



## Wages and Benefits by Classification As Budgeted Fiscal Year 2016-17

| <u>Classification</u>           | <u>Base Salary</u> | <u>Other Pay*</u> | <u>Insurance<br/>Premiums**</u> | <u>Pension<br/>Costs***</u> | <u>Total<br/>Compensation</u> |
|---------------------------------|--------------------|-------------------|---------------------------------|-----------------------------|-------------------------------|
| Account Clerk                   | 36,463.98          | 0.00              | 16,902.25                       | 8,633.94                    | 62,000.17                     |
| Account Technician              | 50,159.89          | 1,254.00          | 13,946.34                       | 12,173.78                   | 77,534.00                     |
| Account Technician              | 50,159.89          | 0.00              | 8,380.08                        | 11,876.86                   | 70,416.82                     |
| Admin. Assistant                | 42,598.40          | 0.00              | 19,726.72                       | 10,086.45                   | 72,411.57                     |
| Building Inspector              | 57,323.24          | 0.00              | 19,710.55                       | 3,830.34                    | 80,864.13                     |
| Chief Deputy City Clerk         | 87,879.83          | 600.00            | 8,984.92                        | 5,872.13                    | 103,336.88                    |
| Chief Financial Officer         | 150,881.99         | 26,002.00         | 10,846.02                       | 10,081.93                   | 197,811.95                    |
| City Administrator              | 194,448.36         | 17,736.00         | 20,546.27                       | 46,041.48                   | 278,772.12                    |
| City Clerk Specialist           | 53,390.77          | 0.00              | 8,672.09                        | 12,641.87                   | 74,704.72                     |
| City Engineer                   | 88,184.16          | 780.00            | 16,096.62                       | 20,880.25                   | 125,941.03                    |
| Civilian Investigator           | 59,465.37          | 0.00              | 9,576.89                        | 3,973.48                    | 73,015.73                     |
| Code Enforcement Ofcr           | 52,533.71          | 204.00            | 17,532.22                       | 3,714.30                    | 73,780.23                     |
| Code Enforcement Manager        | 60,312.69          | 0.00              | 18,218.73                       | 14,280.84                   | 92,812.26                     |
| Community Services Coordinator  | 53,390.79          | 1,980.00          | 11,389.16                       | 13,110.70                   | 79,870.64                     |
| Community Services Coordinator  | 53,390.79          | 4,649.54          | 13,984.22                       | 13,742.79                   | 85,767.35                     |
| Community Services Coordinator  | 43,261.71          | 0.00              | 17,860.25                       | 10,243.51                   | 71,365.47                     |
| Community Services Coordinator  | 45,597.84          | 0.00              | 8,559.09                        | 10,796.66                   | 64,953.59                     |
| Crime Analyst                   | 71,268.60          | 600.00            | 17,382.97                       | 4,762.17                    | 94,013.74                     |
| Community Services Supervisor   | 68,527.43          | 1,980.00          | 8,675.60                        | 16,694.75                   | 95,877.78                     |
| Custodian                       | 41,252.45          | 222.82            | 21,584.96                       | 9,990.58                    | 72,827.99                     |
| Custodian                       | 41,252.45          | 6,328.07          | 21,673.49                       | 11,436.18                   | 80,467.36                     |
| Development Services Director   | 140,000.00         | 17,399.90         | 20,642.62                       | 9,354.80                    | 187,397.31                    |
| Director Admin Services         | 139,909.33         | 15,395.47         | 19,701.00                       | 34,784.12                   | 209,789.91                    |
| Director Comm Svcs              | 150,882.60         | 14,900.00         | 24,685.69                       | 35,725.98                   | 226,194.27                    |
| Economic Dev Manager            | 84,432.71          | 600.00            | 19,012.65                       | 19,991.98                   | 124,037.34                    |
| Executive Admin Assistant       | 61,062.00          | 5,033.10          | 22,374.66                       | 15,650.00                   | 104,119.75                    |
| Facility Maintenance Technician | 53,623.79          | 4,884.01          | 23,302.65                       | 14,023.54                   | 95,611.17                     |
| Facility Maintenance Technician | 53,623.79          | 1,563.41          | 14,981.82                       | 13,237.29                   | 83,183.50                     |
| Finance Services Manager        | 101,520.72         | 600.00            | 24,218.83                       | 24,038.08                   | 150,377.63                    |
| Human Resources Analyst         | 75,380.16          | 2,580.00          | 23,757.02                       | 18,317.34                   | 120,034.52                    |
| Human Resources Technician      | 50,590.51          | 0.00              | 9,152.52                        | 3,380.46                    | 63,123.49                     |
| Maintenance Crewleader          | 55,034.72          | 5,946.43          | 17,332.28                       | 14,609.18                   | 92,699.78                     |
| Maintenance Crewleader          | 27,517.36          | 2,744.92          | 10,202.01                       | 7,250.53                    | 47,603.42                     |
| Maintenance Worker              | 48,913.05          | 222.82            | 21,745.72                       | 11,804.45                   | 82,463.22                     |
| Maintenance Worker              | 39,633.40          | 222.82            | 20,406.60                       | 9,607.22                    | 69,647.22                     |



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|---------------------------------|--------------------|-------------------|---------------------------------|-----------------------------|-------------------------------|
| Maintenance Worker              | 48,913.05          | 2,202.82          | 23,164.75                       | 12,273.28                   | 86,331.08                     |
| Maintenance Worker              | 39,633.40          | 222.82            | 22,998.84                       | 2,871.12                    | 65,503.37                     |
| Maintenance Worker              | 48,913.05          | 222.82            | 23,133.40                       | 11,804.45                   | 83,850.90                     |
| Maintenance Worker              | 48,913.05          | 2,202.82          | 20,686.75                       | 12,273.28                   | 83,853.08                     |
| Maintenance Worker              | 48,913.05          | 4,648.47          | 21,809.89                       | 12,852.36                   | 88,000.95                     |
| Maintenance Worker              | 48,913.05          | 2,202.82          | 16,876.63                       | 12,273.28                   | 80,042.96                     |
| Management Analyst              | 61,668.01          | 600.00            | 9,380.65                        | 4,120.66                    | 75,769.31                     |
| Management Analyst              | 75,381.84          | 600.00            | 9,679.22                        | 17,848.91                   | 103,509.97                    |
| Management Analyst              | 71,953.81          | 600.00            | 11,810.63                       | 17,037.22                   | 101,401.67                    |
| Management Asst                 | 47,985.60          | 0.00              | 13,142.19                       | 11,362.03                   | 72,489.82                     |
| Office Assistant                | 38,520.98          | 2,645.99          | 9,304.96                        | 9,747.51                    | 60,219.44                     |
| Permit Technician               | 50,775.99          | 0.00              | 8,386.37                        | 12,022.74                   | 71,185.10                     |
| Police Academy Trainee          | 45,669.98          | 0.00              | 5,794.37                        | 3,051.67                    | 54,516.02                     |
| Police Chief                    | 134,846.63         | 17,559.02         | 19,005.30                       | 86,888.17                   | 258,140.26                    |
| Police Dispatcher/Records Clerk | 52,040.31          | 2,806.38          | 7,074.79                        | 3,855.56                    | 65,572.68                     |
| Police Dispatcher/Records Clerk | 57,812.44          | 204.36            | 9,098.72                        | 13,893.19                   | 80,804.34                     |
| Police Dispatcher/Records Clerk | 46,844.53          | 2,546.59          | 11,485.61                       | 3,491.02                    | 64,163.39                     |
| Police Dispatcher/Records Clerk | 49,374.10          | 204.36            | 9,705.60                        | 11,895.16                   | 70,974.87                     |
| Police Dispatcher/Records Clerk | 57,812.44          | 5,985.60          | 23,562.51                       | 15,262.07                   | 102,418.26                    |
| Police Dispatcher/Records Clerk | 57,812.44          | 204.36            | 18,103.40                       | 13,893.19                   | 89,809.02                     |
| Police Dispatcher/Records Clerk | 46,844.53          | 204.36            | 10,851.65                       | 3,334.51                    | 61,030.69                     |
| Police Dispatcher/Records Clerk | 46,844.53          | 204.36            | 21,767.93                       | 11,296.21                   | 79,908.67                     |
| Police Dispatcher/Records Clerk | 46,844.53          | 204.36            | 23,311.73                       | 11,296.21                   | 81,452.47                     |
| Police Lieutenant - Sp Assign   | 121,874.04         | 9,299.41          | 24,190.07                       | 84,423.52                   | 239,628.19                    |
| Police Lieutenant - Sp Assign   | 121,874.04         | 15,393.12         | 24,926.19                       | 88,342.80                   | 250,377.29                    |
| Police Lieutenant               | 119,484.35         | 9,120.19          | 24,793.74                       | 82,771.27                   | 236,010.69                    |
| Police Officer                  | 61,342.74          | 158.86            | 10,995.87                       | 7,743.89                    | 80,082.49                     |
| Police Officer                  | 81,080.56          | 13,345.08         | 24,120.87                       | 60,788.43                   | 179,176.09                    |
| Police Officer                  | 75,094.84          | 11,158.60         | 9,677.89                        | 55,532.31                   | 151,304.79                    |
| Police Officer                  | 71,826.71          | 158.86            | 10,110.01                       | 46,355.64                   | 128,292.36                    |
| Police Officer                  | 81,080.56          | 158.86            | 9,241.47                        | 52,307.45                   | 142,629.48                    |
| Police Officer                  | 81,080.56          | 4,212.89          | 18,888.85                       | 54,914.88                   | 158,938.32                    |
| Police Officer                  | 61,342.74          | 158.86            | 17,117.07                       | 7,743.89                    | 86,203.69                     |
| Police Officer                  | 81,080.56          | 15,511.92         | 24,152.45                       | 62,182.07                   | 182,768.14                    |
| Police Officer                  | 61,342.74          | 158.86            | 7,625.19                        | 7,743.89                    | 76,711.81                     |



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|----------------------------|--------------------|-------------------|---------------------------------|-----------------------------|-------------------------------|
| Police Officer             | 81,080.56          | 12,320.94         | 19,115.50                       | 60,129.73                   | 172,487.88                    |
| Police Officer             | 75,094.84          | 158.86            | 17,422.92                       | 9,444.34                    | 101,962.10                    |
| Police Officer             | 64,655.28          | 158.86            | 9,464.70                        | 8,153.49                    | 82,273.47                     |
| Police Officer             | 64,655.28          | 158.86            | 9,005.94                        | 8,153.49                    | 81,814.71                     |
| Police Officer             | 61,342.74          | 159.00            | 6,021.63                        | 7,744.03                    | 75,108.39                     |
| Police Officer             | 71,826.71          | 4,774.34          | 19,342.25                       | 49,324.18                   | 145,108.61                    |
| Police Officer             | 75,094.84          | 3,913.60          | 9,044.12                        | 9,908.61                    | 97,802.32                     |
| Police Officer             | 79,149.95          | 8,073.85          | 24,016.60                       | 56,156.42                   | 167,237.97                    |
| Police Officer             | 81,080.56          | 8,266.92          | 22,862.03                       | 57,522.30                   | 169,572.96                    |
| Police Officer             | 61,342.74          | 158.86            | 16,209.03                       | 7,743.89                    | 85,295.65                     |
| Police Officer             | 81,080.56          | 8,266.92          | 10,516.67                       | 57,522.30                   | 157,227.60                    |
| Police Officer             | 81,080.56          | 10,246.92         | 10,461.38                       | 58,795.78                   | 160,425.79                    |
| Police Officer             | 81,080.56          | 10,246.92         | 24,076.10                       | 58,795.78                   | 174,040.51                    |
| Police Officer             | 71,826.71          | 3,750.20          | 22,325.40                       | 48,665.48                   | 146,408.92                    |
| Police Officer             | 71,247.47          | 158.86            | 18,796.57                       | 8,968.61                    | 99,012.64                     |
| Police Officer             | 64,655.28          | 158.86            | 9,272.70                        | 8,153.49                    | 82,081.47                     |
| Police Officer             | 75,705.36          | 3,944.13          | 18,913.45                       | 51,284.85                   | 149,688.94                    |
| Police Officer             | 81,080.56          | 8,266.92          | 19,056.71                       | 57,522.30                   | 165,767.64                    |
| Police Officer             | 81,080.56          | 14,300.94         | 24,129.61                       | 61,403.21                   | 180,755.47                    |
| Police Officer             | 79,149.95          | 13,338.85         | 10,475.58                       | 59,542.71                   | 162,348.24                    |
| Police Officer             | 81,080.56          | 8,266.92          | 10,430.03                       | 57,522.30                   | 157,140.96                    |
| Police Officer             | 68,146.79          | 158.86            | 3,927.89                        | 8,585.21                    | 80,659.89                     |
| Police Officer             | 81,080.56          | 12,320.94         | 10,488.82                       | 60,129.73                   | 163,861.20                    |
| Police Officer             | 64,655.28          | 158.86            | 10,076.94                       | 8,153.49                    | 82,885.71                     |
| Police Property Technician | 47,791.22          | 204.00            | 6,982.49                        | 3,397.41                    | 58,171.13                     |
| Police Sergeant            | 102,355.36         | 7,835.51          | 18,712.26                       | 70,928.15                   | 199,672.43                    |
| Police Sergeant            | 102,355.36         | 12,953.28         | 24,418.55                       | 74,219.75                   | 213,788.08                    |
| Police Sergeant            | 102,355.36         | 2,717.74          | 23,182.46                       | 67,636.56                   | 195,733.26                    |
| Police Sergeant            | 97,111.35          | 2,586.64          | 24,192.20                       | 64,179.45                   | 187,910.78                    |
| Police Sergeant            | 102,355.36         | 12,953.28         | 23,912.15                       | 74,219.75                   | 213,281.68                    |
| Police Sergeant            | 97,111.35          | 5,014.43          | 24,227.40                       | 65,740.92                   | 191,935.24                    |
| Police Sergeant            | 102,355.36         | 7,835.51          | 24,485.70                       | 70,928.15                   | 205,445.87                    |
| Police Sergeant            | 102,355.36         | 7,835.51          | 19,500.30                       | 70,928.15                   | 200,460.47                    |
| Police Sergeant            | 102,355.36         | 7,835.51          | 22,968.50                       | 70,928.15                   | 203,928.67                    |
| Police Sergeant            | 97,111.35          | 158.86            | 19,171.59                       | 62,617.97                   | 178,900.91                    |



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|------------------------------|--------------------|-------------------|---------------------------------|-----------------------------|-------------------------------|
| Police Services Officer      | 47,662.60          | 2,184.36          | 19,838.54                       | 11,958.73                   | 81,439.87                     |
| Police Services Officer      | 45,220.70          | 158.86            | 22,727.62                       | 10,866.22                   | 78,814.53                     |
| Police Services Officer      | 45,220.70          | 204.36            | 19,663.54                       | 10,911.72                   | 75,795.95                     |
| Police Services Officer      | 38,620.28          | 4,401.64          | 8,039.51                        | 3,022.97                    | 53,925.54                     |
| Police Services Officer      | 47,662.60          | 5,805.87          | 20,462.43                       | 12,781.51                   | 86,553.54                     |
| Police Services Supervisor   | 56,207.82          | 204.36            | 8,795.97                        | 3,960.17                    | 68,963.96                     |
| Police Services Supervisor   | 69,368.00          | 2,184.36          | 9,143.67                        | 17,098.14                   | 97,589.81                     |
| Public Works Manager         | 117,578.88         | 600.00            | 20,439.47                       | 27,840.33                   | 166,458.69                    |
| Public Works Superintendent  | 86,850.23          | 7,174.45          | 22,944.64                       | 22,121.10                   | 139,090.42                    |
| Senior Planner               | 67,485.60          | 0.00              | 14,914.04                       | 4,509.39                    | 86,909.03                     |
| Sr. Accountant               | 85,546.88          | 600.00            | 23,885.69                       | 20,255.79                   | 130,288.37                    |
| Sr. Administrative Assistant | 47,288.63          | 0.00              | 9,455.89                        | 11,197.00                   | 67,941.52                     |
| Sr. Management Analyst       | 84,684.12          | 6,274.21          | 23,974.42                       | 21,522.91                   | 136,455.65                    |

\* Other Pay includes - Speciality Assignment Pay; Bilingual Pay; Exceptional Merit Pay; Educational Incentive pay; Senior Officer Pay; Uniform Allowance Pay; Car Allowance Pay; Telecommunication Allowance Pay. Not all are applicable to every position, assignment of these speciality pays varies based on job classification, speciality assignment, etc.

\*\* Reflects City paid premiums for employee Medical, Vision, Dental, Life and LTD Insurances.

\*\*\* City paid portion of PERS retirement benefit cost.