4,758.76 77.86% \$72.47 \$27.72 \$14.90 \$115.09 Annual Salary + Benefits \$130,447.54 Step D \$6,417.47 /Month \$42.78 /Hour Total Benefits \$4,835.88 75.35% \$75.02 \$28.70 \$15.42 \$119.14 Annual Salary + Benefits \$135,040.17 Step E \$6,738.34 /Month \$44.92 /Hour Total Benefits \$4,916.85 72.97% \$77.70 \$29.72 \$15.98 \$123.40			Annual Salary + Benefits =	\$121,908.21			
Total Benefits \$4,685.31 80.49% \$70.04 \$26.79 \$14.40 \$111.23	Step B						
Step C \$6,111.87 Month \$40.75 Hour			\$5,820.83 /Month	\$38.81	/Hour		
Step C \$6,111.87 /Month \$40.75 /Hour Total Benefits \$4,758.76 77.86% \$72.47 \$27.72 \$14.90 \$115.09 Annual Salary + Benefits \$130,447.54 Step D Total Benefits \$4,835.88 75.35% \$75.02 \$28.70 \$15.42 \$119.14 Annual Salary + Benefits \$135,040.17 Step E \$6,738.34 /Month \$44.92 /Hour Total Benefits \$4,916.85 72.97% \$77.70 \$29.72 \$15.98 \$123.40		Total Benefits	\$4,685.31 80.49%	\$70.04	\$26.79	\$14.40	\$111.23
\$6,111.87 /Month \$40.75 /Hour Total Benefits \$4,758.76 77.86% \$72.47 \$27.72 \$14.90 \$115.09 Annual Salary + Benefits \$130,447.54 Step D \$6,417.47 /Month \$42.78 /Hour Total Benefits \$4,835.88 75.35% \$75.02 \$28.70 \$15.42 \$119.14 Annual Salary + Benefits \$135,040.17 Step E \$6,738.34 /Month \$44.92 /Hour Total Benefits \$4,916.85 72.97% \$77.70 \$29.72 \$15.98 \$123.40			Annual Salary + Benefits	\$126,073.73			
Total Benefits \$4,758.76 77.86% \$72.47 \$27.72 \$14.90 \$115.09 Annual Salary + Benefits \$130,447.54 Step D \$6,417.47 / Month \$42.78 / Hour Total Benefits \$4,835.88 75.35% \$75.02 \$28.70 \$15.42 \$119.14 Annual Salary + Benefits \$135,040.17 Step E \$6,738.34 / Month \$44.92 / Hour Total Benefits \$4,916.85 72.97% \$77.70 \$29.72 \$15.98 \$123.40	Step C		**************************************				
Step D \$6,417.47 Month \$42.78 Hour			\$6,111.87 /Month	\$40.75	/Hour		
Step D \$6,417.47 /Month \$42.78 /Hour Total Benefits \$4,835.88 75.35% \$75.02 \$28.70 \$15.42 \$119.14 Annual Salary + Benefits \$135,040.17 Step E \$6,738.34 /Month \$44.92 /Hour Total Benefits \$4,916.85 72.97% \$77.70 \$29.72 \$15.98 \$123.40		Total Benefits	\$4,758.76 77.86%	\$72.47	\$27.72	\$14.90	\$115.09
\$6,417.47 /Month \$42.78 /Hour Total Benefits \$4,835.88 75.35% \$75.02 \$28.70 \$15.42 \$119.14 Annual Salary + Benefits \$135,040.17 Step E \$6,738.34 /Month \$44.92 /Hour Total Benefits \$4,916.85 72.97% \$77.70 \$29.72 \$15.98 \$123.40			Annual Salary + Benefits =	\$130,447.54			
Total Benefits \$4,835.88 75.35% \$75.02 \$28.70 \$15.42 \$119.14 Annual Salary + Benefits \$135,040.17 Step E \$6,738.34 / Month \$44.92 / Hour Total Benefits \$4,916.85 72.97% \$77.70 \$29.72 \$15.98 \$123.40	Step D						
Annual Salary + Benefits \$\frac{\\$135,040.17}{\\$5tep E}\$ \$\\$6,738.34 \text{ Month} \\$44.92 \text{ Hour} Total Benefits \$\\$4,916.85 \ 72.97\% \\$77.70 \\$29.72 \\$15.98 \\$123.40			\$6,417.47 /Month	\$42.78	/Hour		
Step E \$6,738.34 /Month \$44.92 /Hour Total Benefits \$4,916.85 72.97% \$77.70 \$29.72 \$15.98 \$123.40		Total Benefits	\$4,835.88 75.35%	\$75.02	\$28.70	\$15.42	\$119.14
\$6,738.34 /Month \$44.92 /Hour Total Benefits \$4,916.85 72.97% \$77.70 \$29.72 \$15.98 \$123.40			Annual Salary + Benefits =	\$135,040.17			
Total Benefits \$4,916.85 72.97% \$77.70 \$29.72 \$15.98 \$123.40	Step E						
			\$6,738.34 /Month	\$44.92	/Hour		
Annual Salary + Benefits \$139,862.28		Total Benefits	\$4,916.85 72.97%	\$77.70	\$29.72	\$15.98	\$123.40
· — — — — — — — — — — — — — — — — — — —			Annual Salary + Benefits	\$139,862.28			



Property and Evidence Technician II

Department: Police

<u>Benefit</u>		\$6,111.87 /Month	\$40.75 /Hour					
<u>Benefit</u>		7-7-	340.73	o / nour				
	<u>Multiplier</u>			Catego	<u>ry</u>			
PERS - Employer	0.174600	1,086.93	Office Em	ployee - CSO & Ev	vidence Techni	cian I/II		
Management Incentive		0.00						
EAP		4.05						
Health Insurance Dental Insurance		2,138.34 148.29						
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 Standby		113.38 0.00						
Retiree Medical		673.00						
Deferred Comp.		0.00						
Workers Comp.	0.050450	318.27		38.25%	20.56%			
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly		
Medicare	0.014500	91.47	& Benefits	Overhead	Overhead	Rate		
	Total Benefits	\$4,758.76 77.86%	\$72.47	\$27.72	\$14.90	\$115.09		
		Annual Salary + Benefits	\$130,447.54	=				
Step B								
		\$6,417.47 /Month	\$42.78	3 /Hour				
	Total Benefits	\$4,835.88 75.35%	\$75.02	\$28.70	\$15.42	\$119.14		
		Annual Salary + Benefits	\$135,040.17	=				
Step C								
		\$6,738.34 /Month	\$44.92	2 /Hour				
	Total Benefits	\$4,916.85 72.97%	\$77.70	\$29.72	\$15.98	\$123.40		
		Annual Salary + Benefits	\$139,862.28	=				
Step D								
		\$7,075.26 /Month	\$47.17	7 /Hour				
	Total Benefits	\$5,001.87 70.70%	\$80.51	\$30.80	\$16.55	\$127.86		
		Annual Salary + Benefits	\$144,925.58	=				
Step E								
		\$7,429.02 /Month	\$49.53	3 /Hour				
	Total Benefits	\$5,091.14 68.53%	\$83.47	\$31.93	\$17.16	\$132.56		
		Annual Salary + Benefits	\$150,241.97	=				



Public Information Officer

Department: City Manager

Step A						
		\$9,408.21 /Month	\$62.72	2 /Hour		
<u>Benefit</u>	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,642.67	Non-	Sworn Professior	nals / Superviso	rs
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 Longevity	0.000224	33.60 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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	136.42	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,655.14 60.11%	\$100.42	\$46.83	\$20.65	\$167.90
		Annual Salary + Benefits	\$180,760.21	=		
Step B						
		\$9,878.62 /Month	\$65.86	5 /Hour		
	Total Benefits	\$5,781.36 58.52%	\$104.40	\$48.68	\$21.46	\$174.54
		Annual Salary + Benefits	\$187,919.78	=		
Step C						
		\$10,372.57 /Month	\$69.15	5 /Hour		
	Total Benefits	\$5,913.90 57.01%	\$108.58	\$50.63	\$22.32	\$181.53
		Annual Salary + Benefits	\$195,437.62	=		
Step D						
		10,891.18 /Month	\$72.61	L /Hour		
	Total Benefits	\$6,053.05 55.58%	\$112.96	\$52.67	\$23.22	\$188.85
		Annual Salary + Benefits	\$203,330.78	=		
Step E						
		\$11,435.74 /Month	\$76.24	1 /Hour		
	Total Benefits	\$6,199.17 54.21%	\$117.57	\$54.82	\$24.17	\$196.56
		Annual Salary + Benefits	\$211,618.89	=		
				_		



Purchasing Agent Department: Public Works

PERS - Employer 0.1 Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance 0.0 Life Insurance 0.0 Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. 0.0 Vision Insurance	14500 enefits	\$7,057.27 / 0.00 1,232.20 0.00 4.05 2,138.34 148.29 61.89 28.45 0.00 0.00 0.00 0.00 673.00 0.00 356.04 23.45 102.33	Month — 67.56%	\$47.05 Hourly Rate & Benefits \$78.84	Categor Public Works - M 118.49% Department Overhead \$93.41	20.56% Citywide Overhead	Total Hourly Rate
PERS - Employer 0.1 Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance 0.0 Life Insurance 0.0 Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. 0.0 Vision Insurance Medicare 0.0	.74600 .008770 .00224 .00224 .050450	0.00 4.05 2,138.34 148.29 61.89 28.45 0.00 0.00 0.00 0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Public Works - M 118.49% Department Overhead	20.56% Citywide Overhead	Rate
Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.0	008770 000224 050450 014500	0.00 4.05 2,138.34 148.29 61.89 28.45 0.00 0.00 0.00 0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	118.49% Department Overhead	20.56% Citywide Overhead	Rate
Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.0	008770 000224 050450 014500	0.00 4.05 2,138.34 148.29 61.89 28.45 0.00 0.00 0.00 0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	118.49% Department Overhead	20.56% Citywide Overhead	Rate
EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.0	000224	2,138.34 148.29 61.89 28.45 0.00 0.00 0.00 0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.0	000224	148.29 61.89 28.45 0.00 0.00 0.00 0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
LTD & STD Insurance 0.0 Life Insurance 0.0 Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. 0.0 Vision Insurance Medicare 0.0	000224	61.89 28.45 0.00 0.00 0.00 0.00 0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Life Insurance 0.0 Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. 0.0 Vision Insurance Medicare 0.0	000224	28.45 0.00 0.00 0.00 0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.0	950450 914500	0.00 0.00 0.00 0.00 0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.0	14500	0.00 0.00 0.00 0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.0	14500	0.00 0.00 0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.0	14500	0.00 0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.0	14500	0.00 673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 0.0	14500	673.00 0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Deferred Comp. Workers Comp. Vision Insurance Medicare 0.0	14500	0.00 356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Workers Comp. 0.0 Vision Insurance Medicare 0.0	14500	356.04 23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Vision Insurance Medicare 0.0	14500	23.45 102.33	- 67.56%	& Benefits	Department Overhead	Citywide Overhead	Rate
Medicare 0.0		102.33	- 67.56%	& Benefits	Overhead	Overhead	Rate
			67.56%				
Total Be	enefits	\$4,768.05	67.56%	\$78.84	¢Ω2 //1		6400 46
					333.41	\$16.21	\$188.46
		Annual Salary	+ Benefits _	\$141,903.79	=		
Step B							
		\$7,410.14 /	Month	\$49.40) /Hour		
Total Be	enefits	\$4,857.09	65.55%	\$81.78	\$96.90	\$16.81	\$195.49
		Annual Salary	+ Benefits =	\$147,206.80	=		
Step C							
		\$7,780.64 /	Month	\$51.87	7 /Hour		
Total Be	enefits	\$4,950.59	63.63%	\$84.87	\$100.57	\$17.45	\$202.89
		Annual Salary	+ Benefits	\$152,774.76	=		
Step D							
Step 5		\$8,169.68 /	Month	\$54.46	6 /Hour		
Total Be	enefits	\$5,048.77	61.80%	\$88.12	\$104.42	\$18.12	\$210.66
		Annual Salary	+ Benefits	\$158,621.34			
-			=		=		
Step E		\$8,578.16 /	Month	¢57 10) /Hour		
Total Be	enefits	\$5,150.86	60.05%	\$91.53	\$108.45	\$18.82	\$218.80
		Annual Salary	+ Benefits	\$164,748.22	=		



Purchasing Manager

Department: Finance and Information Systems

Step A		\$8,485.19 /Month	\$56.57	7 /Hour		
<u>Benefit</u>	<u>Multiplier</u>	40,100.11 3 ,	450.57	Catego	<u>ry</u>	
PERS - Employer Management Incentive	0.174600	1,481.51 0.00	Nor	n-Sworn Manager	s / Confidentia	I
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 Educational Supplement		0.00 0.00				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp.	3% + \$110	364.56				
Workers Comp.	0.050450	428.08		30.82%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	123.04	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,492.33 64.73%	\$93.18	\$28.72	\$19.16	\$141.06
		Annual Salary + Benefits	\$167,730.22	=		
Step B						
Otep 2		\$8,909.45 /Month	\$59.40) /Hour		
	Total Benefits	\$5,610.41 62.97%	\$96.80	\$29.83	\$19.90	\$146.53
		Annual Salary + Benefits	\$174,238.30	=		
Step C						
		\$9,354.92 /Month	\$62.37	7 /Hour		
	Total Benefits	\$5,734.39 61.30%	\$100.60	\$31.00	\$20.68	\$152.28
		Annual Salary + Benefits	\$181,071.74	=		
Step D		40.000 07 (0.4.)				
		\$9,822.67 /Month	\$65.48	3 /Hour		
	Total Benefits	\$5,864.58 59.70%	\$104.58	\$32.23	\$21.50	\$158.31
		Annual Salary + Benefits	\$188,246.95	=		
Step E						
		\$10,313.80 /Month	\$68.76	6 /Hour		
	Total Benefits	\$6,001.27 58.19%	\$108.77	\$33.52	\$22.36	\$164.65
		Annual Salary + Benefits	\$195,780.80			



Records Manager Department: City Manager

Step A							
otep A		\$7,766.79 /N	/lonth	\$51.78	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer Management Incentive EAP	0.174600	1,356.08 0.00 4.05		Nor	n-Sworn Manager	s / Confidentia	I
Health Insurance Dental Insurance		2,138.34 148.29					
LTD & STD Insurance	0.008770	68.11					
Life Insurance	0.000224	31.32					
Longevity		0.00					
Holiday Pay		0.00					
Uniform Allowance		0.00 0.00					
Educational Supplement Standby		0.00					
Retiree Medical		673.00					
Deferred Comp.	3% + \$110	343.00					
Workers Comp.	0.050450	391.83			46.63%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	112.62	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,290.10	68.11%	\$87.05	\$40.59	\$17.90	\$145.54
		Annual Salary +	Benefits _	\$156,682.66	=		
Step B							
		\$ 8,155.12 /N	Nonth	\$54.37	7 /Hour		
	Total Benefits	\$5,399.74	66.21%	\$90.37	\$42.14	\$18.58	\$151.09
		Annual Salary +	Benefits _	\$162,658.37	=		
Step C		±0 =00 0= /b					
		\$ 8,562.87 /N	/lontn	\$57.09	9 /Hour		
	Total Benefits	\$5,513.95	64.39%	\$93.85	\$43.76	\$19.29	\$156.90
		Annual Salary +	Benefits _	\$168,921.82	=		
Step D		4 /-					
		\$ 8,991.02 /N	/lonth	\$59.94	1 /Hour		
	Total Benefits	\$5,633.11	62.65%	\$97.49	\$45.46	\$20.04	\$162.99
		Annual Salary +	Benefits =	\$175,489.57	=		
Step E							
		\$ 9,440.57 /N	1onth	\$62.94	1 /Hour		
	Total Benefits	\$5,758.23	60.99%	\$101.33	\$47.25	\$20.83	\$169.41



Records Supervisor Department: Police

Step A							
отор / 1		\$ 7,361.14 /I	Month	\$49.0	7 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,305.05			Office Employee	s - Records	
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. Workers Comp.	0.050450	0.00 379.19			20.250/	20 500/	
Vision Insurance	0.030430	23.45		Hourly Rate	38.25% Department	20.56% Citywide	Total Hourly
Medicare	0.014500	108.98		& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	100.98	_	& Bellents	Overneau	Overneau	nate
	Total Benefits	\$5,029.64	68.33%	\$82.61	\$31.60	\$16.98	\$131.19
		Annual Salary	+ Benefits =	\$148,689.38	=		
Step B							
		\$ 7,729.19 /I	Month	\$51.5	3 /Hour		
	Total Benefits	\$5,122.52	66.27%	\$85.68	\$32.77	\$17.62	\$136.07
		Annual Salary	+ Benefits _	\$154,220.52	=		
Step C							
		\$ 8,115.65 /I	Month	\$54.1	0 /Hour		
	Total Benefits	\$5,220.04	64.32%	\$88.90	\$34.01	\$18.28	\$141.19
		Annual Salary	+ Benefits _	\$160,028.32	_		
Step D							
310p 2		\$8,521.43 /	Month	\$56.8	1 /Hour		
	Total Benefits	\$5,321.68	62.45%	\$92.29	\$35.30	\$18.97	\$146.56
		Annual Salary	+ Benefits	\$166,117.38	_		
Step E							
-		\$8,947.50 /1	Month	\$59.6	5 /Hour		
	Total Benefits	\$5,427.49	60.66%	\$95.83	\$36.66	\$19.70	\$152.19
		Annual Salary		\$172,499.84			



Recreation Coordinator Department: Parks and Recreation

Step A							
отор / 1		\$6,989.74 /	Month	\$46.60) /Hour		
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,240.20			Office Empl	loyees	
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.	0.050450	0.00			442 000/		
Workers Comp. Vision Insurance	0.050450	358.35 23.45		Haurby Bata	112.20%	20.56%	Total Haurin
Medicare	0.014500			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly
Wedicare	0.014500	103.00	_	& Benefits	Overneau	Overneau	Rate
	Total Benefits	\$4,891.55	69.98%	\$79.21	\$88.87	\$16.29	\$184.37
		Annual Salary	+ Benefits _	\$142,575.42	=		
Step B							
		\$7,339.23 /	Month	\$48.93	3 /Hour		
	Total Benefits	\$4,979.74	67.85%	\$82.13	\$92.15	\$16.89	\$191.17
		Annual Salary	+ Benefits _	\$147,827.63	=		
Step C							
		\$7,706.19 /	Month	\$51.3	7 /Hour		
	Total Benefits	\$5,072.34	65.82%	\$85.19	\$95.58	\$17.52	\$198.29
		Annual Salary	+ Benefits	\$153,342.39			
			=	· ·	=		
Step D		\$8,091.50 /	Month	¢E2.0	4 /Hour		
		30,031.30 /	WIOTHI	\$55.54	4 / nour		
	Total Benefits	\$5,169.58	63.89%	\$88.41	\$99.19	\$18.18	\$205.78
		Annual Salary	+ Benefits =	\$159,132.92	=		
Step E							
		\$8,496.07 /	Month	\$56.64	4 /Hour		
					4		
	Total Benefits	\$5,271.01	62.04%	\$91.78	\$102.98	\$18.87	\$213.63



Recreation Manager Department: Parks and Recreation

Step A							
		\$9,641.75 /	Month	\$64.28	3 /Hour		
<u>Benefit</u>	Multiplier				<u>Catego</u>	ry	
PERS - Employer	0.174600	1,683.45		Noi	n-Sworn Manager	s / Confidentia	ıl
Management Incentive EAP		0.00					
Health Insurance		4.05 2,138.34					
Dental Insurance		148.29					
LTD & STD Insurance	0.008770	84.56					
Life Insurance	0.000224	33.60					
Longevity	0.00022	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			112.20%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	139.81	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,814.22	60.30%	\$103.04	\$115.61	\$21.18	\$239.83
		Annual Salary	+ Benefits	\$185,471.66	=		
Step B							
		\$10,123.84 /	Month	\$67.49	9 /Hour		
	Total Benefits	\$5,948.40	58.76%	\$107.15	\$120.22	\$22.03	\$249.40
		Annual Salary	+ Benefits _	\$192,866.85	=		
Step C							
		\$10,630.03 /	Month	\$70.8	7 /Hour		
	Total Benefits	\$6,089.28	57.28%	\$111.46	\$125.06	\$22.92	\$259.44
		Annual Salary	+ Benefits _	\$200,631.72	=		
Step D							
		\$11,161.53 /	Month	\$74.43	1 /Hour		
	Total Benefits	\$6,237.21	55.88%	\$115.99	\$130.14	\$23.85	\$269.98
		Annual Salary	+ Benefits	\$208,784.84	=		
Step E							
		\$11,719.61 /	Month	\$78.13	3 /Hour		
			/	4400 ==	Ć125 40	404.00	¢204.05
	Total Benefits	\$6,392.53	54.55%	\$120.75	\$135.48	\$24.83	\$281.06



Recreation Supervisor Department: Parks and Recreation

Benefit PERS - Employer Management Incentive EAP Health Insurance	<u>Multiplier</u> 0.174600	\$8,035.91 /Mo	ontn	\$53.57	/Hour		
PERS - Employer Management Incentive EAP							
Management Incentive EAP	0.174600				Catego	<u>ry</u>	
EAP		1,403.07		Non-S	Sworn Profession	als / Superviso	rs
		0.00					
Health Insurance		4.05					
Dental Insurance		2,138.34 148.29					
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 Standby		0.00 0.00					
Retiree Medical		673.00					
Deferred Comp.	2% + \$110	270.72					
Workers Comp.	0.050450	405.41			112.20%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	116.52	_	& Benefits	Overhead	Overhead	Rate
To	otal Benefits	\$5,285.73	65.78%	\$88.81	\$99.65	\$18.26	\$206.72
		Annual Salary + B	enefits _	\$159,859.63	=		
Step B							
		\$8,437.70 /Mc	onth	\$56.25	/Hour		
To	otal Benefits	\$5,394.73	63.94%	\$92.22	\$103.47	\$18.96	\$214.65
		Annual Salary + B	enefits _	\$165,989.20	=		
Step C							
		\$8,859.58 /Mo	onth	\$59.06	/Hour		
To	otal Benefits	\$5,507.93	62.17%	\$95.78	\$107.47	\$19.69	\$222.94
		Annual Salary + B	enefits _	\$172,410.15	=		
Step D							
		\$9,302.57 /Mc	onth	\$62.02	/Hour		
To	otal Benefits	\$5,626.80	60.49%	\$99.53	\$111.67	\$20.46	\$231.66
		Annual Salary + B	enefits _	\$179,152.39	=		
Step E							
		\$9,767.70 /Mo	onth	\$65.12	/Hour		
To	otal Benefits	\$5,751.60	58.88%	\$103.46	\$116.08	\$21.27	\$240.81
		Annual Salary + B	enefits _	\$186,231.59	=		



Regulatory Compliance Supervisor Department: Public Works

Chan A							
Step A		ć0 422 79 //	Month	¢62.02) /Llour		
		\$ 9,423.78 /	viontn	\$62.83	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	r <u>v</u>	
PERS - Employer	0.174600	1,645.39		Non-	Sworn Profession	als / Superviso	ors
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 Deferred Comp.	2% + \$110	673.00 298.48					
Workers Comp.	0.050450	475.43			118.49%	20.56%	
Vision Insurance	0.030430	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	136.64		& Benefits	Overhead	Overhead	Rate
Wedicare	0.014300	130.04	-	& Delicits	Overneau	Overneau	Nate
	Total Benefits	\$5,659.32	60.05%	\$100.55	\$119.15	\$20.67	\$240.37
		Annual Salary	+ Benefits =	\$180,997.18	=		
Step B							
		\$9,894.97 /	Month	\$65.97	7 /Hour		
	Total Benefits	\$5,785.75	58.47%	\$104.54	\$123.87	\$21.49	\$249.90
		Annual Salary	+ Benefits _	\$188,168.62	=		
Step C							
		\$10,389.73 /	Month	\$69.26	5 /Hour		
	Total Benefits	\$5,918.50	56.96%	\$108.72	\$128.82	\$22.35	\$259.89
		Annual Salary	+ Benefits	\$195,698.79	=		
Stop D							
Step D		\$10,909.21 /	Month	¢72.7	2 /Hour		
		\$10,303.21 /I	VIOIILII	\$12.73	3 /Hour		
	Total Benefits	\$6,057.89	55.53%	\$113.11	\$134.03	\$23.26	\$270.40
		Annual Salary	+ Benefits =	\$203,605.19	=		
Step E							
		\$11,454.67 /	Month	\$76.36	5 /Hour		
	Total Benefits	\$6,204.25	54.16%	\$117.73	\$139.49	\$24.20	\$281.42
		Annual Salary	+ Benefits	\$211,907.00	=		



Right-of-Way Specialist Department: Public Works

Step A		\$8,510.90 /Month	\$56.74	/Hour			
		3 6,310.30 / Month					
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>				
PERS - Employer	0.174600	1,505.80		Office Emp	loyees		
Management Incentive		0.00					
EAP		4.05					
Health Insurance Dental Insurance		2,138.34 148.29					
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 Standby		113.38 0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	435.09		118.49%	20.56%		
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	125.05	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$5,274.70 61.98%	\$91.90	\$108.90	\$18.90	\$219.70	
		Annual Salary + Benefits	\$165,427.16	=			
Step B							
		\$8,936.44 /Month	\$59.58	3 /Hour			
	Total Benefits	\$5,380.37 60.21%	\$95.45	\$113.09	\$19.62	\$228.16	
		Annual Salary + Benefits	\$171,801.68	=			
Step C		40 000 05 /h4l					
		\$9,383.26 /Month	\$62.56	6 /Hour			
	Total Benefits	\$5,491.32 58.52%	\$99.16	\$117.50	\$20.39	\$237.05	
		Annual Salary + Benefits	\$178,494.98	=			
Step D		40.000 40.44					
		\$9,852.42 /Month	\$65.68	3 /Hour			
	Total Benefits	\$5,607.82 56.92%	\$103.07	\$122.13	\$21.19	\$246.39	
		Annual Salary + Benefits	\$185,522.92	=			
Step E							
		\$10,345.04 /Month	\$68.97	/ /Hour			
	Total Benefits	\$5,730.15 55.39%	\$107.17	\$126.98	\$22.03	\$256.18	
		Annual Salary + Benefits	\$192,902.29	=			



Senior Accountant Department: Finance and Information Systems

Step A							
этер н		\$9,395.13 /	Month	\$62.63	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	r <u>y</u>	
DEDC Frankrien	0.474600	1.640.20		New	Surana Duafassiana	-l- / C i	
PERS - Employer	0.174600	1,640.39 0.00		Non-	Sworn Profession	ais / Superviso	ors
Management Incentive 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	0.00022	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			30.82%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	136.23	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,651.63	60.15%	\$100.31	\$30.92	\$20.62	\$151.85
		Annual Salary	+ Benefits	\$180,561.14	=		
Step B							
		\$9,864.89 /	Month	\$65.77	7 /Hour		
	Total Benefits	\$5,777.68	58.57%	\$104.28	\$32.14	\$21.44	\$157.86
		Annual Salary	+ Benefits _	\$187,710.81	=		
Step C							
		\$10,358.13 /	Month	\$69.05	5 /Hour		
	Total Benefits	\$5,910.02	57.06%	\$108.45	\$33.43	\$22.30	\$164.18
		Annual Salary	+ Benefits	\$195,217.84			
			=	-	=		
Step D		¢10.076.03./	N 4 = + l=	470.5 4	. /		
		\$10,876.03 /	MOHUI	\$/2.5.	1 /Hour		
	Total Benefits	\$6,048.99	55.62%	\$112.83	\$34.78	\$23.20	\$170.81
		Annual Salary	+ Benefits _	\$203,100.20	=		
Step E							
		\$11,419.84 /	Month	\$76.13	3 /Hour		
	Total Benefits	\$6,194.90	54.25%	\$117.43	\$36.19	\$24.14	\$177.76



Senior Analyst Department: City Manager

Chair A								
Step A		\$10,836.13 /Month		\$72.24 /Hour				
		710,030.13 /1	VIOTICIT	Ψ/ 2.2 -	• /11001			
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>		
PERS - Employer	0.174600	1,891.99		Non-	Sworn Profession	als / Superviso	ors	
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 Uniform Allowance		0.00 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		Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	157.12	_	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$6,038.28	55.72%	\$112.50	\$52.46	\$23.13	\$188.09	
		Annual Salary	Benefits	\$202,492.92	=			
Step B								
этер в		\$11,377.93 /	Month	\$75.8	5 /Hour			
	Total Benefits	\$6,183.66	54.35%	\$117.08	\$54.59	\$24.07	\$195.74	
		Annual Salary -	- Benefits	\$210,739.03				
			=	<u> </u>	=			
Step C		\$11,946.83 /1	Month	\$79.6	5 /Hour			
	Total Benefits	\$6,336.30	53.04%	\$121.89	\$56.84	\$25.06	\$203.79	
		Annual Salary	Benefits _	\$219,397.60	=			
Step D								
		\$12,544.17 /Month		\$83.63 /Hour				
	Total Benefits	\$6,496.58	51.79%	\$126.94	\$59.19	\$26.10	\$212.23	
		Annual Salary	Benefits _	\$228,489.02	=			
Step E								
		\$13,171.39 /	Month	\$87.83	1 /Hour			
	Total Benefits	\$6,664.88	50.60%	\$132.24	\$61.66	\$27.19	\$221.09	
		Annual Salary -	- Benefits	\$238,035.21				
		Ailliadi Jaidi y	=	7230,033.21	=			



Senior Analyst Department: Community Development

Step A								
·		\$10,836.13 /Month		\$72.24 /Hour				
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>				
PERS - Employer	0.174600	1,891.99		Non-	-Sworn Profession	als / Superviso	rs	
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			139.88%	20.56%		
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hour	
Medicare	0.014500	157.12	_	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$6,038.28	55.72%	\$112.50	\$157.36	\$23.13	\$292.99	
		Annual Salary	+ Benefits _	\$202,492.92	=			
Step B								
		\$11,377.93 /	Month	\$75.8	5 /Hour			
	Total Benefits	\$6,183.66	54.35%	\$117.08	\$163.77	\$24.07	\$304.92	
		Annual Salary	+ Benefits =	\$210,739.03	=			
Step C								
		\$11,946.83 /Month		\$79.65 /Hour				
	Total Benefits	\$6,336.30	53.04%	\$121.89	\$170.50	\$25.06	\$317.45	
		Annual Salary	+ Benefits	\$219,397.60				
Stor D					=			
Step D		\$12,544.17 /	Month	\$83.63	3 /Hour			
	Total Benefits					\$26.10	\$220.60	
	TOTAL DELICITIES	\$6,496.58	51.79%	\$126.94	\$177.56	\$26.10	\$330.60	
		Annual Salary	+ Benefits =	\$228,489.02	=			
Step E								
Step E		\$13,171.39 /	Month	\$87.83	1 /Hour			
Step E	Total Benefits	\$13,171.39 / \$6,664.88	Month 50.60%	\$87.83 \$132.24	1 /Hour \$184.98	\$27.19	\$344.41	



Senior Analyst Department: Human Resources

Step A								
300p 31		\$10,836.13 /Month		\$72.24 /Hour				
<u>Benefit</u>	Multiplier			Category				
PERS - Employer	0.174600	1,891.99		Non-	Sworn Profession	ials / Superviso	ors	
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			50.84%	20.56%		
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	157.12	_	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$6,038.28	55.72%	\$112.50	\$57.19	\$23.13	\$192.82	
		Annual Salary	+ Benefits	\$202,492.92	=			
Step B								
		\$11,377.93 /	Month	\$75.85	5 /Hour			
	Total Benefits	\$6,183.66	54.35%	\$117.08	\$59.52	\$24.07	\$200.67	
		Annual Salary	+ Benefits _	\$210,739.03	=			
Step C								
		\$11,946.83 /	Month	\$79.65	5 /Hour			
	Total Benefits	\$6,336.30	53.04%	\$121.89	\$61.97	\$25.06	\$208.92	
		Annual Salary	+ Renefits	\$219,397.60				
		7 iiii dai Saidi y	=	\$213,037100	=			
Step D		640 544 47 /						
		\$12,544.17 /1	viontn	\$83.63	3 /Hour			
	Total Benefits	\$6,496.58	51.79%	\$126.94	\$64.54	\$26.10	\$217.58	
		Annual Salary	+ Benefits _	\$228,489.02	=			
Step E								
		\$13,171.39 /	Month	\$87.83	1 /Hour			
	Total Benefits	\$6,664.88	50.60%	\$132.24	\$67.23	\$27.19	\$226.66	
		Annual Salary	+ Benefits	\$238,035.21				
		dar ourdry	=	7-00,000:21	=			



Senior Analyst Department: Engineering

Step A									
otop //		\$10,836.13 /N	\$10,836.13 /Month		\$72.24 /Hour				
<u>Benefit</u>	<u>Multiplier</u>				Catego	ry			
PERS - Employer	0.174600	1,891.99		Non-	-Sworn Profession	als / Superviso	rs		
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 Longevity	0.000224	33.60 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			84.43%	20.56%			
Vision Insurance	0.04.4500	23.45		Hourly Rate	Department	Citywide	Total Hour		
Medicare	0.014500	157.12	_	& Benefits	Overhead	Overhead	Rate		
	Total Benefits	\$6,038.28	55.72%	\$112.50	\$94.98	\$23.13	\$230.61		
		Annual Salary	Benefits _	\$202,492.92	=				
Step B									
		\$11,377.93 /N	Month	\$75.8	5 /Hour				
	Total Benefits	\$6,183.66	54.35%	\$117.08	\$98.85	\$24.07	\$240.00		
		Annual Salary	Benefits _	\$210,739.03	=				
Step C									
		\$11,946.83 /N	∕lonth	\$79.65	5 /Hour				
	Total Benefits	\$6,336.30	53.04%	\$121.89	\$102.91	\$25.06	\$249.86		
		Annual Salary	Benefits _	\$219,397.60	=				
Step D									
		\$12,544.17 /N	∕lonth	\$83.63	3 /Hour				
	Total Benefits	\$6,496.58	51.79%	\$126.94	\$107.17	\$26.10	\$260.21		
		Annual Salary	Benefits _	\$228,489.02	=				
Step E									
	_	\$13,171.39 /N	∕lonth	\$87.83	1 /Hour				
		4		4	¢111 65	627.40	6271.00		
	Total Benefits	\$6,664.88	50.60%	\$132.24	\$111.65	\$27.19	\$271.08		



Senior Associate Engineer

Department: Engineering

\$10,715.95 1,871.00 0.00 4.05 2,138.34 148.29 93.98 33.60 0.00 0.00 0.00 0.00 0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary \$11,251.74 \$6,149.80	56.05% y + Benefits /Month	Hourly Rate & Benefits \$111.48 \$200,663.80	4 /Hour Catego Sworn Profession 84.43% Department Overhead \$94.12		Total Hourly Rate \$228.52
1,871.00 0.00 4.05 2,138.34 148.29 93.98 33.60 0.00 0.00 0.00 0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary	y + Benefits /Month	Hourly Rate & Benefits \$111.48 \$200,663.80	84.43% Department Overhead \$94.12	20.56% Citywide Overhead	Total Hourly Rate
0.00 4.05 2,138.34 148.29 93.98 33.60 0.00 0.00 0.00 0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary	y + Benefits /Month	Hourly Rate & Benefits \$111.48 \$200,663.80	84.43% Department Overhead \$94.12	20.56% Citywide Overhead	Total Hourly Rate
4.05 2,138.34 148.29 93.98 33.60 0.00 0.00 0.00 0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
2,138.34 148.29 93.98 33.60 0.00 0.00 0.00 0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
148.29 93.98 33.60 0.00 0.00 0.00 0.00 0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
93.98 33.60 0.00 0.00 0.00 0.00 0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
33.60 0.00 0.00 0.00 0.00 0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
0.00 0.00 0.00 0.00 0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
0.00 0.00 0.00 0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
0.00 0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
0.00 673.00 324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
673.00 324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
324.32 540.62 23.45 155.38 \$6,006.03 Annual Salary	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
\$40.62 23.45 155.38 \$6,006.03 Annual Salary \$11,251.74	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
23.45 155.38 \$6,006.03 Annual Salary \$11,251.74	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	Department Overhead \$94.12	Citywide Overhead	Rate
\$6,006.03 Annual Salary \$11,251.74	y + Benefits /Month	& Benefits \$111.48 \$200,663.80	\$94.12	Overhead	Rate
\$6,006.03 Annual Salary \$11,251.74	y + Benefits /Month	\$111.48 \$200,663.80	\$94.12		
Annual Salary \$11,251.74	y + Benefits /Month	\$200,663.80	=	\$22.92	\$228.52
\$11,251.74	/Month		 01 /Hour		
		\$75.0	1 /Hour		
		\$75.0	1 /Hour		
\$6.149.80	F.4.660/				
Ç0,113.00	54.66%	\$116.01	\$97.95	\$23.85	\$237.81
Annual Salary	y + Benefits	\$208,818.44	=		
\$11,814.33	/Month	\$78.7	6 /Hour		
\$6,300.75	53.33%	\$120.77	\$101.96	\$24.83	\$247.56
Annual Salary	y + Benefits	\$217,380.97	=		
\$12,405.04	/Month	\$82.7	'0 /Hour		
\$6,459.25	52.07%	\$125.76	\$106.18	\$25.86	\$257.80
Annual Salary	y + Benefits	\$226,371.48	=		
\$13,025.30	/Month	\$86.8	34 /Hour		
		6424.04	\$110.61	\$26.93	\$268.55
\$6,625.68	50.87%	\$131.01	¥==0.0=		
S	\$12,405.04 ; s \$6,459.25 Annual Salary	\$12,405.04 /Month s \$6,459.25 52.07% Annual Salary + Benefits \$13,025.30 /Month	\$12,405.04 /Month \$82.75 \$ \$6,459.25 52.07% \$125.76 Annual Salary + Benefits \$226,371.48 \$13,025.30 /Month \$86.8	\$12,405.04 /Month \$82.70 /Hour \$ \$6,459.25 52.07% \$125.76 \$106.18 Annual Salary + Benefits \$226,371.48 \$13,025.30 /Month \$86.84 /Hour	\$12,405.04 /Month \$82.70 /Hour \$ \$6,459.25 52.07% \$125.76 \$106.18 \$25.86 Annual Salary + Benefits \$226,371.48 \$13,025.30 /Month \$86.84 /Hour



Senior Building Inspector

Department: Community Development

Step A						
		\$9,453.83 /Month	\$63.03	/Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,670.43		Office Empl	loyees	
Management Incentive		0.00		·	•	
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance		148.29				
LTD & STD Insurance Life Insurance	0.008770 0.000224	82.91 33.60				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp.	0.050450	0.00		100 000/		
Workers Comp. Vision Insurance	0.050450	482.67 23.45	Hourly Rate	139.88% Department	20.56% Citywide	Total Hourly
Medicare	0.014500	138.72	& Benefits	Overhead	Overhead	Rate
Wicalcure	0.014300	130.72	G Delicits	Overnead	Overneau	nate
	Total Benefits	\$5,508.85 58.27%	\$99.75	\$139.53	\$20.51	\$259.79
		Annual Salary + Benefits =	\$179,552.10	=		
Step B						
		\$9,926.52 /Month	\$66.18	/Hour		
	Total Benefits	\$5,626.22 56.68%	\$103.68	\$145.03	\$21.32	\$270.03
		Annual Salary + Benefits	\$186,632.92	=		
Step C						
		\$10,422.85 /Month	\$69.49	/Hour		
	Total Benefits	\$5,749.47 55.16%	\$107.82	\$150.81	\$22.17	\$280.80
		Annual Salary + Benefits	\$194,067.87	=		
Step D						
	_	\$10,943.99 /Month	\$72.96	/Hour		
	Total Benefits	\$5,878.88 53.72%	\$112.15	\$156.88	\$23.06	\$292.09
		Annual Salary + Benefits =	\$201,874.46	=		
Step E						
Step L	1	\$11,491.19 /Month	\$76.61	/Hour		
	Total Benefits	\$6,014.76 52.34%	\$116.71	\$163.25	\$23.99	\$303.95
		Annual Salary + Benefits	\$210,071.43	=		



Senior Code Enforcement Officer

Department: Community Development

Medicare					
PERS - Employer	\$59.07 /Hour				
Management Incentive EAP	Category				
Health Insurance	Office Employees				
Health Insurance					
Dental Insurance					
LTD & STD Insurance					
Life Insurance Longevity Longevity Holiday Pay Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare Total Benefits Standal Salary + Benefits Step C \$9,768.20 /Month Total Benefits \$5,586.91 \$71.19% \$10,256.61 /Month Total Benefits \$5,708.19 \$5,655% \$10 Annual Salary + Benefits \$191,5					
Holiday Pay					
Uniform Allowance Educational Supplement Standby Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare 10.014500 Step B Sy,303.05 / Month Total Benefits Sy,471.40 Step C \$9,768.20 / Month Total Benefits \$5,586.91 Total Benefits \$10,256.61 / Month Total Benefits \$5,708.19 \$5191,4					
Educational Supplement 113.38					
Standby					
Retiree Medical Deferred Comp.					
Workers Comp. 0.050450 452.71 Hourly street with the					
Vision Insurance Medicare 23.45 Hourl & Benefits Hourl & Benefits Total Benefits \$5,361.40 60.51% \$94 Annual Salary + Benefits \$170,4 Step B \$9,303.05 /Month Total Benefits \$5,471.40 58.81% \$98 Annual Salary + Benefits \$1177,2 Step C \$9,768.20 /Month Total Benefits \$5,586.91 57.19% \$10 Annual Salary + Benefits \$184,2 Step D \$10,256.61 /Month Total Benefits \$5,708.19 55.65% \$10 Annual Salary + Benefits \$191,4					
Medicare	139.88% 20.56%				
Total Benefits \$5,361.40 60.51% \$94 Annual Salary + Benefits \$170,6 Step B \$9,303.05 Month Total Benefits \$5,471.40 58.81% \$98 Annual Salary + Benefits \$177,7 Step C \$9,768.20 Month Total Benefits \$5,586.91 57.19% \$10 Annual Salary + Benefits \$184,7 Step D \$10,256.61 Month Total Benefits \$5,708.19 55.65% \$10 Annual Salary + Benefits \$191,5 Step D \$10,256.61 \$10,256.65 \$10 Annual Salary + Benefits \$191,5 Step D \$10,256.61 \$10,256.65 \$10 Annual Salary + Benefits \$191,5 Step D \$10,256.61 \$10 Step D \$10	ly Rate Department Citywide Total Hourly				
Step B \$9,303.05 Month Total Benefits \$5,471.40 58.81% \$98 Annual Salary + Benefits \$177,2 Step C \$9,768.20 Month Total Benefits \$5,586.91 57.19% \$10 Annual Salary + Benefits \$184,2 Step D \$10,256.61 Month Total Benefits \$5,708.19 55.65% \$10 Annual Salary + Benefits \$191,5 Annual Salary + Benefits \$191,5 Annual Salary + Benefits \$191,5 \$191,5 \$100,5 Annual Salary + Benefits \$191,5 \$191,5 \$100,5 Annual Salary + Benefits \$191,5 \$191,5 \$100,5 \$100,5	enefits Overhead Overhead Rate				
\$9,303.05 /Month Total Benefits \$5,471.40 58.81% \$98 Annual Salary + Benefits \$177,2 Step C \$9,768.20 /Month Total Benefits \$5,586.91 57.19% \$10 Annual Salary + Benefits \$184,2 Step D \$10,256.61 /Month Total Benefits \$5,708.19 55.65% \$10 Annual Salary + Benefits \$191,5	4.81 \$132.62 \$19.49 \$246.92				
\$9,303.05 /Month Total Benefits \$5,471.40 58.81% \$98 Annual Salary + Benefits \$177,3 Step C \$9,768.20 /Month Total Benefits \$5,586.91 57.19% \$10 Annual Salary + Benefits \$184,3 Step D \$10,256.61 /Month Total Benefits \$5,708.19 55.65% \$10 Annual Salary + Benefits \$191,5	657.37				
Total Benefits \$5,471.40 58.81% \$98 Annual Salary + Benefits \$177,2 Step C \$9,768.20 /Month Total Benefits \$5,586.91 57.19% \$10 Annual Salary + Benefits \$184,2 Step D \$10,256.61 /Month Total Benefits \$5,708.19 55.65% \$10 Annual Salary + Benefits \$191,5					
Step C \$9,768.20 /Month Total Benefits \$5,586.91 57.19% \$10, Annual Salary + Benefits \$184,7 Step D \$10,256.61 /Month Total Benefits \$5,708.19 55.65% \$10 Annual Salary + Benefits \$191,5 Annual Salary + Benefits \$191,5 Annual Salary + Benefits \$191,5 \$10,256.61 /Month \$10,256.61 /Month Total Benefits \$5,708.19 55.65% \$10,256.61 /Month Total Benefits \$5,708.19 \$1,256.61 /Month Total Benefits \$1,256.61 /	\$62.02 /Hour				
Step C \$9,768.20 Month Total Benefits \$5,586.91 57.19% \$10, Annual Salary + Benefits \$184,7 Step D \$10,256.61 Month Total Benefits \$5,708.19 55.65% \$10 Annual Salary + Benefits \$191,5 Step D \$10,256.61 \$10,256.61 \$10,256.65 \$10,256.65 Annual Salary + Benefits \$191,5 Step D \$10,256.61 \$10,256.65 \$10,256.65 Step D \$10,256.61 \$10,256.65 \$10,256.65 Step D \$10,256.61 \$10,256.65 Step D \$10,256.65	8.50 \$137.78 \$20.25 \$256.53				
\$9,768.20 /Month Total Benefits \$5,586.91 57.19% \$10. Annual Salary + Benefits \$184,2 Step D \$10,256.61 /Month Total Benefits \$5,708.19 55.65% \$10. Annual Salary + Benefits \$191,5	293.44				
Total Benefits \$5,586.91 57.19% \$10. Annual Salary + Benefits \$184,2 Step D \$10,256.61 /Month Total Benefits \$5,708.19 55.65% \$10. Annual Salary + Benefits \$191,5					
Annual Salary + Benefits \$184,3	\$65.12 /Hour				
\$10,256.61 /Month Total Benefits \$5,708.19 55.65% \$10 Annual Salary + Benefits \$191,5	2.37 \$143.19 \$21.05 \$266.61				
\$10,256.61 /Month Total Benefits \$5,708.19 55.65% \$10 Annual Salary + Benefits \$191,5	261.32				
Total Benefits \$5,708.19 55.65% \$10 Annual Salary + Benefits \$191,5					
Annual Salary + Benefits \$191,5	\$68.38 /Hour				
· = = = = = = = = = = = = = = = = = = =	6.43 \$148.88 \$21.88 \$277.19				
Chara E	577.62				
Step E					
\$10,769.44 /Month	\$71.80 /Hour				
Total Benefits \$5,835.54 54.19% \$11	0.70 \$154.85 \$22.76 \$288.31				
Annual Salary + Benefits \$199,	259.73				



Senior Collection System Worker Department: Public Works

Step A							
Step A		\$7,585.61 /N	\$7,585.61 /Month		7 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	ry	
PERS - Employer	0.174600	1,324.45			Public Works - M	aintonanco	
Management Incentive	0.174000	0.00			FUDIIC WOLKS - IVI	antenance	
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 Deferred Comp.		673.00					
Workers Comp.	0.050450	0.00 382.69			118.49%	20.56%	
Vision Insurance	0.030430	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	109.99		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,901.37	64.61%	\$83.25	\$98.64	\$17.12	\$199.01
	Total beliefits				330.0 4	317.12	\$199.01
		Annual Salary +	Benefits =	\$149,843.81	=		
Step B							
		\$7,964.89 /N	Nonth	\$53.10	0 /Hour		
	Total Benefits	\$4,997.09	62.74%	\$86.41	\$102.39	\$17.77	\$206.57
		Annual Salary +	Benefits _	\$155,543.71	=		
Step C							
		\$ 8,363.14 /N	/lonth	\$55.7	5 /Hour		
	Total Benefits	\$5,097.46	60.95%	\$89.74	\$106.33	\$18.45	\$214.52
		Annual Salary +	Benefits _	\$161,527.26	=		
Step D							
		\$8,781.29 /N	Nonth	\$58.54	4 /Hour		
	Total Benefits	\$5,201.30	59.23%	\$93.22	\$110.45	\$19.17	\$222.84
		Annual Salary +	Benefits _	\$167,791.08	=		
Step E							
		\$ 9,220.36 /N	l onth	\$61.4	7 /Hour		
	Total Benefits	\$5,310.33	57.59%	\$96.87	\$114.78	\$19.92	\$231.57
		Annual Salary +	Benefits	\$174,368.28			



Senior Community Service Officer Department: Police

Step A								
		\$7,025.33 /Month	\$46.84	4 /Hour				
<u>Benefit</u>	Multiplier			Category				
PERS - Employer	0.174600	1,246.42	Office Em	ployee - CSO & Ev	vidence Techni	cian I/II		
Management Incentive		0.00						
EAP		4.05						
Health Insurance		2,138.34 148.29						
Dental Insurance LTD & STD Insurance	0.008770	61.61						
Life Insurance	0.008770	28.33						
Longevity	0.000224	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	Harrie Bata	38.25%	20.56%	Takal Harrick		
Vision Insurance Medicare	0.014500	23.45 104.72	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate		
Medicare	0.014300		& Bellelits			nate		
	Total Benefits	\$4,989.27 71.02	% \$80.10	\$30.64	\$16.47	\$127.21		
		Annual Salary + Benefit	s \$144,175.23	=				
Step B								
		\$7,376.59 /Month	\$49.1	8 /Hour				
	Total Benefits	\$5,077.91 68.84	% \$83.03	\$31.76	\$17.07	\$131.86		
		Annual Salary + Benefit	s <u>\$149,454.04</u>	=				
Step C								
		\$7,745.42 /Month	\$51.6	4 /Hour				
	Total Benefits	\$5,170.99 66.76	% \$86.11	\$32.94	\$17.70	\$136.75		
		Annual Salary + Benefit	s <u>\$154,996.90</u>	=				
Step D								
		\$8,132.69 /Month	\$54.2	2 /Hour				
	Total Benefits	\$5,268.72 64.78	% \$89.34	\$34.17	\$18.37	\$141.88		
		Annual Salary + Benefit	s \$160,816.88	=				
Step E								
,		\$8,539.32 /Month	\$56.9	3 /Hour				
	Total Benefits	\$5,370.50 62.89	% \$92.73	\$35.47	\$19.07	\$147.27		
		Annual Salary + Benefit	s \$166,917.84					



Senior Construction Inspector

Department: Engineering

Step A		\$9,453.83 /Month	¢ca na	3 /Hour			
		33,433.63 / WOULD	303.03	THOUI			
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>				
PERS - Employer	0.174600	1,670.43		Office Empl	loyees		
Management Incentive		0.00					
EAP		4.05					
Health Insurance Dental Insurance		2,138.34 148.29					
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 Retiree Medical		0.00 673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	482.67		84.43%	20.56%		
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	138.72	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$5,508.85 58.27%	\$99.75	\$84.22	\$20.51	\$204.48	
		Annual Salary + Benefits	\$179,552.10	=			
Step B							
		\$9,926.52 /Month	\$66.18	3 /Hour			
	Total Benefits	\$5,626.22 56.68%	\$103.68	\$87.54	\$21.32	\$212.54	
		Annual Salary + Benefits	\$186,632.92	=			
Step C		A					
		\$10,422.85 /Month	\$69.49	Hour /			
	Total Benefits	\$5,749.47 55.16%	\$107.82	\$91.03	\$22.17	\$221.02	
		Annual Salary + Benefits	\$194,067.87	=			
Step D							
		\$10,943.99 /Month	\$72.96	5 /Hour			
	Total Benefits	\$5,878.88 53.72%	\$112.15	\$94.69	\$23.06	\$229.90	
		Annual Salary + Benefits	\$201,874.46	=			
Step E							
		\$11,491.19 /Month	\$76.61	l /Hour			
	Total Benefits	\$6,014.76 52.34%	\$116.71	\$98.54	\$23.99	\$239.24	
		Annual Salary + Benefits	\$210,071.43				



Senior Engineer Department: Engineering

######################################	\$11,776.95 /N 2,056.26 0.00 4.05 2,138.34 148.29 103.28 33.60 0.00 0.00 0.00 0.00 0.00 673.00 345.54 594.15 23.45	Month		<u>Catego</u> Sworn Profession		rs
174600 008770 000224 + \$110 050450	0.00 4.05 2,138.34 148.29 103.28 33.60 0.00 0.00 0.00 0.00 673.00 345.54 594.15 23.45		Non-S			rs
008770 000224 + \$110 050450	0.00 4.05 2,138.34 148.29 103.28 33.60 0.00 0.00 0.00 0.00 673.00 345.54 594.15 23.45		Non-	Sworn Profession	als / Superviso	rs
+ \$110 050450	4.05 2,138.34 148.29 103.28 33.60 0.00 0.00 0.00 0.00 673.00 345.54 594.15 23.45					
+ \$110 050450	2,138.34 148.29 103.28 33.60 0.00 0.00 0.00 0.00 673.00 345.54 594.15 23.45					
+ \$110 050450	148.29 103.28 33.60 0.00 0.00 0.00 0.00 673.00 345.54 594.15 23.45					
+ \$110 050450	103.28 33.60 0.00 0.00 0.00 0.00 673.00 345.54 594.15 23.45					
+ \$110 050450	33.60 0.00 0.00 0.00 0.00 0.00 673.00 345.54 594.15 23.45					
+ \$110 050450	0.00 0.00 0.00 0.00 0.00 673.00 345.54 594.15 23.45					
050450	0.00 0.00 0.00 0.00 673.00 345.54 594.15 23.45					
050450	0.00 0.00 0.00 673.00 345.54 594.15 23.45					
050450	0.00 673.00 345.54 594.15 23.45					
050450	673.00 345.54 594.15 23.45					
050450	345.54 594.15 23.45					
050450	594.15 23.45					
	23.45					
014500			Harrie Bata	84.43%	20.56%	T-4-111
014500	170.77		Hourly Rate & Benefits	Department	Citywide	Total Hourly
	170.77	_	& Benefits	Overhead	Overhead	Rate
Benefits	\$6,290.72	53.42%	\$120.45	\$101.70	\$24.76	\$246.91
	Annual Salary +	Benefits _	\$216,812.05	=		
	\$12,365.80 /N	Month	\$82.44	/Hour		
Benefits	\$6,448.72	52.15%	\$125.43	\$105.90	\$25.79	\$257.12
	Annual Salary +	Benefits _	\$225,774.26	=		
	\$ 12,984.09 /N	Month	\$86.56	/Hour		
Benefits	\$6,614.62	50.94%	\$130.66	\$110.31	\$26.86	\$267.83
	Annual Salary +	Benefits _	\$235,184.53	=		
	\$13,633.30 /N	Month	\$90.89	/Hour		
Benefits	\$6,788.82	49.80%	\$136.15	\$114.95	\$27.99	\$279.09
	Annual Salary +	Benefits _	\$245,065.40	=		
	\$14,314.96 /N	∕lonth	\$95.43	/Hour		
Benefits	\$6,971.72	48.70%	\$141.91	\$119.82	\$29.18	\$290.91
	Annual Salary +	Benefits _	\$255,440.16	=		
3	Benefits Benefits Benefits	\$12,365.80 / Note that the sense its \$6,448.72 Annual Salary + \$12,984.09 / Note that the sense its \$6,614.62 Annual Salary + \$13,633.30 / Note that the sense its \$6,788.82 Annual Salary + \$14,314.96 / Note that the sense its \$6,971.72	\$12,365.80 /Month Senefits \$6,448.72 52.15% Annual Salary + Benefits = \$12,984.09 /Month Senefits \$6,614.62 50.94% Annual Salary + Benefits = \$13,633.30 /Month Senefits \$6,788.82 49.80% Annual Salary + Benefits = \$14,314.96 /Month	\$12,365.80 /Month \$82.44 Senefits \$6,448.72 52.15% \$125.43 Annual Salary + Benefits \$225,774.26 \$12,984.09 /Month \$86.56 Senefits \$6,614.62 50.94% \$130.66 Annual Salary + Benefits \$235,184.53 \$13,633.30 /Month \$90.89 Senefits \$6,788.82 49.80% \$136.15 Annual Salary + Benefits \$245,065.40 \$14,314.96 /Month \$95.43	\$12,365.80 /Month \$82.44 /Hour Senefits \$6,448.72 \$52.15% \$125.43 \$105.90 Annual Salary + Benefits \$225,774.26 \$12,984.09 /Month \$86.56 /Hour Senefits \$6,614.62 \$50.94% \$130.66 \$110.31 Annual Salary + Benefits \$235,184.53 \$13,633.30 /Month \$90.89 /Hour Senefits \$6,788.82 \$49.80% \$136.15 \$114.95 Annual Salary + Benefits \$245,065.40 \$14,314.96 /Month \$95.43 /Hour Senefits \$6,971.72 \$48.70% \$141.91 \$119.82	\$12,365.80 /Month \$82.44 /Hour Senefits \$6,448.72 52.15% \$125.43 \$105.90 \$25.79 Annual Salary + Benefits \$225,774.26 \$12,984.09 /Month \$86.56 /Hour Senefits \$6,614.62 50.94% \$130.66 \$110.31 \$26.86 Annual Salary + Benefits \$235,184.53 \$13,633.30 /Month \$90.89 /Hour Senefits \$6,788.82 49.80% \$136.15 \$114.95 \$27.99 Annual Salary + Benefits \$245,065.40 \$14,314.96 /Month \$95.43 /Hour Senefits \$6,971.72 48.70% \$141.91 \$119.82 \$29.18



Senior Equipment Mechanic

		\$51.94	Hour /		
Multiplior	\$7,790.45 /Month	731.34		n.	
<u>iviuitipiiei</u>			catego	<u>! y</u>	
0.174600	1,360.21		Public Works - M	laintenance	
	0.00				
	4.05				
	•				
0.000770					

0.000224					
	0.00				
	0.00				
	0.00				
	0.00				
0.050450			440 400/		
0.050450		Hourly Pate			Total Hourly
0.014500		-	•	-	Rate
0.01.000		<u> </u>			
Total Benefits	\$4,953.07 63.58%	\$84.96	\$100.67	\$17.47	\$203.10
	Annual Salary + Benefits	\$152,922.19	=		
	\$8,179.98 /Month	\$54.53	3 /Hour		
Total Benefits	\$5,051.36 61.75%	\$88.21	\$104.52	\$18.14	\$210.87
	Annual Salary + Benefits =	\$158,776.13	=		
	\$8,588.98 /Month	\$57.26	6 /Hour		
Total Benefits	\$5,153.55 60.00%	\$91.62	\$108.56	\$18.84	\$219.02
	Annual Salary + Benefits	\$164,910.31	=		
	\$9,018.42 /Month	\$60.12	! /Hour		
Total Benefits	\$5,260.18 58.33%	\$95.19	\$112.79	\$19.57	\$227.55
	Annual Salary + Benefits	\$171,343.25	=		
	\$9,469.35 /Month	\$63.13	3 /Hour		
Total Benefits	\$5,372.16 56.73%	\$98.94	\$117.24	\$20.34	\$236.52
	Annual Salary + Benefits	\$178,098.11			
	0.008770 0.000224 0.050450 0.014500 Total Benefits Total Benefits Total Benefits	0.174600 1,360.21 0.00 4.05 2,138.34 148.29 0.008770 68.32 0.000224 31.41 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.174600 1,360.21 0.00 4.05 2,138.34 148.29 0.008770 68.32 0.000224 31.41 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.174600 1,360.21 Public Works - M 0.00 4.05 2,138.34 148.29 0.008770 68.32 0.000224 31.41 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.174600 1,360.21



Senior Park/Maintenance Worker Department: Parks and Recreation

Step A		\$6,736.14 /Month	\$44 91	l /Hour		
		30,730.14 / WORLIN	744.51	. /11001		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,176.13		Public Works - N	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00				
Deferred Comp.		673.00 0.00				
Workers Comp.	0.050450	339.84		112.20%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	97.67	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,687.01 69.58%	\$76.15	\$85.45	\$15.66	\$177.26
		Annual Salary + Benefits	\$137,077.78	=		
Step B						
Step 5		\$7,072.95 /Month	\$47.15	5 /Hour		
	Total Benefits	\$4,772.00 67.47%	\$78.97	\$88.60	\$16.24	\$183.81
		Annual Salary + Benefits	\$142,139.44	=		
Step C		4				
		\$7,426.60 /Month	\$49.51	L /Hour		
	Total Benefits	\$4,861.25 65.46%	\$81.92	\$91.91	\$16.84	\$190.67
		Annual Salary + Benefits	\$147,454.17	=		
Step D		4 10				
		\$7,797.93 /Month	\$51.99	Hour (
	Total Benefits	\$4,954.95 63.54%	\$85.02	\$95.39	\$17.48	\$197.89
		Annual Salary + Benefits	\$153,034.60	=		
Step E						
		\$8,187.82 /Month	\$54.59	Hour /		
	Total Benefits	\$5,053.34 61.72%	\$88.27	\$99.04	\$18.15	\$205.46
		Annual Salary + Benefits	\$158,893.95	=		



Senior Planner Department: Community Development

Step A		440,000,40,70	4-0.0	4		
		\$10,836.13 /Month	\$72.24	/Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,891.99	Non-	Sworn Profession	ials / Superviso	ors
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 Educational Supplement		0.00 0.00				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp.	2% + \$110	326.72				
Workers Comp.	0.050450	546.68		139.88%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	157.12	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,038.28 55.72%	\$112.50	\$157.36	\$23.13	\$292.99
		Annual Salary + Benefits	\$202,492.92	=		
Step B						
Step 2		\$11,377.93 /Month	\$75.85	/Hour		
	Total Benefits	\$6,183.66 54.35%	\$117.08	\$163.77	\$24.07	\$304.92
		Annual Salary + Benefits	\$210,739.03	=		
Step C						
		\$11,946.83 /Month	\$79.65	/Hour		
	Total Benefits	\$6,336.30 53.04%	\$121.89	\$170.50	\$25.06	\$317.45
		Annual Salary + Benefits	\$219,397.60			
Ston D		•		=		
Step D		\$12,544.17 /Month	\$83.63	/Hour		
	Total Benefits	¢6.406.E9 E1.709/	¢126 04	¢177 E6	¢26 10	\$220.60
	TOTAL BEHEILTS	\$6,496.58 51.79%	\$126.94	\$177.56	\$26.10	\$330.60
		Annual Salary + Benefits	\$228,489.02	=		
Step E						
		\$13,171.39 /Month	\$87.81	. /Hour		
	Total Benefits	\$6,664.88 50.60%	\$132.24	\$184.98	\$27.19	\$344.41



Senior Police Records Clerk

Department: Police

Step A		AC 700 44 /44 H		. // .		
		\$6,738.44 /Month	\$44.92	: /Hour		
<u>Benefit</u>	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,196.33		Office Employee	es - Records	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance	0.000770	148.29				
LTD & STD Insurance Life Insurance	0.008770 0.000224	59.10 27.17				
Longevity	0.000224	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	Harrie Bata	38.25%	20.56%	Takal Harrida
Vision Insurance	0.014500	23.45 99.96	Hourly Rate & Benefits	Department	Citywide	Total Hourly
Medicare	0.014500	99.96	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,872.50 72.31%	\$77.41	\$29.61	\$15.91	\$122.93
		Annual Salary + Benefits =	\$139,331.30	=		
Step B						
		\$7,075.36 /Month	\$47.17	/ /Hour		
	Total Benefits	\$4,957.52 70.07%	\$80.22	\$30.68	\$16.49	\$127.39
		Annual Salary + Benefits =	\$144,394.61	=		
Step C						
		\$7,429.13 /Month	\$49.53	3 /Hour		
	Total Benefits	\$5,046.80 67.93%	\$83.17	\$31.81	\$17.10	\$132.08
		Annual Salary + Benefits	\$149,711.15	=		
Step D						
		\$7,800.59 /Month	\$52.00	/Hour		
	Total Benefits	\$5,140.54 65.90%	\$86.27	\$33.00	\$17.74	\$137.01
		Annual Salary + Benefits	\$155,293.53	_		
Step E		=				
Step L		\$8,190.62 /Month	\$54.60) /Hour		
	Total Benefits	\$5,238.96 63.96%	\$89.53	\$34.25	\$18.41	\$142.19
		Annual Salary + Benefits	\$161,154.99			
		Annual Salary + Benefits =	\$161,154.99	=		



Senior Property and Evidence Technician

Department: Police

Step A		\$7,025.33 /Month	\$46.84	l /Hour			
Benefit	Multiplier	\$2,623.33 / World	γ-10.0-1		rv		
<u>benefit</u>	<u>ividitiplier</u>		<u>Category</u>				
PERS - Employer	0.174600	1,246.42	Office Emp	ployee - CSO & Ev	vidence Technic	cian I/II	
Management Incentive		0.00					
EAP Health Insurance		4.05 2,138.34					
Dental Insurance		2,136.34 148.29					
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 Standby		113.38 0.00					
Retiree Medical		673.00					
Deferred Comp.		0.00					
Workers Comp.	0.050450	364.35		38.25%	20.56%		
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly	
Medicare	0.014500	104.72	& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$4,989.27 71.02%	\$80.10	\$30.64	\$16.47	\$127.21	
		Annual Salary + Benefits =	\$144,175.23	=			
Step B							
		\$7,376.59 /Month	\$49.18	3 /Hour			
	Total Benefits	\$5,077.91 68.84%	\$83.03	\$31.76	\$17.07	\$131.86	
		Annual Salary + Benefits =	\$149,454.04	=			
Step C							
		\$7,745.42 /Month	\$51.64	l /Hour			
	Total Benefits	\$5,170.99 66.76%	\$86.11	\$32.94	\$17.70	\$136.75	
		Annual Salary + Benefits	\$154,996.90	=			
Step D							
		\$8,132.69 /Month	\$54.22	2 /Hour			
	Total Benefits	\$5,268.72 64.78%	\$89.34	\$34.17	\$18.37	\$141.88	
		Annual Salary + Benefits =	\$160,816.88	=			
Step E							
		\$8,539.32 /Month	\$56.93	3 /Hour			
	Total Benefits	\$5,370.50 62.89%	\$92.73	\$35.47	\$19.07	\$147.27	
		Annual Salary + Benefits	\$166,917.84	=			



Senior Solid Waste Equipment Operator

Step A		\$7,421.68 /Month	\$49.48	3 /Hour		
Benefit	Multiplier	97,422.00 / Wiellen	ψ-31 0	Catego	rv	
<u>benent</u>	<u>iviareipiici</u>			<u>eutego</u>	<u>.7</u>	
PERS - Employer	0.174600	1,295.83		Public Works - N	laintenance	
Management Incentive		0.00				
EAP Health Insurance		4.05				
Dental Insurance		2,138.34 148.29				
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 0.00				
Standby Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	374.42		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	107.61	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,860.01 65.48%	\$81.88	\$97.02	\$16.83	\$195.73
		Annual Salary + Benefits	\$147,380.23	=		
Step B						
Step 5		\$7,792.76 /Month	\$51.95	/Hour		
	Total Benefits	\$4,953.65 63.57%	\$84.98	\$100.69	\$17.47	\$203.14
		Annual Salary + Benefits	\$152,956.90	=		
Step C						
		\$8,182.40 /Month	\$54.55	/Hour		
	Total Benefits	\$5,051.98 61.74%	\$88.23	\$104.54	\$18.14	\$210.91
		Annual Salary + Benefits	\$158,812.50	=		
Step D						
		\$8,591.52 /Month	\$57.28	3 /Hour		
	Total Benefits	\$5,154.18 59.99%	\$91.64	\$108.58	\$18.84	\$219.06
		Annual Salary + Benefits	\$164,948.35	=		
Step E						
		\$9,021.10 /Month	\$60.14	Hour		
	Total Benefits	\$5,260.85 58.32%	\$95.21	\$112.82	\$19.58	\$227.61
		Annual Salary + Benefits	\$171,383.39			



Senior Street Maintenance Worker

Step A		\$7,021.69 /Month	\$46.81	L /Hour		
		\$7,021.03 / WORKI	Ş - 10.01			
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,225.99		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.008770	148.29 61.58				
Life Insurance	0.008770	28.31				
Longevity	0.000221	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		0.00				
Standby Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	354.24		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	101.81	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,759.07 67.78%	\$78.54	\$93.06	\$16.15	\$187.75
		Annual Salary + Benefits	\$141,369.09	=		
Step B						
Step 5		\$7,372.77 /Month	\$49.15	5 /Hour		
	Total Benefits	\$4,847.66 65.75%	\$81.47	\$96.53	\$16.75	\$194.75
		Annual Salary + Benefits	\$146,645.20	=		
Step C		4				
		\$7,741.41 /Month	\$51.61	1 /Hour		
	Total Benefits	\$4,940.69 63.82%	\$84.55	\$100.18	\$17.38	\$202.11
		Annual Salary + Benefits	\$152,185.20	=		
Step D						
		\$8,128.48 /Month	\$54.19	9 /Hour		
	Total Benefits	\$5,038.37 61.98%	\$87.78	\$104.01	\$18.05	\$209.84
		Annual Salary + Benefits	\$158,002.18	=		
Step E						
		\$8,534.90 /Month	\$56.90) /Hour		
	Total Benefits	\$5,140.12 60.22%	\$91.17	\$108.02	\$18.74	\$217.93



Senior Technician

Department: Community Development

Step A						
		\$7,734.75 /Month	\$51.57	/Hour		
<u>Benefit</u>	Multiplier			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,370.28		Office Empl	oyees	
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 Uniform Allowance		0.00 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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	113.80	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,079.55 65.67%	\$85.43	\$119.50	\$17.56	\$222.49
		Annual Salary + Benefits	\$153,771.60	=		
Step B						
		\$8,121.49 /Month	\$54.14	/Hour		
	Total Benefits	\$5,177.14 63.75%	\$88.66	\$124.01	\$18.23	\$230.90
		Annual Salary + Benefits	\$159,583.61	=		
Step C						
		\$8,527.56 /Month	\$56.85	/Hour		
	Total Benefits	\$5,278.83 61.90%	\$92.04	\$128.75	\$18.92	\$239.71
		Annual Salary + Benefits	\$165,676.73			
		=	+			
Step D		40.052.04 /54				
		\$8,953.94 /Month	\$59.69	/Hour		
	Total Benefits	\$5,384.71 60.14%	\$95.59	\$133.71	\$19.65	\$248.95
		Annual Salary + Benefits	\$172,063.83	:		
Step E						
		\$9,401.64 /Month	\$62.68	/Hour		
	Total Benefits	\$5,495.89 58.46%	\$99.32	\$138.92	\$20.42	\$258.66



Senior Water Distribution Worker

<u>Benefit</u>		\$7,973.09 /Month		/HOUE		
<u>Benefit</u>		. ,	733.13	/Hour		
	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,392.10		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance	0.000770	148.29				
LTD & STD Insurance	0.008770	69.92				
Life Insurance Longevity	0.000224	32.15 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		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	115.61	& Benefits	Overhead	Overhead	Rate
т	Total Benefits	\$4,999.16 62.70%	\$86.48	\$102.47	\$17.78	\$206.73
		Annual Salary + Benefits	\$155,666.94	=		
Step B						
200p 2		\$8,371.74 /Month	\$55.81	. /Hour		
Т	otal Benefits	\$5,099.60 60.91%	\$89.81	\$106.41	\$18.46	\$214.68
		Annual Salary + Benefits	\$161,656.09	=		
Step C		<u> </u>				
		\$8,790.33 /Month	\$58.60) /Hour		
ī	Total Benefits	\$5,203.54 59.20%	\$93.29	\$110.54	\$19.18	\$223.01
		Annual Salary + Benefits	\$167,926.50	=		
Step D						
		\$9,229.85 /Month	\$61.53	3 /Hour		
T	otal Benefits	\$5,312.69 57.56%	\$96.95	\$114.88	\$19.93	\$231.76
		Annual Salary + Benefits =	\$174,510.44	=		
Step E						
		\$9,691.33 /Month	\$64.61	. /Hour		
ī	otal Benefits	\$5,427.28 56.00%	\$100.79	\$119.43	\$20.72	\$240.94
		Annual Salary + Benefits	\$181,423.33	=		



Senior Water Service Worker Department: Public Works

Step A							
		\$7,224.96 /N	lonth	\$48.17	7 /Hour		
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,261.48			Public Works - M	aintenance	
Management Incentive		0.00					
EAP		4.05					
Health Insurance Dental Insurance		2,138.34 148.29					
LTD & STD Insurance	0.008770	63.36					
Life Insurance	0.008770	29.13					
Longevity	0.000221	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		Harrier Bata	118.49%	20.56%	Tatal Havely
Vision Insurance Medicare	0.014500	23.45 104.76		Hourly Rate & Benefits	Department Overhead	Citywide	Total Hourly
Wedicare	0.014500	104.76	_	& benefits	Overneau	Overhead	Rate
	Total Benefits	\$4,810.36	66.58%	\$80.24	\$95.07	\$16.50	\$191.81
		Annual Salary +	Benefits _	\$144,423.88	=		
Step B							
		\$ 7,586.21 /N	lonth	\$50.57	7 /Hour		
	Total Benefits	\$4,901.53	64.61%	\$83.25	\$98.64	\$17.12	\$199.01
		Annual Salary +	Benefits _	\$149,852.82	=		
Step C							
		\$ 7,965.52 /N	lonth	\$53.10 /Hour			
	Total Benefits	\$4,997.24	62.74%	\$86.42	\$102.40	\$17.77	\$206.59
		Annual Salary +	Benefits _	\$155,553.18	=		
Step D							
		\$ 8,363.80 /N	1onth	\$55.76	5 /Hour		
	Total Benefits	\$5,097.63	60.95%	\$89.74	\$106.34	\$18.45	\$214.53
		Annual Salary +	Benefits _	\$161,537.15	=		
Step E							
		\$8,781.98 /N	1onth	\$58.55	5 /Hour		
	Total Benefits	\$5,201.47	59.23%	\$93.22	\$110.46	\$19.17	\$222.85



Solid Waste Equipment Operator I

Step A		\$6,105.83 /Month	\$40.71	l /Hour		
<u>Benefit</u>	<u>Multiplier</u>	40,103.03 / Wientin	,		<u>ry</u>	
<u></u>	<u></u>				-	
PERS - Employer	0.174600	1,066.08		Public Works - M	laintenance	
Management Incentive EAP		0.00 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 Educational Supplement		0.00 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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	88.53	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,527.95 74.16%	\$70.89	\$84.00	\$14.58	\$169.47
		Annual Salary + Benefits	\$127,605.34	=		
Step B						
0.00		\$6,411.12 /Month	\$42.74	1 /Hour		
	Total Benefits	\$4,604.99 71.83%	\$73.44	\$87.02	\$15.10	\$175.56
		Annual Salary + Benefits	\$132,193.31	=		
Step C		**************************************				
		\$6,731.68 /Month	\$44.88	3 /Hour		
	Total Benefits	\$4,685.88 69.61%	\$76.12	\$90.19	\$15.65	\$181.96
		Annual Salary + Benefits	\$137,010.75	=		
Step D						
		\$7,068.27 /Month	\$47.12	2 /Hour		
	Total Benefits	\$4,770.82 67.50%	\$78.93	\$93.52	\$16.23	\$188.68
		Annual Salary + Benefits	\$142,069.10	=		
Step E						
		\$7,421.68 /Month	\$49.48	3 /Hour		
	Total Benefits	\$4,860.01 65.48%	\$81.88	\$97.02	\$16.83	\$195.73
		Annual Salary + Benefits	\$147,380.23	=		



Solid Waste Equipment Operator II

Step A		45 50 /24	4			
		\$6,731.68 /Month	\$44.88	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,175.35		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	339.61		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	97.61	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,685.88 69.61%	\$76.12	\$90.19	\$15.65	\$181.96
		Annual Salary + Benefits =	\$137,010.75	=		
Step B						
		\$7,068.27 /Month	\$47.12	2 /Hour		
	Total Benefits	\$4,770.82 67.50%	\$78.93	\$93.52	\$16.23	\$188.68
		Annual Salary + Benefits =	\$142,069.10	=		
Step C						
		\$7,421.68 /Month	\$49.48	3 /Hour		
	Total Benefits	\$4,860.01 65.48%	\$81.88	\$97.02	\$16.83	\$195.73
		Annual Salary + Benefits	\$147,380.23	=		
Step D		.				
		\$7,792.76 /Month	\$51.95	5 /Hour		
	Total Benefits	\$4,953.65 63.57%	\$84.98	\$100.69	\$17.47	\$203.14
		Annual Salary + Benefits =	\$152,956.90	=		
Step E						
		\$8,182.40 /Month	\$54.55	5 /Hour		
	Total Benefits	\$5,051.98 61.74%	\$88.23	\$104.54	\$18.14	\$210.91
		Annual Salary + Benefits	\$158,812.50	=		



Solid Waste Manager Department: Public Works

Step A							
Step A		\$10,660.42 /	Month	\$71.07	/ /Hour		
n (*)							
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,861.31		Nor	n-Sworn Manager	rs / Confidentia	I
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	20/ - 6140	673.00					
Deferred Comp.	3% + \$110	429.81					
Workers Comp.	0.050450	537.82			118.49%	20.56%	
Vision Insurance	0.044500	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	154.58	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,097.74	57.20%	\$111.72	\$132.38	\$22.97	\$267.07
		Annual Salary	+ Benefits _	\$201,097.90	=		
Step B							
отор 2		\$11,193.45 /	Month	\$74.62	2 /Hour		
	Total Benefits	\$6,246.09	55.80%	\$116.26	\$137.76	\$23.90	\$277.92
		Annual Salary	+ Benefits	\$209,274.49			
		•					
Step C		644 752 44 //	4.0.046	Á70.01	- 4.1		
		\$11,753.11 /I	viontn	\$78.35	5 /Hour		
	Total Benefits	\$6,401.86	54.47%	\$121.03	\$143.41	\$24.88	\$289.32
		Annual Salary	+ Benefits	\$217,859.59			
		,	=	77	=		
Step D							
		\$ 12,340.77 /	Month	\$82.27	7 /Hour		
	Total Benefits	\$6,565.41	53.20%	\$126.04	\$149.35	\$25.91	\$301.30
		Annual Salary	L Ranafits	\$226,874.20			
		Ailliudi Saidi y	. Deliello =	7220,074.20	=		
Step E							
		\$ 12,957.81 /	Month	\$86.39	Hour /		
	Total Benefits	\$6,737.15	51.99%	\$131.30	\$155.58	\$27.00	\$313.88
		Annual Salary	+ Renefite	\$236,339.49			
		Ailliadi Jaidi y	=	7230,333.73	=		



Solid Waste Supervisor Department: Public Works

1		\$8,885.54 /Mont	īn	\$59.24	Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	ry	
PERS - Employer	0.174600	1,551.42		Non-	Sworn Profession	als / Superviso	ors
Management Incentive		0.00					
EAP		4.05					
Health Insurance		2,138.34					
Dental Insurance	0.000770	148.29					
LTD & STD Insurance Life Insurance	0.008770 0.000224	77.93 33.60					
Longevity	0.000224	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			118.49%	20.56%	
Vision Insurance	0.014500	23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	128.84	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,514.90 62	2.07%	\$96.00	\$113.75	\$19.74	\$229.49
		Annual Salary + Ben	efits =	\$172,805.26	=		
Step B							
		\$9,329.81 /Mont	th	\$62.20	/Hour		
	Total Benefits	\$5,634.10 60	0.39%	\$99.76	\$118.20	\$20.51	\$238.47
		Annual Salary + Ben	efits =	\$179,566.98	=		
Step C							
		\$9,796.31 /Mont	th	\$65.31	. /Hour		
	Total Benefits	\$5,759.28 58	3.79%	\$103.70	\$122.88	\$21.32	\$247.90
		Annual Salary + Ben	efits _	\$186,667.03	=		
Step D							
		\$10,286.12 /Mont	th	\$68.57	/ /Hour		
	Total Benefits	\$5,890.70 57	7.27%	\$107.85	\$127.79	\$22.17	\$257.81
		Annual Salary + Ben	efits _	\$194,121.86	=		
Step E							
		\$10,800.42 /Mont	th	\$72.00	/Hour		
	Total Benefits	\$6,028.70 55	5.82%	\$112.19	\$132.94	\$23.07	\$268.20



Street Maintenance Worker I

Medicare 0.014500 80.36 & Benefits Overhead Rate	PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby	0.174600	967.61 0.00 4.05 2,138.34 148.29 48.60 22.34		Catego		
PERS - Employer 0.174600 967.61 Public Works - Maintenance Management Incentive 0.00 Public Works - Maintenance EAP 4.05 Public Works - Maintenance Health Insurance 2,138.34 Public Works - Maintenance Dental Insurance 2,138.34 Public Works - Maintenance LTD & STD Insurance 0.008770 48.60 Life Insurance 0.000224 22.34 Longevity 0.00 Public Works - Maintenance Holiday Pay 0.00 Public Works - Maintenance Educational Supriment 0.00 Public Works - Maintenance Educational Supplement 0.00 Public Works - Maintenance Standby 0.00 Public Works - Maintenance Standby 0.00 Public Works - Maintenance Workers Comp. 0.00 Public Works - Maintenance Public Works - Maintenance Workers Comp. 0.00 Public Works - Maintenance Public Works - Maintenance Workers Comp. 0.050450 279.59 Public Works - Maintenance Workers Comp. 0.05045	PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby	0.174600	0.00 4.05 2,138.34 148.29 48.60 22.34	Ţ			
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 0.014500 80.36 Medicare 0.014500 80.36 Total Benefits \$4,385.62 79.14% \$66.18 \$78.42 \$13.61 \$158	Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby	0.008770	0.00 4.05 2,138.34 148.29 48.60 22.34	Ţ	Public Works - M	laintenance	
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 0.014500 80.36 Medicare 0.014500 80.36 Total Benefits \$4,385.62 79.14% \$66.18 \$78.42 \$13.61 \$158	Management Incentive EAP Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby		4.05 2,138.34 148.29 48.60 22.34				
Health Insurance	Health Insurance Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby		2,138.34 148.29 48.60 22.34				
Dental Insurance	Dental Insurance LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby		148.29 48.60 22.34				
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 Vision Insurance 23.45 Medicare 0.014500 80.36 8 Benefits Total Benefits \$4,385.62 79.14% \$66.18 \$78.42 \$13.61 \$158	LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby		48.60 22.34				
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 Hourly Rate Department Citywide Total H Medicare 0.014500 80.36 & Benefits Overhead Overhead Rat	Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby		22.34				
Longevity	Longevity Holiday Pay Uniform Allowance Educational Supplement Standby	0.000224					
Holiday Pay	Holiday Pay Uniform Allowance Educational Supplement Standby						
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 Hourly Rate Department Citywide Total H Medicare 0.014500 80.36 & Benefits Overhead Overhead Rat Total Benefits \$4,385.62 79.14% \$66.18 \$78.42 \$13.61 \$158	Educational Supplement Standby						
Standby 0.00 Retiree Medical 673.00 Deferred Comp. 0.00 Workers Comp. 0.050450 279.59 Vision Insurance 23.45 Hourly Rate Department Citywide Total H Medicare 0.014500 80.36 & Benefits Overhead Overhead Rat Total Benefits \$4,385.62 79.14% \$66.18 \$78.42 \$13.61 \$158	Standby		0.00				
Retiree Medical Deferred Comp. 0.00 Workers Comp. 0.050450 279.59 118.49% 20.56% Vision Insurance Medicare 23.45 Hourly Rate Department Citywide Total Hourly Rate Medicare Department Department Citywide Total Hourly Rate Medicare Noverhead Overhead Rate Total Benefits \$4,385.62 79.14% \$66.18 \$78.42 \$13.61 \$158	•						
Deferred Comp. 0.00 Workers Comp. 0.050450 279.59 118.49% 20.56% Vision Insurance 23.45 Hourly Rate Department Citywide Total H Medicare 0.014500 80.36 & Benefits Overhead Overhead Rat Total Benefits \$4,385.62 79.14% \$66.18 \$78.42 \$13.61 \$158	Retiree Medical						
Workers Comp. 0.050450 279.59 118.49% 20.56% Vision Insurance 23.45 Hourly Rate Department Citywide Total Hourly Rate Medicare 0.014500 80.36 & Benefits Overhead Overhead Rate Total Benefits \$4,385.62 79.14% \$66.18 \$78.42 \$13.61 \$158							
Vision Insurance23.45Hourly RateDepartmentCitywideTotal HMedicare0.01450080.36& BenefitsOverheadOverheadRateTotal Benefits\$4,385.6279.14%\$66.18\$78.42\$13.61\$158		0.050450			119 40%	20 E6%	
Medicare 0.014500 80.36 & Benefits Overhead Overhead Rate Total Benefits \$4,385.62 79.14% \$66.18 \$78.42 \$13.61 \$158		0.030430		Hourly Rate			Total Hourly
		0.014500			-	-	Rate
Annual Salary + Benefits \$119,129.57		Total Benefits	\$4,385.62 79.14%	\$66.18	\$78.42	\$13.61	\$158.21
			Annual Salary + Benefits	\$119,129.57	<u>.</u>		
Cham D	Cton D						
\$5,818.93 /Month \$38.79 /Hour	э гер в		\$5,818.93 /Month	\$38.79	/Hour		
Total Benefits \$4,455.55 76.57% \$68.50 \$81.16 \$14.08 \$163		Total Benefits	\$4,455.55 76.57%	\$68.50	\$81.16	\$14.08	\$163.74
Annual Salary + Benefits\$123,293.74			Annual Salary + Benefits	\$123,293.74	=		
Step C	Step C						
\$6,109.88 /Month \$40.73 /Hour			\$6,109.88 /Month	\$40.73	/Hour		
Total Benefits \$4,528.97 74.13% \$70.93 \$84.04 \$14.58 \$169		Total Benefits	\$4,528.97 74.13%	\$70.93	\$84.04	\$14.58	\$169.55
Annual Salary + Benefits\$127,666.21			Annual Salary + Benefits	\$127,666.21	=		
Step D	Step D						
\$6,415.38 /Month \$42.77 /Hour			\$6,415.38 /Month	\$42.77	/Hour		
Total Benefits \$4,606.06 71.80% \$73.48 \$87.06 \$15.11 \$175		Total Benefits	\$4,606.06 71.80%	\$73.48	\$87.06	\$15.11	\$175.65
Annual Salary + Benefits \$132,257.33			Annual Salary + Benefits	\$132,257.33	=		
Step E	Step E						
\$6,736.14 /Month \$44.91 /Hour			\$6,736.14 /Month	\$44.91	/Hour		
Total Benefits \$4,687.01 69.58% \$76.15 \$90.24 \$15.66 \$182		Total Benefits	\$4,687.01 69.58%	\$76.15	\$90.24	\$15.66	\$182.05
Annual Salary + Benefits\$137,077.78			Annual Salary + Benefits	\$137,077.78	=		



Street Maintenance Worker II Department: Public Works

Step A		ĆC 400 00 /N4	640.73	. /11		
		\$6,109.88 /Month	\$40.73	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,066.79		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 0.00				
Standby Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	308.24		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	88.59	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,528.97 74.13%	\$70.93	\$84.04	\$14.58	\$169.55
		Annual Salary + Benefits	\$127,666.21	=		
Step B						
		\$6,415.38 /Month	\$42.77	/ /Hour		
	Total Benefits	\$4,606.06 71.80%	\$73.48	\$87.06	\$15.11	\$175.65
		Annual Salary + Benefits	\$132,257.33	=		
Step C						
		\$6,736.14 /Month	\$44.91	/Hour		
	Total Benefits	\$4,687.01 69.58%	\$76.15	\$90.24	\$15.66	\$182.05
		Annual Salary + Benefits	\$137,077.78	=		
Step D						
		\$7,072.95 /Month	\$47.15	6 /Hour		
	Total Benefits	\$4,772.00 67.47%	\$78.97	\$93.57	\$16.24	\$188.78
		Annual Salary + Benefits	\$142,139.44	=		
Step E						
		\$7,426.60 /Month	\$49.51	/Hour		
	Total Benefits	\$4,861.25 65.46%	\$81.92	\$97.07	\$16.84	\$195.83



Street Sweeper Operator Department: Public Works

Step A \$6,412.27 /Month \$42.75 /Hour **Benefit** Multiplier Category 0.174600 1,119.58 Public Works - Maintenance PERS - Employer 0.00 Management Incentive 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 0.00 Standby Retiree Medical 673.00 Deferred Comp. 0.00 Workers Comp. 0.050450 323.50 118.49% 20.56% Vision Insurance 23.45 **Hourly Rate** Department Citywide **Total Hourly** Medicare 0.014500 92.98 & Benefits Overhead Overhead Rate **Total Benefits** \$4,605.28 71.82% \$87.03 \$15.10 \$175.58 \$73.45 Annual Salary + Benefits \$132,210.59 Step B \$6,732.88 /Month \$44.89 /Hour **Total Benefits** \$4,686.19 69.60% \$76.13 \$90.20 \$15.65 \$181.98 Annual Salary + Benefits \$137,028.79 Step C **\$7,069.53** /Month \$47.13 /Hour **Total Benefits** \$4,771.14 67.49% \$78.94 \$93.53 \$16.23 \$188.70 Annual Salary + Benefits \$142,088.04 Step D \$7,423.00 /Month \$49.49 /Hour **Total Benefits** \$4,860.34 65.48% \$81.89 \$97.03 \$16.84 \$195.76 \$147,400.07 Annual Salary + Benefits Step E \$7,794.15 /Month \$51.96 /Hour **Total Benefits** \$4,954.00 63.56% \$84.99 \$100.70 \$17.47 \$203.16 Annual Salary + Benefits \$152,977.79



Streets Manager Department: Public Works

Step A							
Step A		\$10,515.85 /	Month	\$70 11	L /Hour		
		ÿ10,313.03 /	VIOITEII	770.11	L / Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,836.07		Nor	n-Sworn Manager	s / Confidentia	ıl
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			118.49%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	152.48	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,057.50	57.60%	\$110.49	\$130.92	\$22.72	\$264.13
		Annual Salary	+ Benefits _	\$198,880.22	=		
Step B							
		\$11,041.65 /	Month	\$73.63	1 /Hour		
	Total Benefits	\$6,203.84	56.19%	\$114.97	\$136.23	\$23.64	\$274.84
		Annual Salary	+ Benefits _	\$206,945.90	=		
Step C							
		\$11,593.73 /	Month	\$77.29	9 /Hour		
	Total Benefits	\$6,357.50	54.84%	\$119.67	\$141.80	\$24.61	\$286.08
		Annual Salary	+ Benefits	\$215,414.72	_		
Chair D					_		
Step D		\$12,173.41 /	Month	\$21.16	5 /Hour		
		γ1 2, 173.41 /	VIOITEII	301.10	5 /110ui		
	Total Benefits	\$6,518.83	53.55%	\$124.61	\$147.66	\$25.62	\$297.89
		Annual Salary	+ Benefits	\$224,306.92	=		
Step E							
		\$12,782.08 /	Month	\$85.23	1 /Hour		
	Total Benefits	\$6,688.24	52.33%	\$129.80	\$153.80	\$26.69	\$310.29
	Total beliefits	70,000.24	32.3370	Ģ125.00	¥=55.55	φ=0.05	7



Streets Supervisor Department: Public Works

Step A							
Step A		\$9,147.99 /	Month	\$60.99	Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	ry	
PERS - Employer	0.174600	1,597.24		Non	Sworn Profession	ale / Suporvice	arc
Management Incentive	0.174000	0.00		NOTI	SWOTH FIGURESSION	ais / Super visc	11.5
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	4	673.00					
Deferred Comp.	2% + \$110	292.96					
Workers Comp.	0.050450	461.52		Harrie Baka	118.49%	20.56%	Takal Hannin
Vision Insurance	0.014500	23.45		Hourly Rate & Benefits	Department	Citywide Overhead	Total Hourly
Medicare	0.014500	132.65	_	& Benefits	Overhead	Overnead	Rate
	Total Benefits	\$5,585.32	61.06%	\$98.22	\$116.38	\$20.19	\$234.79
		Annual Salary	+ Benefits _	\$176,799.70	=		
Step B							
500p 2		\$9,605.39 /	Month	\$64.04	1 /Hour		
	Total Benefits	\$5,708.05	59.43%	\$102.09	\$120.97	\$20.99	\$244.05
		Annual Salary	+ Benefits _	\$183,761.26	=		
Step C							
		\$10,085.66 /	Month	\$67.24	1 /Hour		
	Total Benefits	\$5,836.91	57.87%	\$106.15	\$125.78	\$21.82	\$253.75
		Annual Salary	+ Benefits	\$191,070.89			
				, , , , , , , , , , , , , , , , , , , ,	=		
Step D		440 /					
		\$10,589.94 /	Month	\$70.60) /Hour		
	Total Benefits	\$5,972.22	56.40%	\$110.41	\$130.83	\$22.70	\$263.94
		Annual Salary	+ Benefits _	\$198,745.95	=		
Step E							
7-F =		\$11,119.44 /	Month	\$74.13	3 /Hour		
		40	E 4 000/	4444.00	¢126.14	ć22 C2	6274 CF
	Total Benefits	\$6,114.30	54.99%	\$114.89	\$136.14	\$23.62	\$274.65



Technical Assistant I Department: Finance and Information Systems

Step A							
Step A		\$ 5,788.84 /N	⁄lonth	\$38.59	Hour		
_							
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.174600	1,030.53			Office Empl	oyees	
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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	85.58	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,588.50	79.26%	\$69.18	\$21.32	\$14.22	\$104.72
		Annual Salary +	Benefits _	\$124,528.03	=		
Step B							
		\$6,078.28 /N	⁄lonth	\$40.52	2 /Hour		
	Total Benefits	\$4,661.54	76.69%	\$71.60	\$22.07	\$14.72	\$108.39
		Annual Salary +	Benefits _	\$128,877.80	=		
Step C							
333p 2		\$6,382.19 /	/lonth	\$42.55	5 /Hour		
	Total Benefits	\$4,738.23	74.24%	\$74.14	\$22.85	\$15.24	\$112.23
		Annual Salary +	- Renefits	\$133,445.02			
		7 miliaar Sarar y	=	1100)1-10102	=		
Step D							
		\$6,701.30 /N	/lonth	\$44.68	3 /Hour		
	Total Benefits	\$4,818.76	71.91%	\$76.80	\$23.67	\$15.79	\$116.26
		Annual Salary +	Benefits	\$138,240.68	=		
Step E							
5.5p 2		\$ 7,036.36 /N	⁄lonth	\$46.93	l /Hour		
	Total Benefits	\$4,903.31	69.69%	\$79.60	\$24.53	\$16.37	\$120.50



Technical Assistant I Department: Engineering

	SS /XX X4 /IV/IONTN				
	\$5,788.84 /Month	\$38.59) /Hour		
<u>Multiplier</u>			Catego	<u>ry</u>	
0.174600	1,030.53 0.00		Office Empl	oyees	
	4.05				
	2,138.34				
0.008770					
0.000224	23.34				
	0.00				
	0.00				
	673.00				
	0.00				
0.050450		Haurby Bata			Total Haushi
0.014500	23.45 85.58	& Benefits	Overhead	Overhead	Total Hourly Rate
Total Benefits	\$4,588.50 79.26%	\$69.18	\$58.41	\$14.22	\$141.81
	Annual Salary + Benefits	\$124,528.03	=		
	\$6,078.28 /Month	\$40.52	2 /Hour		
Total Benefits	\$4,661.54 76.69%	\$71.60	\$60.45	\$14.72	\$146.77
	Annual Salary + Benefits	\$128,877.80	=		
	\$6,382.19 /Month	\$42.55	5 /Hour		
Total Benefits	\$4,738.23 74.24%	\$74.14	\$62.59	\$15.24	\$151.97
	Annual Salary + Benefits	\$133,445.02	=		
	\$6.701.20 /Month	¢44.69) /Hour		
	30,701.30 / WOULT	\$44.00	s /nour		
Total Benefits	\$4,818.76 71.91%	\$76.80	\$64.84	\$15.79	\$157.43
	Annual Salary + Benefits	\$138,240.68	=		
	\$7,036.36 /Month	\$46.91	L /Hour		
Total Benefits	\$4,903.31 69.69%	\$79.60	\$67.20	\$16.37	\$163.17
_	0.174600 0.008770 0.000224 0.050450 0.014500 Total Benefits Total Benefits Total Benefits	0.174600 1,030.53 0.00 4.05 2,138.34 148.29 0.008770 50.77 0.000224 23.34 0.00 0.00 0.00 0.00 0.00 673.00 0.00 0.050450 297.77 23.45 0.014500 85.58 Total Benefits \$4,588.50 79.26% Annual Salary + Benefits \$6,078.28 /Month Total Benefits \$4,661.54 76.69% Annual Salary + Benefits \$6,382.19 /Month Total Benefits \$4,738.23 74.24% Annual Salary + Benefits \$6,701.30 /Month Total Benefits \$4,818.76 71.91% Annual Salary + Benefits	0.174600 1,030.53 0.00 4.05 2,138.34 148.29 0.008770 50.77 0.000224 23.34 0.00 0.00 0.00 113.38 0.00 673.00 0.00 0.00 0.050450 297.77 23.45 0.014500 85.58 Hourly Rate 8 Benefits Total Benefits \$4,588.50 79.26% \$69.18 Annual Salary + Benefits \$124,528.03 \$6,078.28 /Month \$40.52 \$6,382.19 /Month \$42.55 Total Benefits \$4,738.23 74.24% \$71.60 Annual Salary + Benefits \$133,445.02 \$6,701.30 /Month \$44.68 \$7,036.36 /Month \$44.68	0.174600 1,030.53 Office Employed	0.174600 1,030.53 Office Employees 0.00 4,05 2,138.34 148.29 0.008770 50.77 0.000224 23.34 0.00 0.00 0.00 0.00 0.00 0.050450 297.77 0.014500 85.58 Hourly Rate Benefits \$4,588.50 79.26% \$69.18 \$58.41 \$14.22 Annual Salary + Benefits \$124,528.03 \$6,078.28 /Month \$40.52 /Hour Total Benefits \$4,661.54 76.69% \$71.60 \$60.45 \$14.72 Annual Salary + Benefits \$128,877.80 \$6,382.19 /Month \$42.55 /Hour Total Benefits \$4,738.23 74.24% \$74.14 \$62.59 \$15.24 Annual Salary + Benefits \$133,445.02 \$7,036.36 /Month \$44.68 /Hour \$7,036.36 /Month \$46.91 /Hour



Technical Assistant II Department: Finance and Information Systems

Step A						
		\$6,382.19 /Month	\$42.55	/Hour		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,134.13		Office Empl	loyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance	0.000770	148.29 55.97				
LTD & STD Insurance Life Insurance	0.008770 0.000224	25.73				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		113.38				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp.	0.050450	0.00 327.70		30.82%	30.50%	
Workers Comp. Vision Insurance	0.050450	23.45	Hourly Rate	30.82% Department	20.56% Citywide	Total Hourly
Medicare	0.014500	94.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,738.23 74.24%	\$74.14	\$22.85	\$15.24	\$112.23
		Annual Salary + Benefits	\$133,445.02	=		
Step B						
		\$6,701.30 /Month	\$44.68	/Hour		
	Total Benefits	\$4,818.76 71.91%	\$76.80	\$23.67	\$15.79	\$116.26
		Annual Salary + Benefits =	\$138,240.68	=		
Step C						
		\$7,036.36 /Month	\$46.91	/Hour		
	Total Benefits	\$4,903.31 69.69%	\$79.60	\$24.53	\$16.37	\$120.50
		Annual Salary + Benefits =	\$143,276.04	=		
Step D						
		\$7,388.19 /Month	\$49.25	/Hour		
	Total Benefits	\$4,992.09 67.57%	\$82.54	\$25.44	\$16.97	\$124.95
		Annual Salary + Benefits	\$148,563.42	=		
Step E						
		\$7,757.60 /Month	\$51.72	/Hour		
	Total Benefits	\$5,085.32 65.55%	\$85.62	\$26.39	\$17.60	\$129.61
		Annual Salary + Benefits	\$154,114.99	=		



Technical Assistant II

Department: Engineering

Step A		\$6,382.19 /Month	\$42.55	/Hour		
		30,302.13 / WORth	772.55	, i i oui		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,134.13		Office Emp	oyees	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	327.70		84.43%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	94.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,738.23 74.24%	\$74.14	\$62.59	\$15.24	\$151.97
		Annual Salary + Benefits	\$133,445.02	=		
Step B						
·		\$6,701.30 /Month	\$44.68	3 /Hour		
	Total Benefits	\$4,818.76 71.91%	\$76.80	\$64.84	\$15.79	\$157.43
		Annual Salary + Benefits	\$138,240.68	=		
Step C		A7 00 0 0 (NA)				
		\$7,036.36 /Month	\$46.91	. /Hour		
	Total Benefits	\$4,903.31 69.69%	\$79.60	\$67.20	\$16.37	\$163.17
		Annual Salary + Benefits	\$143,276.04	=		
Step D						
		\$7,388.19 /Month	\$49.25	6 /Hour		
	Total Benefits	\$4,992.09 67.57%	\$82.54	\$69.68	\$16.97	\$169.19
		Annual Salary + Benefits	\$148,563.42	=		
Step E						
		\$7,757.60 /Month	\$51.72	! /Hour		
	Total Benefits	\$5,085.32 65.55%	\$85.62	\$72.29	\$17.60	\$175.51
		Annual Salary + Benefits	\$154,114.99	=		



Utilities Maintenance Mechanic

Step A		\$8,011.45 /Month	\$53.41	. /Hour		
Benefit	Multiplier	90,011.43 / Wientin	Ų33.41	<u>Catego</u>	rv	
<u>benent</u>	<u>ividitipiici</u>			catego	<u>. y</u>	
PERS - Employer	0.174600	1,398.80		Public Works - M	laintenance	
Management Incentive		0.00				
EAP Health Insurance		4.05 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 Standby		0.00 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	404.18		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	116.17	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,008.84 62.52%	\$86.80	\$102.85	\$17.85	\$207.50
		Annual Salary + Benefits	\$156,243.43	=		
Step B						
Step B		\$8,412.01 /Month	\$56.08	3 /Hour		
	Total Benefits	\$5,109.60 60.74%	\$90.14	\$106.81	\$18.53	\$215.48
		Annual Salary + Benefits	\$162,259.32	=		
Step C						
		\$8,832.61 /Month	\$58.88	3 /Hour		
	Total Benefits	\$5,214.04 59.03%	\$93.64	\$110.96	\$19.25	\$223.85
		Annual Salary + Benefits	\$168,559.84	=		
Step D						
		\$9,274.25 /Month	\$61.83	3 /Hour		
	Total Benefits	\$5,323.71 57.40%	\$97.32	\$115.31	\$20.01	\$232.64
		Annual Salary + Benefits =	\$175,175.54	=		
Step E						
		\$9,737.96 /Month	\$64.92	! /Hour		
	Total Benefits	\$5,438.86 55.85%	\$101.18	\$119.89	\$20.80	\$241.87
		Annual Salary + Benefits	\$182,121.84	=		



Wastewater Operations Manager Department: Public Works

Step A						
		\$10,756.06 /Month	\$71.71	/Hour		
<u>Benefit</u>	<u>Multiplier</u>					
PERS - Employer Management Incentive EAP Health Insurance	0.174600	1,878.01 0.00 4.05 2,138.34	Non	-Sworn Manager	s / Confidentia	I
Dental Insurance LTD & STD Insurance	0.008770	148.29 94.33				
Life Insurance Longevity Holiday Pay Uniform Allowance	0.000224	33.60 0.00 0.00 0.00				
Educational Supplement Standby		0.00 0.00 0.00				
Retiree Medical Deferred Comp.	3% + \$110	673.00 432.68				
Workers Comp. Vision Insurance Medicare	0.050450 0.014500	542.64 23.45 155.96	Hourly Rate & Benefits	118.49% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,124.36 56.94%	\$112.54	\$133.34	\$23.14	\$269.02
		Annual Salary + Benefits =	\$202,565.00	=		
Step B		611 202 07 /Month	Á75.20			
	Total Benefits	\$11,293.87 /Month \$6,274.04 55.55%	\$75.29 \$117.12	\$138.77	\$24.08	\$279.97
	Total Bellents	\$6,274.04 55.55% Annual Salary + Benefits	\$210,814.92	\$136.77 =	324.0 8	\$279.97
Step C		\$11,858.55 /Month	\$79.06	/Hour		
	Total Benefits	\$6,431.20 54.23%	\$121.93	\$144.48	\$25.07	\$291.48
		Annual Salary + Benefits =	\$219,477.02	=		
Step D		\$12,451.49 /Month	\$83.01	/Hour		
	Total Benefits	\$6,596.23 52.98%	\$126.98	\$150.46	\$26.11	\$303.55
		Annual Salary + Benefits	\$228,572.62	=		
Step E						
		\$13,074.06 /Month	\$87.16			
	Total Benefits	\$6,769.50 51.78% Annual Salary + Benefits	\$132.29 \$238,122.75	\$156.75	\$27.20	\$316.24
		Allitual Salary + Benefits =	\$ 230,122./5	=		



Wastewater Treatment Plant Operator Assistant

Step A		AT 222 T4 /24 H	425.56	/11		
		\$5,333.54 /Month	\$35.56	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance	0.174600	931.24 0.00 4.05 2,138.34 148.29		Public Works - M	laintenance	
LTD & STD Insurance Life Insurance Longevity Holiday Pay Uniform Allowance Educational Supplement Standby	0.008770 0.000224	46.78 21.50 0.00 0.00 0.00 0.00 0.00				
Retiree Medical Deferred Comp. Workers Comp. Vision Insurance Medicare	0.050450 0.014500	673.00 0.00 269.08 23.45 77.34	Hourly Rate & Benefits	118.49% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,333.06 81.24%	\$64.44	\$76.36	\$13.25	\$154.05
		Annual Salary + Benefits =	\$115,999.19	=		
Step B						
		\$5,600.23 /Month	\$37.33	/Hour		
	Total Benefits	\$4,400.36 78.57%	\$66.67	\$79.00	\$13.71	\$159.38
		Annual Salary + Benefits	\$120,007.07	=		
Step C		\$5,880.23 /Month	\$39.20	/Hour		
	Total Benefits	\$4,471.02 76.03% Annual Salary + Benefits	\$69.01 \$124,214.97	\$81.77	\$14.19	\$164.97
			ψ <u>1</u> 2-η21-η37	=		
Step D		\$6,174.25 /Month	\$41.16	/Hour		
	Total Benefits	\$4,545.21 73.62%	\$71.46	\$84.68	\$14.69	\$170.83
		Annual Salary + Benefits =	\$128,633.57	=		
Step E		Ac 400 0c (5 - 1)				
		\$6,482.96 /Month		/Hour		
	Total Benefits	\$4,623.12 71.31%	\$74.04	\$87.73	\$15.22	\$176.99
		Annual Salary + Benefits =	\$133,272.94	=		



Wastewater Treatment Plant Operator I

Step A		\$6,482.96 /Month	\$43.22	2 /Hour		
		70,482.30 / WIOTH	773.22			
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,131.92		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	327.07		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	94.00	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,623.12 71.31%	\$74.04	\$87.73	\$15.22	\$176.99
		Annual Salary + Benefits	\$133,272.94	=		
Step B						
555		\$6,807.11 /Month	\$45.38	3 /Hour		
	Total Benefits	\$4,704.92 69.12%	\$76.75	\$90.94	\$15.78	\$183.47
		Annual Salary + Benefits	\$138,144.33	=		
Step C		A7.447.45 /24				
		\$7,147.46 /Month	\$47.65	5 /Hour		
	Total Benefits	\$4,790.81 67.03%	\$79.59	\$94.30	\$16.36	\$190.25
		Annual Salary + Benefits	\$143,259.19	=		
Step D		67 F04 04 /N4	4=0.00			
		\$7,504.84 /Month	\$50.03	3 /Hour		
	Total Benefits	\$4,880.99 65.04%	\$82.57	\$97.84	\$16.98	\$197.39
		Annual Salary + Benefits	\$148,629.98	=		
Step E						
		\$7,880.08 /Month	\$52.53	3 /Hour		
	Total Benefits	\$4,975.68 63.14%	\$85.71	\$101.55	\$17.62	\$204.88
		Annual Salary + Benefits	\$154,269.17	=		



Wastewater Treatment Plant Operator II

Step A		67.447.4C /Nassals	ć47.65	/11		
		\$7,147.46 /Month	\$47.65	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,247.95		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
LTD & STD Insurance	0.008770	62.68				
Life Insurance	0.000770	28.82				
Longevity		0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		0.00				
Standby Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	360.59		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	103.64	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,790.81 67.03%	\$79.59	\$94.30	\$16.36	\$190.25
		Annual Salary + Benefits =	\$143,259.19	=		
Step B						
534,6		\$7,504.84 /Month	\$50.03	/Hour		
	Total Benefits	\$4,880.99 65.04%	\$82.57	\$97.84	\$16.98	\$197.39
		Annual Salary + Benefits =	\$148,629.98	=		
Step C						
		\$7,880.08 /Month	\$52.53	/Hour		
	Total Benefits	\$4,975.68 63.14%	\$85.71	\$101.55	\$17.62	\$204.88
		Annual Salary + Benefits	\$154,269.17	=		
Step D						
		\$8,274.08 /Month	\$55.16	/Hour		
	Total Benefits	\$5,075.11 61.34%	\$88.99	\$105.45	\$18.30	\$212.74
		Annual Salary + Benefits =	\$160,190.29	=		
Step E						
		\$8,687.79 /Month	\$57.92	/Hour		
	Total Benefits	\$5,178.08 59.60%	\$92.44	\$109.53	\$19.01	\$220.98
		Annual Salary + Benefits =	\$166,390.46	=		



Wastewater Treatment Plant Operator III

Step A		\$7,880.08 /Month	\$52.53	l /Hour		
Benefit	Multiplier	42,000.00 / Wientin	Ų3 2. 33	<u>Catego</u>	rv	
<u>benent</u>	<u>iviaitipiici</u>			catego	<u>.y.</u>	
PERS - Employer	0.174600	1,375.86		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	397.55		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	114.26	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,975.68 63.14%	\$85.71	\$101.55	\$17.62	\$204.88
		Annual Salary + Benefits	\$154,269.17	=		
Step B						
otop D		\$8,274.08 /Month	\$55.16	6 /Hour		
	Total Benefits	\$5,075.11 61.34%	\$88.99	\$105.45	\$18.30	\$212.74
		Annual Salary + Benefits	\$160,190.29	=		
Step C						
		\$8,687.79 /Month	\$57.92	2 /Hour		
	Total Benefits	\$5,178.08 59.60%	\$92.44	\$109.53	\$19.01	\$220.98
		Annual Salary + Benefits	\$166,390.46	=		
Step D						
		\$9,122.18 /Month	\$60.81	/Hour		
	Total Benefits	\$5,285.95 57.95%	\$96.05	\$113.81	\$19.75	\$229.61
1		Annual Salary + Benefits	\$172,897.56	=		
Step E						
		\$9,578.29 /Month	\$63.86	6 /Hour		
	Total Benefits	\$5,399.21 56.37%	\$99.85	\$118.31	\$20.53	\$238.69
		Annual Salary + Benefits	\$179,730.01	_		



Wastewater Treatment Plant Senior Operator

Step A		A0.00==0./54	4 0-			
		\$8,687.79 /Month	\$57.92	: /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,516.89		Public Works - M	laintenance	
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 0.00				
Longevity 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		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	125.97	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,178.08 59.60%	\$92.44	\$109.53	\$19.01	\$220.98
		Annual Salary + Benefits	\$166,390.46	=		
Step B						
		\$9,122.18 /Month	\$60.81	. /Hour		
	Total Benefits	\$5,285.95 57.95%	\$96.05	\$113.81	\$19.75	\$229.61
		Annual Salary + Benefits	\$172,897.56	=		
Step C						
		\$9,578.29 /Month	\$63.86	6 /Hour		
	Total Benefits	\$5,399.21 56.37%	\$99.85	\$118.31	\$20.53	\$238.69
		Annual Salary + Benefits	\$179,730.01	=		
Step D						
		\$10,057.20 /Month	\$67.05	/Hour		
	Total Benefits	\$5,518.13 54.87%	\$103.84	\$123.03	\$21.35	\$248.22
		Annual Salary + Benefits	\$186,904.01	=		
Step E						
		\$10,560.06 /Month	\$70.40) /Hour		
	Total Benefits	\$5,643.00 53.44%	\$108.02	\$127.99	\$22.21	\$258.22
		Annual Salary + Benefits	\$194,436.77	_		



Wastewater Treatment Plant Supervisor

Step A		\$9,423.78 /Month	\$62.83	/Hour		
		\$3,423.76 / WORLIN	702.03	, i i oui		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,645.39	Non-	Sworn Profession	als / Superviso	ors
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 0.00				
Longevity 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		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	136.64	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,659.32 60.05%	\$100.55	\$119.15	\$20.67	\$240.37
		Annual Salary + Benefits	\$180,997.18	=		
Step B						
500p 2		\$9,894.97 /Month	\$65.97	/ /Hour		
	Total Benefits	\$5,785.75 58.47%	\$104.54	\$123.87	\$21.49	\$249.90
		Annual Salary + Benefits	\$188,168.62	=		
Step C						
		\$10,389.73 /Month	\$69.26	6 /Hour		
	Total Benefits	\$5,918.50 56.96%	\$108.72	\$128.82	\$22.35	\$259.89
		Annual Salary + Benefits	\$195,698.79	_		
Step D		_				
0.00		\$10,909.21 /Month	\$72.73	Hour		
	Total Benefits	\$6,057.89 55.53%	\$113.11	\$134.03	\$23.26	\$270.40
		Annual Salary + Benefits	\$203,605.19	=		
Step E						
Cicp L		\$11,454.67 /Month	\$76.36	6 /Hour		
	Total Benefits	\$6,204.25 54.16%	\$117.73	\$139.49	\$24.20	\$281.42
		Annual Salary + Benefits	\$211,907.00	_		



Water Conservation Specialist

Step A		\$6,552.39 /Month	\$43.68	3 /Hour		
Benefit	<u>Multiplier</u>	40,002.00 7 Montain	φ 10.00	Catego	rv	
<u>=====</u>	<u></u>				-	
PERS - Employer	0.174600	1,144.05		Public Works - N	laintenance	
Management Incentive		0.00				
EAP Health Insurance		4.05 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 0.00				
Standby Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	330.57		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	95.01	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,640.64 70.82%	\$74.62	\$88.42	\$15.34	\$178.38
		Annual Salary + Benefits	\$134,316.34	=		
Chan D						
Step B		\$6,880.01 /Month	\$45.87	7 /Hour		
	Total Benefits	\$4,723.31 68.65%	\$77.36	\$91.66	\$15.90	\$184.92
		Annual Salary + Benefits	\$139,239.89	=		
Step C						
		\$7,224.01 /Month	\$48.16	5 /Hour		
	Total Benefits	\$4,810.12 66.59%	\$80.23	\$95.06	\$16.49	\$191.78
		Annual Salary + Benefits	\$144,409.60	=		
Step D						
		\$7,585.21 /Month	\$50.57	7 /Hour		
	Total Benefits	\$4,901.27 64.62%	\$83.24	\$98.63	\$17.11	\$198.98
		Annual Salary + Benefits	\$149,837.80	=		
Step E						
		\$7,964.47 /Month	\$53.10) /Hour		
	Total Benefits	\$4,996.98 62.74%	\$86.41	\$102.39	\$17.77	\$206.57
		Annual Salary + Benefits	\$155,537.40	=		



Water Distribution Supervisor

<u>Benefit</u> PERS - Employer	Multiplier	\$9,423.78 /Mon	ith	\$62.83	/Hour		
	Multiplier				,		
PERS - Employer					Catego	<u>ry</u>	
	0.174600	1,645.39		Non-	Sworn Profession	als / Superviso	rs
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 Longevity	0.000224	33.60 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			118.49%	20.56%	
Vision Insurance		23.45		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	136.64	-	& Benefits	Overhead	Overhead	Rate
Т	otal Benefits	\$5,659.32 6	0.05%	\$100.55	\$119.15	\$20.67	\$240.37
		Annual Salary + Bei	nefits _	\$180,997.18	=		
Step B							
		\$9,894.97 /Mon	ith	\$65.97	/ /Hour		
Т	otal Benefits	\$5,785.75 5	8.47%	\$104.54	\$123.87	\$21.49	\$249.90
		Annual Salary + Bei	nefits _	\$188,168.62	=		
Step C							
		\$10,389.73 /Mon	ith	\$69.26	6 /Hour		
Т	otal Benefits	\$5,918.50 5	6.96%	\$108.72	\$128.82	\$22.35	\$259.89
		Annual Salary + Bei	nefits _	\$195,698.79	=		
Step D							
Cicp B		\$10,909.21 /Mon	ith	\$72.73	3 /Hour		
Т	otal Benefits	\$6,057.89 5	5.53%	\$113.11	\$134.03	\$23.26	\$270.40
		Annual Salary + Bei	nefits	\$203,605.19	_		
Ston E					_		
Step E		\$11,454.67 /Mon	nth	\$76.36	6 /Hour		
т	otal Benefits	\$6,204.25 5	4.16%	\$117.73	\$139.49	\$24.20	\$281.42
		Annual Salary + Bei	nefits _	\$211,907.00	=		



Water Distribution Worker I

		Ć 42 72	. /11=		
	\$6,559.48 /Month	\$43.73	3 /Hour		
<u>Multiplier</u>			Catego	<u>ry</u>	
0.174600	1,145.29 0.00 4.05 2,138.34		Public Works - M	aintenance	
0.008770 0.000224	148.29 57.53 26.45				
	0.00 0.00 0.00				
	0.00 0.00 673.00 0.00				
0.050450 0.014500	330.93 23.45 95.11	Hourly Rate & Benefits	118.49% Department Overhead	20.56% Citywide Overhead	Total Hourly Rate
Total Benefits	\$4,642.43 70.77%	\$74.68	\$88.49	\$15.35	\$178.52
	Annual Salary + Benefits =	\$134,422.89	=		
	\$6,887.46 /Month	\$45.92	2 /Hour		
Total Benefits	\$4,725.19 68.61%	\$77.42	\$91.73	\$15.92	\$185.07
	Annual Salary + Benefits =	\$139,351.85	=		
	\$7,231.83 /Month	\$48.21	l /Hour		
Total Benefits	\$4,812.10 66.54%	\$80.29	\$95.14	\$16.51	\$191.94
	Annual Salary + Benefits	\$144,527.12	=		
	\$7.593.42 /Month	\$50.62	2 /Hour		
Total Benefits				\$17.13	\$199.16
	Annual Salary + Benefits	\$149,961.18	=	·	·
	\$7.973.09 /Month	¢ 52 15	5 /Hour		
Total Benefits				\$17.78	\$206.73
2320	Annual Salary + Benefits	\$155,666.94	_	+	,
	0.174600 0.008770 0.000224 0.050450 0.014500 Total Benefits Total Benefits	0.174600 1,145.29	0.174600 1,145.29	0.174600 1,145.29	0.174600



Water Distribution Worker II

		\$7,231.83 /Month	\$48.21	/Hour		
Benefit	<u>Multiplier</u>	47,232.03 / World	γ-10.2.1	Catego	rv	
<u>benent</u>	<u>ividicipiici</u>			<u>catego</u>	<u>.7</u>	
PERS - Employer	0.174600	1,262.68		Public Works - M	laintenance	
Management Incentive		0.00				
EAP Health Insurance		4.05 2,138.34				
Dental Insurance		2,138.34 148.29				
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 Standby		0.00 0.00				
Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	364.85		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	104.86	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,812.10 66.54%	\$80.29	\$95.14	\$16.51	\$191.94
		Annual Salary + Benefits	\$144,527.12	=		
Step B						
		\$7,593.42 /Month	\$50.62	/Hour		
	Total Benefits	\$4,903.34 64.57%	\$83.31	\$98.72	\$17.13	\$199.16
		Annual Salary + Benefits _	\$149,961.18	=		
Step C						
		\$7,973.09 /Month	\$53.15	/Hour		
	Total Benefits	\$4,999.16 62.70%	\$86.48	\$102.47	\$17.78	\$206.73
		Annual Salary + Benefits	\$155,666.94	=		
Step D						
		\$8,371.74 /Month	\$55.81	. /Hour		
	Total Benefits	\$5,099.60 60.91%	\$89.81	\$106.41	\$18.46	\$214.68
		Annual Salary + Benefits =	\$161,656.09	=		
Step E						
		\$8,790.33 /Month	\$58.60	/Hour		
	Total Benefits	\$5,203.54 59.20%	\$93.29	\$110.54	\$19.18	\$223.01
		Annual Salary + Benefits	\$167,926.50	=		



Water Operations Manager

Benefit Multiplier Category PERS - Employer 0.174600 1,878.01 Non-Sworn Managers / Confidential Management Incentive 0.00 Non-Sworn Managers / Confidential EAP 4.05 Non-Sworn Managers / Confidential Health Insurance 2,138.34 Non-Sworn Managers / Confidential Dental Insurance 148.29 Non-Sworn Managers / Confidential LTD & STD Insurance 0.008770 94.33 Life Insurance 0.000224 33.60 Longevity 0.00 Non-Sworn Managers / Confidential Holiday Pay 0.000 Non-Sworn Managers / Confidential Holiday Pay 0.000 Non-Sworn Managers / Confidential Holiday Pay 0.000 Non-Sworn Managers / Confidential Holiday Pay 0.00 Non-Sworn Managers / Confidential <	
PERS - Employer 0.174600 1,878.01 Non-Sworn Managers / Confidential Management Incentive 0.00 0.00 EAP 4.05 0.00 Health Insurance 2,138.34 0.00 Dental Insurance 148.29 0.00 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	
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	
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	
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	
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	
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	
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	
Longevity 0.00 Holiday Pay 0.00 Uniform Allowance 0.00 Educational Supplement 0.00 Standby 0.00 Retiree Medical 673.00	
Holiday Pay	
Uniform Allowance 0.00 Educational Supplement 0.00 Standby 0.00 Retiree Medical 673.00	
Educational Supplement 0.00 Standby 0.00 Retiree Medical 673.00	
Standby 0.00 Retiree Medical 673.00	
Deferred Comp. 3% + \$110 432.68	
25.0.1.00 COMP. 370 - V110 T02.00	
Workers Comp. 0.050450 542.64 118.49% 20.56%	
	Total Hourly
Medicare 0.014500 155.96 & Benefits Overhead Overhead	Rate
Total Benefits \$6,124.36 56.94% \$112.54 \$133.34 \$23.14	\$269.02
Annual Salary + Benefits	
Step B	
\$11,293.87 /Month \$75.29 /Hour	
Total Benefits \$6,274.04 55.55% \$117.12 \$138.77 \$24.08	\$279.97
Annual Salary + Benefits\$210,814.92	
Step C	
\$11,858.55 /Month \$79.06 /Hour	
Total Benefits \$6,431.20 54.23% \$121.93 \$144.48 \$25.07	\$291.48
Annual Salary + Benefits	
Step D	
\$12,451.49 /Month \$83.01 /Hour	
Total Benefits \$6,596.23 52.98% \$126.98 \$150.46 \$26.11	\$303.55
Annual Salary + Benefits	
Step E	
\$13,074.06 /Month \$87.16 /Hour	
Total Benefits \$6,769.50 51.78% \$132.29 \$156.75 \$27.20	\$316.24
Annual Salary + Benefits \$238,122.75	



Water Production Supervisor

Step A		\$9,423.78 /Month	\$62.83	3 /Hour		
		\$3,423.76 / WORLIN	702.03	, / 110u1		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ry</u>	
PERS - Employer	0.174600	1,645.39	Non-	Sworn Professior	nals / Superviso	rs
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 0.00				
Longevity 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		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	136.64	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,659.32 60.05%	\$100.55	\$119.15	\$20.67	\$240.37
		Annual Salary + Benefits	\$180,997.18	=		
Step B						
		\$9,894.97 /Month	\$65.97	/ /Hour		
	Total Benefits	\$5,785.75 58.47%	\$104.54	\$123.87	\$21.49	\$249.90
		Annual Salary + Benefits	\$188,168.62	=		
Step C						
		\$10,389.73 /Month	\$69.26	6 /Hour		
	Total Benefits	\$5,918.50 56.96%	\$108.72	\$128.82	\$22.35	\$259.89
		Annual Salary + Benefits	\$195,698.79	=		
Step D						
0.0p 2		\$10,909.21 /Month	\$72.73	3 /Hour		
	Total Benefits	\$6,057.89 55.53%	\$113.11	\$134.03	\$23.26	\$270.40
		Annual Salary + Benefits	\$203,605.19	=		
Step E						
Step L		\$11,454.67 /Month	\$76.36	6 /Hour		
	Total Benefits	\$6,204.25 54.16%	\$117.73	\$139.49	\$24.20	\$281.42
		Annual Salary + Benefits	\$211,907.00			



Water Production Worker I

Step A		\$6,245.60 /Month	\$41.64	1 /Hour		
Benefit	Multiplier	40,2 1 3.00 , Mentin	Ų 1210	Catego	rv	
<u> </u>	<u></u>				-	
PERS - Employer	0.174600	1,090.48		Public Works - N	laintenance	
Management Incentive EAP		0.00 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 Uniform Allowance		0.00 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	0.014500	23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	90.56	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,563.22 73.06%	\$72.06	\$85.38	\$14.82	\$172.26
		Annual Salary + Benefits	\$129,705.84	=		
Step B						
		\$6,557.88 /Month	\$43.72	2 /Hour		
	Total Benefits	\$4,642.02 70.79%	\$74.67	\$88.47	\$15.35	\$178.49
		Annual Salary + Benefits	\$134,398.85	=		
Step C		As one =0 /04				
		\$6,885.78 /Month	\$45.93	1 /Hour		
	Total Benefits	\$4,724.77 68.62%	\$77.40	\$91.72	\$15.91	\$185.03
		Annual Salary + Benefits	\$139,326.60	=		
Step D						
		\$7,230.07 /Month	\$48.20	0 /Hour		
	Total Benefits	\$4,811.65 66.55%	\$80.28	\$95.12	\$16.51	\$191.91
		Annual Salary + Benefits	\$144,500.67	=		
Step E						
		\$7,591.57 /Month	\$50.63	1 /Hour		
	Total Benefits	\$4,902.88 64.58%	\$83.30	\$98.70	\$17.13	\$199.13
		Annual Salary + Benefits	\$149,933.37			



Water Production Worker II

Step A		\$6,885.78 /Month	\$45.91	. /Hour		
Benefit	<u>Multiplier</u>	40,003.70 / Wientin	Ų-13.3 <u>1</u>	<u>Catego</u>	rv	
<u>benent</u>	<u> </u>			catego	<u> </u>	
PERS - Employer	0.174600	1,202.26		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance Dental Insurance		2,138.34 148.29				
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 Retiree Medical		0.00 673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	347.39		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	99.84	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,724.77 68.62%	\$77.40	\$91.72	\$15.91	\$185.03
		Annual Salary + Benefits	\$139,326.60	=		
Step B						
эсер в		\$7,230.07 /Month	\$48.20) /Hour		
	Total Benefits	\$4,811.65 66.55%	\$80.28	\$95.12	\$16.51	\$191.91
		Annual Salary + Benefits	\$144,500.67	=		
Step C						
		\$7,591.57 /Month	\$50.61	/Hour		
	Total Benefits	\$4,902.88 64.58%	\$83.30	\$98.70	\$17.13	\$199.13
		Annual Salary + Benefits	\$149,933.37	=		
Step D		4				
		\$7,971.15 /Month	\$53.14	l /Hour		
	Total Benefits	\$4,998.67 62.71%	\$86.47	\$102.45	\$17.78	\$206.70
		Annual Salary + Benefits	\$155,637.79	=		
Step E						
		\$8,369.70 /Month	\$55.80) /Hour		
	Total Benefits	\$5,099.09 60.92%	\$89.79	\$106.39	\$18.46	\$214.64
		Annual Salary + Benefits	\$161,625.53	=		



Water Service Worker I Department: Public Works

Step A		\$5,943.99 /Month	\$39.63	3 /Hour		
Benefit	Multiplier	93,343.33 / Wientin	403.03	Catego	rv	
<u>benent</u>	<u>iviaitipiici</u>			catego	<u>. y</u>	
PERS - Employer	0.174600	1,037.82		Public Works - M	laintenance	
Management Incentive		0.00				
EAP Health Insurance		4.05				
Dental Insurance		2,138.34 148.29				
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 0.00				
Standby Retiree Medical		673.00				
Deferred Comp.		0.00				
Workers Comp.	0.050450	299.87		118.49%	20.56%	
Vision Insurance		23.45	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	86.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,487.11 75.49%	\$69.54	\$82.40	\$14.30	\$166.24
		Annual Salary + Benefits	\$125,173.17	=		
Step B						
Step 5		\$6,241.19 /Month	\$41.61	1 /Hour		
	Total Benefits	\$4,562.11 73.10%	\$72.02	\$85.34	\$14.81	\$172.17
		Annual Salary + Benefits	\$129,639.56	=		
Step C						
		\$6,553.25 /Month	\$43.69	9 /Hour		
	Total Benefits	\$4,640.86 70.82%	\$74.63	\$88.43	\$15.34	\$178.40
		Annual Salary + Benefits	\$134,329.27	=		
Step D						
		\$6,880.91 /Month	\$45.87	7 /Hour		
	Total Benefits	\$4,723.54 68.65%	\$77.36	\$91.67	\$15.91	\$184.94
		Annual Salary + Benefits	\$139,253.42	=		
Step E						
		\$7,224.96 /Month	\$48.17	7 /Hour		
	Total Benefits	\$4,810.36 66.58%	\$80.24	\$95.07	\$16.50	\$191.81
		Annual Salary + Benefits	\$144,423.88			



Water Service Worker II Department: Public Works

Step A						
		\$6,553.25 /Month	\$43.69	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.174600	1,144.20	I	Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.05				
Health Insurance		2,138.34				
Dental Insurance LTD & STD Insurance	0.008770	148.29 57.47				
Life Insurance	0.008770	26.42				
Longevity	0.000224	0.00				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Educational Supplement		0.00				
Standby		0.00				
Retiree Medical		673.00				
Deferred Comp.	0.050450	0.00				
Workers Comp.	0.050450	330.61	Harriba Data	118.49%	20.56%	Tatal Havely
Vision Insurance Medicare	0.014500	23.45 95.02	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,640.86 70.82%		\$88.43	\$15.34	\$178.40
				·	·	
		Annual Salary + Benefits	\$134,329.27	=		
Step B						
		\$6,880.91 /Month	\$45.87	/Hour		
	Total Benefits	\$4,723.54 68.65%	\$77.36	\$91.67	\$15.91	\$184.94
		Annual Salary + Benefits	\$139,253.42	=		
Step C		4				
		\$7,224.96 /Month	\$48.17	/Hour		
	Total Benefits	\$4,810.36 66.58%	\$80.24	\$95.07	\$16.50	\$191.81
		Annual Salary + Benefits	\$144,423.88			
		<u> </u>		=		
Step D						
		\$7,586.21 /Month	\$50.57	/Hour		
	Total Benefits	\$4,901.53 64.61%	\$83.25	\$98.64	\$17.12	\$199.01
		Annual Salary + Benefits	\$149,852.82	=		
Step E						
310p 2		\$7,965.52 /Month	\$53.10	/Hour		
	Total Benefits	\$4,997.24 62.74%	\$86.42	\$102.40	\$17.77	\$206.59



Webmaster
Department: Finance and Information Systems

Step A				
		\$8,071.50 /Month	\$53.81 /Hour	
<u>Benefit</u>	Multiplier		<u>Categ</u>	ory
PERS - Employer Management Incentive EAP Health Insurance	0.174600	1,409.28 0.00 4.05 2,138.34	Non-Sworn Professio	onals / Supervisors
Dental Insurance LTD & STD Insurance Life Insurance Longevity	0.008770 0.000224	148.29 70.79 32.54 0.00		
Holiday Pay Uniform Allowance Educational Supplement		0.00 0.00 0.00 0.00		
Standby Retiree Medical Deferred Comp. Workers Comp.	2% + \$110 0.050450	0.00 673.00 271.43 407.21	30.82%	20.56%
Vision Insurance Medicare	0.014500	23.45 117.04	Hourly Rate Department & Benefits Overhead	Citywide Total Hourly Overhead Rate
	Total Benefits	\$5,295.42 65.61%	\$89.11 \$27.46	\$18.32 \$134.89
		Annual Salary + Benefits	\$160,403.03	
Step B				
		\$8,475.07 /Month	\$56.50 /Hour	
	Total Benefits	\$5,404.76 63.77%	\$92.53 \$28.52	\$19.02 \$140.07
		Annual Salary + Benefits	\$166,557.97	
Step C		\$8,898.82 /Month	\$59.33 /Hour	
	Total Benefits	\$5,518.46 62.01%	\$96.12 \$29.62	\$19.76 \$145.50
		Annual Salary + Benefits	\$173,007.38	
Step D		\$9,343.76 /Month	\$62.29 /Hour	
	Total Benefits	\$5,637.85 60.34%	\$99.88 \$30.78	\$20.53 \$151.19
	Total beliefits	Annual Salary + Benefits	\$179,779.29	\$20.55 \$151.15
Step E				
		\$9,810.95 /Month	\$65.41 /Hour	
	Total Benefits	\$5,763.20 58.74%	\$103.83 \$32.00	\$21.35 \$157.18
		Annual Salary + Benefits	\$186,889.85	



Fees:

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



City Manager Administration Fees

Fee Description	Fee
Agenda Packet Subscription:	
Annual Email Copy	No Charge
Candidate's Statement of Qualifications ¹	Actual Cost
Document Certification (per document)	\$31.67
Notary Fee ² (per signature)	\$15.00
Notice of Intent to Circulate Petition ³	\$200.00
Political Reform Act Copies of Documents ⁴ (per page)	\$0.10
Political Reform Act Retrieval Fee ⁴ - More Than Five Years Old	\$5.00
Subpoenaed Staff as Witness ⁵	Actual Cost
\$275.00 Deposit (per day)	
Photocopies:	
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

¹ Election Code (E.C.) 13307

² Government Code (G.C.) 8211

³ E.C. 9202

⁴ § 81008 Political Reform Act

⁵ BMC 17.640.010



Finance and Information Systems Business License Tax and Fees

\$100.00	
\$0.30 per \$1,000	
\$150.00 + \$0.25 per \$1.000 in excess of \$500.000	

Fee

\$0.00

\$500,001 - \$1,000,000 \$275.00 + \$0.15 per \$1,000 in excess of \$1,000,000 \$1,000,001 and up **Initial Application Fee** \$53.99 \$35.99 Certificate Duplication Fee Business License Listing (per page) \$0.35

\$4.00 State Mandated Fee SB1186² 10% - \$30.00 Minimum Late Penalty

Special Events - Umbrella Business License Tax beginning February 1, 2017: 3

Fee Description

Promoter:

Gross Receipts:1 \$0 - \$333,333

\$333,334 - \$500,000

Non-Profit \$0.00 Profit \$100.00 per event Events held on property owned by other Governmental or

Religious Organizations

Vendor Booth cost to ALL Promoters:

Events held on property owned by other Governmental or

Religious Organizations \$0.00 Open 4 hours or less \$0.00 Open over 4 hours with 5 or fewer total booths \$10.00 per event/per booth Open over 4 hours with over 5 total booths \$25.00 per event/per booth

¹ Per Brentwood Municipal Code § 5.04.060

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

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



Finance and Information Systems Collection Fees

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



Finance and Information Systems Utility Billing Fees

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

¹ Approved by Ordinance 918, February 2013

² Applies to all checks received by the City of Brentwood



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

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

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

Planned Event/Response/Clean-Up Fees/Services

Fee Description	Fee
City Staff Time Normal Working Hours	Step E Salary Hourly Rate ²
City Staff Time Outside Working Hours	Step E Salary Hourly Rate at Time and One Half $^{\mathrm{2}}$

² Excludes Citywide Overhead and Benefits

Electric Vehicle ("EV") Charging Station Fees

Fee Description	Fee
Per kWh Fee ³	\$0.26
Parking Fee at City Owned, FV Charging Stations - Per Hour After 4 Hours ⁴	\$3.00

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

 $^{^4}$ After 4 hours at the EV Charging Station, the per hour parking fee will be charged in addition to the per kWh fee



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 ^d	\$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.



Building Valuation Schedule Calculation - Schedule A

Fee Description	Fee
Type of Building	Valuation Per Square Foot
U PATIO STRUCTURES/STORAGE SHEDS	\$35.00
DECKS	\$30.00
FENCES:	
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
TENANT IMPROVEMENTS sq. ft. Fee or Contract Price	\$35.37
RESIDENTIAL ALTERATIONS sq. ft. Fee or Contract Price	
INTERIOR PARTITIONS:	
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
SWIMMING POOLS:	
In-ground swimming pool (per pool)	\$65,000.00
In-ground spa only (per spa)	\$30,000.00



Miscellaneous and Flat Fee Schedule Calculation - Schedule A-1

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
BUILDING PERMIT FEES: 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
PLAN REVIEW:	
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
OFFICE AUTOMATION - PER PERMIT:	\$3.87
or 1% of the Building Permit Fee, whichever is greater	
DEMOLITION PERMIT:	1 hour ¹
REROOF:	
Commercial - Fee based on Valuation and Rate Schedule	
Residential	1 hour ¹
WINDOW REPLACEMENT:	
1 - 10 windows	1 hour ¹
11+ windows	1 1/2 hours ¹
MANUFACTURED HOMES:	
For manufactured or mobile home setup	\$2,300.44
To manufactured of mobile nome setup	\$2,300. 14

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



Miscellaneous and Flat Fee Schedule Calculation - Schedule A-1

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
APPLICATION AND INSPECTION FEES:	
POOLS/SPAS/OUTDOOR KITCHENS:	
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
OTHER INSPECTIONS AND FEES: ²	
Inspections outside of normal business hours - Minimum charge - 2 hours	Hourly Rate ¹
Above rate to be charged at 1 1/2 times for overtime and weekends, and 2 times for Holidays	
Re-inspection	Hourly Rate ¹
Inspections for which no fee is specifically indicated - Minimum charge - 1/2 hour	Hourly Rate ¹
Certified Access Specialist Program (CASP) Consultant	Hourly Rate ¹
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - 1/2 hour)	Hourly Rate ¹
REISSUANCE FEE:	
Reissuance of expired permits Reissued at the sole discretion of the Building Official	1/2 of the fee in effect at the time of reissuance
COMPLETION FEE:	
Completion of a project that is more than 50% complete. Work to be performed by third party not associated with the original permit. Issued at the sole discretion of the Building Official	1/2 of the fee in effect at the time of issuance

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

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



Electrical Permit Fees Calculation - Schedule B

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
PERMIT ISSUANCE:	
For issuing each permit	\$111.430
For issuing each supplemental permit	\$19.900
	·
PLAN REVIEW	65% of the total permit fee
OFFICE AUTOMATION - PER PERMIT:	\$3.8
or 1% of the Electrical Permit Fee, whichever is greater	
SYSTEM FEE SCHEDULE:	
NEW BUILDINGS:	
The following fees shall include all wiring and electrical equipment in or on each building, or	
other electrical equipment on the same premises constructed at the same time except	
swimming pools.	
New residential, non-residential buildings - per sq. ft.	\$0.0686
ALTERATIONS AND ADDITIONS:	
Alterations, additions and modifications to existing buildings	
<500 sq. ft. ¹	\$0.1920
>500 and < 1,000 sq. ft. 1	\$0.1560
SPA:	
Self Contained Spa - per spa ²	1/2 Hou
Other types of swimming pools, therapeutic whirlpools, spas and alterations to existing	
swimming pools	Use Unit Fee Schedule
CARNIVALS AND CIRCUSES:	
Carnivals, circuses and other traveling shows or exhibitions utilizing transportable type rides,	
booths, displays and attractions	
Electric generators and electrically driven rides	\$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
TEMPORARY POWER SERVICE:	
Temporary service power pole or pedestal, including all pole or pedestal-mounted	
receptacle outlets & appurtenances	\$29.66
	Single Issuance
COMBINATION ELECTRICAL, PLUMBING and MECHANICAL	Fee is Charge

¹ Option to Use Unit Fee Schedule

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



Electrical Permit Fees Calculation - Schedule B

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
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 Additional fixtures - each	\$1.4300 \$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 Additional fixtures - each	\$1.4300 \$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



Electrical Permit Fees Calculation - Schedule B

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
The following fees will be charged in addition to the permit issuance fee:	
POWER APPARATUS: 1,2	
Motors, generators, transformers, rectifiers, synchronous converters, capacitors, industrial	
heating, air conditioners, and heat pumps, cooking or baking equipment and other apparatus, as follows:	
Rating in horsepower ("HP"), kilowatt ("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
ENERGY STORAGE SYSTEMS (ESS):	
Residential ESS	1/2 hour ¹
Commercial ESS	Cost of Building Permit
BUSWAYS:	
Trolley and plug-in-type busway - per 100 ft. 3	\$8.84
SIGNS, OUTLINE LIGHTING AND MARQUEES - each:	
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
SERVICES - each:	
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

Electrical apparatus, conduits and conductors for which a permit is required but for which no

MISCELLANEOUS APPARATUS, CONDUITS AND CONDUCTORS - each:

fees herein set forth⁴

\$21.75

 $^{^{1} \}textit{For equipment or appliances having more than one motor, transformer, heater, etc., the sum of the combined ratings may be used} \\$

 $^{^2\} These\ fees\ include\ all\ switches,\ circuit\ breakers,\ contactors,\ thermostats,\ relays\ and\ other\ directly\ related\ control\ equipment$

³ An additional fee will be required for lighting fixtures, motors and other appliances that are connected to trolley and plug-in-type busways. No fee is required for portable

⁴ This fee is not applicable when a fee is paid for one or more services, outlets, fixtures, appliances, power apparatus, busways, signs or other equipment



Electrical Permit Fees Calculation - Schedule B

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
	raying by Credit Card
PHOTOVOLTAIC SYSTEM:	
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
OTHER INSPECTIONS AND FEEs: 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 ²
Re-inspection	Hourly Rate ²
Inspections for which no fee is specifically indicated - Minimum charge - 1/2 hour	Hourly Rate ²
Additional plan review required by changes, additions or revisions to approved plans Minimum charge - 1/2 hour	Hourly Rate ²

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

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

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



Plumbing Permit Fees Calculation - Schedule C

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
PERMIT ISSUANCE:	
For issuing each permit	\$111.4300
For issuing each supplemental permit	\$19.9000
PLAN REVIEW	65% of the total permit fee
OFFICE AUTOMATION - PER PERMIT:	
or 1% of the Plumbing Permit Fee, whichever is greater	\$3.8700
SYSTEM FEE SCHEDULE:	
NEW BUILDINGS:	
Residential, non-residential buildings - per sq. ft.	\$0.0686
SWIMMING POOLS:	
Swimming Pool or Spa - each	\$88.9800
e 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:	40.000
1 to 5 systems - per system	\$9.9000 \$1.9800
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 lawn sprinkler system on any one motor including healflow protection devices	\$13.8700
For each lawn sprinkler system on any one meter including backflow protection devices	\$13.8700



Plumbing Permit Fees Calculation - Schedule C

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
ne following fees will be charged in addition to the permit issuance fee:	
UNIT FEE SCHEDULE (continued):	
For atmospheric-type vacuum breakers:	
1 to 5 breakers - each	\$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
OTHER INSPECTIONS AND FEES: ¹	
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 ²
Re-inspection	Hourly Rate ²
Inspections for which no fee is specifically indicated - Minimum charge - 1/2 hour	Hourly Rate ²
Additional plan review required by changes, additions or revisions to approved plans	•
Minimum charge - 1/2 hour	Hourly Rate ²
	Single Issuance Fee is
COMBINATION ELECTRICAL, PLUMBING and MECHANICAL	Charged

 $^{^{1} \ \}text{Total hourly cost to the City of Brentwood.} \ \ \text{The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees}$

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



Mechanical Permit Fees Calculation Schedule D

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
PERMIT ISSUANCE:	
For issuing each permit	\$111.43
For issuing each supplemental permit	\$19.90
Plan Review	65% of the total permit fee
Office Automation - Per Permit or 1% of the Mechanical Permit Fee, whichever is greater	\$3.87
NEW BUILDINGS:	
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
	\$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



Mechanical Permit Fees Calculation Schedule D

Fee Description

Fee +3% Surcharge Added if
Paying by Credit Card

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

UNIT FEE SCHEDULE (continued):

For the installation or relocation of each boiler or refrigeration compressor over 50 horsepower, or each absorption system over 1,750,000 Btu/h	\$110.76
For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto 1	\$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

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



Mechanical Permit Fees Calculation Schedule D

Fee Description	Fee +3% Surcharge Added if
	Paying by Credit Card

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

OTHER INSPECTIONS AND FEES:1

Inspections outside of normal business hours - Minimum charge - 2 hours

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

Hourly Rate²

Re-inspection Hourly Rate²

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

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

Minimum charge - 1/2 hour

Hourly Rate²

Single Issuance Fee is Charged

COMBINATION ELECTRICAL, PLUMBING AND MECHANICAL

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

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



Building Permit Fee Rate Schedule

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 ¹ +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

¹ Fees are established by SB1473

California Strong Motion Instrumentation (SMI) Program

Fee Description	Fee ² +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

² Fees are established by SB593



Community Development Residential Growth Management Program (RGMP)¹ Fee

Fee Description

Fee +3% Surcharge Added if Paying by Credit Card

RGMP Allocation Fee, Per Application²

\$4,027.00

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

¹ 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

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



Community Development Code Enforcement Fees

Administrative Citations

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
First Violation ¹	\$100.00
Second Violation ¹	\$200.00
Third Violation ¹	\$500.00
Further Violation ¹	\$500.00

 $^{^{1}}$ Each day a violation continues is deemed a separate offense

Abatement

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

² Municipal Code 10.20

Investigations

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

⁴ 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.

³ Municipal Code 8.00.100



Community Development Habitat Conservation Plan (HCP) Fees

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
Development Fee¹ - The fee is based on each acre of land permanent	ly disturbed and is set as follows:
Location of Affected Development Project	Development Fee
Zone I	\$19,611.52/acre
Zone II	\$39,223.04/acre
Zone III	\$9,805.76/acre

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

		Required	
		Compensation	
		Ratio for	
		Restoration /	
Land Cover Type	Fee per unit of Impact ²	Creation ¹	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
	<i>+</i>	federal government ³ , whichever is	
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
Folius	3213,970.31/dcie	1.1	federal government ³ , whichever is greater
			Wetted area during normal rainfall year or
Aquatic (open water)	\$107,988.87/acre	1:1	jurisdictional waters boundary, whichever
			is greater
Slough/channel	\$154,206.78/acre	1:1	Area of impact within banks
			Stream length measured along stream
Streams 25 feet wide or less	\$569.07/linear ft	1:1	centerline. Stream width measured
			between top of bank
Streams greater than 25 feet	·		Stream length measured along stream
wide ⁴	\$854.23/linear ft	1:1	centerline. Stream width measured
wide			between top of bank

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

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

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

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



Community Development Habitat Conservation Plan (HCP) Fees

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
HCP/NCCP incidental take authorization applications ¹	\$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

 $^{^{\}mathrm{1}}$ Fees may be adjusted annually on July 1 by CPI

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



Community Development Planning Fees

Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
1. Annexations Deposit	Actual Cost \$5,800.00
2. General/Specific Plan Amendment Deposit	Actual Cost \$5,800.00
3. Rezoning/Zoning Ordinance Amendment Deposit	Actual Cost \$4,900.00
4. Design Review Residential - Less than 5 Units Deposit Residential and Non-Residential - 5 or More Units Deposit	Actual Cost \$500.00/per unit up to \$2,000.00 Actual Cost \$6,600.00
5. Conditional Use Permit Residential Deposit Non-Residential Deposit Daycare - Single-Family Residence	Actual Cost \$500.00/per unit up to \$2,000.00 Actual Cost \$2,200.00 \$281.00
6. Tentative Maps Deposit Tentative Parcel Map Waiver	Actual Cost \$6,000.00 \$3,411.00
7. Variance Deposit Admin Variance	Actual Cost \$1,700.00 \$1,100.00
8. Sign Permit/Review Administrative Master Sign Program Master Sign Program - Deposit Planning Commission Approval Permit Planning Commission Approval Permit - Deposit Temporary Permit for Signs and Banners	\$353.00 Actual Cost \$2,600.00 Actual Cost \$900.00 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
9. Environmental Review	
Environmental Impact Report - Prepared by Consultant	Consultant Cost + 25% for City Admin
Negative Declaration - Prepared by Staff Deposit	Actual Cost \$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
10. Administrative Oil Permit	Actual Cost
Deposit	\$2,500.00
11. Development Agreement	Actual Cost
Deposit	\$4,200.00
12. Affordable Housing - Legal review or consulting	Actual Cost + 25% for City Admin
Deposit	Actual Cost + 25% for City Admin
13. Appeals	\$425.00
14. Categorical Exemption	\$233.00
15. Temporary Use Permit ("TUP")	
Universal TUP	\$981.00
Minor TUP	\$74.00
16. Amendments	Actual Cost
Deposit	\$2,200.00
17. Time Extensions	\$1,605.00
18. General Plan Maintenance Fee	
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 1	\$8,834.00
20. County Environmental Filing Fees ²	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 Deposit	Actual Cost \$2,200.00
26. Preliminary Application Review	No Charge
27. Outdoor Dining/Merchandise Display Review	No Charge
28. Home Occupation Zoning Review	\$50.00
29. Archival Fee (No charge if provided in acceptable electronic format)	\$212.00
30. Landscape Review - Private Landscaping Plan Check and Inspection Fee - by Staff Plan Check - by Consultant Deposit	Actual Cost Actual Cost + 25% for City Admin \$3,000.00
31. Consultant Planning Services	Actual Cost + 25% for City Admin

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

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

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

² Contra Costa County Clerk Filing Fees



Community Development Downtown Parking In-Lieu Fees 1,2

Fee Description

Fee +3% Surcharge Added if Paying by Credit Card

One space shall be located on site and any additional space
Residential off site shall be \$4,986.00 per required parking space

Retail/Commercial/Office - per space

\$4,986.00

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

² Per City Council Resolution 2017-72, 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

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

6% Moderate

Rental 4% Low Income 3% Very Low Income

In-Lieu Fee Three Bedroom¹

\$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

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

¹ 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.



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 ¹	1	2	3	4	5	6
Area Median Income (AMI) ²	\$103,550	\$118,300	\$133,100	\$147,100	\$159,750	\$171,550
Very Low Income Households: Maximum Afford	able Cost = 3	0% of 50% of	AMI			
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 ³	\$158	\$171	\$209	\$251	\$294	\$334
Maximum Affordable Monthly Rent	\$1,136	\$1,308	\$1,455	\$1,598	\$1,702	\$1,811
Low Income Households: Maximum Affordable	Cost = 30% of	60% of AMI				
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 ³	\$158	\$171	\$209	\$251	\$294	\$334
Maximum Affordable Monthly Rent	\$1,395	\$1,604	\$1,789	\$1,968	\$2,102	\$2,240
Moderate Income Households: Maximum Affordable Cost = 30% of 110% of AMI						
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 ³	\$158	\$171	\$209	\$251	\$294	\$334
Maximum Affordable Monthly Rent	\$2,690	\$3,083	\$3,452	\$3,817	\$4,099	\$4,385

¹ 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.

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

² Based on annual income limits for County published by HCD and HUD, adjusted to CRL affordable housing cost income levels using HCD rounding methodology.

³ 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.



	Fee Description	Fee +3% Surcharge Added if Paying by Credit Card
I.	ENGINEERING/INFRASTRUCTURE REVIEW FEE A. Tentative Subdivision Map Review - Fee plus \$10.00 per lot	\$3,945.00
	B. Tentative Parcel Map Review - Fee plus \$10.00 per lot	\$2,288.00
	C. Tentative Parcel Map Waiver	\$1,006.00
	D. Industrial/Commercial Plan Review (1 acre and above) - Fee plus \$1,000 per acre Conditional Use Permit and Design Review	\$2,894.00
	E. Industrial/Commercial Plan Review (under 1 acre) Conditional Use Permit and Design Review	\$1,373.00
II.	PROJECT PROCESSING AND REVIEW - Deposit for actual cost, including but not limited to	
	project coordination, plan check agreements, contractual services and legal review ¹ as necessary or required for project processing, approvals and acceptance	
	A. Final Map Checking - Deposit for Actual Cost Deposit at the time of first submittal for actual cost of labor and materials	\$3,945.00
	Fee plus \$30.00 per lot 2. Parcel Map Waiver Review	\$1,991.00
	 B. Plan Checking - Deposit for Actual Cost 1. Grading Plans a. 3% of the estimated cost of the grading and associated improvements b. Plan revisions after approval - per sheet 	\$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 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 \$183.00
	C. Document Review	
	 Legal description and plat for abandonment Certificate of Correction Dedication documents Legal description 	\$183.00 \$183.00 \$183.00 \$183.00 \$183.00
	 Legal description Miscellaneous document review 	

D. Overhead Multiplier

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

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



Fee Description	Fee +3% Surcharge Added if Payin by Credit Card
PERMIT FEES	
A. Encroachment Permit (EP) Processing Fee	
1. Subdivision/Development	\$184.00
2. General (All Other)	\$89.00
3. EP – Utilities Cost of Work > \$10,000	\$498.0
4. EP – Utilities Cost of Work < \$10,000	\$182.00
B. Grading Permit Processing Fees	
1. 10,000 cubic yards or less	\$184.0
2. Over 10,000 cubic yards	\$974.0
C. Transportation Permit Processing Fee ¹	\$16.0
INSPECTION FEES	
A. Publicly Maintained Improvements (Streets, Water, Sewer, Storm Drains)	% of Value for Improveme
1. 5% first \$100,000, plus	
2. 4.5% second \$100,000, plus	
3. 4% next \$300,000, plus	
4. 3.5% over \$500,000	
B. Privately Maintained Improvements	% of Value for Improveme
1. 2% first \$100,000, plus	
2. 1.5% second \$100,000, plus	
3. 1% next \$300,000, plus	
4. 0.5% over \$500,000	
C. Grading Inspection Fees	
3.5% of estimated cost of grading and associated improvements	
D. Miscellaneous Inspections (Per Hour)	Hourly Rat
To be charged at the Public Works Construction Inspector II step E total hourly rate pe	
Allocation Plan	
E. Inspection Fees - Miscellaneous ³	
1. Trenching for Utilities	Hourly Rat
2. Curb Cut/Driveway and Curb/Gutter Installation - hours/linear foot	0.015
3. Curb Drain - hours/each	0.080
4. Excavation - hours/linear ft	0.007
5. Paving	
a. Conform Paving - hours/square ft	0.008
b. Minor Pavement Repair hourly - hours/square ft x 3% cost	0.500
c. Street Lane - hours/sq ft x 3% cost	0.010
C. Jastell Ciderrally, having the annual transfer	0.001
6. Install Sidewalk - hours/linear ft	
5. Install Sidewalk - nours/linear π7. Install Access Ramp - hours/each	0.280
7. Install Access Ramp - hours/each	0.280 0.670 0.210
7. Install Access Ramp - hours/each8. Sewer Tap or Cap at Main - hours/each	0.670

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

³ Prorated percent of time to perform service based on hourly inspection fee to be charged at the Public Works Construction Inspector II Step E total hourly rate



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

¹ 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

 $^{^2 \, \}textit{Markers are a flat fee based on current inventory price. When new inventory is purchased prices will adjust.}$



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 ¹	New Fee Less Rebate	Admin Fee	Total Fee ³
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 ²	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

¹ 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

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

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

³ Additional 3% Credit Card Surcharge Fee if paying by credit card



DEVELOPMENT FEE PROGRAM ¹ General Plan Build Out						
RESIDENTIAL per Unit NON-RESIDENTIAL per Building S.F.						
Fee Category	Single-Family	Multi-Family	Commercial	Office	Industrial/ Institutional	
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 ²	\$15,707.23	\$6,443.03	\$1.6176	\$1.9909	\$1.3826	
Solid Waste ³	\$365.38	\$148.34	\$0.6200	\$0.6200	\$0.6200	
Total Fees ⁴	\$53,919.30	\$32,373.83	\$10.00	\$11.95	\$7.92	

¹ City Council Resolution 2021-20

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

² 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

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

 $^{^4}$ Additional 3% Credit Card Surcharge Fee if paying by credit card



Parks and Recreation Park Planning Fees

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

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



Parks and Recreation Public Arts Fees

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

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



Fee Description	Fee
Bingo Permit (annual)	\$50.00
City Run Youth Sports Non-Resident Fee	\$30.00
10% of Registration fee, minimum \$5	
Non-Resident Fee for Adult Sport Leagues (per person)	\$13.00
Non-Resident 50% cost recovery (excluding aquatic and youth sports)	*====
Late Fee for Youth Sport Leagues (per person)	\$26.25
Adult Sports	·
Team Name Change USSSA Fee	Actual Cost
Adult Softball Leagues (Team Fee) ¹	\$760.00
Adult Bocce Leagues (Team Fee) ¹	\$140.00
50 & Better Bocce Leagues ¹	\$110.00
Youth Sports	
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
Skyhawks	
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

¹ Non-Resident Fee does not apply to these programs



Fee Description	Fee
SkyHawks (Continued)	
Skyhawks Sport Classes - 10 Weeks Saturday (Non-Resident)	\$300.00
Creative Activities Play Classes	
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
Preschool Classes	
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
Creative Activities Arts and Crafts Classes	
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



Fee Description	Fee
Creative Activities Arts and Crafts Classes (Continued)	
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
Teen & Adult Fitness Classes	·
Tai Chi - per class	\$11.00
Tai Chi (Non-Resident) - per class	\$12.00
Zumba Gold (Ages 55+) ¹ - per class	\$48.00
Youth Dance Classes	
Youth Dance - per class	\$10.00
Youth Dance - per class (Non-Resident)	\$11.00
Tennis	
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
Gymnastics	
Gymnastics class per class	\$10.00
Gymnastics class per class (Non-Resident)	\$11.00
Health and Safety Classes	
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
Technology Classes and Camps	
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

¹ Non-Resident Fee does not apply to these programs



Fee Description	Fee
Youth Camps	
Recreation Leader in Training Daily ¹	\$25.00
Camp Brentwood Daily	\$55.00
Camp Brentwood Daily (Non-Resident)	\$60.00
Special Events	·
A Letter from Santa ¹	\$6.00
Military/Veteran Banner Program ¹	\$75.00
Aquatics	
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) ¹	\$9.00
Recreational Swim Single Entry (Monday - Friday) ¹	\$6.00
Lap Swim Single Entry ¹	\$5.00
Tot Splash ¹	\$6.00
BFAC Swim Practice Lane Fee ¹	\$9.00
Lifeguard Certification ¹	\$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
Facility Rentals ²	
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

¹ Non-Resident Fee does not apply to these programs

² See Facility Rentals/Tournament Cancellation Policy



Fee Description	Fee
Field Rentals ² (Continued)	
Refundable Field Deposit (40 Bookings or Less)	\$250.00
Cancellation Fee	\$34.50
Jnpaid Balance Late Fee less than 30 days prior to event	\$95.00
Contract Modification Fee (5 days after receipt of contract)	\$68.00
5 business day grace period for changes without charges once application has been submitted)	
Contract Modification Fee (less than 14 days prior to event)	\$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 Cos
Brentwood Family Aquatic Complex ²	
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
Brentwood Community Center ²	
Rental - Daily Rate (10 hours Maximum for 2 or more consecutive days)	
Entire First Floor (Including Kitchen)	
Resident	\$1,866.00
Non-Resident	\$2,052.00
Commercial	\$2,426.00
Non-Profit	\$1,306.00
Commercial Kitchen (Only) (2 hours Minimum Required)	
Rate (per hour)	\$35.25
Community Room Full - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$278.00
Non-Resident (per hour)	\$306.00
Commercial (per hour)	\$362.00
Non-Profit (per hour)	\$195.00
Community Room Full - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$231.00
Non-Resident (per hour)	\$255.00

² See Facility Rentals/Tournament Cancellation Policy



Fee Description	Fee
Brentwood Community Center ² (Continued)	
Commercial (per hour)	\$301.00
Non-Profit (per hour)	\$162.00
Community Room Full (Sunday-Thursday)	
Resident (per hour)	\$208.00
Non-Resident (per hour)	\$228.00
Commercial (per hour)	\$270.00
Non-Profit (per hour)	\$145.00
Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$138.00
Non-Resident (per hour)	\$152.00
Commercial (per hour)	\$180.00
Non-Profit (per hour)	\$97.00
Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$113.00
Non-Resident (per hour)	\$125.00
Commercial (per hour)	\$148.00
Non-Profit (per hour)	\$79.00
Community Room Hall A and/or B (Sunday-Thursday)	
Resident (per hour)	\$103.00
Non-Resident (per hour)	\$113.00
Commercial (per hour)	\$136.00
Non-Profit (per hour)	\$72.00
Multi Purpose Room Full	
Resident (per hour)	\$80.00
Non-Resident (per hour)	\$88.00
Commercial (per hour)	\$105.00
Non-Profit (per hour)	\$56.00
Multi Purpose Room A and/or B	
Resident (per hour)	\$41.25
Non-Resident (per hour)	\$45.50
Commercial (per hour)	\$53.00
Non-Profit (per hour)	\$29.00
Art Room	
Resident (per hour)	\$41.25
Non-Resident (per hour)	\$45.50
Commercial (per hour)	\$53.00
Non-Profit (per hour)	\$29.00
Conference Room Full	
Resident (per hour)	\$49.75
Non-Resident (per hour)	\$54.00
Commercial (per hour)	\$64.00
Non-Profit (per hour)	\$34.75

² See Facility Rentals/Tournament Cancellation Policy



Fee Description	Fee
Brentwood Community Center (Continued) ²	
Conference Room A and/or B	
Resident (per hour)	\$24.75
Non-Resident (per hour)	\$27.25
Commercial (per hour)	\$32.25
Non-Profit (per hour)	\$17.25
Office Space 1	
Resident (per hour)	\$41.25
Non-Resident (per hour)	\$45.50
Commercial (per hour)	\$53.00
Non-Profit (per hour)	\$29.00
Office Space 2	
Resident (per hour)	\$80.00
Non-Resident (per hour)	\$88.00
Commercial (per hour)	\$105.00
Non-Profit (per hour)	\$56.00
Equipment Rental (Flat Rates)	
Stage	\$171.00
Brentwood Senior Activity Center ² (2 hours Minimum Required)	
Main Hall - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$124.00
Non-Resident (per hour)	\$136.00
Commercial (per hour)	\$161.00
Non-Profit (per hour)	\$86.00
Main Hall - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$111.00
Non-Resident (per hour)	\$123.00
Commercial (per hour)	\$145.00
Non-Profit (per hour)	\$78.00
Main Hall (Sunday-Thursday)	
Resident (per hour)	\$89.00
Non-Resident (per hour)	\$98.00
Commercial (per hour)	\$115.00
Non-Profit (per hour)	\$62.00
Meeting Room	
Resident (per hour)	\$55.00
Non-Resident (per hour)	\$61.00
Commercial (per hour)	\$72.00
Non-Profit (per hour)	\$39.00
Class Room	
Resident (per hour)	\$45.00
Non-Resident (per hour)	\$49.50
Commercial (per hour)	\$58.00
Non-Profit (per hour)	\$31.50
Meeting Room/Class Room Combination	1
Resident (per hour)	\$70.00
Non-Resident (per hour)	\$77.00

² See Facility Rentals/Tournament Cancellation Policy



Fee Description	Fee
Brentwood Senior Activity Center ² (Continued)	
Commercial (per hour)	\$91.00
Non-Profit (per hour)	\$49.25
Kitchen	
Rate (per hour)	\$24.00
Senior Center Equipment Rental with Rental of Senior Center (Flat Rate)	
Portable Stage 16 ft x 8 ft Removal	\$71.25
Portable Stage Rental Resizing	\$121.00
Portable Bar (each)	\$50.00
Entire Facility Daily Rate (10 hours maximum for 2 or more consecutive days)	
Resident	\$1,178.00
Non-Resident	\$1,296.00
Commercial	\$1,532.00
Non-Profit	\$824.00
Commercial Kitchen Daily Rate (10 hours maximum for 2 or more consecutive days)	
Resident	\$395.00
Non-Resident	\$435.00
Commercial	\$514.00
Non-Profit	\$276.00
Apple Hill, Balfour Guthrie and Veterans Parks ²	
Group Picnic Shelter Rentals (26-50 Capacity)	
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
Apple Hill, Balfour Guthrie and Creekside Park ²	
Basketball/Pickleball Court Rental	
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
Apple Hill and Veterans Parks ²	
Bocce Courts	
Resident (per hour)	\$13.50

² See Facility Rentals/Tournament Cancellation Policy



Commercial (per day) Non-Profit (per day) Apple Hill, Garin and Summerwood Parks Ball Field Rental Resident (per day) Non-Resident (per day) Non-Resident (per day) Non-Profit (per day) Non-Profit (per day) Non-Profit (per hour) Non-Profit (per hour) Resident (per day) Salfour Guthrie Park and Sunset Park Athletic Complex Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Son-Profit (per day) Son-Profit (per hour)	Fee Description	Fee
Non-Resident (per day) S. Commercial (per day) Non-Profit (per day) Two Hour Minimum Equipment Deposit Apple Hill, Garin and Summerwood Parks² Ball Field Rental Resident (per day) S. Non-Resident (per day) S. Non-Profit (per day) S. Non-Profit (per day) S. Non-Profit (per day) S. Non-Profit (per hour) Non-Resident (per hour) Son-Resident (per hour) Son-Resident (per hour) S. Resident (per hour) S. Resident (per hour) S. Resident (per hour) S. Resident (per day) S. Resident (per hour) S. Resident (per day) S. Resident (per hour) S. Resident (per day) S. Resident (pe	Apple Hill and Veterans Parks ² (Continued)	
Non-Profit (per day) Arbor View Park, Balfour Guthrie Park, and Veterans Park Volleyball Court Rental Resident (per hour) Non-Profit (per day) Signature (per day) Non-Profit (per day) Signature (per day) Signature (per day) Non-Profit (per day) Non-Profit (per day) Non-Profit (per day) Non-Profit (per hour) Non-Profit (per hour) Non-Profit (per hour) Non-Resident (per hour) Non-Resident (per hour) Non-Profit (per hour) Non-Profit (per hour) Non-Profit (per hour) Signature (per hour) Non-Profit (per hour) Non-Profit (per day) Signature (per day) Sig	Non-Resident (per day)	\$15.0
Two Hour Minimum Equipment Deposit Apple Hill, Garin and Summerwood Parks² Ball Field Rental Resident (per day) Non-Resident (per day) Non-Profit (per day) Arbor View Park, Balfour Guthrie Park, and Veterans Park² Volleyball Court Rental Resident (per hour) Non-Resident (per hour) Non-Resident (per hour) Non-Resident (per hour) Non-Profit (per hour) Non-Profit (per hour) Resident (per hour) Resident (per day) Si Non-Profit (per hour) Si Non-Profit (per day) Si Non-Profit (per hour)	Commercial (per day)	\$17.7
Two Hour Minimum Equipment Deposit Apple Hill, Garin and Summerwood Parks² Ball Field Rental Resident (per day) Son-Resident (per day) Son-Profit (per day) Arbor View Park, Balfour Guthrie Park, and Veterans Park² Volleyball Court Rental Resident (per hour) Non-Resident (per hour) Son-Profit (per hour) Resident (per hour) Resident (per hour) Resident (per day) Son-Profit (per day) Son-Resident (per hour) Son-Profit (per day) Son-Resident (per hour) Son-Profit (per day) Son-Profit (per day) Son-Resident (per hour) Son-Resident (per hour) Son-Resident (per hour) Son-Profit (per day) Son-Profit (per hour) Son-Resident (per hour) Son-Profit (per day) Son-Resident (per hour) Son-Resident	Non-Profit (per day)	\$9.5
Apple Hill, Garin and Summerwood Parks Ball Field Rental Resident (per day)		\$103.0
Resident (per day) Non-Resident (per day) Non-Profit (per day) Arbor View Park, Balfour Guthrie Park, and Veterans Park Volleyball Court Rental Resident (per hour) Non-Resident (per hour) Non-Resident (per hour) Non-Resident (per hour) Non-Profit (per day) Non-Profit (per day) Non-Resident (per day) Non-Resident (per day) Silvon-Profit (per hour) Resident (per hour) Silvon-Resident (per day) Silvon-Resident (per hour) Silvon-Resident		
Non-Resident (per day) Non-Profit (per day) Arbor View Park, Balfour Guthrie Park, and Veterans Park² Volleyball Court Rental Resident (per hour) Non-Resident (per hour) Non-Resident (per hour) Non-Profit (per day) Non-Resident (per day) Non-Resident (per day) Non-Resident (per day) Silvon-Profit (per day) Silvon-Profit (per day) Balfour Guthrie Park and Sunset Park Athletic Complex² Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Silvon-Resident (per day) Silvon-Resident (per hour)	Ball Field Rental	
Commercial (per day) Non-Profit (per day) Arbor View Park, Balfour Guthrie Park, and Veterans Park² Volleyball Court Rental Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Profit (per day) Non-Profit (per day) Non-Profit (per day) Non-Profit (per day) Salfour Guthrie Park and Sunset Park Athletic Complex² Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Non-Resident (per hour) Scommercial (per hour) Non-Resident (per day) Scommercial (per hour) Scommercial (per hour) Scommercial (per hour) Scommercial (per day)	Resident (per day)	\$13.5
Arbor View Park, Balfour Guthrie Park, and Veterans Park Volleyball Court Rental Resident (per hour) Non-Resident (per hour) Non-Profit (per day) Non-Profit (per day) Non-Profit (per day) Staffour Guthrie Park and Sunset Park Athletic Complex Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Staffour Guthrie Park and Sunset Park Athletic Complex Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Staffour Guthrie Park and Sunset Park Athletic Complex Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Staffour Guthrie Park and Sunset Park Athletic Complex Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Staffour Guthrie Park and Sunset Park Athletic Complex Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Staffour Guthrie Park and Sunset Park Athletic Complex Staffour Guthrie Park Staffour Guthrie and Creekside Park Tennis Court Rental Resident (per day) Non-Resident (per hour) Staffour Guthrie and Creekside Park Tennis Court Rental Resident (per hour) Non-Resident (per hour) Staffour Guthrie and Creekside Park Tennis Court Rental Resident (per hour) Non-Resident (per hour)	Non-Resident (per day)	\$15.0
Arbor View Park, Balfour Guthrie Park, and Veterans Park² Volleyball Court Rental Resident (per hour) Commercial (per hour) Commercial (per hour) Resident (per hour) Resident (per day) Non-Profit (per day) Salfour Guthrie Park and Sunset Park Athletic Complex² Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Sommercial (per day) Sommercial (per dour) Sommercial (per hour) Sommercial (per hour) Sommercial (per hour) Sommercial (per hour)	Commercial (per day)	\$17.7
Volleyball Court Rental Resident (per hour) Non-Resident (per hour) Commercial (per hour) Scommercial (per hour) Commercial (per hour) Resident (per day) Resident (per day) Resident (per day) Scommercial (per day) Salfour Guthrie Park and Sunset Park Athletic Complex Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Non-Resident (per hour) Scommercial (per day) Scommerci	Non-Profit (per day)	\$9.5
Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Resident (per hour) Resident (per day) Simon-Profit (per day) Simon-Resident (per day) Simon-Profit (per day) Resident (per hour) Resident (per hour) Simon-Resident (per hour) Simon-Resident (per hour) Simon-Profit (per day) Simon-Resident (per hour) Simon-Profit (per day) Simon-Resident (per day) Simon-Profit (per hour)	Arbor View Park, Balfour Guthrie Park, and Veterans Park ²	
Non-Resident (per hour) Commercial (per hour) Simon-Profit (per hour) Non-Profit (per hour) Non-Resident (per day) Non-Resident (per day) Simon-Profit (per day) Balfour Guthrie Park and Sunset Park Athletic Complex Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Resident (per hour) Simon-Resident (per hour) Simon-Profit (per hour) Simon-Profit (per hour) Simon-Profit (per day) Simon-Profit (per day) Simon-Resident (per day) Balfour Guthrie Park Balfour Guthrie Park Balf Field/Soccer Field Rental Resident (per day) Simon-Profit (per day) Simon-Profit (per day) Simon-Resident (per hour) Simon-Resident (per hour) Simon-Resident (per hour) Simon-Resident (per hour) Simon-Profit (per hour)	Volleyball Court Rental	
Commercial (per hour) Non-Profit (per hour) Resident (per day) Non-Resident (per day) Si Non-Profit (per day) Salfour Guthrie Park and Sunset Park Athletic Complex² Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Resident (per hour) Son-Resident (per hour) Son-Resident (per hour) Son-Profit (per day) Salfour Guthrie Park and Sunset Park Athletic Complex² Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Son-Resident (per hour) Son-Resident (per hour) Son-Profit (per day) Son-Profit (per day) Son-Profit (per day) Son-Profit (per day) Son-Resident (per day) Son-Profit (per hour) Some Resident (per hour)	Resident (per hour)	\$8.2
Non-Profit (per hour) Resident (per day) Sit (Dommercial (per day) Sit (Non-Profit (per day) Sit (Non-Profit (per day) Balfour Guthrie Park and Sunset Park Athletic Complex² Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Sit (Dommercial (per day) Sit (Dommercial (per hour)	Non-Resident (per hour)	\$9.0
Resident (per day) Non-Resident (per day) Stommercial (per day) Balfour Guthrie Park and Sunset Park Athletic Complex Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Non-Resident (per hour) Stommercial (per hour) Stommercial (per hour) Stommercial (per hour) Stommercial (per hour) Ston-Resident (per day) Non-Resident (per day) Ston-Resident (per day) Ston-Profit (per day) Ston-Resident (per day) Ston-Profit (per day) Ston-Resident (per day) Ston-Profit (per hour) Stourt Rental Resident (per hour) Ston-Resident (per hour) Ston-Resident (per hour) Ston-Resident (per hour) Ston-Profit (per hour) Ston-Profit (per hour)	Commercial (per hour)	\$10.7
Non-Resident (per day)	Non-Profit (per hour)	\$5.7
Commercial (per day) Balfour Guthrie Park and Sunset Park Athletic Complex Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Resident (per hour) Sinon-Profit (per hour) Sinon-Profit (per hour) Resident (per day) Non-Resident (per day) Non-Resident (per day) Salfour Guthrie Park² Ball Field/Soccer Field Rental Resident (per day) Sinon-Profit (per day) Sinon-Profit (per day) Balfour Guthrie Park² Sinon-Profit (per day) Sinon-Profit (per day) Sinon-Profit (per day) Sinon-Resident (per day) Sinon-Resident (per day) Sinon-Profit (per hour) Sinon-Profit (per hour) Sinon-Profit (per hour) Sinon-Profit (per hour)	Resident (per day)	\$82.0
Balfour Guthrie Park and Sunset Park Athletic Complex2 Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) Sesident (per hour) Sinon-Resident (per hour) Sinon-Profit (per hour) Sinon-Profit (per hour) Sinon-Profit (per day) Sinon-Profit (per day) Sinon-Profit (per day) Salfour Guthrie Park2 Ball Field/Soccer Field Rental Resident (per day) Sinon-Resident (per day) Sinon-Resident (per day) Sinon-Profit (per day) Sinon-Profit (per day) Sinon-Profit (per day) Sinon-Profit (per day) Sinon-Resident (per day) Sinon-Profit (per hour)	Non-Resident (per day)	\$91.0
Balfour Guthrie Park and Sunset Park Athletic Complex² Group Picnic Shelter Rentals (51-100 Capacity) Resident (per hour) \$5 Non-Resident (per hour) \$5 Non-Profit (per hour) \$5 Non-Profit (per hour) \$5 Non-Profit (per day) \$5 Non-Resident (per day) \$5 Non-Resident (per day) \$5 Non-Profit (per hour) \$5 Non-Profit (per hour) \$5 Non-Resident (per hour) \$5 Non-Resident (per hour) \$5 Non-Profit (per hour) \$5 Non-Pro	Commercial (per day)	\$107.0
Resident (per hour) Resident (per hour) Non-Resident (per hour) Commercial (per hour) Simple Profit (per hour) Resident (per hour) Simple Resident (per hour) Resident (per day) Non-Profit (per day) Simple Resident (per day) Simple Resident (per day) Simple Resident (per day) Balfour Guthrie Park² Ball Field/Soccer Field Rental Resident (per day) Simple Resident (per hour) Simple Resident (p	Non-Profit (per day)	\$57.0
Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour) Resident (per day) Non-Resident (per day) Non-Resident (per day) Salfour Guthrie Park² Ball Field/Soccer Field Rental Resident (per day) \$50 Non-Profit (per day) \$51 Non-Profit (per day) \$52 Non-Resident (per day) \$53 Non-Profit (per day) \$51 Non-Resident (per day) \$52 Non-Profit (per day) \$53 Non-Profit (per day) \$54 Non-Profit (per day) \$55 Non-Profit (per day) \$55 Non-Profit (per day) \$55 Resident (per day) \$55 Non-Profit (per day) \$55 Non-Profit (per day) \$55 Commercial (per hour) \$55 Resident (per hour) \$55 Resident (per hour) \$55 Non-Resident (per hour) \$55 Non-Resident (per hour) \$55 Non-Profit (per hour) \$55 Non-Profit (per hour) \$55 Non-Profit (per hour) \$55 Non-Profit (per hour)	Balfour Guthrie Park and Sunset Park Athletic Complex ²	
Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour) Resident (per day) Non-Resident (per day) Commercial (per day) Salfour Guthrie Park² Ball Field/Soccer Field Rental Resident (per day) Non-Resident (per day) Salfour Guthrie Park² Ball Field/Soccer Field Rental Resident (per day) Non-Resident (per day) Salfour Guthrie Park² Salfour Guthrie Park² Fernise (per day) Salfour Guthrie Park² Salfour Guthrie Park² Salfour Guthrie Park² Salfour Guthrie and Creekside Park² Tennis Court Rental Resident (per hour) Non-Resident (per hour) Salfour Guthrie and Creekside Park² Tennis Court Rental Resident (per hour) Non-Resident (per hour) Salfour Guthrie All Creekside Park² Tennis Court Rental Resident (per hour) Non-Resident (per hour)	Group Picnic Shelter Rentals (51-100 Capacity)	
Commercial (per hour) Non-Profit (per hour) Resident (per day) Non-Resident (per day) Commercial (per day) Salfour Guthrie Park² Ball Field/Soccer Field Rental Resident (per day) Non-Resident (per day) Somercial (per day) Non-Resident (per day) Somercial (per hour)	Resident (per hour)	\$43.0
Non-Profit (per hour) \$: Resident (per day) \$: Non-Resident (per day) \$: Signarcial (per day) \$: Non-Profit (per day) \$: Signarcial (per day) \$: Non-Profit (per day) \$: Non-Resident (per day) \$: Non-Resident (per day) \$: Signarcial (per hour) \$: Signarcial (Non-Resident (per hour)	\$56.0
Resident (per day) \$22 Non-Resident (per day) \$33 Commercial (per day) \$33 Non-Profit (per day) \$33 Non-Profit (per day) \$34 Balfour Guthrie Park² Ball Field/Soccer Field Rental Resident (per day) \$35 Non-Resident (per day) \$35 Non-Resident (per day) \$35 Non-Profit (per day) \$35 Commercial (per day) \$35 Non-Profit (per hour) \$35 Non-Profit (per hour) \$35 Non-Resident (per hour) \$35 Non-Resident (per hour) \$35 Non-Profit (per hour) \$3	Commercial (per hour)	\$56.0
Non-Resident (per day) Commercial (per day) Salfour Guthrie Park² Ball Field/Soccer Field Rental Resident (per day) Non-Resident (per day) Salfour Guthrie Park² Ball Field/Soccer Field Rental Resident (per day) Salfour Guthrie Park² Sall Field/Soccer Field Rental Resident (per day) Salfour Guthrie Archael Salfour Guthrie and Creekside Park² Tennis Court Rental Resident (per hour) Non-Resident (per hour) Salfour Guthrie Archael Resident (per hour) Salfour Guthrie Archael Resident (per hour) Salfour Guthrie Archael Resident (per hour)	Non-Profit (per hour)	\$30.2
Commercial (per day) Non-Profit (per day) Balfour Guthrie Park² Ball Field/Soccer Field Rental Resident (per day) Non-Resident (per day) Commercial (per day) Simple Park Park Park Park Park Park Park Park	Resident (per day)	\$260.0
Non-Profit (per day) Balfour Guthrie Park² Ball Field/Soccer Field Rental Resident (per day) Non-Resident (per day) Commercial (per day) Non-Profit (per day) Simulation of the profit of the p	Non-Resident (per day)	\$339.0
Balfour Guthrie Park ² Ball Field/Soccer Field Rental Resident (per day) Non-Resident (per day) Commercial (per day) Non-Profit (per day) Non-Profit (per day) Field/Soccer Overlay Lights (per hour) Balfour Guthrie and Creekside Park ² Tennis Court Rental Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour)	Commercial (per day)	\$339.0
Ball Field/Soccer Field Rental Resident (per day) Non-Resident (per day) Commercial (per day) Non-Profit (per day) Field/Soccer Overlay Lights (per hour) Balfour Guthrie and Creekside Park ² Tennis Court Rental Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour)	Non-Profit (per day)	\$182.0
Resident (per day) Non-Resident (per day) Commercial (per day) Non-Profit (per day) Field/Soccer Overlay Lights (per hour) Balfour Guthrie and Creekside Park ² Tennis Court Rental Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour)		
Non-Resident (per day) Commercial (per day) Non-Profit (per day) Field/Soccer Overlay Lights (per hour) Balfour Guthrie and Creekside Park ² Tennis Court Rental Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour)	•	4
Commercial (per day) Non-Profit (per day) Field/Soccer Overlay Lights (per hour) Balfour Guthrie and Creekside Park ² Tennis Court Rental Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour)		\$13.5
Non-Profit (per day) Field/Soccer Overlay Lights (per hour) Balfour Guthrie and Creekside Park ² Tennis Court Rental Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour)		\$15.0
Field/Soccer Overlay Lights (per hour) Balfour Guthrie and Creekside Park Tennis Court Rental Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour)		\$17.7
Balfour Guthrie and Creekside Park ² Tennis Court Rental Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour)		\$9.5
Tennis Court Rental Resident (per hour) Non-Resident (per hour) Commercial (per hour) Sinon-Profit (per hour)		\$11.2
Resident (per hour) Non-Resident (per hour) Commercial (per hour) Son-Profit (per hour)		
Non-Resident (per hour) Commercial (per hour) Son-Profit (per hour)		ćon
Commercial (per hour) Non-Profit (per hour)	" ,	\$8.2 \$9.0
Non-Profit (per hour)		\$9.0 \$10.7
		\$10.7
venicus mei navi		\$9.0 \$99.0
" ·	Non-Resident (per day)	\$99.0 \$109.0

² See Facility Rentals/Tournament Cancellation Policy



Fee Description	Fee
Balfour Guthrie and Creekside Park ² (Continued)	
Commercial (per day)	\$129.00
Non-Profit (per day)	\$69.00
Blue Goose, City and Oak Meadow Parks ²	
Group Picnic Shelter Rentals (1-25 Capacity)	
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
City Park ²	
City Park (grass and staging area)	
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
Group Picnic Area w/BBQ Island (1-25 Capacity)	
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
Gazebo	
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

² See Facility Rentals/Tournament Cancellation Policy



Fee Description	Fee
Oak Meadow Park ²	
Ball Field/Soccer Field Rental (For the First Field)	
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
Skate Park ²	
Skate Park Rental	
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
Sunset Park Athletic Complex ²	
Ball Field Rental (for the First Field) Rates	
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
Soccer Field Rental (for the First Field)	
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
Entire Facility Rental	
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.	
Veterans Park ²	
Horseshoes Court	
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
Dedication Trees and Amenities	4300.00
Tree and Donor Recognition Leaf	\$288.00

² See Facility Rentals/Tournament Cancellation Policy



Fee Description	Fee
Dedication Trees and Amenities (Continued)	
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



Fee/Fine Description	Fee/Fine
Photocopies:	
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 ¹	\$15.00
Stored Vehicle - Vehicle Code Sections 22651 and 14602.6	\$199.25
(Excluding Vehicle Code Sections 22651 (c) and (g))	
Inoperative Vehicle (22669d VC)	\$199.25
Block Party Permit	\$107.50
Background Investigation ²	\$820.50
Photos/Printed	\$70.25
Audio/Video/Photo CD or DVD	\$27.00
Video and Audio Redaction Fee ³	No Charge
2nd and Subsequent Response - Disturbance ⁴	Actual Cost
False Alarm Response - per response	\$93.00
Civil Subpoena ⁵ (\$275.00 Deposit per day)	Actual Cost
Civil Subpoena Clerical Costs ⁶	\$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 ⁷	Actual Cost

¹ Repossession fee - Government Code Sec. 41612

² Includes the cost of finger printing

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

 $^{^4}$ Actual Cost includes staff time at Step E per the Cost Allocation Plan, for the staff member that responds to the call

⁵ Per Government Code 68097.2

⁶ Evidence Code Section 1563(a)(1)

⁷ 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



Fee/Fine Description	Fee/Fine
Massage Establishment Permit - Initial Application	\$292.25
Massage Establishment Permit - Renewal	\$144.50
Background Check ¹	\$67.00
Peddler Permit Initial Application ²	\$246.50
Peddler Permit Renewal ²	\$246.50
Appeal Process	\$428.75
Range Qualification	\$378.50
Secondhand Dealer Permit ³	Actual Cost
Taxi Permits ⁴	
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
Computer Gaming and Internet Access Establishments:	
Initial Application	\$485.75
Renewal	\$485.75
Appeal	\$428.75
Parking Fines Vehicle Code⁵	
Vehicle on Public Grounds	\$38.00
Parking Levees, etc.	\$38.00
Parked in Bike Lane	\$38.00
Parked in Red Zone	\$38.00
Parked in Posted Fire Lane	\$38.00
Blocking Intersection	\$38.00
Blocking Crosswalk	\$38.00
Parking Adjacent to Safety Zone	\$38.00
Park within 15 ft. of Fire Department Driveway	\$38.00
Blocking Driveway	\$38.00
Blocking Sidewalk	\$38.00
Blocking Excavation	\$38.00
Double Parked	\$38.00
Bus Loading Zone (red)	\$253.00
Stopping in Tube or Tunnel	\$38.00

 $^{^{1}}$ Established by BMC 5.60, BMC 5.48 and 5.70

² Established by BMC 5.48

³ To be charged at the Police Lieutenant, Step E, total hourly rate, for 30 minutes

⁴ Established by BMC 5.60

 $^{^{\}rm 5}$ City Of Brentwood Resolution 2011-29 authorized by Cal. Veh. Code §40203.5



Fee/Fine Description	Fee/Fine
Parking Fines Vehicle Code (continued) ¹	
Stopping on Bridge	\$38.00
Blocking Wheelchair Access	\$253.00
Curb Parking	\$38.00
Curb Parking One Way Road	\$38.00
Parked in Posted No Parking Area	\$38.00
Blocking Handicap Parking	\$278.00
Handicap Parking	\$278.00
Parking on Lines - Handicap Stall	\$278.00
Fire Hydrants	\$38.00
Unattended Vehicle	\$38.00
Locked Vehicle with Person Inside	\$38.00
Vehicle Door Open to Traffic Lane	\$38.00
Stopping of Freeway	\$38.00
Illegal to Park on Railroad Track	\$38.00
Park Near Sidewalk Ramps	\$278.00
Abandon Vehicle on Highway	\$103.00
Gridlock Intersection	\$53.00
Street/Alley Parking	\$38.00
Parking Fines Municipal Code ¹	
Stop/Park on Vehicle Crossing	\$38.00
Parking on Private Property without Owner's Consent	\$38.00
Parking on Public Property Where Prohibited	\$38.00
Parking or Stopping on Parkways	\$38.00
Parking on any Street or Alley for Longer than 72 Hours	\$49.00
Parking Between 2:00 a.m. and 4:00 a.m. Where Prohibited	\$38.00
Parking Vehicles for Sale on Public Roadway	\$38.00
Parking Vehicles Under Repair on Public Roadway	\$38.00
Parking of Disabled Vehicles	\$38.00
Parking Within Stall Lines or Crossbars on Paved Streets	\$38.00
Parking Adjacent to Median Island	\$38.00
Parking or Stopping in Angled Parking Stalls	\$38.00
Parking Within Five Feet of the Centerline of Paved Street	\$38.00
Parking on Grades - Blocking Wheels	\$38.00
Parking for Handicapped	\$278.00
Parking Within or Adjacent to a Divisional Island	\$38.00
Parking In front of a Public Walk, Steps or Extension of a	
Thoroughfare Where Signed or Marked	\$38.00
Parking Where Hazardous Signed or Marked	\$38.00
Parking Where Prohibited by Council Action Where Signed or Marked	\$38.00
Parking Upon, Along, or Across Railway Tracks	\$38.00

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



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

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

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



			S	olid Waste Fe	es ^{1,2}					
			SCI	HEDULED SER	VICES					
				Cart Service						
er		The rate is based on the garbage cart size and may in each of the recycling/yard waste carts serviced every								
Service Per Week	1	\$32.50	\$44.76	\$58.99	,	0, ,	•			
Š Š	2	\$61.26	\$85.79	\$114.25	additional charge. Nate for the Sta Recycle care up to \$7.71/110					
Se	3	\$90.00	\$126.78	\$169.49	cart.	i tile Siu Taiuwa	iste cart up to 30.	+//month per		
		•								
			Commercial F	ront-Load Bin S	ervice	1	Yard = 2/96 Ga	llon Carts		
Garbage, Or	-									
Non-compac	tea kates	1 Yard	2 Yard	Container Size 3 Yard	4 Yard	5 Yard	6 Yard	8 Yard		
_	_									
e ~	1	\$154.43	\$268.11	\$407.12	\$522.29	\$637.47	\$824.15	\$1,078.32		
Service Per Week	2	\$322.93	\$550.30	\$828.31	\$1,058.66	\$1,289.02	\$1,662.37	\$2,170.74		
e s	3	\$491.42	\$832.49	\$1,249.50	\$1,595.04	\$1,940.58	\$2,500.58	\$3,263.16		
ν̈	4	\$659.92	\$1,114.67	\$1,670.70	\$2,131.41	\$2,592.12	\$3,338.84	\$4,355.57		
	5	\$828.42	\$1,396.86	\$2,091.90	\$2,667.79	\$3,243.67	\$4,177.05	\$5,447.97		
Garbage, Or	ganics									
Compacted F	Rates			Container Size						
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard		
er	1	\$287.95	\$561.98	\$883.68	\$1,157.71	N/A	\$1,991.76	N/A		
Service Per Week	2	\$589.98	\$1,138.04	\$1,781.45	\$2,329.50	N/A	\$3,997.91	N/A		
ž Š	3	\$892.02	\$1,714.12	\$2,679.21	\$3,501.31	N/A	\$6,003.47	N/A		
Sel	4	\$1,194.06	\$2,290.18	\$3,576.96	\$4,673.11	N/A	\$8,009.33	N/A		
	5	\$1,496.10	\$2,866.25	\$4,474.73	\$5,844.89	N/A	\$10,015.17	N/A		
Mixed Recyc	lablas									
Non-compac				Container Size						
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard		
ē	1	\$76.47	\$171.20	\$256.81	\$384.12	\$480.15	\$576.17	\$851.68		
e e	2	\$233.16	\$422.61	\$593.81	\$848.46	\$1,040.51	\$1,232.57	\$1,783.56		
Service Per Week	3	\$389.84	\$674.02	\$930.83	\$1,312.78	\$1,600.88	\$1,888.95	\$2,715.44		
Ser	4	\$546.51	\$925.43	\$1,267.83	\$1,777.11	\$2,161.24	\$2,545.36	\$3,647.34		
	5	\$703.20	\$1,176.83	\$1,604.85	\$2,241.43	\$2,721.58	\$3,201.75	\$4,579.22		
Mixed Recyc				Cambalman Ciaa						
Compacted F	naies	1 Yard	2 Yard	Container Size 3 Yard	4 Yard	5 Yard	6 Yard	8 Yard		
<u>.</u>	1	\$161.51	\$362.38	\$543.56	\$803.47	N/A	\$1,323.27	N/A		
a ¥	2	\$398.69	\$800.43		\$1,682.60	N/A N/A	\$2,722.22	N/A		
rvice P Week	3			\$1,162.80						
Service Per Week		\$635.87	\$1,238.47	\$1,782.03	\$2,561.74	N/A	\$4,121.15	N/A		
S	4	\$873.05	\$1,676.52	\$2,401.28	\$3,440.89	N/A	\$5,520.10	N/A N/A		
	5	\$1,110.22	\$2,114.56	\$3,020.52	\$4,320.02	N/A	\$6,919.05	ľ		

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

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



Solid Waste Fees NON-SCHEDULED SERVICES

Bin Service ¹					
DEPOSIT (Required on all bin rentals) ² \$742.00 g					
BIN SERVICE CHARGE					
1 to 8 Cubic Yards (frontload)	\$138.00	per haul			
10 to 40 Cubic Yards (roll-off)	\$356.00	per haul			
DISPOSAL CHARGE (applicable to 10-40 cubic yard bins)					
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			
OTHER CHARGES					
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			

	Compacto	i Special Ha	inding Cha	ige						741.00	peri	iaui
				Extra Cart	Serv	ice Charg	res ¹					
	32 Gal.	64 Gal.	96 Gal.	Latitu Curt		rice enarg	,					
	\$ 7.40	\$ 9.50	\$ 12.70	Each add	litio	nal bag oı	r 32-gallon eq	uival	ent of mat	terial collected	<u> </u>	\$7.40
				Extra Bin	Serv	ice Charg	ges ^{1,3}					
Front-load Bin	1 yd.	2 yd.	3 yd.	4 yd.		5 yd.	6 yd.		8 yd.			
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 serv	0 1			l collected du	ring	regular serv	vice. Call back fe	e sha	ll be added t	to this amount if	extra se	rvice
requires a driver to make	an unschedul	ed trip to ser	vice location.									
				Bulky	Iten	n Charges	s ¹					
Level 1 Bul	ky Material	s (per item)		\$46.00		Le	evel 2 Bulky M	later	ials (per ite	em)		\$82.00
- Less than 4 feet in le	ength, heigh	nt, or width			- Greater than 4 feet in length, height or width							
- Less than 75 lbs.	- Less than 75 lbs.					- Between 75 lbs. and 200 lbs.						
- Tires (up to 4 tires, 2					- Tir	res (up to	4 tires, 20" o	r less	, with our	without rims)		
 Loose bagged trash, 	recyclables/	(up to 6 ba	igs)		- Ite	ems with	special handli	ng re	quired (e.	g. Refrigerator	w/CF	Cs)
		С	hristmas Tr	ee Pick-Up			\$21.00					
				Spe	cial (Charges ¹						
				Time		Carts	Time	ı	L Bins	Time	Rol	l-off Bins
								Co	st/Varies		Со	st/Varies
Container Removal/V	Vash/Excha	nge/Discon	nect		\$	46.00		k	oy Size			oy Size
								Co	st/Varies		Co	st/Varies
Container Replacement/with Delivery				\$	93.00			oy Size			oy 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		Ac	tual Cost		Act	tual Cost
Public Outreach/Education Items (No Charge)					N/A			N/A			N/A	

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

² City staff may adjust for long term rentals

 $^{^{\}rm 3}$ Compacted rates charged at two (2) times the non-compacted rates in the above table



	Wastewater Fee	es ¹			
Effective Date	July 1, 2023	July 1, 2024	July 1, 2025	July 1, 2026	July 1, 2027
Customer Category					
Residential					
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 o	•	-	er usage due to lack	of actual usage his	story. New
residential customers in an existing dwelling will be charged based on C	itywide residentiai ave	rage.			
Non-Residential					
Monthly Fixed Base Charge	\$19.51	\$19.91	\$20.31	\$20.72	\$21.14
Variable Rate per 1,000 gallons water use/month					
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 ²	\$545.48	TBD	TBD	TBD	TBD
Septage Receiving Fee per 1,000 gallons ³	\$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

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

² 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

³ Fee based on the unit costs (Flow, BOD, TSS) from the most current rates study and the average strength of septage based of the State Water Control Board Revenue Program Guidelines



Water Fees

Effective Date	Current	July 1, 2023	July 1, 2024	July 1, 2025	July 1, 2026	July 1, 2027
Monthly Base Rate	•	, <u>_</u> ,	, _,	, _,	····, -,	, <u>_</u> ,
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
Potable Consumption Charge ¹						
Residential						
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
Non Residential	ć2.20	ć2.20	ć2.44	¢2.64	¢2.00	¢4.44
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
Non Potable Consumption Charge ¹						
Per Unit	\$1.60	\$1.08	\$1.19	\$1.23	\$1.27	\$1.31
Hydrant ¹						
Per Unit	\$10.02	\$8.91	\$9.49	\$10.11	\$10.77	\$11.48
Drought Surcharge 1, 2						
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 ³	\$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
Angle Meter Stop	Actual Cost	Actual Cost	Actual Cost	Actual Cost	Actual Cost	Actual Cost
Same Day Call Out Fee ⁴	\$0.00	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00
After Hours Same Day Service Fee ⁵	\$106.43	\$103.30	TBD	TBD	TBD	TBD
Tampering Fee ⁶	\$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" (Rate is based on \$2.00 per inch of the Fire S	\$16.00 ervice Line)	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
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)	0-	_	_	er (12" x 18") s	•	0 -

¹ Per 1,000 gallons = 1 unit

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

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

³ Fee charged for test when requested by a customer. Test fee will be refunded depending upon test results indicating that the meter is registering water consumption inaccurately. 1 hour Water Service Worker II total hourly rate step E per the Cost Allocation Plan and April Caltrans Equipment Rate for a Water Meter Truck 3175 (7000).

⁴ 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.

⁵ 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.

 $^{^6}$ 1/2 hour, to be charged for services at the Water Service Worker II total hourly rate step E per the Cost Allocation Plan.



Public Works Laboratory

Water Analysis Fees

Fee Description	Fee
Microbiology:	
Colilert (Presence/Absence (P/A) and Quanti-Tray) ¹	\$26.40
Membrane Filtration ¹	\$28.90
Most Portable Number (MPN) ¹	\$58.60
Heterotrophic Plate Count	\$44.60
Fecal Coliform, E. coli, and Confirmation ²	\$23.50
General Mineral and Physical:	
Alkalinity	\$24.70
Conductivity	\$24.90
Field Testing (Chlorine, pH, Temperature)	\$22.20
Hardness	\$34.20
Turbidity	\$22.20
Color	\$22.20
Inorganics:	
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 Solida /Tetal Dissolved Solida /TDS\\	\$44.90
Solids (Total Dissolved Solids (TDS)) Sulfate	\$44.60 \$44.90
ounate	\$44.90
Outside Lab Testing	Actual Cost + 10%

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

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



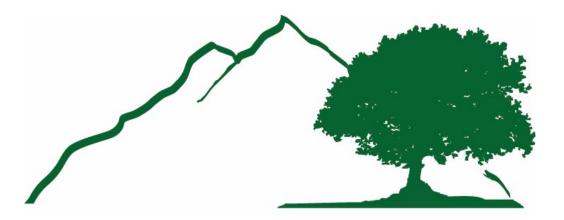
Public Works Laboratory

Wastewater Analysis Fees

Fee Description	Fee
Microbiology:	
Colilert (P/A and Quanti-Tray) ¹	\$26.4
Membrane Filtration ¹	\$28.9
MPN ¹	\$58.6
Heterotrophic Plate Count	\$44.6
Fecal Coliform, E. coli, and Confirmation ²	\$23.5
recar comorni, E. con, and commination	\$23.3
General Mineral and Physical:	
Alkalinity	\$24.7
Conductivity	\$24.9
Field Testing (Chlorine, pH, Temperature)	\$22.2
Hardness	\$34.2
Turbidity	\$22.2
Color	\$22.2
Inorganics:	
Ammonia	\$44.9
BOD5	\$42.9
Bromide	\$44.9
Calcium	\$44.9
Chloride	\$44.9
Fluoride	\$44.9
Magnesium	\$44.9
Phosphate	\$44.9
Potassium	\$44.9
Nitrate	\$44.9
Nitrite	\$44.9
Sodium	\$44.9
Solids (TDS)	\$44.0
Sulfate	\$44.
Outside Lab Testing	Actual Cost + 10

If test result show Positive Total Coliform an additional Confirmation test will be required
 Confirmation test for Positive Total Coliform results in Colilert (P/A) and Quanti-Tray, Membrane Filtration, or MPN Tests





This page intentionally left blank.



Certificate of Cost Allocation Plan

I declare that the foregoing is true and correct.

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

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

Governmental Unit: City Of Brentwood

Keryssee

Signature:

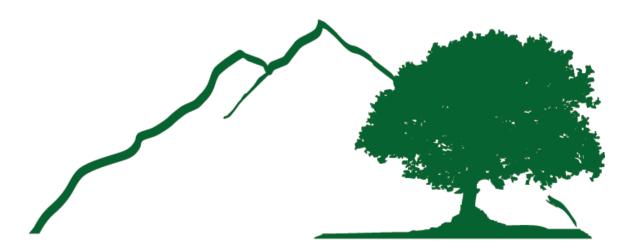
Name of Official: Kerry Breen

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.

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



This page intentionally left blank.

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