



2022-23 Cost Allocation Plan

Exhibit B Labor Rates



COMMUNITY DEVELOPMENT LABOR RATES

Source: 02/03/2022 Salary Schedule

	Top of the Step	# of Pay Periods	Regular Annual * Salary	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate
	Biweekly Salary							Citywide	** Program	
Programs Managed by Community Development										
Operations Support										
Director of Community Development	\$ 7,028	26	\$182,728	58.26%	\$289,192	1,703	\$169.86	47.5%	0.0%	\$250.54
Administrative Analyst	3,302	26	\$85,852	58.26%	\$135,872	1,703	\$79.81	47.5%	0.0%	\$117.71
Supervising Administrative Assistant	2,591	26	\$67,366	58.26%	\$106,616	1,703	\$62.62	47.5%	0.0%	\$92.37
Planning										
Dep Dir -CDD - City Planner	5,660	26	\$147,160	58.26%	\$232,901	1,703	\$136.80	47.5%	18.6%	\$239.29
Associate Planner	3,314	26	\$86,164	58.26%	\$136,366	1,703	\$80.10	47.5%	18.6%	\$140.11
Assistant Planner	3,448	26	\$89,648	58.26%	\$141,880	1,703	\$83.34	47.5%	18.6%	\$145.77
Senior Planner	4,213	26	\$109,538	58.26%	\$173,359	1,703	\$101.83	47.5%	18.6%	\$178.12
Housing Policy and Programs Manager	4,213	26	\$109,538	58.26%	\$173,359	1,703	\$101.83	47.5%	18.6%	\$178.12
Homelessness Response Manager	4,013	26	\$104,338	58.26%	\$165,129	1,703	\$96.99	47.5%	18.6%	\$169.66
Housing Coordinator	3,448	26	\$89,648	58.26%	\$141,880	1,703	\$83.34	47.5%	18.6%	\$145.77
Administrative Assistant III	2,396	26	\$62,296	58.26%	\$98,592	1,703	\$57.91	47.5%	18.6%	\$101.30
Cannabis Business Coordinator	3,448	26	\$89,648	58.26%	\$141,880	1,703	\$83.34	47.5%	18.6%	\$145.77
Special Projects Manager	4,013	26	\$104,338	58.26%	\$165,129	1,703	\$96.99	47.5%	18.6%	\$169.66
Permit Technician II	2,396	26	\$62,296	58.26%	\$98,592	1,703	\$57.91	47.5%	18.6%	\$101.30
Building & Safety										
Building Permit Services Supervisor	3,821	26	\$99,346	58.26%	\$157,228	1,703	\$92.35	14.2%	18.0%	\$124.44
Deputy Building Official	4,972	26	\$129,272	58.26%	\$204,590	1,703	\$120.17	14.2%	18.0%	\$161.93
Fire Marshall Chief Building Official	5,290	26	\$137,540	58.26%	\$217,676	1,703	\$127.86	14.2%	18.0%	\$172.28
Administrative Assistant III	2,396	26	\$62,296	58.26%	\$98,592	1,703	\$57.91	14.2%	18.0%	\$78.03
Permit Technician II	2,396	26	\$62,296	58.26%	\$98,592	1,703	\$57.91	14.2%	18.0%	\$78.03
Code Enforcement Technician II	2,396	26	\$62,296	58.26%	\$98,592	1,703	\$57.91	14.2%	18.0%	\$78.03
Code Enforcement Officer II	3,273	26	\$85,098	58.26%	\$134,679	1,703	\$79.11	14.2%	18.0%	\$106.59
Code Enforcement Supervisor	3,821	26	99,346	58.26%	\$157,228	1,703	\$92.35	14.2%	18.0%	\$124.44
Plans Examiner	3,448	26	89,648	58.26%	\$141,880	1,703	\$83.34	14.2%	18.0%	\$112.29
Building Inspector II	3,273	26	85,098	58.26%	\$134,679	1,703	\$79.11	14.2%	18.0%	\$106.59

COMMUNITY DEVELOPMENT LABOR RATES

Source: 02/03/2022 Salary Schedule

	Top of the Step Biweekly Salary	# of Pay Periods	Regular Annual * Salary	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate
								Citywide	** Program	
Programs Managed by Public Works										
			Regular Annual * Salary	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate
								Citywide	** Program	
Engineering										
Supervising Civil Engineer	4,645	26	\$ 120,770	58.26%	\$ 191,135	1,703	\$ 112.27	26.0%	0%	\$141.42
Senior Civil Engineer	4,213	26	\$ 109,538	58.26%	\$ 173,359	1,703	\$ 101.83	26.0%	0%	\$128.27
Engineering Inspector IV	3,926	26	\$ 102,076	58.26%	\$ 161,549	1,703	\$ 94.89	26.0%	0%	\$119.53
Engineer III	3,926	26	\$ 102,076	58.26%	\$ 161,549	1,703	\$ 94.89	26.0%	0%	\$119.53
Engineering Technician III	2,874	26	\$ 74,724	58.26%	\$ 118,261	1,703	\$ 69.46	26.0%	0%	\$87.50
Administrative Assistant III	2,276	26	\$ 59,176	58.26%	\$ 93,654	1,703	\$ 55.01	26.0%	0%	\$69.30
Construction Engineering Manager	4,645	26	\$ 120,770	58.26%	\$ 191,135	1,703	\$ 112.27	26.0%	0%	\$141.42
Programs Managed by Administration										
Economic Development										
Economic Development Manager	4,645	26	\$ 120,770	58.26%	\$ 191,135	1,703	\$ 112.27	28.6%	0.0%	\$144.37
Natural Resource Protection										
Sustainability and Natural Resources Official	4,972	26	\$ 129,272	58.26%	\$ 204,590	1,703	\$ 120.17	28.6%	0.0%	\$ 154.53
Sustainability Manager	4,013	26	\$ 104,338	58.26%	\$ 165,129	1,703	\$ 96.99	28.6%	0.0%	\$ 124.72
City Biologist	4,013	26	\$ 104,338	58.26%	\$ 165,129	1,703	\$ 96.99	28.6%	0.0%	\$ 124.72

* Represents top step in range.

** Public works and city administration costs are allocated as part of the citywide rate.

PUBLIC SAFETY - FIRE LABOR RATES

Source: 02/03/2022 Salary Schedule

	Top of the Step Biweekly Salary	# of Pay Periods	Regular Annual * Salary	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate
								Citywide	** Program	
Operations										
Battalion Chief	\$ 5,980	26	\$155,480	91.64%	\$297,969	2,532	\$117.69	15.4%	10.9%	\$150.72
Deputy Fire Chief	\$ 6,405	26	\$166,530	91.64%	\$319,146	2,532	126.05	15.4%	10.9%	161.43
Fire Captain	\$ 4,560	26	\$118,560	91.64%	\$227,214	2,532	89.74	15.4%	10.9%	114.93
Fire Engineer	\$ 3,902	26	\$101,452	91.64%	\$194,427	2,532	76.79	15.4%	10.9%	98.34
Fire Engineer/EMT	\$ 4,370	26	\$113,620	91.64%	\$217,747	2,532	86.00	15.4%	10.9%	110.14
Firefighter	\$ 3,603	26	\$93,678	91.64%	\$179,529	2,532	70.91	15.4%	10.9%	90.81
Firefighter/EMT	\$ 4,035	26	\$104,910	91.64%	\$201,054	2,532	79.41	15.4%	10.9%	101.70
Fire Marshal Chief Building Official	\$ 5,290	26	\$137,540	90.08%	\$261,439	1,703	153.52	15.4%	10.9%	196.59
Fire Inspector III	\$ 3,783	26	\$98,358	90.08%	\$186,961	1,703	109.78	15.4%	10.9%	140.59
Hazardous Materials Coordinator	\$ 4,525	26	\$117,650	90.08%	\$223,632	1,703	131.32	15.4%	10.9%	168.16
Support										
Fire Chief	\$ 7,361	26	\$191,386	90.24%	\$364,102	1,703	213.80	15.4%	0.0%	246.79
Mechanic Helper	\$ 2,052	26	\$53,352	52.35%	\$81,280	1,703	47.73	15.4%	0.0%	55.09
Fire Vehicle Mechanic	\$ 3,849	26	\$100,074	52.35%	\$152,459	1,703	89.52	15.4%	0.0%	103.34
Administrative Assistant III	\$ 2,396	26	\$62,296	58.26%	\$98,592	1,703	57.89	15.4%	0.0%	66.83
Senior Administrative Analyst	\$ 3,639	26	\$94,614	58.26%	\$149,739	1,703	87.93	15.4%	0.0%	101.49

* Represents top step in range.

** Program indirect costs are not allocated to support positions.

LEISURE, CULTURAL & SOCIAL SERVICES LABOR RATES

Source: 02/03/2022 Salary Schedule

	Top of the Step Biweekly Salary	# of Pay Periods	Regular Annual * Salary	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate
								Citywide	** Program	
Programs Managed by Parks & Recreation										
Recreation Programs										
Director of Parks & Recreation	\$ 7,028	26	\$182,728	58.26%	\$289,192	1,703	\$169.86	34.7%	0.0%	\$228.83
Recreation Manager	\$ 3,821	26	\$99,346	58.26%	\$157,228	1,703	\$92.35	34.7%	0.0%	\$124.41
Youth Services Specialist	\$ 2,161	26	\$56,186	58.26%	\$88,922	1,703	\$52.23	34.7%	0.0%	\$70.36
Recreation Coordinator	\$ 2,591	26	\$67,366	58.26%	\$106,616	1,703	\$62.62	34.7%	0.0%	\$84.36
Recreation Supervisor	\$ 3,302	26	\$85,852	58.26%	\$135,872	1,703	\$79.81	34.7%	0.0%	\$107.51
Ranger Maintenance Worker II	\$ 2,161	26	\$56,186	58.26%	\$88,922	1,703	\$52.23	34.7%	0.0%	\$70.36
Administrative Analyst	\$ 3,302	26	\$85,852	58.26%	\$135,872	1,703	\$79.81	34.7%	0.0%	\$107.51
Administrative Assistant III	\$ 2,396	26	\$62,296	58.26%	\$98,592	1,703	\$57.91	34.7%	0.0%	\$78.01
Golf Maint Crew Coordinator	\$ 2,591	26	\$67,366	58.26%	\$106,616	1,703	\$62.62	25.2%	0.0%	\$78.42
Programs Managed by Public Works										
Parks & Landscape Maintenance										
Parks Maintenance Supervisor	\$ 3,639	26	\$94,614	58.26%	\$149,739	1,703	\$87.95	25.5%	0.0%	110.42
Parks Maintenance Specialist	\$ 2,524	26	\$65,624	58.26%	\$103,859	1,703	\$61.00	25.5%	0.0%	76.59
Parks Crew Coordinator	\$ 2,805	26	\$72,930	58.26%	\$115,422	1,703	\$67.80	25.5%	0.0%	85.11
Maintenance Worker III-Parks	\$ 2,276	26	\$59,176	58.26%	\$93,654	1,703	\$55.01	25.5%	0.0%	69.06
Urban Forester	\$ 2,805	26	\$72,930	58.26%	\$115,422	1,703	\$67.80	25.5%	0.0%	85.11
Urban Forest Sup/Arborist	\$ 3,639	26	\$94,614	58.26%	\$149,739	1,703	\$87.95	25.5%	0.0%	110.42

* Represents top step in range.

** Recreation and public works administration costs are allocated as part of the citywide rate.

PUBLIC SAFETY - POLICE LABOR RATES

Source: 02/03/2022 Salary Schedule

	Top of the Step	# of Pay Periods	Regular Annual * Salary	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate
	Biweekly Salary							Citywide	** Program	
Operations										
Police Officer ***	\$ 4,571	26	\$125,097	89.47%	\$237,017	1,816	\$130.52	19.6%	27.4%	\$198.86
Police Sergeant	\$ 5,311	26	\$138,086	89.47%	\$261,627	1,816	\$144.07	19.6%	27.4%	\$219.50
Police Lieutenant	\$ 6,109	26	\$158,834	89.47%	\$300,937	1,816	\$165.71	19.6%	27.4%	\$252.48
Police Field Services Technician***	\$ 3,272	26	\$89,547	89.23%	\$169,450	1,703	\$99.50	19.6%	27.4%	\$151.60
Evidence Technician	\$ 4,478	26	\$116,428	89.23%	\$220,317	1,703	\$129.37	19.6%	27.4%	\$197.11
Property and Evidence Technician	\$ 3,101	26	\$80,626	89.23%	\$152,569	1,703	\$89.59	19.6%	27.4%	\$136.50
Lead Property and Evidence Technician	\$ 3,403	26	\$88,478	89.23%	\$167,427	1,703	\$98.31	19.6%	27.4%	\$149.79
Neighborhood Outreach Manager	\$ 3,821	26	\$99,346	51.59%	\$150,595	1,703	\$88.43	19.6%	27.4%	\$134.73
Support										
Police Chief	\$ 8,393	26	\$218,218	89.47%	\$413,450	1,703	\$242.78	19.6%	0.0%	290.36
Police Captain	\$ 7,028	26	\$182,728	89.47%	\$346,208	1,703	\$203.29	19.6%	0.0%	243.14
Communications Manager	\$ 4,557	26	\$118,482	51.59%	\$179,602	1,703	\$105.46	19.6%	0.0%	126.13
Communications Supervisor	\$ 3,933	26	\$102,258	51.59%	\$155,009	1,703	\$91.02	19.6%	0.0%	108.86
Communications Technician	\$ 3,420	26	\$88,920	51.59%	\$134,791	1,703	\$79.15	19.6%	0.0%	94.66
Records Clerk II ***	\$ 2,788	26	\$74,394	51.59%	\$112,772	1,703	\$66.22	19.6%	0.0%	79.20
Lead Records Clerk	\$ 3,101	26	\$80,626	51.59%	\$122,218	1,703	\$71.77	19.6%	0.0%	85.83
Records Supervisor	\$ 3,541	26	\$92,066	51.59%	\$139,559	1,703	\$81.95	19.6%	0.0%	98.01
Senior Administrative Analyst	\$ 3,639	26	\$94,614	51.59%	\$143,422	1,703	\$84.22	19.6%	0.0%	100.72
Data Analyst	\$ 3,302	26	\$85,852	51.59%	\$130,140	1,703	\$76.42	19.6%	0.0%	91.40
Administrative Analyst	\$ 3,302	26	\$85,852	51.59%	\$130,140	1,703	\$76.42	19.6%	0.0%	91.40
Administrative Assistant III	\$ 2,396	26	\$62,296	51.59%	\$94,432	1,703	\$55.45	19.6%	0.0%	66.32

TRANSPORTATION LABOR RATES

Source: 02/03/2022 Salary Schedule

	Top of the Step	# of Pay Period	Regular Annual * Salary	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate
	Biweekly Salary							Citywide	** Program	
Transportation Planning & Engineering										
Supervising Civil Engineer	\$ 4,645	26	\$120,770.00	58.26%	\$191,134.78	1,816	\$105.25	26.9%	0.0%	\$ 133.57
Transportation Manager	\$ 4,645	26	\$120,770.00	58.26%	\$191,134.78	1,816	\$105.25	26.9%	0.0%	\$ 133.57
Permit Technician II	\$ 2,161	26	\$ 56,186.00	58.26%	\$ 88,921.91	1,816	\$48.97	26.9%	0.0%	\$ 62.14
Planner Engineer III	\$ 3,926	26	\$102,076.00	58.26%	\$161,549.01	1,816	\$88.96	26.9%	0.0%	\$ 112.89
Streets, Creek & Flood Protection										
Streets Maintenance Supervisor	\$ 3,639	26	\$ 94,614.00	58.26%	\$149,739.39	1,816	\$82.46	41.9%	0.0%	\$ 117.00
Equipment Operator	\$ 2,335	26	\$ 60,710.00	58.26%	\$ 96,081.74	1,816	\$52.91	41.9%	0.0%	\$ 75.08
Streets Crew Coordinator	\$ 2,805	26	\$ 72,930.00	58.26%	\$115,421.54	1,816	\$63.56	41.9%	0.0%	\$ 90.19
Street Maintenance Operator	\$ 2,524	26	\$ 65,624.00	58.26%	\$103,858.81	1,816	\$57.19	41.9%	0.0%	\$ 81.15
Signal & Streetlight Technician	\$ 2,874	26	\$ 74,724.00	58.26%	\$118,260.78	1,816	\$65.12	41.9%	0.0%	\$ 92.41
Parking										
Parking Program Manager	\$ 4,213	26	\$109,538.00	58.26%	\$173,358.62	1,816	\$95.46	40.9%	0.0%	\$ 134.53
Parking Enforcement Officer II	\$ 2,396	26	\$ 62,296.00	58.26%	\$ 98,591.80	1,816	\$54.29	40.9%	0.0%	\$ 76.51
Parking Services Supervisor	\$ 3,302	26	\$ 85,852.00	58.26%	\$135,872.34	1,816	\$74.82	40.9%	0.0%	\$ 105.44
Parking Coordinator	\$ 2,591	26	\$ 67,366.00	58.26%	\$106,615.76	1,816	\$58.71	40.9%	0.0%	\$ 82.73
Administrative Assistant III	\$ 2,396	26	\$ 62,296.00	58.26%	\$ 98,591.80	1,816	\$54.29	40.9%	0.0%	\$ 76.51
Supervising Administrative Assistant	\$ 2,591	26	\$ 67,366.00	58.26%	\$106,615.76	1,816	\$58.71	40.9%	0.0%	\$ 82.73
Parking Meter Repair Worker	\$ 2,276	26	\$ 59,176.00	58.26%	\$ 93,653.98	1,816	\$51.57	40.9%	0.0%	\$ 72.68
Transit										
Transit Assistant	\$ 2,396	26	\$ 62,296.00	58.26%	\$ 98,591.80	1,816	\$54.29	52.8%	0.0%	\$ 82.98
Transit Coordinator	\$ 2,591	26	\$ 67,366.00	58.26%	\$106,615.76	1,816	\$58.71	52.8%	0.0%	\$ 89.73
Transit Manager	\$ 4,213	26	\$109,538.00	58.26%	\$173,358.62	1,816	\$95.46	52.8%	0.0%	\$ 145.90

* Represents top step in range.

** Public works administration costs are allocated as part of the citywide rate

PUBLIC UTILITIES LABOR RATES

Source: 02/03/2022 Salary Schedule

	Top of the Step Biweekly Salary	# of Pay Periods	Regular Annual * Salary	Paid Benefit Rate	Total Compensation	Productive Hours	Hourly Rate	Indirect Cost Rate		Hourly Billing Rate
								Citywide	** Program	
Operations Support										
Director of Utilities	\$ 7,028	26	\$182,728	58.26%	\$289,192	1,703	\$169.86	23.2%	0.0%	\$209.32
Deputy Director of Utilities Engineering and Planning	\$ 5,660	26	\$147,160	58.26%	\$232,901	1,703	\$136.80	23.2%	0.0%	\$168.58
Dep Dir-Utilities/Water	\$ 5,660	26	\$147,160	58.26%	\$232,901	1,703	\$136.80	23.2%	0.0%	\$168.58
Dep Dir-Utilities/Wastewater	\$ 5,660	26	\$147,160	58.26%	\$232,901	1,703	\$136.80	23.2%	0.0%	\$168.58
Business Manager	\$ 4,213	26	\$109,538	58.26%	\$173,359	1,703	\$101.83	23.2%	0.0%	\$125.48
Utilities Engineer	\$ 4,213	26	\$109,538	58.26%	\$173,359	1,703	\$101.83	23.2%	0.0%	\$125.48
Utilities Projects Manager	\$ 4,213	26	\$109,538	58.26%	\$173,359	1,703	\$101.83	23.2%	0.0%	\$125.48
Supervising Administrative Assistant	\$ 2,591	26	\$67,366	58.26%	\$106,616	1,703	\$62.62	23.2%	0.0%	\$77.17
Utility Billing Assistant	\$ 2,161	26	\$56,186	58.26%	\$88,922	1,703	\$52.23	23.2%	0.0%	\$64.36
Supervising Utility Billing Assistant	\$ 2,591	26	\$67,366	58.26%	\$106,616	1,703	\$62.62	23.2%	0.0%	\$77.17
Solid Waste and Recycling Coordinator	\$ 3,448	26	\$89,648	58.26%	\$141,880	1,703	\$83.34	23.2%	0.0%	\$102.70
Safety and Technical Training Engineer	\$ 3,821	26	\$99,346	58.26%	\$157,228	1,703	\$92.35	23.2%	0.0%	\$113.81
Engineer II	\$ 3,926	26	\$102,076	58.26%	\$161,549	1,703	\$94.89	23.2%	0.0%	\$116.93
Engineering Inspector III	\$ 3,631	26	\$94,406	58.26%	\$149,410	1,703	\$87.76	23.2%	0.0%	\$108.15
Control Systems Administrator	\$ 3,631	26	\$94,406	58.26%	\$149,410	1,703	\$87.76	23.2%	0.0%	\$108.15
Administrative Analyst	\$ 3,302	26	\$85,852	58.26%	\$135,872	1,703	\$79.81	23.2%	0.0%	\$98.35
Administrative Assistant III	\$ 2,396	26	\$62,296	58.26%	\$98,592	1,703	\$57.91	23.2%	0.0%	\$71.36
Water Services										
Water Distribution Supervisor	\$ 4,013	26	\$104,338	58.26%	\$165,129	1,703	\$96.99	23.2%	0.0%	119.52
Water Distribution Chief Operator	\$ 3,448	26	\$89,648	58.26%	\$141,880	1,703	\$83.34	23.2%	0.0%	102.70
Water Distribution System Operator	\$ 3,151	26	\$81,926	58.26%	\$129,659	1,703	\$76.16	23.2%	0.0%	93.85
Water Resources Program Manager	\$ 4,013	26	\$104,338	58.26%	\$165,129	1,703	\$96.99	23.2%	0.0%	119.52
Water Resources Technician	\$ 2,874	26	\$74,724	58.26%	\$118,261	1,703	\$69.46	23.2%	0.0%	85.60
Water Treatment Chief Maint Tech	\$ 3,678	26	\$95,628	58.26%	\$151,344	1,703	\$88.90	23.2%	0.0%	109.55
Underground Utilities Locator	\$ 2,396	26	\$62,296	58.26%	\$98,592	1,703	\$57.91	23.2%	0.0%	71.36
Water Treatment Plant Supervisor	\$ 4,424	26	\$115,024	58.26%	\$182,041	1,703	\$106.93	23.2%	0.0%	131.77
Water Treatment Plant Operator	\$ 3,594	26	\$93,444	58.26%	\$147,888	1,703	\$86.87	23.2%	0.0%	107.05
Water Treatment Plant Chief Operator	\$ 3,875	26	\$100,750	58.26%	\$159,450	1,703	\$93.66	23.2%	0.0%	115.41
Whale Rock Reservoir Supervisor	\$ 4,013	26	\$104,338	58.26%	\$165,129	1,703	\$96.99	23.2%	0.0%	119.52
Water Supply Operator	\$ 3,151	26	\$81,926	58.26%	\$129,659	1,703	\$76.16	23.2%	0.0%	93.85
Wastewater Services										
Wastewater Collection Supervisor	\$ 4,013	26	\$104,338	58.26%	\$165,129	1,703	\$96.99	23.2%	0.0%	119.52
Wastewater Collection Systems Operator	\$ 3,151	26	\$81,926	58.26%	\$129,659	1,703	\$76.16	23.2%	0.0%	93.85
Water Res Recovery Facility Supervisor	\$ 4,424	26	\$115,024	58.26%	\$182,041	1,703	\$106.93	23.2%	0.0%	131.77
Water Res Recovery Chief Maint Tech	\$ 3,678	26	\$95,628	58.26%	\$151,344	1,703	\$88.90	23.2%	0.0%	109.55
Water Res Recovery Maint Technician	\$ 3,594	26	\$93,444	58.26%	\$147,888	1,703	\$86.87	23.2%	0.0%	107.05
Water Res Recovery Facility Operator	\$ 3,594	26	\$93,444	58.26%	\$147,888	1,703	\$86.87	23.2%	0.0%	107.05
Water Res Recovery Chief Operator	\$ 3,875	26	\$100,750	58.26%	\$159,450	1,703	\$93.66	23.2%	0.0%	115.41
Laboratory Analyst	\$ 3,594	26	\$93,444	58.26%	\$147,888	1,703	\$86.87	23.2%	0.0%	107.05
Laboratory Manager	\$ 4,213	26	\$109,538	58.26%	\$173,359	1,703	\$101.83	23.2%	0.0%	125.48
Environ Compliance Inspector	\$ 3,028	26	\$78,728	58.26%	\$124,598	1,703	\$73.19	23.2%	0.0%	90.19
Environ. Programs Manager	\$ 4,013	26	\$104,338	58.26%	\$165,129	1,703	\$96.99	23.2%	0.0%	119.52

* Represents top step in range.

** Program indirect costs are not allocated to support positions.