

ATTACHMENT 5

APPENDIX C HOURLY RATES

1. Cost Recovery – It is the intent of the City Council to recover all costs reasonably borne.
2. Costs Reasonably Borne. Costs reasonably borne are determined in Ordinance 107 and include the following:
 - a. Direct costs – Includes salaries, overtime, benefits, materials and supplies, and contract costs.
 - b. Indirect costs – Includes equipment, printing, vehicles and maintenance costs.
 - c. Fixed asset recovery – Includes buildings, tenant improvements, vehicles, field and office equipment.
 - d. Departmental overhead – Includes management and others involved in departmental administration.
 - e. General overhead – Includes City Council, City Manager, City Attorney, Finance, Administrative Services, City Clerk, Non-Departmental (including insurance and utilities).
 - f. Debt-service – Includes payments less lease receipts for City owned structures.
3. Hourly Rates for Employees

Community Development

1. Administrative Analyst	\$107.78
2. Animal Control Officer	\$ 95.12
3. Associate Planner	\$131.32
4. Building Inspector	\$102.52
5. Code Enforcement Officer	\$107.81
6. Community Development Technician	\$ 91.58
7. Plans Examiner	\$110.90
8. Senior Animal Control Officer	\$ 98.53
9. Senior Planner	\$140.35

Engineering

1. Administrative Analyst	\$105.14
2. Assistant Engineer	\$114.79
3. Construction Inspector	\$106.52
4. Engineering Technician	\$ 92.89
5. Management Analyst	\$112.21
6. Office Assistant	\$ 90.43
7. Project Construction Manager	\$132.12
8. Senior Engineer	\$129.49
9. Senior Office Assistant	\$ 93.51