



WORK SESSION MEMORANDUM

Work Session Date: December 19, 2016 at 6:00 p.m.
City Council Chambers
448 East 1st Street, Room 190
City of Salida, Colorado

To: Mayor and City Council

Re: Work Session

- I. **Backflow Prevention Regulations – Steven Rabe**
- II. **City Administrator Hiring Process – Steven Rabe**
- III. **Salary Increase Review – Steve Rabe**

**A BILL FOR
ORDINANCE NO. XX**

AN ORDINANCE PROVIDING FOR THE CONTROL OF CROSS- CONNECTIONS IN ORDER TO PREVENT BACKFLOW AND PROTECT THE CITY'S WATER SUPPLY SYSTEM FROM CONTAMINATION.

WHEREAS, the City of Salida Water Department is a water activity enterprise of the City of Salida that operates and maintains a public water system for the use and benefit of the inhabitants of the City and other water users within its service area; and

WHEREAS, the federal Safe Drinking Water Act, codified as 42 USC § 300f, et seq., and the regulations promulgated with respect thereto, create a duty for federal, state and local authorities to do those things necessary to protect public water systems, such as the City's, from the entry of contaminants that could be harmful to the health of persons connected to and otherwise using such system; and

WHEREAS, federal law authorizes civil and criminal actions against persons, including governmental entities that operate water supply systems, that fail to comply with lawful orders issued pursuant to the Safe Drinking Water Act and associated regulations; and

WHEREAS, the State of Colorado has adopted a statute generally making it unlawful for any person, including local governments and the officials thereof, to willfully violate, disobey or disregard any public health law of the state (see § 24-1-114, C.R.S.); and

WHEREAS, in response to the federal mandate in the Safe Drinking Water Act, this Colorado statute specifically makes it unlawful for any person to make, install or maintain any cross-connection between a water system providing drinking water to the public and any pipe, plumbing fixture or water system which contains water of a quality below the minimum general standards for drinking water supplied to the public [§ 24-1-114(1)(h), C.R.S.]; and

WHEREAS, in addition to possible criminal penalties, Colorado law permits the institution of civil actions and the imposition of civil penalties against those who violate state public health standards and regulations (§ 24-1-114.1, C.R.S.); and

WHEREAS, the Colorado Primary Drinking Water Regulations, at Article 12 thereof, mandate that a public water system shall have no uncontrolled cross connections to pipes, fixtures or supplies that contain water not meeting minimum state standards for drinking water and also require all public water system operators to protect their water supply systems from contamination; and

WHEREAS, said regulations also enumerate four ways in which a supplier of water "shall protect the public water system," including:

- a. Identification of hazardous service connections;

b. Requiring system users to install and maintain containment devices on health hazard service connections;

c. Requiring that containment devices be approved by the water supplier prior to installation; and

d. Requiring that all containment devices be tested and maintained as necessary on installation and at least annually thereafter, by a trained cross-connection control technician (Article 12, Section 2, 5CCR 1003-1); and

WHEREAS, in order to comply with the foregoing federal and state mandates, and— more importantly—to do what is necessary and prudent to protect the City's water supply system and the health and welfare of those connected to its system, the City of Salida Council has determined that a cross-connection control ordinance, as hereinafter set forth, should be adopted and enforced.

NOW, THEREFORE, BE IT HEREBY ORDAINED BY THE CITY OF SALIDA COUNCIL, as follows:

Section 1. There is hereby added to the City of Salida Municipal Code a new Chapter

XX to read as follows:

CHAPTER **XX**
BACKFLOW PREVENTION AND CROSS-CONNECTIONS

Sections:

- XX** Definitions
- XX** Requirements
- XX** Compliance procedures
- XX** Appeals
- XX** Jurisdictional issues and conflicts
- XX** Violation – Penalties

XX **Definitions.** Unless the context specifically indicates otherwise, the meanings of terms used in this Chapter shall be as follows:

A. "Approved backflow prevention assembly" means a backflow prevention assembly described in Foundation for Cross-Connection Control and Hydraulic Research's (FCCC&HR) most current "list of approved backflow prevention assemblies" or American Society of Sanitary Engineers (ASSE).

B. "Backflow" means the undesirable reversal of the direction of flow of water or mixtures of water and other liquids, gases, or other substances into the distribution pipes of the potable water supply from any source(s) caused by backpressure and/or backsiphonage.

- C. "Backflow preventer" means a device designed to prevent backflow created by backpressure or backsiphonage.
- D. "Backpressure" means backflow caused by a pump, elevated tank, boiler or means that could create an elevated pressure within the nonpotable system greater than the supply pressure.
- E. "Backsiphonage" means the flow of water or other liquids, mixtures or substances into the distribution pipes of a potable water supply system from any source other than its intended source caused by negative or sub-atmospheric pressure in the potable water supply system.
- F. "Certified cross-connection control technician" means a person who is certified in accordance with the provisions of Article 12 of the Colorado Primary Drinking Water Regulations.
- G. "Colorado Cross-Connection Control Manual" means the most recent edition of a manual that has been published by the state addressing cross-connection control practices which will be used as a guidance document for the utility in implementing a cross-connection control program as outlined in Section 13.06.020.
- H. "Containment" means the installation of an approved backflow prevention device, or method, on the water service line(s), so that water delivered to the service line cannot return to the City potable water distribution system due to any backpressure and/or backsiphonage condition which might arise.
- I. "Contamination" means an impairment of the quality of the potable water by sewage, industrial fluids or waste liquids, compounds or other materials to a degree which creates an actual hazard to the public health through poisoning or through the spread of disease.
- J. "Cross-connection" means any physical arrangement whereby a public water supply is connected, directly or indirectly, with any other water supply system, sewer, drain, conduit, pool, storage reservoir, plumbing fixture or other device which contains, or may contain, contaminated water, sewage or other waste or liquid of unknown or unsafe quality which may be capable of imparting contamination to the public water supply as a result of backflow. Bypass arrangements, jumper connections, removable sections, swivel or changeover devices, four-way valve connections, and other temporary or permanent devices through which, or because of which, backflow could occur are considered to be cross-connections.
- K. "Director" means the Director of Public Works of the City or, if none, a City water department employee designated by the City Administrator in writing.
- L. "Hazard, degree of" means an evaluation of the potential risk to public health and the adverse effect of the hazard upon the potable water system.
- M. "Isolation" means a backflow device installed on a branch of the internal plumbing to protect the customer's water system.

N. "Nonpotable water" means water that is not safe for human consumption or that is of questionable quality.

O. "Pollution: means the presence of any foreign substance (organic, inorganic, radiological or biological) in the water that may degrade the water quality so as to constitute a hazard or impair its usefulness.

P. "Potable water" means water free from impurities in amounts sufficient to cause disease or harmful physiological effects. The bacteriological, chemical and radiological quality shall conform with State of Colorado Department of Public Health and Environment Primary Drinking Water Regulations.

Q. "Utility" means the City of Salida Water Department, a water activity enterprise of the City of Salida.

R. "Water service connection" means the terminal end of the City's service connection from the public potable water system; i.e., where the City loses jurisdiction and sanitary control over the water at its point of delivery to the customer's stop box or shut-off valve or meter, whichever comes first, from the utility water main. If a meter is installed at the end of the service connection, then the service connection shall mean the downstream end of the meter. There shall be no unprotected takeoffs from the service line ahead of any meter or backflow prevention device located at the point of delivery to the customer's water system. Service connection shall also include any water service connection from a fire hydrant and all other temporary or emergency water service connections from the public potable water system.

XX Requirements.

A. Implementation and Enforcement of a Cross-Connection Control Program. The director is vested with the authority and responsibility for implementing and enforcing an effective cross-connection control program in accordance with the provisions of this Chapter.

B. Backflow Preventers Required At All Service Connections. An approved backflow preventer shall be required at each and every service connection to a water service customer's premises for the safety and protection of the City water supply system and water users connected to that system.

C. The director shall have the authority to specify the type of backflow preventer to be installed at each service connection. The director's decision with respect to the type of backflow preventer that will be required in any specific situation shall be based upon the degree of hazard posed by the facility connected or to be connected to the City water supply system. The degree of hazard shall be determined on a case-by-case basis, depending upon the circumstances of each particular case. In making determinations as to the degree of hazard and the type of device required, the director shall rely upon the latest published edition of the Colorado Cross- Connection Control Manual for guidance and may rely upon other generally accepted authorities, including but not limited to the official publications of the American Society of Sanitary

Engineering. The director shall give notice in writing to the customer to install such an approved backflow prevention device at each service connection to the customer's premises.

D. Inspections and Testing Procedures. The director has the authority to inspect any system owned and maintained by a utility customer to determine the extent and degree of hazard.

E. The utility shall notify the utility customer at any premises where containment backflow preventers are installed to have certified inspections and operational tests made upon installation of the containment device and at least once per year thereafter. The director may require certified tests at more frequent intervals if the director deems the potential hazard to be great enough. These inspections and tests shall be performed by a certified cross-connection control technician.

F. The director reserves the right to inspect or require the inspection of installed backflow preventers at any time to ensure the devices are in proper working order. The devices shall be repaired, overhauled or replaced whenever they are found to be defective. These inspections, tests and repairs shall be at the owners' expense. Records of such tests, repairs and overhaul, including materials and parts changed, shall be filed with the director within ten days of such activities. The utility shall keep and maintain such records in accordance with the requirements of applicable law.

1. Containment devices will be tested annually according to the Colorado Revised Statutes and Colorado Department of Public Health and Environment Primary Drinking Water Regulations.
2. If such devices are allowed by the director as an acceptable alternative to total containment, isolation devices used to isolate and lower the overall degree of hazard for a property will be tested on a schedule determined by the director.
3. Isolation devices used on lawn irrigation sprinkler devices will be tested upon installation, repair or relocation, but in any event no less often than once annually.

G. Policy.

1. No water service connection to any premises shall be installed or maintained unless the water supply is protected as required by Colorado Revised Statutes, the regulations of the Colorado Department of Public Health and Environment and by this Chapter.
2. Water service to any premises shall be denied or discontinued, as the case may be, by the utility if:
 - a. a backflow preventer required by this Chapter is not installed within the time period specified by the director;
 - b. an approved backflow preventer has been removed or bypassed; or

- c. an unprotected cross-connection exists on the premises.
 - d. an approved backflow preventer is not maintained.
3. Whenever service is denied or discontinued, it shall not be provided or restored until the condition or defect identified in subparagraph C.2 has been corrected.
 4. The customer's system shall be open for inspection at all reasonable times to authorized representatives of the director to determine whether cross-connections or other structural or sanitary hazards, including violations of this Chapter, exist.
 5. When, as a result of an inspection, a condition involving a violation of this Chapter resulting in a health or sanitary hazard is determined to exist, or a utility customer fails to properly test, repair, or otherwise maintain a backflow preventer as required by this Chapter, the director shall have the option of immediate discontinuance of water service to the premises until the condition has been corrected, or the director may specify a date for compliance after which time the director may discontinue service until the customer has corrected the condition.

H. Installations of Backflow Prevention Devices.

1. Backflow preventers shall be installed immediately downstream of the water service customer's water meter, whether the meter is a pit set or an interior set. In all cases, backflow preventers must be installed before the first branch line leading off the service line.
2. With the director's approval, a backflow preventer may be installed to isolate a hazard and lower the degree of hazard for containment. Such approval shall not be given unless the director is convinced that the use of the isolation device will pose no threat to the public water supply system.
3. All backflow preventers shall be located and installed according to the manufacturer's specifications and in accordance with this Chapter and the City of Salida Design Standards and Construction Specifications or the Colorado Cross-Connection Control Manual. The director shall review and approve all plans as to the type, location and installation of backflow prevention devices.
4. Utility customers shall be responsible for the design, installation and maintenance of properly sized and located drains and drain systems whenever the type of backflow preventer specified or approved by the director requires a drain.
5. Plans shall not be modified relative to the type, location or installation of any backflow preventer approved by the director without the director's prior knowledge and written authorization.

6. If the location or removal of the backflow preventer results in the meter becoming contaminated, the customer shall bear the cost of decontamination.

I. Device Testing Equipment.

1. The acceptability of any testing gauge or apparatus shall be determined by the utility.
2. Any testing gauge, apparatus or scientific instrument utilized for the testing of backflow prevention devices shall be checked for accuracy at least yearly and be in calibration. The director may require certificates or other proof of calibration for such items to be filed with the utility.
3. At a minimum, all test gauges must meet ASSE-1064 Standards for Gauges.
4. All Certified Cross-Connection Technicians who perform work in the City shall file copies of their licenses with the utility, upon the director's request.

J. Listings Identifying Approved Backflow Prevention Devices. Any approved backflow prevention assembly required in this Chapter shall be of a model and size approved by the director and listed in the FCCC & HR's List of Approved Backflow Prevention Assemblies and/or American Society of Sanitary Engineers (ASSE) Series 5000.

XX Compliance procedures.

A. Installation of Required Devices.

1. Upon completion of inspection of the premises, or, in the case of new construction, on review of the construction plans, the director shall notify the owner in writing of the type of device that will be required at each service connection within the owner's facility.
2. The owner shall, at its expense, purchase and install the device and any necessary plumbing or construction. Such plumbing and construction shall meet all provisions of the Colorado Cross-Connection Control Manual and the City of Salida Design Standards and Construction Specifications and must be inspected and approved by the utility. The device, including any device installed prior to the effective date of this ordinance, shall be the property of the owner.

B. Compliance Required.

1. The utility will take necessary action to ensure compliance with the Colorado Department of Health, Primary Drinking Water Regulations, 5 CCR 1003-1, and more specifically Article 12 thereof, and the Colorado Revised Statutes, Section 25-1-114, as amended.

2. The owner of the premises is required to permit entry to the premises for inspection, testing and maintenance purposes at reasonable times. Failure to permit entry to the premises will result in the premises being regarded as a high hazard, and a reduced-pressure-principle device will be required to protect the City's water supply system.
3. The owner is required to provide all necessary plumbing and construction needed for the installation of the device. Failure to provide such required plumbing and construction will result in action being taken as provided for in Section **XX**.

XX Appeals.

A. Any decision of the director regarding the type of backflow preventer required with respect to any water service connection may be appealed to the City Administrator, provided that a notice of appeal is filed in the office of the City Administrator not later than 20 days following the date upon which the director's written notice specifying the type of device is delivered to the property owner or its agent.

B. The notice of appeal shall identify the property owner by name, mailing address, telephone number and email address, if any, and include the address of the owner's facility. Such notice shall:

1. Identify the director's decision that is being appealed;
2. Identify the type of backflow preventer that the owner believes should be installed at the owner's facility; and
3. Include the owner's reasons for preferring such backflow preventer, instead of the backflow preventer designated by the director, with or without written documentation supporting the owner's position.

C. Within 10 days following the filing of the notice of appeal, the City Administrator, by written notice specifying the date, time and place of the hearing, shall schedule a hearing. Such hearing shall be conducted no later than 30 days following the date upon which the notice of appeal was filed, unless the owner and the City Administrator both agree to a later hearing date. At the hearing, the owner may present testimony, evidence and arguments in support of the owner's position and the director may present testimony, evidence and arguments in support of the director's decision.

D. The director's decision shall be affirmed unless the City Administrator finds that the director's decision was arbitrary or capricious or that such decision violates applicable federal, state or local law. The City Administrator's decision shall be rendered in writing no later than 10 days following the hearing and shall be final.

E. The paramount issue with respect to any appeal will be whether the type of backflow preventer authorized will adequately protect the public water supply system.

- F. Before deciding any appeal, the City Administrator shall consider:
1. Whether the backflow preventer specified by the director is necessary to adequately protect the City's water supply system;
 2. Whether the backflow preventer preferred by the owner would adequately protect the City's water supply system;
 3. Whether the use of the backflow preventer preferred by the owner, when compared to the backflow preventer designated by the director, is likely to result in a material decrease in the level of protection to the public water supply system.

G. In cases where an existing structure is being remodeled or reconstructed or where a change in the use of an existing structure will or may create a greater degree of hazard to the public water supply system than previously existed, the City Administrator may consider:

1. Differences in the cost of devices and backflow prevention assemblies, when comparing the type of backflow preventer specified by the director to the type of backflow preventer preferred by the owner;
2. Differences in the cost of installing and maintaining the two types of backflow preventers being compared;
3. Other significant cost differences or practical difficulties associated with the use, installation and/or maintenance of the backflow preventers being compared;
4. Other relevant life, safety or health concerns raised by the director or the owner.

XX **Jurisdictional issues and conflicts.** In the event the provisions of this Chapter are in conflict with the requirements of any plumbing code or regulation applicable in the City, the provisions of this Chapter shall apply to the extent necessary to resolve the conflict and shall be binding upon all plumbing officials performing official duties within the City.

XX **Violation – Penalties.**

A. The director shall notify the owner, or authorized agent of the owner, of the building or premises of a violation of this Chapter. The director shall set a specific time for the owner to have the violation removed or corrected. If the owner fails to correct the violation in the specified time, the director may, if in his or her judgment an imminent health hazard exists, suspend water service to the building or premises. Additional fines or penalties may also be invoked following suspension of service.

B. Violations of this Chapter may be prosecuted in municipal court and, upon conviction thereof, a violator may be fined an amount not to exceed \$1000 per violation, per day.

Interview Schedule City Administrator Finalists

Thursday, January 12th

<u>From</u>	<u>To</u>	<u>Description</u>
2:00 PM	4:30 PM	Interview with Department Heads at Touber Building - Mtn. Methodist Room 448 E. Main Street
5:00 PM	7:00 PM	Public Meet-n-Greet at SteamPlant Events Center 220 W. Sackett

Friday, January 13th

Interviews (City Council)		<u>Description</u>
<u>From</u>	<u>To</u>	
8:00 AM	8:15 AM	Council Prep w/Interim CA
8:30 AM	10:00 AM	Candidate #1
		Break
10:00 AM	11:30 AM	Candidate #2
		Lunch
12:00 noon	1:30 PM	Candidate #3
		Break
1:30 PM	3:00 PM	Candidate #4
		Break
3:00 PM	4:30 PM	Candidate #5
4:30 PM	TBD	Council Debrief w/Interim CA

MEMORANDUM

To: Mayor & City Council
From: Steven G. Rabe, Interim City Administrator
Date: December 15, 2016

Attached please find my calculations for total compensation including the increases that have been approved (COLA, parity) and those that will be considered tomorrow (market). The purpose of the spreadsheet is to allow City Council to see the net effect of the salary increases that have been contemplated for many months, especially the market adjustment, and the cumulative effect of the increases compared to the approved 2017 Budget.

As to the 2017 Budget, I think that final numbers indicate that what was predicted during the budget process was fairly close, if not conservative. Two exceptions remain, as I had suggested they would. Both the budget estimates for the Pool & Recreation Department and SteamPlant were less than what may actually be expended, mostly due to the fact that Council approved a new full-time for position for each, but a similar reduction in part-time staffing cannot yet be realized. So, let's look at some examples:

Fund/Department	Budget	2017 Calculation
Fire Department		
Salaries & Wages	\$742,529	\$721,446
Total Personnel Costs	\$1,030,398	\$914,022
Police Department		
Salaries & Wages	\$935,932	\$901,649
Total Personnel Costs	\$1,365,483	\$1,199,394
Pool & Recreation		
Salaries & Wages	\$475,250	\$503,305
Total Personnel Costs	\$565,552	\$597,142
SteamPlant		
Salaries & Wages	\$237,037	\$279,281
Total Personnel Costs	\$282,437	\$348,513
Community Development		
Salaries & Wages	\$182,639	\$157,217
Total Personnel Costs	\$224,417	\$211,930

Overall, I think Council's approach to developing a comprehensive package of increases, instead of just relying on a market adjustment, was effective. However, as anticipated, compression between levels within the salary compensation system are starting to occur. The City also, safely without much financial consequence, will be able to comply with the newly-approved increase in Colorado's minimum wage, which increases to \$9.30 as of January 1st. Without a comprehensive look at the City's salary compensation system by an outside, third party, I think that the methods established by Council were successful and will be much appreciated by members of staff.

Title	Department	Job Level	Status	Current Wage			Increases			New Wage		Taxes			Benefits								Total Cost	
				Hourly Rate	Hours Worked	Annual Wage	COLA	Market Adj.	Parity Increase	Annual	Hourly	FICA (6.20%)	Medicare (1.45%)	SUI (0.30%)	Medical	Dental	Life (\$11/mo.)	STD (\$0.0022)	LTD (\$0.0045)	Teledoc & Other	Medical Plan	Retire		
City Administrator	Administration	10	FT	51.86	2080	\$107,869	0%	0%	0%	107,869	51.86	\$6,688	\$1,564	\$324	\$16,572	\$1,068	\$132	\$237	\$485	\$36	HF	\$6,472	\$141,447	
Administrative Assistant	Administration	3	FT	13.45	2080	\$27,976	0%	0%	0%	27,976	13.45	\$1,735	\$406	\$84	\$16,572	\$1,068	\$132	\$62	\$126	\$36	PF	\$1,679	\$49,874	
Finance Officer	Finance	9	FT	41.15	2080	\$85,592	3%	3%	0%	90,728	43.62	\$5,625	\$1,316	\$272	\$12,096	\$624	\$132	\$200	\$408	\$36	HS	\$5,444	\$116,880	
Deputy City Clerk	Administration	7	FT	24.25	2080	\$50,440	3%	2%	0%	52,962	25.46	\$3,284	\$768	\$159	\$6,480	\$312	\$132	\$117	\$238	\$36	PI	\$3,178	\$67,665	
Senior Accountant	Finance	6	FT	21.35	2080	\$44,408	3%	3%	0%	47,072	22.63	\$2,918	\$683	\$141	\$12,096	\$624	\$132	\$104	\$212	\$36	HS	\$2,824	\$66,842	
Accountant I	Finance	4	FT	16.10	2080	\$33,488	3%	15%	0%	39,516	19.00	\$2,450	\$573	\$119	\$6,480	\$312	\$132	\$87	\$178	\$36	PI	\$2,371	\$52,253	
Administrative Coordinator	Finance	4	FT	16.77	2080	\$34,882	3%	15%	0%	41,160	19.79	\$2,552	\$597	\$123	\$12,096	\$624	\$132	\$91	\$185	\$36	PS	\$2,470	\$60,066	
Video Technician	Administration	3	PT	15.92	144	\$2,292	3%	11%	0%	2,613	18.15	\$162	\$38	\$8	\$0	\$0	\$132	\$6	\$12	\$36		\$157	\$3,164	
Video Technician	Administration	3	PT	13.50	48	\$648	3%	11%	0%	739	15.39	\$46	\$11	\$2	\$0	\$0	\$132	\$2	\$3	\$36		\$44	\$1,015	
Court Clerk	Administration	3	PT	14.00	1456	\$20,384	3%	11%	0%	23,238	15.96	\$1,441	\$337	\$70	\$6,480	\$312	\$132	\$51	\$105	\$36	PI		\$32,201	
										433,873		\$26,900			\$6,291	\$1,302	\$88,872	\$4,944	\$1,320	\$955	\$1,952	\$360	\$24,638	\$591,407
Community Development Director	Community Development	9	FT	32.92	2080	\$68,474	3%	3%	0%	72,582	34.90	\$4,500	\$1,052	\$218	\$16,572	\$1,068	\$132	\$160	\$327	\$36	PF	\$4,355	\$101,002	
Planner II	Community Development	6	FT	24.04	2080	\$50,003	3%	3%	0%	53,003	25.48	\$3,286	\$769	\$159	\$6,480	\$312	\$132	\$117	\$239	\$36	PI	\$3,180	\$67,712	
Planning Technician I	Community Development	3	FT	13.34	2080	\$27,747	3%	11%	0%	31,632	15.21	\$1,961	\$459	\$95	\$6,480	\$312	\$132	\$70	\$142	\$36	PI	\$1,898	\$43,216	
Intern	Community Development	2	PT	0.00	2000	\$0	0%	0%	0	0.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	PI	\$0	\$0	
										157,217		\$9,747	\$2,280	\$472	\$29,532	\$1,692	\$396	\$346	\$707	\$108		\$9,433	\$211,930	
Fire Chief	Fire	9	FT	37.86	2080	\$78,749	3%	3%	8%	89,380	42.97	\$0	\$1,296	\$268	\$16,572	\$1,068	\$132	\$197	\$402	\$36	HF	\$7,150	\$116,501	
Captain	Fire	7	FT	19.89	2904	\$57,761	3%	2%	14%	68,735	23.67	\$0	\$997	\$206	\$10,140	\$756	\$132	\$151	\$309	\$36	PC	\$5,499	\$86,961	
Captain	Fire	7	FT	22.25	2904	\$64,614	3%	2%	14%	74,856	25.78	\$0	\$1,085	\$225	\$6,480	\$312	\$132	\$165	\$337	\$36	PI	\$5,988	\$89,616	
Fire Marshal	Fire	6	FT	0.00	2080	\$0	0%	0%	0	0.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	
Firefighter	Fire	4	FT	13.40	2904	\$38,914	3%	15%	14%	51,366	17.69	\$0	\$745	\$154	\$12,096	\$624	\$132	\$113	\$231	\$36	PS	\$4,109	\$69,606	
Senior Firefighter	Fire	5	FT	16.00	2904	\$46,464	3%	10%	14%	59,009	20.32	\$0	\$856	\$177	\$16,572	\$1,068	\$132	\$130	\$266	\$36	PF	\$4,721	\$82,966	
Captain	Fire	7	FT	19.00	2904	\$55,176	3%	2%	14%	65,659	22.61	\$0	\$952	\$197	\$10,140	\$756	\$132	\$144	\$295	\$36	PC	\$5,253	\$83,565	
Senior Firefighter	Fire	5	FT	16.59	2904	\$48,177	3%	10%	14%	60,015	20.67	\$0	\$870	\$180	\$12,096	\$624	\$132	\$132	\$270	\$36	HS	\$4,801	\$79,157	
Firefighter	Fire	4	FT	13.69	2904	\$39,756	3%	15%	14%	52,478	18.07	\$0	\$761	\$157	\$6,480	\$312	\$132	\$115	\$236	\$36	HI	\$4,198	\$64,906	
Firefighter	Fire	4	FT	13.90	2904	\$40,366	3%	15%	14%	53,173	18.31	\$0	\$771	\$160	\$6,480	\$312	\$132	\$117	\$239	\$36	PI	\$4,254	\$65,674	
Administrative Coordinator	Fire	4	PT	16.26	1456	\$23,675	3%	15%	14%	31,250	21.46	\$1,938	\$453	\$94	\$0	\$0	\$132	\$0	\$0	\$480	PS	\$2,500	\$36,847	
Senior Firefighter	Fire	5	FT	15.00	2904	\$43,560	3%	10%	14%	55,321	19.05	\$0	\$802	\$166	\$10,140	\$756	\$132	\$122	\$249	\$36	PC	\$4,426	\$72,150	
Reserve Firefighter	Fire	3	PT	10.05	1560	\$15,678	3%	11%	14%	20,068	12.86	\$0	\$291	\$60	\$0	\$0	\$0	\$0	\$0	\$0		\$1,605	\$22,024	
Reserve Firefighter	Fire	4	PT	10.05	1560	\$15,678	3%	11%	14%	20,068	12.86	\$0	\$291	\$60	\$0	\$0	\$0	\$0	\$0	\$0		\$1,605	\$22,024	
Reserve Firefighter	Fire	5	PT	10.05	1560	\$15,678	3%	11%	14%	20,068	12.86	\$0	\$291	\$60	\$0	\$0	\$0	\$0	\$0	\$0		\$1,605	\$22,024	
										721,446		\$1,938	\$10,461	\$2,164	\$107,196	\$6,588	\$1,452	\$1,386	\$2,835	\$840		\$57,716	\$914,022	
Police Chief	Police	9	FT	39.42	2080	\$81,994	3%	3%	7%	92,653	44.54	0	1,343	278	\$12,096	\$624	\$132	\$204	\$417	\$36	PS	\$7,412	\$115,195	
Lieutenant	Police	7	FT	29.31	2080	\$60,973	3%	2%	0%	64,022	30.78	0	928	192	\$6,480	\$312	\$132	\$141	\$288	\$36	PI	\$5,122	\$77,653	
Sergeant	Police	6	FT	25.98	2080	\$54,038	3%	3%	0%	57,281	27.54	0	831	172	\$16,572	\$1,068	\$132	\$126	\$258	\$36	PF	\$4,582	\$81,057	
Investigator II	Police	6	FT	28.02	2080	\$58,282	3%	3%	0%	61,778	29.70	0	896	185	\$12,096	\$624	\$132	\$136	\$278	\$36	HS	\$4,942	\$81,104	
Sergeant	Police	6	FT	24.75	2080	\$51,480	3%	3%	0%	54,569	26.24	0	791	164	\$6,480	\$312	\$132	\$120	\$246	\$36	PF	\$4,366	\$67,215	
Patrolman I	Police	4	FT	19.95	2080	\$41,496	3%	15%	0%	48,965	23.54	0	710	147	\$16,572	\$1,068	\$132	\$108	\$220	\$36	PF	\$3,917	\$71,875	
Investigator I	Police	5	FT	22.98	2080	\$47,798	3%	10%	0%	54,012	25.97	0	783	162	\$16,572	\$1,068	\$132	\$119	\$243	\$36	HS	\$4,321	\$77,448	
Patrolman I	Police	4	FT	19.95	2080	\$41,496	3%	15%	0%	48,965	23.54	0	710	147	\$6,480	\$312	\$132	\$108	\$220	\$36	PI	\$3,917	\$61,027	
Sergeant	Police	6	FT	24.75	2080	\$51,480	3%	3%	0%	54,569	26.24	0	791	164	\$12,096	\$624	\$132	\$120	\$246	\$36	PC	\$4,366	\$73,143	
Patrolman I	Police	4	FT	20.43	2080	\$42,494	3%	15%	0%	50,143	24.11	0	727	150	\$6,480	\$312	\$132	\$110	\$226	\$36	PF	\$4,011	\$62,328	
Patroman I	Police	4	FT	19.95	2080	\$41,496	3%	15%	0%	48,965	23.54	0	710	147	\$6,480	\$312	\$132	\$108	\$220	\$36	PI	\$3,917	\$61,027	
Patrolman I	Police	4	FT	20.19	2080	\$41,995	3%	15%	0%	49,554	23.82	0	719	149	\$6,480	\$312	\$132	\$70	\$142	\$36	PS	\$3,964	\$61,558	
Patrolman I	Police	4	FT	20.56	2080	\$42,765	3%	15%	0%	50,462	24.26	0	732	151	\$6,480	\$312	\$132	\$70	\$142	\$36	PI	\$4,037	\$62,554	
Patrolman I	Police	4	FT	19.95	2080	\$41,496	3%	15%	0%	48,965	23.54	0	710	147	\$16,572	\$1,068	\$132	\$108	\$220	\$36	PF	\$3,917	\$71,875	
Patrolman I	Police	4	FT	20.64	2080	\$42,931	3%	15%	0%	50,659	24.36	0	735	152	\$16,572	\$1,068	\$132	\$111	\$228	\$36	PS	\$4,053	\$73,745	
Code Enforcement	Police	3	FT	15.00	2080	\$31,200	3%	11%	0%	35,568	17.10	2,205	516	107	\$12,096	\$312	\$132	\$78	\$160	\$36	PI	\$2,134	\$53,344	
Administrative Assistant	Police	3	FT	12.87	2080	\$26,770	3%	11%	0%	30,517	14.67	1,892	443	92	\$12,096	\$0	\$132	\$67	\$137	\$36	PI	\$1,831	\$47,243	
										901,649		4,097	13,074	2,705	188,700	9,708	2,244	1,903	3,892	612		\$70,810	\$1,199,394	

Title	Department	Job Level	Status	Current Wage			Increases			New Wage		Taxes			Benefits							Total Cost	
				Hourly Rate	Hours Worked	Annual Wage	COLA	Market Adj.	Parity Increase	Annual	Hourly	FICA (6.20%)	Medicare (1.45%)	SUI (0.30%)	Medical	Dental	Life (\$11/mo.)	STD (\$0.0022)	LTD (\$0.0045)	Teledoc & Other	Medical Plan		Retire
Arts & Recreation Director	Pool & Recreation	9	FT	38.12	2080	\$79,290	3%	3%	0%	84,047	40.41	5,211	1,219	252	\$6,480	\$312	\$132	\$185	\$378	\$36	HI	\$5,043	\$103,295
Recreation Coordinator	Pool & Recreation	5	PT	17.49	1300	\$22,737	3%	10%	0%	25,693	19.76	1,593	373	77	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$28,268
Lead Recreational Worker	Pool & Recreation	PT		13.50	520	\$7,020	0%	0%	0%	7,020	13.50	435	102	21	\$0	\$0	\$0	\$0	\$0	\$0	PT	\$0	\$7,578
Maintenance Coordinator	Pool & Recreation	4	FT	16.28	2080	\$33,862	3%	15%	0%	39,958	19.21	2,477	579	120	\$16,572	\$1,068	\$132	\$88	\$180	\$36	PT	\$2,397	\$63,607
Lifeguard Coordinator	Pool & Recreation	4	FT	15.95	2080	\$33,176	3%	15%	0%	39,148	18.82	2,427	568	117	\$16,572	\$1,068	\$132	\$86	\$176	\$36	PT	\$2,349	\$62,679
Lifeguard	Pool & Recreation	3	FT	12.12	2080	\$25,210	3%	11%	0%	28,739	13.82	1,782	417	86	\$6,480	\$312	\$132	\$63	\$129	\$36	HI	\$1,724	\$39,901
Race Coordinator	Pool & Recreation	4	PT	14.82	780	\$11,560	3%	15%	0%	13,640	17.49	846	198	41	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$15,258
Front Desk Coordinator	Pool & Recreation	4	PT	15.44	2080	\$32,115	3%	15%	0%	37,896	18.22	2,350	549	114	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$41,442
Head WSI	Pool & Recreation	4	PT	17.39	100	\$1,739	3%	15%	0%	2,052	20.52	127	30	6	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$2,215
Accounting Assistant	Pool & Recreation	3	PT	12.24	390	\$4,774	3%	11%	0%	5,442	13.95	337	79	16	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$5,875
Swim Lessons	Pool & Recreation	3	PT	10.50	450	\$4,725	3%	11%	0%	5,387	11.97	334	78	16	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$5,815
Longfellow Lessons	Pool & Recreation	3	PT	10.50	600	\$6,300	3%	11%	0%	7,182	11.97	445	104	22	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$7,753
Fitness Classes	Pool & Recreation	3	PT	13.00	728	\$9,464	3%	11%	0%	10,789	14.82	669	156	32	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$11,647
Lifeguard Hours	Pool & Recreation	3	PT	11.25	8770	\$98,663	3%	11%	0%	112,475	12.83	6,973	1,631	337	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$121,417
Adult Coach	Pool & Recreation	3	PT	9.50	98	\$931	3%	11%	0%	1,061	10.83	66	15	3	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$1,146
Private Lessons	Pool & Recreation	3	PT	13.50	260	\$3,510	3%	11%	0%	4,001	15.39	248	58	12	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$4,320
Bus Driver	Pool & Recreation	2	PT	13.00	275	\$3,575	3%	15%	0%	4,219	15.34	262	61	13	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$4,554
Front Desk Training	Pool & Recreation	2	PT	12.50	192	\$2,400	3%	15%	0%	2,832	14.75	176	41	8	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$3,057
Front Desk Hours	Pool & Recreation	2	PT	9.64	2080	\$20,051	3%	15%	0%	23,660	11.38	1,467	343	71	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$25,541
Staff Training	Pool & Recreation	2	PT	12.50	120	\$1,500	3%	15%	0%	1,770	14.75	110	26	5	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$1,911
Rentals	Pool & Recreation	2	PT	10.00	72	\$720	3%	15%	0%	850	11.80	53	12	3	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$917
Maintenance	Pool & Recreation	2	PT	12.00	240	\$2,880	3%	15%	0%	3,398	14.16	211	49	10	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$3,669
Custodian	Pool & Recreation	1	PT	10.63	650	\$6,910	3%	5%	0%	7,462	11.48	463	108	22	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$8,589
Custodian	Pool & Recreation	1	PT	10.00	650	\$6,500	3%	5%	0%	7,020	10.80	435	102	21	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$8,111
Custodian	Pool & Recreation	1	PT	10.00	650	\$6,500	3%	5%	0%	7,020	10.80	435	102	21	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$8,111
Municipal Worker I	Pool & Recreation	2	PT	12.00	650	\$7,800	3%	15%	0%	9,204	14.16	571	133	28	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$10,469
Recreation Worker	Pool & Recreation	1	PT	10.50	1000	\$10,500	3%	5%	0%	11,340	11.34	703	164	34	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$12,242
										503,305		31,205	7,298	1,510	\$46,104	\$2,760	\$899	\$422	\$864	\$3,504	\$11,513	\$597,142	
Director of Public Works	Public Works	9	FT	37.86	2080	\$78,749	0%	0%	0%	78,749	37.86	4,882	1,142	236	\$6,480	\$624	\$132	\$173	\$354	\$36	PS	\$4,725	\$97,534
City Engineer	Public Works	8	FT	0.00	2080	\$0	3%	0%	0%	0	0.00	0	0	0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Streets Supervisor	Public Works	6	FT	0.00	2080	\$0	3%	0%	0%	0	0.00	0	0	0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Utilities Inspector	Public Works	7	FT	30.78	2080	\$64,022	3%	2%	0%	67,224	32.32	4,168	975	202	\$12,096	\$624	\$132	\$148	\$303	\$36	PS	\$4,033	\$89,940
Bldg. & Grnds. Supervisor	Public Works	6	FT	25.42	2080	\$52,874	3%	3%	0%	56,046	26.95	3,475	813	168	\$10,140	\$756	\$132	\$123	\$252	\$36	HC	\$3,363	\$75,304
Municipal Worker IV	Public Works	5	FT	26.08	2080	\$54,246	3%	10%	0%	60,015	28.85	3,721	870	180	\$12,096	\$624	\$132	\$132	\$270	\$36	PS	\$3,601	\$81,677
Mechanic	Public Works	5	FT	24.38	2080	\$50,710	3%	10%	0%	57,303	27.55	3,553	831	172	\$16,572	\$1,068	\$132	\$126	\$258	\$36	PF	\$3,438	\$83,488
Municipal Worker IV	Public Works	5	FT	24.55	2080	\$51,064	3%	10%	0%	57,702	27.74	3,578	837	173	\$6,480	\$312	\$132	\$127	\$260	\$36	PI	\$3,462	\$73,098
Municipal Worker III	Public Works	4	FT	20.61	2080	\$42,869	3%	15%	0%	50,585	24.32	3,136	733	152	\$16,572	\$1,068	\$132	\$111	\$228	\$36	PF	\$3,035	\$75,789
Municipal Worker III	Public Works	4	FT	19.10	2080	\$39,728	3%	15%	0%	46,879	22.54	2,907	680	141	\$6,480	\$312	\$132	\$103	\$211	\$36	HI	\$2,813	\$60,693
Administrative Assistant	Public Works	3	FT	16.00	2080	\$33,280	3%	11%	0%	37,939	18.24	2,352	550	114	\$6,480	\$312	\$132	\$83	\$171	\$36	PI	\$2,276	\$50,446
Municipal Worker III	Public Works	3	FT	14.00	2080	\$29,120	3%	11%	0%	33,197	15.96	2,058	481	100	\$12,096	\$624	\$132	\$73	\$149	\$36	PS	\$1,992	\$50,938
Municipal Worker IV	Public Works	5	FT	22.50	2080	\$46,800	3%	10%	0%	52,884	25.43	3,279	767	159	\$6,480	\$312	\$132	\$116	\$238	\$36	PI	\$3,173	\$67,576
Municipal Worker I	Public Works	2	PT	12.50	1040	\$13,000	3%	15%	0%	15,340	14.75	951	222	46	\$0	\$0	\$0	\$0	\$0	\$480	PS	\$920	\$17,960
GIS Technician	Public Works	2	PT	11.36	100	\$1,136	3%	15%	0%	1,340	13.40	83	19	4	\$0	\$0	\$0	\$0	\$0	\$0		\$80	\$1,527
Municipal Worker I	Public Works	2	FT	9.85	2080	\$20,488	3%	15%	0%	24,176	11.62	1,499	351	73	\$16,572	\$1,068	\$132	\$53	\$109	\$36	PS	\$1,451	\$45,518
Municipal Worker II	Public Works	3	FT	12.50	2080	\$26,000	3%	11%	0%	29,640	14.25	1,838	430	89	\$12,096	\$312	\$132	\$65	\$133	\$36	PS	\$1,778	\$46,549
Municipal Worker II	Public Works	3	FT	13.00	2080	\$27,040	3%	11%	0%	30,826	14.82	1,911	447	92	\$12,096	\$0	\$132	\$68	\$139	\$36	PS	\$1,850	\$47,596
Municipal Worker I	Public Works	2	FT	9.85	2080	\$20,488	3%	11%	0%	23,356	11.23	1,448	339	70	\$16,572	\$1,068	\$132	\$51	\$105	\$36	PS	\$1,401	\$44,579
Custodian	Public Works	1	PT	12.00	728	\$8,736	3%	22%	0%	10,920	15.00	677	158	33	\$0	\$0	\$0	\$0	\$0	\$0	PT	\$655	\$12,443
Custodian	Public Works	1	PT	12.00	728	\$8,736	3%	22%	0%	10,920	15.00	677	158	33	\$0	\$0	\$0	\$0	\$0	\$0		\$655	\$12,443
Seasonal - Parks	Public Works	1	PT	12.00	588	\$7,056	3%	22%	0%	8,820	15.00	547	128	26	\$0	\$0	\$0	\$0	\$0	\$0		\$529	\$10,050
Seasonal - Parks	Public Works	1	PT	11.00	588	\$6,468	3%	22%	0%	8,085	13.75	501	117	24	\$0	\$0	\$0	\$0	\$0	\$0		\$485	\$9,213

Title	Department	Job Level	Status	Current Wage			Increases			New Wage		Taxes			Benefits							Total Cost	
				Hourly Rate	Hours Worked	Annual Wage	COLA	Market Adj.	Parity Increase	Annual	Hourly	FICA (6.20%)	Medicare (1.45%)	SUI (0.30%)	Medical	Dental	Life (\$11/mo.)	STD (\$0.0022)	LTD (\$0.0045)	Teledoc & Other	Medical Plan		Retire
Seasonal - Parks	Public Works	1	PT	11.00	588	\$6,468	3%	22%	0%	8,085	13.75	501	117	24	\$0	\$0	\$0	\$0	\$0	\$0	\$485	\$9,213	
Seasonal - Parks	Public Works	1	PT	12.00	588	\$7,056	3%	22%	0%	8,820	15.00	547	128	26	\$0	\$0	\$0	\$0	\$0	\$0	\$529	\$10,050	
Plant Manager	Sewer	8	FT	33.11	2080	\$68,869	3%	0%	0%	70,935	34.10	4,398	1,029	213	\$12,096	\$624	\$132	\$156	\$319	\$36	PS	\$4,256	\$94,194
Class A Operator	Sewer	7	FT	29.42	2080	\$61,194	3%	2%	0%	64,253	30.89	3,984	932	193	\$16,572	\$1,068	\$132	\$141	\$289	\$36	PF	\$3,855	\$91,455
Operator	Sewer	7	FT	29.81	2080	\$62,005	3%	2%	0%	65,105	31.30	4,037	944	195	\$12,096	\$624	\$132	\$143	\$293	\$36	PS	\$3,906	\$87,511
Class C Operator	Sewer	5	FT	20.90	2080	\$43,472	3%	10%	0%	49,123	23.62	3,046	712	147	\$12,096	\$624	\$132	\$108	\$221	\$36	HS	\$2,947	\$69,193
Plant Manager	Water	8	FT	33.11	2080	\$68,869	3%	0%	0%	70,935	34.10	4,398	1,029	213	\$12,096	\$624	\$132	\$156	\$319	\$36	PS	\$4,256	\$94,194
Class A Operator	Water	7	FT	27.36	2080	\$56,909	3%	2%	0%	59,754	28.73	3,705	866	179	\$10,140	\$624	\$132	\$131	\$269	\$36	PC	\$3,585	\$79,422
Class D Operator	Water	4	FT	16.47	2080	\$34,250	3%	15%	0%	40,415	19.43	2,506	586	121	\$12,096	\$624	\$132	\$89	\$182	\$36	HS	\$2,425	\$59,212
										<u>1,199,371</u>		<u>74,361</u>	<u>17,391</u>	<u>3,598</u>	<u>\$256,500</u>	<u>\$13,896</u>	<u>\$2,904</u>	<u>\$2,479</u>	<u>\$5,072</u>	<u>\$1,272</u>		<u>\$71,962</u>	<u>\$1,648,807</u>
SteamPlant Director	SteamPlant	8	FT	33.11	2080	\$68,869	3%	0%	0%	70,935	34.10	4,398	1,029	213	\$16,572	\$1,068	\$132	\$156	\$319	\$36	HF	\$4,256	\$99,114
Administrative Coordinator	SteamPlant	4	FT	17.04	2080	\$35,443	0%	0%	0%	35,443	17.04	2,197	514	106	\$16,572	\$1,068	\$132	\$78	\$159	\$36	HF	\$2,127	\$58,433
Event Coordinator II	SteamPlant	5	PT	18.00	1450	\$26,100	3%	10%	0%	29,493	20.34	1,829	428	88	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$32,371
Event Coordinator II	SteamPlant	5	PT	18.07	900	\$16,263	3%	10%	0%	18,377	20.42	1,139	266	55	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$20,371
Event Coordinator I	SteamPlant	4	PT	15.00	800	\$12,000	3%	15%	0%	14,160	17.70	878	205	42	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$15,819
Event Coordinator I	SteamPlant	4	PT	14.94	600	\$8,964	3%	15%	0%	10,578	17.63	656	153	32	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$11,951
Event Coordinator I	SteamPlant	4	PT	16.00	700	\$11,200	3%	15%	0%	13,216	18.88	819	192	40	\$0	\$0	\$53	\$0	\$0	\$0	PT	\$0	\$14,320
Video Technician	SteamPlant	3	PT	15.95	250	\$3,988	3%	11%	0%	4,546	18.18	282	66	14	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$4,907
Video Technician	SteamPlant	3	PT	14.26	275	\$3,922	3%	11%	0%	4,471	16.26	277	65	13	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$4,826
Administrative Assistant	SteamPlant	3	PT	14.16	1250	\$17,700	3%	11%	0%	20,178	16.14	1,251	293	61	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$22,315
Facility Worker I	SteamPlant	2	PT	11.23	1350	\$15,161	3%	15%	0%	17,889	13.25	1,109	259	54	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$19,845
Facility Worker I	SteamPlant	2	PT	12.75	1350	\$17,213	3%	15%	0%	20,311	15.05	1,259	295	61	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$22,458
Facility Worker I	SteamPlant	2	PT	10.50	100	\$1,050	3%	15%	0%	1,239	12.39	77	18	4	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$1,338
Facility Worker I	SteamPlant	2	PT	10.48	800	\$8,384	3%	15%	0%	9,893	12.37	613	143	30	\$0	\$0	\$53	\$0	\$0	\$480	PT	\$0	\$11,213
Bartenders	SteamPlant	2	PT	10.18	712	\$7,248	3%	15%	0%	8,553	12.01	530	124	26	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$9,233
										<u>279,281</u>		<u>17,315</u>	<u>4,050</u>	<u>838</u>	<u>\$33,144</u>	<u>\$2,136</u>	<u>\$741</u>	<u>\$234</u>	<u>\$479</u>	<u>\$3,912</u>		<u>\$6,383</u>	<u>\$348,512</u>

Maximum allowed in paygrade