

CITY ADMINISTRATION LABOR RATES

Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate	Hourly Rate x City %
							Citywide	Program**		
1001 - City Administration										
City Manager	MME - Management Employee	299,000	53.66%	459,439	1,703	269.86	24.38%	0.00%	335.65	335.65
Deputy City Manager	MME - Management Employee	215,878	53.66%	331,715	1,703	194.84	24.38%	0.00%	242.34	242.34
Policy and Project Manager	MME - Management Employee	132,496	53.66%	203,592	1,703	119.58	24.38%	0.00%	148.74	148.74
Public Communications Manager	MME - Management Employee	120,198	53.66%	184,695	1,703	108.48	24.38%	0.00%	134.93	134.93
Administration Executive Assistant	CONF - Confidential	76,102	53.66%	116,937	1,703	68.69	24.38%	0.00%	85.43	85.43
Administrative Assistant III Confidential	CONF - Confidential	68,588	53.66%	105,391	1,703	61.90	24.38%	0.00%	77.00	77.00
Communications Coordinator	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	24.38%	0.00%	79.16	79.16
1004 - Economic Development										
Economic Development Analyst	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Economic Development and Tourism Manager	MME - Management Employee	149,058	53.66%	229,040	1,703	134.53	24.38%	0.00%	167.33	167.33
1005 - Natural Resources Protection										
City Biologist	MME - Management Employee	120,198	53.66%	184,695	1,703	108.48	24.38%	0.00%	134.93	134.93
Sustainability and Natural Resources Analyst	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Sustainability and Natural Resources Official	MME - Management Employee	149,058	53.66%	229,040	1,703	134.53	24.38%	0.00%	167.33	167.33
Sustainability Manager	MME - Management Employee	120,198	53.66%	184,695	1,703	108.48	24.38%	0.00%	134.93	134.93
1005 - Natural Resources Protection										
Economic Development Analyst	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Economic Development and Tourism Manager	MME - Management Employee	149,058	53.66%	229,040	1,703	134.53	24.38%	0.00%	167.33	167.33
1006 - Tourism and Bid Promotion										
Tourism and Community Promotions Manager	MME - Management Employee	120,198	53.66%	184,695	1,703	108.48	24.38%	0.00%	134.93	134.93
1010 - Office of Diversity Equity Inclusion										
Diversity Equity and Inclusion Manager	MME - Management Employee	149,058	53.66%	229,040	1,703	134.53	24.38%	0.00%	167.33	167.33
Management Fellow	CONF - Confidential	72,254	53.66%	111,024	1,703	65.21	24.38%	0.00%	81.11	81.11
1021 - City Clerk										
City Clerk	MME - Management Employee	139,256	53.66%	213,979	1,703	125.69	24.38%	0.00%	156.33	156.33
Administrative Assistant II	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	24.38%	0.00%	67.77	67.77
Deputy City Clerk II	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	24.38%	0.00%	79.16	79.16
1101 - Network Services										
Business Analyst	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Information Technology Manager	MME - Management Employee	170,820	53.66%	262,480	1,703	154.17	24.38%	0.00%	191.76	191.76
Network Services Supervisor	MME - Management Employee	136,500	53.66%	209,744	1,703	123.20	24.38%	0.00%	153.23	153.23
Technology Project Manager	MME - Management Employee	130,026	53.66%	199,796	1,703	117.35	24.38%	0.00%	145.97	145.97
Administrative Assistant II	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	24.38%	0.00%	67.77	67.77
Information Technology Assistant	CEA - City Employees' Association	74,282	53.66%	114,141	1,703	67.04	24.38%	0.00%	83.39	83.39
Information Technology Security Engineer	CEA - City Employees' Association	118,534	53.66%	182,138	1,703	106.98	24.38%	0.00%	133.06	133.06
Information Technology Systems Engineer	CEA - City Employees' Association	112,528	53.66%	172,909	1,703	101.56	24.38%	0.00%	126.32	126.32
Control Systems Administrator	CEA - City Employees' Association	112,528	53.66%	172,909	1,703	101.56	24.38%	0.00%	126.32	126.32
1103 - Information Services										
Information Services Supervisor	MME - Management Employee	130,026	53.66%	199,796	1,703	117.35	24.38%	0.00%	145.97	145.97
System Application Specialist Confidential	CONF - Confidential	123,266	53.66%	189,409	1,703	111.25	24.38%	0.00%	138.38	138.38
Enterprise System Database Administrator	CEA - City Employees' Association	112,528	53.66%	172,909	1,703	101.56	24.38%	0.00%	126.32	126.32
System Application Specialist I	CEA - City Employees' Association	101,400	53.66%	155,810	1,703	91.52	24.38%	0.00%	113.83	113.83
System Application Specialist II	CEA - City Employees' Association	112,528	53.66%	172,909	1,703	101.56	24.38%	0.00%	126.32	126.32

CITY ATTORNEY LABOR RATES

							Indirect Cost Rate			
Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Citywide	Program**	Hourly Billing Rate	Hourly Rate x City %
1501 - City Attorney										
Assistant City Attorney I	MME - Management Employee	158,028	53.66%	242,824	1,703	142.63	24.38%	0.00%	177.40	177.40
City Attorney	MME - Management Employee	274,638	53.66%	422,005	1,703	247.87	24.38%	0.00%	308.30	308.30
Deputy City Attorney II	MME - Management Employee	130,026	53.66%	199,796	1,703	117.35	24.38%	0.00%	145.97	145.97
Senior Legal Analyst	MME - Management Employee	111,280	53.66%	170,991	1,703	100.44	24.38%	0.00%	124.92	124.92
Legal Assistant I	CONF - Confidential	63,882	53.66%	98,160	1,703	57.66	24.38%	0.00%	71.71	71.71
Legal Assistant II	CONF - Confidential	67,236	53.66%	103,314	1,703	60.68	24.38%	0.00%	75.48	75.48
Paralegal I	CONF - Confidential	78,754	53.66%	121,012	1,703	71.08	24.38%	0.00%	88.41	88.41

COMMUNITY DEVELOPMENT LABOR RATES

Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate	Hourly Rate x City %
							Citywide	Program**		
4001 - Community Development Administration										
Director of Community Development	MME - Management Employee	215,878	53.66%	331,715	1,703	194.84	65.92%	0.00%	323.29	323.29
Senior Business Analyst	MME - Management Employee	111,280	53.66%	170,991	1,703	100.44	65.92%	0.00%	166.65	166.65
Administrative Assistant II	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	65.92%	0.00%	90.41	90.41
Administrative Assistant III	CEA - City Employees' Association	65,208	53.66%	100,198	1,703	58.85	65.92%	0.00%	97.65	97.65
Supervising Administrative Assistant	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	65.92%	0.00%	105.59	105.59
4003 - Development Planning										
Deputy Director of Community Development City Planner	MME - Management Employee	169,234	53.66%	260,043	1,703	152.74	65.92%	16.10%	294.24	253.44
Senior Planner	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	65.92%	16.10%	219.43	189.00
Assistant Planner	CEA - City Employees' Association	89,076	53.66%	136,873	1,703	80.40	65.92%	16.10%	154.87	133.40
Associate Planner	CEA - City Employees' Association	101,400	53.66%	155,810	1,703	91.52	65.92%	16.10%	176.30	151.85
Cannabis Business Coordinator	CEA - City Employees' Association	101,400	53.66%	155,810	1,703	91.52	65.92%	16.10%	176.30	151.85
Urban Forest Program Coordinator City Arborist	CEA - City Employees' Association	101,400	53.66%	155,810	1,703	91.52	65.92%	16.10%	176.30	151.85
4004 - CDD Engineering										
Senior Civil Engineer	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	65.92%	0.00%	189.00	189.00
Supervising Civil Engineer	MME - Management Employee	139,256	53.66%	213,979	1,703	125.69	65.92%	0.00%	208.54	208.54
Engineer I	CEA - City Employees' Association	93,834	53.66%	144,184	1,703	84.69	65.92%	0.00%	140.52	140.52
Engineering Technician III	CEA - City Employees' Association	72,358	53.66%	111,184	1,703	65.31	65.92%	0.00%	108.36	108.36
Permit Technician I	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	65.92%	0.00%	90.41	90.41
4006 - Building and Safety										
Building Permit Services Supervisor	MME - Management Employee	114,556	53.66%	176,025	1,703	103.39	17.72%	15.51%	140.60	121.71
Code Enforcement Supervisor	MME - Management Employee	114,556	53.66%	176,025	1,703	103.39	17.72%	15.51%	140.60	121.71
Deputy Director of Community Development Chief Building Official	MME - Management Employee	169,234	53.66%	260,043	1,703	152.74	17.72%	15.51%	207.70	179.81
Supervising Building Inspector	MME - Management Employee	114,556	53.66%	176,025	1,703	103.39	17.72%	15.51%	140.60	121.71
Building Inspector I	CEA - City Employees' Association	84,604	53.66%	130,001	1,703	76.36	17.72%	15.51%	103.84	89.89
Building Inspector II	CEA - City Employees' Association	91,442	53.66%	140,509	1,703	82.53	17.72%	15.51%	112.23	97.16
Code Enforcement Officer II	CEA - City Employees' Association	93,834	53.66%	144,184	1,703	84.69	17.72%	15.51%	115.16	99.70
Code Enforcement Technician I	CEA - City Employees' Association	65,208	53.66%	100,198	1,703	58.85	17.72%	15.51%	80.03	69.28
Code Enforcement Technician II	CEA - City Employees' Association	68,718	53.66%	105,591	1,703	62.02	17.72%	15.51%	84.34	73.01
Permit Technician I	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	17.72%	15.51%	74.10	64.14
Permit Technician II	CEA - City Employees' Association	65,208	53.66%	100,198	1,703	58.85	17.72%	15.51%	80.03	69.28
Plans Examiner	CEA - City Employees' Association	96,304	53.66%	147,979	1,703	86.92	17.72%	15.51%	118.20	102.32
Stormwater Code Enforcement Officer	CEA - City Employees' Association	93,834	53.66%	144,184	1,703	84.69	17.72%	15.51%	115.16	99.70
4008 - Housing Policy and Homelessness Programs										
Homelessness Response Manager	MME - Management Employee	120,198	53.66%	184,695	1,703	108.48	12.80%	0.00%	122.37	122.37
Housing Policy and Programs Manager	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	12.80%	0.00%	128.49	128.49
Administrative Specialist	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	12.80%	0.00%	71.79	71.79
Assistant Planner	CEA - City Employees' Association	89,076	53.66%	136,873	1,703	80.40	12.80%	0.00%	90.69	90.69
Housing Coordinator	CEA - City Employees' Association	101,400	53.66%	155,810	1,703	91.52	12.80%	0.00%	103.23	103.23

COMMUNITY SERVICES GROUP LABOR RATES

Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate	Hourly Rate x City %
							Citywide	Program**		
1009 - Community Services Group										
Assistant City Manager Community Services	MME - Management Employee	248,300	53.66%	381,534	1,703	224.10	10.81%	0.00%	248.33	248.33
Business Services and Administrative Manager	MME - Management Employee	149,058	53.66%	229,040	1,703	134.53	10.81%	0.00%	149.07	149.07
Financial Analyst Infrastructure Financing	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	10.81%	0.00%	100.89	100.89
Administrative Assistant III	CEA - City Employees' Association	65,208	53.66%	100,198	1,703	58.85	10.81%	0.00%	65.22	65.22

FINANCE LABOR RATES

Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate	Hourly Rate x City %
							Citywide	Program**		
2001 - Finance Administration										
Director of Finance	MME - Management Employee	215,878	53.66%	331,715	1,703	194.84	24.38%	0.00%	242.34	242.34
2002 - Budgets										
Principal Budget Analyst	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	24.38%	0.00%	141.67	141.67
2003 - Revenue Management										
Financial Analyst Revenue	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Finance Cashier	CEA - City Employees' Association	57,304	53.66%	88,053	1,703	51.72	24.38%	0.00%	64.33	64.33
Financial Specialist	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	24.38%	0.00%	79.16	79.16
2004 - Purchasing										
Financial Analyst Purchasing	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Financial Specialist	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	24.38%	0.00%	79.16	79.16
2005 - Accounting										
Accountant	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Deputy Director of Finance City Controller	MME - Management Employee	169,234	53.66%	260,043	1,703	152.74	24.38%	0.00%	189.98	189.98
Payroll Analyst	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Senior Accountant	MME - Management Employee	111,280	53.66%	170,991	1,703	100.44	24.38%	0.00%	124.92	124.92
Payroll Specialist	CONF - Confidential	78,754	53.66%	121,012	1,703	71.08	24.38%	0.00%	88.41	88.41
Financial Assistant	CEA - City Employees' Association	57,304	53.66%	88,053	1,703	51.72	24.38%	0.00%	64.33	64.33
Financial Specialist	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	24.38%	0.00%	79.16	79.16

FIRE LABOR RATES

Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Uniform Pay	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate	Hourly Rate x City %
								Citywide	Program**		
8501 - Fire Administration**											
Business Analyst	MME - Management Employee	100,880	53.66%	-	155,011	1,703	91.05	21.03%	0.00%	110.19	110.19
Deputy Fire Chief	MME - Management Employee	210,392	109.78%	1,300	442,667	2,532	174.83	21.03%	0.00%	211.59	211.59
Fire Chief	MME - Management Employee	241,800	109.78%	1,300	508,556	2,532	200.85	21.03%	0.00%	243.08	243.08
Administrative Specialist	CEA - City Employees' Association	70,512	53.66%	-	108,348	1,703	63.64	21.03%	0.00%	77.02	77.02
8502 - Emergency Response											
Fire Battalion Chief	FFA - Fire Fighter Association	178,256	109.78%	1,300	375,251	2,532	148.20	21.03%	10.05%	197.39	179.37
Fire Captain	FFA - Fire Fighter Association	134,004	109.78%	1,300	282,418	2,532	111.54	21.03%	10.05%	148.56	134.99
Fire Engineer	FFA - Fire Fighter Association	116,298	109.78%	1,300	245,274	2,532	96.87	21.03%	10.05%	129.02	117.24
Firefighter EMT	FFA - Fire Fighter Association	105,378	109.78%	1,300	222,365	2,532	87.82	21.03%	10.05%	116.97	106.29
Firefighter Paramedic	FFA - Fire Fighter Association	118,040	109.78%	1,300	248,928	2,532	98.31	21.03%	10.05%	130.94	118.98
8503 - Hazard Prevention											
Community Risk Reduction Manager	MME - Management Employee	149,058	53.66%	-	229,040	1,703	134.53	21.03%	10.05%	179.18	162.82
Fire Inspector I	FFA - Fire Fighter Association	94,822	53.66%	1,300	147,002	1,703	86.34	21.03%	10.05%	115.00	104.50
Fire Inspector II	FFA - Fire Fighter Association	105,222	53.66%	1,300	162,983	1,703	95.73	21.03%	10.05%	127.50	115.86
Fire Inspector III	FFA - Fire Fighter Association	113,698	53.66%	1,300	176,007	1,703	103.38	21.03%	10.05%	137.69	125.12
Hazardous Materials Coordinator	FFA - Fire Fighter Association	129,792	53.66%	1,300	200,737	1,703	117.91	21.03%	10.05%	157.04	142.70
Administrative Assistant II	CEA - City Employees' Association	60,372	53.66%	-	92,767	1,703	54.49	21.03%	10.05%	72.57	65.95
8506 - Fire Apparatus Services**											
Supervising Fire Vehicle Mechanic	FFA - Fire Fighter Association	113,152	53.66%	650	174,518	1,703	102.51	21.03%	0.00%	124.06	124.06
Mechanic Helper	CEA - City Employees' Association	60,372	53.66%	-	92,767	1,703	54.49	21.03%	0.00%	65.95	65.95
8599 - Emergency Management**											
Emergency Manager	MME - Management Employee	120,198	53.66%	-	184,695	1,703	108.48	21.03%	10.05%	144.49	131.30

HUMAN RESOURCES LABOR RATES

							Indirect Cost Rate			
Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Citywide	Program**	Hourly Billing Rate	Hourly Rate x City %
3001 - Human Resources										
Director of Human Resources	MME - Management Employee	215,878	53.66%	331,715	1,703	194.84	24.38%	0.00%	242.34	242.34
Human Resources Analyst	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Human Resources Manager	MME - Management Employee	149,058	53.66%	229,040	1,703	134.53	24.38%	0.00%	167.33	167.33
Risk and Benefits Manager	MME - Management Employee	149,058	53.66%	229,040	1,703	134.53	24.38%	0.00%	167.33	167.33
Senior Human Resources Analyst	MME - Management Employee	111,280	53.66%	170,991	1,703	100.44	24.38%	0.00%	124.92	124.92
Human Resources Administrative Assistant II	CONF - Confidential	67,236	53.66%	103,314	1,703	60.68	24.38%	0.00%	75.48	75.48
Human Resources Information System Technician	CONF - Confidential	67,236	53.66%	103,314	1,703	60.68	24.38%	0.00%	75.48	75.48
Human Resources Specialist Benefits	CONF - Confidential	78,754	53.66%	121,012	1,703	71.08	24.38%	0.00%	88.41	88.41
Human Resources Specialist Recruitment	CONF - Confidential	78,754	53.66%	121,012	1,703	71.08	24.38%	0.00%	88.41	88.41

PARKS & RECREATION LABOR RATES

Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate	Hourly Rate x City %
							Citywide	Program**		
7001 - Recreation Administration										
Business Analyst	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	34.68%	0.00%	122.62	122.62
Director of Parks and Recreation	MME - Management Employee	215,878	53.66%	331,715	1,703	194.84	34.68%	0.00%	262.41	262.41
Recreation Manager Aquatics Facilities and Golf	MME - Management Employee	114,556	53.66%	176,025	1,703	103.39	34.68%	0.00%	139.25	139.25
Recreation Manager Community Services Youth Services and Public Art	MME - Management Employee	114,556	53.66%	176,025	1,703	103.39	34.68%	0.00%	139.25	139.25
Administrative Assistant III	CEA - City Employees' Association	65,208	53.66%	100,198	1,703	58.85	34.68%	0.00%	79.26	79.26
Public Art Coordinator	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	34.68%	0.00%	85.71	85.71
7003 - Youth Services										
Recreation Supervisor Youth Services	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	34.68%	0.00%	122.62	122.62
Youth Services Coordinator	CEA - City Employees' Association	78,260	53.66%	120,253	1,703	70.63	34.68%	0.00%	95.13	95.13
Youth Services Program Assistant	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	34.68%	0.00%	73.38	73.38
Youth Services Program Specialist Childcare Site Director	CEA - City Employees' Association	67,002	53.66%	102,954	1,703	60.47	34.68%	0.00%	81.44	81.44
7004 - Community Services										
Recreation Supervisor Community Services	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	34.68%	0.00%	122.62	122.62
Recreation Coordinator	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	34.68%	0.00%	85.71	85.71
Recreation Coordinator Community Services	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	34.68%	0.00%	85.71	85.71
Volunteer Coordinator	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	34.68%	0.00%	85.71	85.71
7005 - Ranger Services										
Recreation Supervisor Ranger Service	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	32.76%	0.00%	120.88	120.88
Ranger Service Worker SBP	CEA - City Employees' Association	76,154	53.66%	117,017	1,703	68.73	32.76%	0.00%	91.25	91.25
7006 - Aquatics										
Aquatics Coordinator	CEA - City Employees' Association	78,260	53.66%	120,253	1,703	70.63	12.11%	0.00%	79.19	79.19
7007 - Golf Course										
Golf Supervisor	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	20.61%	0.00%	109.81	109.81
Maintenance Worker III Parks	CEA - City Employees' Association	67,002	53.66%	102,954	1,703	60.47	20.61%	0.00%	72.93	72.93
Recreation Coordinator Golf Course	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	20.61%	0.00%	76.75	76.75

POLICE LABOR RATES

Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Uniform Pay	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate	Hourly Rate x City %
								Citywide	Program**		
8001 - Police Administration											
Deputy Police Chief	PSO - Police Management	230,620	97.17%	1,300	456,021	1,816	251.11	23.75%	0.00%	310.75	310.75
Business Analyst	MME - Management Employee	100,880	53.66%	-	155,011	1,703	91.05	23.75%	0.00%	112.67	112.67
Crime Analyst	MME - Management Employee	100,880	53.66%	-	155,011	1,703	91.05	23.75%	0.00%	112.67	112.67
Police Chief	MME - Management Employee	260,078	53.66%	1,300	400,932	1,703	235.50	23.75%	0.00%	291.43	291.43
Senior Business Analyst	MME - Management Employee	111,280	53.66%	-	170,991	1,703	100.44	23.75%	0.00%	124.29	124.29
Administrative Assistant III	CEA - City Employees' Association	65,208	53.66%	-	100,198	1,703	58.85	23.75%	0.00%	72.83	72.83
Executive Assistant to the Police Chief	CEA - City Employees' Association	70,512	53.66%	-	108,348	1,703	63.64	23.75%	0.00%	78.76	78.76
8002 - Patrol											
Deputy Police Chief	PSO - Police Management	230,620	97.17%	1,300	456,021	1,816	251.11	23.75%	32.19%	410.78	310.75
Police Lieutenant	PSO - Police Management	195,182	97.17%	1,300	386,146	1,816	212.64	23.75%	32.19%	347.84	263.14
Police Sergeant	PSO - Police Management	157,872	97.17%	1,300	312,581	1,816	172.13	23.75%	32.19%	281.57	213.01
Police Cadet	POA - Police Officer Association	86,684	53.66%	1,000	134,197	1,703	78.82	23.75%	0.00%	97.54	97.54
Police Community Service Officer	POA - Police Officer Association	93,808	53.66%	500	144,644	1,703	84.96	23.75%	0.00%	105.14	105.14
Police Officer	POA - Police Officer Association	131,040	97.17%	1,000	259,376	1,816	142.83	23.75%	32.19%	233.64	176.75
8003 - Investigations											
Police Lieutenant	PSO - Police Management	195,182	97.17%	1,300	386,146	1,816	212.64	23.75%	32.19%	347.84	263.14
Police Sergeant	PSO - Police Management	157,872	97.17%	1,300	312,581	1,816	172.13	23.75%	32.19%	281.57	213.01
Evidence Technician	POA - Police Officer Association	128,362	53.66%	500	197,739	1,703	116.15	23.75%	0.00%	143.73	143.73
Lead Property and Evidence Technician	POA - Police Officer Association	97,552	53.66%	500	150,397	1,703	88.34	23.75%	0.00%	109.32	109.32
Police Officer	POA - Police Officer Association	131,040	97.17%	1,000	259,376	1,816	142.83	23.75%	32.19%	233.64	176.75
Property and Evidence Technician	POA - Police Officer Association	88,894	53.66%	500	137,093	1,703	80.52	23.75%	0.00%	99.65	99.65
8004 - Police Support Services											
Communications Supervisor	PSO - Police Management	119,184	53.66%	1,300	184,436	1,703	108.33	23.75%	0.00%	134.06	134.06
Police Lieutenant	PSO - Police Management	195,182	97.17%	1,300	386,146	1,816	212.64	23.75%	32.19%	347.84	263.14
Police Records Supervisor	PSO - Police Management	99,554	53.66%	1,300	154,273	1,703	90.62	23.75%	0.00%	112.14	112.14
Communications Technician	POA - Police Officer Association	98,046	53.66%	500	151,156	1,703	88.78	23.75%	0.00%	109.87	109.87
Lead Police Records Clerk	POA - Police Officer Association	88,894	53.66%	500	137,093	1,703	80.52	23.75%	0.00%	99.65	99.65
Police Records Clerk I	POA - Police Officer Association	72,124	53.66%	500	111,325	1,703	65.39	23.75%	0.00%	80.92	80.92
Police Records Clerk II	POA - Police Officer Association	79,898	53.66%	500	123,270	1,703	72.41	23.75%	0.00%	89.60	89.60
8005 - Neighborhood Services											
Police Public Affairs Manager	MME - Management Employee	120,198	53.66%	-	184,695	1,703	108.48	23.75%	0.00%	134.25	134.25
8006 - Traffic Safety											
Police Sergeant	PSO - Police Management	157,872	97.17%	1,300	312,581	1,816	172.13	23.75%	32.19%	281.57	213.01
Police Officer	POA - Police Officer Association	131,040	97.17%	1,000	259,376	1,816	142.83	23.75%	32.19%	233.64	176.75

PUBLIC WORKS LABOR RATES

							Indirect Cost Rate			
Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Citywide	Program**	Hourly Billing Rate	Hourly Rate x City %
5001 - Public Works Administration										
Deputy Director of Public Works City Engineer	MME - Management Employee	177,710	53.66%	273,067	1,703	160.39	24.38%	0.00%	199.49	199.49
Deputy Director of Public Works Maintenance Operations	MME - Management Employee	169,234	53.66%	260,043	1,703	152.74	24.38%	0.00%	189.98	189.98
Director of Public Works	MME - Management Employee	215,878	53.66%	331,715	1,703	194.84	24.38%	0.00%	242.34	242.34
Maintenance Supervisor	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Senior Business Analyst	MME - Management Employee	111,280	53.66%	170,991	1,703	100.44	24.38%	0.00%	124.92	124.92
Administrative Assistant II	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	24.38%	0.00%	67.77	67.77
Maintenance Contract Coordinator	CEA - City Employees' Association	82,420	53.66%	126,645	1,703	74.39	24.38%	0.00%	92.52	92.52
5002 - Parks Maintenance										
Parks Maintenance Supervisor	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	31.08%	0.00%	119.35	119.35
Beautification Gardener	CEA - City Employees' Association	76,206	53.66%	117,097	1,703	68.78	31.08%	0.00%	90.16	90.16
Parks Crew Coordinator	CEA - City Employees' Association	84,604	53.66%	130,001	1,703	76.36	31.08%	0.00%	100.09	100.09
Parks Maintenance Specialist	CEA - City Employees' Association	76,154	53.66%	117,017	1,703	68.73	31.08%	0.00%	90.09	90.09
5003 - Swim Center Maintenance										
Facilities Maintenance Technician	CEA - City Employees' Association	81,848	53.66%	125,766	1,703	73.87	24.38%	0.00%	91.88	91.88
5004 - Urban Forest Services										
Urban Forester Supervisor City Arborist	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	31.08%	0.00%	119.35	119.35
Urban Forester	CEA - City Employees' Association	81,848	53.66%	125,766	1,703	73.87	31.08%	0.00%	96.83	96.83
5005 - Facilities Maintenance										
Facilities Maintenance Supervisor	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Facilities Maintenance Technician	CEA - City Employees' Association	81,848	53.66%	125,766	1,703	73.87	24.38%	0.00%	91.88	91.88
5006 - Streets & Sidewalk Maintenance										
Streets Maintenance Supervisor	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	41.19%	0.00%	128.55	128.55
Maintenance Crew Coordinator	CEA - City Employees' Association	82,420	53.66%	126,645	1,703	74.39	41.19%	0.00%	105.03	105.03
Maintenance Worker I	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	41.19%	0.00%	76.93	76.93
Maintenance Worker II	CEA - City Employees' Association	63,544	53.66%	97,641	1,703	57.35	41.19%	0.00%	80.97	80.97
Streets Crew Coordinator	CEA - City Employees' Association	84,604	53.66%	130,001	1,703	76.36	41.19%	0.00%	107.81	107.81
Streets Maintenance Operator	CEA - City Employees' Association	76,154	53.66%	117,017	1,703	68.73	41.19%	0.00%	97.04	97.04
5007 - Traffic Signals & Lighting										
Signal and Street Lighting Technician	CEA - City Employees' Association	86,788	53.66%	133,357	1,703	78.33	41.19%	0.00%	110.60	110.60
5008 - Fleet										
Fleet Maintenance Supervisor	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	24.38%	0.00%	113.25	113.25
Fleet Services Specialist	CEA - City Employees' Association	65,208	53.66%	100,198	1,703	58.85	24.38%	0.00%	73.20	73.20
Heavy Equipment Mechanic	CEA - City Employees' Association	76,206	53.66%	117,097	1,703	68.78	24.38%	0.00%	85.55	85.55

PUBLIC WORKS LABOR RATES

Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate	Hourly Rate x City %
							Citywide	Program**		
5009 - CIP Project Engineering										
Capital Improvement Program Administrative Manager	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	47.00%	0.00%	167.44	167.44
Construction Engineering Manager	MME - Management Employee	139,256	53.66%	213,979	1,703	125.69	47.00%	0.00%	184.76	184.76
Senior Civil Engineer	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	47.00%	0.00%	167.44	167.44
Supervising Civil Engineer	MME - Management Employee	139,256	53.66%	213,979	1,703	125.69	47.00%	0.00%	184.76	184.76
Administrative Assistant III	CEA - City Employees' Association	65,208	53.66%	100,198	1,703	58.85	47.00%	0.00%	86.52	86.52
Capital Projects Manager II	CEA - City Employees' Association	98,852	53.66%	151,895	1,703	89.22	47.00%	0.00%	131.15	131.15
Capital Projects Manager III	CEA - City Employees' Association	106,834	53.66%	164,160	1,703	96.42	47.00%	0.00%	141.74	141.74
Engineer I	CEA - City Employees' Association	93,834	53.66%	144,184	1,703	84.69	47.00%	0.00%	124.50	124.50
Engineer II	CEA - City Employees' Association	104,130	53.66%	160,005	1,703	93.98	47.00%	0.00%	138.16	138.16
Engineer III	CEA - City Employees' Association	112,528	53.66%	172,909	1,703	101.56	47.00%	0.00%	149.30	149.30
Engineering Inspector III	CEA - City Employees' Association	104,130	53.66%	160,005	1,703	93.98	47.00%	0.00%	138.16	138.16
Engineering Inspector IV	CEA - City Employees' Association	112,528	53.66%	172,909	1,703	101.56	47.00%	0.00%	149.30	149.30
Engineering Technician III	CEA - City Employees' Association	82,420	53.66%	126,645	1,703	74.39	47.00%	0.00%	109.35	109.35
51010 - Transportation Planning & Engineering										
Active Transportation Manager	MME - Management Employee	120,198	53.66%	184,695	1,703	108.48	42.76%	0.00%	154.88	154.88
Transportation Manager	MME - Management Employee	139,256	53.66%	213,979	1,703	125.69	42.76%	0.00%	179.43	179.43
Transportation Planner Engineer II	CEA - City Employees' Association	104,130	53.66%	160,005	1,703	93.98	42.76%	0.00%	134.17	134.17
Transportation Planner Engineer III	CEA - City Employees' Association	112,528	53.66%	172,909	1,703	101.56	42.76%	0.00%	144.99	144.99
51011 - Parking Administration										
Parking Enforcement Supervisor	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	38.63%	0.00%	126.22	126.22
Parking Operations Supervisor	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	38.63%	0.00%	126.22	126.22
Parking Program Manager	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	38.63%	0.00%	157.91	157.91
Administrative Assistant I	CEA - City Employees' Association	57,304	53.66%	88,053	1,703	51.72	38.63%	0.00%	71.70	71.70
Administrative Assistant II	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	38.63%	0.00%	75.54	75.54
51012 - Parking Enforcement										
Parking Enforcement Officer I	CEA - City Employees' Association	65,208	53.66%	100,198	1,703	58.85	38.63%	0.00%	81.59	81.59
Parking Enforcement Officer II	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	38.63%	0.00%	88.23	88.23
51013 - Parking Structure Operations										
Maintenance Worker I	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	38.63%	0.00%	75.54	75.54
Maintenance Worker II	CEA - City Employees' Association	63,544	53.66%	97,641	1,703	57.35	38.63%	0.00%	79.51	79.51
Parking Coordinator	CEA - City Employees' Association	76,206	53.66%	117,097	1,703	68.78	38.63%	0.00%	95.35	95.35
51014 - Parking Lots & Streets										
Parking Meter Repair Worker	CEA - City Employees' Association	68,718	53.66%	105,591	1,703	62.02	38.63%	0.00%	85.98	85.98
5201 - Transit Operations & Maintenance										
Deputy Director of Public Works Mobility Services	MME - Management Employee	169,234	53.66%	260,043	1,703	152.74	40.41%	0.00%	214.46	214.46
Mobility Services Business Manager	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	40.41%	0.00%	159.93	159.93
Transit Coordinator	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	40.41%	0.00%	89.36	89.36

UTILITIES LABOR RATES

Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate	Hourly Rate x City %
							Citywide	Program**		
5301 - Stormwater										
Streets Maintenance Operator	CEA - City Employees' Association	76,154	53.66%	117,017	1,703	68.73	21.34%	0.00%	83.40	83.40
Sweeper Operator	CEA - City Employees' Association	67,002	53.66%	102,954	1,703	60.47	21.34%	0.00%	73.37	73.37
Wastewater Collection System Operator	CEA - City Employees' Association	93,600	53.66%	143,824	1,703	84.48	21.34%	0.00%	102.50	102.50
6001 - Utilities Administration & Engineering										
Business Manager	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	21.34%	0.00%	138.21	138.21
Deputy Director of Utilities Engineering and Planning	MME - Management Employee	169,234	53.66%	260,043	1,703	152.74	21.34%	0.00%	185.33	185.33
Deputy Director of Utilities Water	MME - Management Employee	169,234	53.66%	260,043	1,703	152.74	21.34%	0.00%	185.33	185.33
Director of Utilities	MME - Management Employee	215,878	53.66%	331,715	1,703	194.84	21.34%	0.00%	236.41	236.41
Financial Analyst	MME - Management Employee	100,880	53.66%	155,011	1,703	91.05	21.34%	0.00%	110.47	110.47
Safety Manager	MME - Management Employee	114,556	53.66%	176,025	1,703	103.39	21.34%	0.00%	125.45	125.45
Utilities Engineer	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	21.34%	0.00%	138.21	138.21
Utilities Special Projects Manager	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	21.34%	0.00%	138.21	138.21
Administrative Assistant II	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	21.34%	0.00%	66.11	66.11
Engineering Technician II	CEA - City Employees' Association	72,358	53.66%	111,184	1,703	65.31	21.34%	0.00%	79.24	79.24
Supervising Administrative Assistant	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	21.34%	0.00%	77.22	77.22
Supervising Utility Billing Assistant	CEA - City Employees' Association	70,512	53.66%	108,348	1,703	63.64	21.34%	0.00%	77.22	77.22
Utility Billing Assistant	CEA - City Employees' Association	60,372	53.66%	92,767	1,703	54.49	21.34%	0.00%	66.11	66.11
6003 - Water Treatment										
Water Treatment Plant Supervisor	MME - Management Employee	139,256	53.66%	213,979	1,703	125.69	21.34%	0.00%	152.50	152.50
Water Treatment Plant Chief Maintenance Technician	CEA - City Employees' Association	109,642	53.66%	168,474	1,703	98.96	21.34%	0.00%	120.07	120.07
Water Treatment Plant Chief Operator	CEA - City Employees' Association	115,492	53.66%	177,463	1,703	104.24	21.34%	0.00%	126.48	126.48
Water Treatment Plant Operator	CEA - City Employees' Association	106,756	53.66%	164,040	1,703	96.35	21.34%	0.00%	116.91	116.91
6004 - Water Distribution										
Water Distribution System Supervisor	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	21.34%	0.00%	138.21	138.21
Underground Utilities Locator	CEA - City Employees' Association	72,358	53.66%	111,184	1,703	65.31	21.34%	0.00%	79.24	79.24
Water Distribution Chief Operator	CEA - City Employees' Association	104,130	53.66%	160,005	1,703	93.98	21.34%	0.00%	114.03	114.03
Water Distribution System Operator	CEA - City Employees' Association	93,600	53.66%	143,824	1,703	84.48	21.34%	0.00%	102.50	102.50
6005 - Water Resources										
Water Resources Program Manager	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	21.34%	0.00%	138.21	138.21
Recycled Water Specialist	CEA - City Employees' Association	98,852	53.66%	151,895	1,703	89.22	21.34%	0.00%	108.25	108.25
Water Conservation Specialist	CEA - City Employees' Association	98,852	53.66%	151,895	1,703	89.22	21.34%	0.00%	108.25	108.25
Water Resources Technician	CEA - City Employees' Association	84,604	53.66%	130,001	1,703	76.36	21.34%	0.00%	92.65	92.65
6101 - Wastewater Administration										
Deputy Director of Utilities Wastewater	MME - Management Employee	169,234	53.66%	260,043	1,703	152.74	21.34%	0.00%	185.33	185.33
Stormwater Program Manager	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	21.34%	0.00%	138.21	138.21
6102 - Wastewater Collections										
Wastewater Collection System Supervisor	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	21.34%	0.00%	138.21	138.21
Wastewater Collection System Operator	CEA - City Employees' Association	93,600	53.66%	143,824	1,703	84.48	21.34%	0.00%	102.50	102.50
6103 - Environmental Compliance										
Environmental Programs Manager	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	21.34%	0.00%	138.21	138.21
Environmental Compliance Inspector	CEA - City Employees' Association	102,960	53.66%	158,207	1,703	92.93	21.34%	0.00%	112.75	112.75

UTILITIES LABOR RATES

							Indirect Cost Rate			
Position	Bargaining Group	Regular Annual Salary*	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Citywide	Program**	Hourly Billing Rate	Hourly Rate x City %
6104 - Water Resource Recovery										
Water Resource Recovery Facility Supervisor	MME - Management Employee	139,256	53.66%	213,979	1,703	125.69	21.34%	0.00%	152.50	152.50
Water Resource Recovery Facility Chief Maintenance Technician	CEA - City Employees' Association	109,642	53.66%	168,474	1,703	98.96	21.34%	0.00%	120.07	120.07
Water Resource Recovery Facility Chief Operator	CEA - City Employees' Association	115,492	53.66%	177,463	1,703	104.24	21.34%	0.00%	126.48	126.48
Water Resource Recovery Facility Maintenance Technician	CEA - City Employees' Association	106,756	53.66%	164,040	1,703	96.35	21.34%	0.00%	116.91	116.91
Water Resource Recovery Facility Operator	CEA - City Employees' Association	106,756	53.66%	164,040	1,703	96.35	21.34%	0.00%	116.91	116.91
6106 - Water Quality Lab										
Laboratory Manager	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	21.34%	0.00%	138.21	138.21
Laboratory Analyst	CEA - City Employees' Association	102,960	53.66%	158,207	1,703	92.93	21.34%	0.00%	112.75	112.75
6107 - Solid Waste Program										
Solid Waste and Recycling Program Manager	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	30.36%	0.00%	148.49	148.49
Solid Waste and Recycling Coordinator	CEA - City Employees' Association	98,852	53.66%	151,895	1,703	89.22	30.36%	0.00%	116.30	116.30
6201 - Whale Rock Reservoir										
Whale Rock Reservoir Supervisor	MME - Management Employee	126,204	53.66%	193,923	1,703	113.91	20.44%	0.00%	137.19	137.19
Water Supply Operator	CEA - City Employees' Association	93,600	53.66%	143,824	1,703	84.48	20.44%	0.00%	101.75	101.75