

APPENDIX "C"
Pay Rate Schedule

BAIFA shall reimburse the COUNTY for labor costs as detailed below:

1. COUNTY direct labor rates shall include the base salary wages paid to personnel plus fringe benefits. Total labor rate shall include direct labor rate multiplied by County's overhead rate. The total labor rate shall not exceed the range of labor rates by classification, included as Attachment 1.
2. COUNTY's overhead rate shall be a summation of division and department overhead rates. Appropriate overhead rates for COUNTY shall be developed based on procedure previously approved by BAIFA as described below:

In general, the division overhead rates are determined by identifying each division's total expenditures after adjustments less any non-labor generated revenue. The division expenditures are then divided by the productive hours for the division establishing the overhead rate needed to cover the remaining net cost of division expenditures. The department overhead rates are determined similar to the division rate by dividing the total department expenditures by the total billable hours. Each year overhead rates will be evaluated and adjusted to reflect the actual costs from the previous fiscal year.

3. COUNTY may adjust both labor rates and overhead rates periodically due to contracted salary increases and overhead rate changes. COUNTY shall submit any changes to rates to BAIFA prior to invoicing.

Attachment 1

Rates Effective

April 1 , 2016

	<u>REGULAR TIME</u>		<u>OVERTIME</u>	
	From	To	From	To
Account Clerk - Advanced Level	79.00	115.00	56.00	85.00
Accountant II	104.00	145.00	77.00	110.00
Accountant III	117.00	164.00	88.00	125.00
Administrative Assistant III	132.00	185.00	100.00	142.00
Assistant Real Property Agent	89.00	125.00	66.00	95.00
Associate Real Property Agent	104.00	153.00	78.00	118.00
Associate Civil Engineer	147.00	221.00	112.00	173.00
Clerk - Experienced Level	59.00	84.00	41.00	60.00
Clerk - Senior Level	65.00	94.00	45.00	68.00
Computer Aided Drafting Operator	100.00	140.00	74.00	105.00
County Surveyor-Exemp	149.00	174.00	115.00	173.00
Engineer-Entry Level	122.00	168.00	92.00	129.00
Engineer - Journey Level	134.00	201.00	102.00	157.00
Engineer- Project Level	164.00	220.00	127.00	173.00
Engineering Technician - Entry	90.00	1073.00	65.00	885.00
Engineering Technician - Journey	105.00	144.00	78.00	109.00
Engineering Technician - Senior	123.00	172.00	92.00	132.00
Engineering Technician - Supervisor	133.00	187.00	101.00	145.00
Materials Testing/ Land Surveyor				
Environmental Analyst I	122.00	170.00	90.00	128.00
Environmental Analyst II	142.00	197.00	106.00	151.00
Environmental Analyst III	162.00	226.00	123.00	174.00
Environmental Assistant	117.00	163.00	86.00	122.00
Hydrograher	115.00	160.00	85.00	122.00
PW Maintenance Supervisor	125.00	160.00	94.00	122.00
PW Field Operations Manager	166.00	233.00	128.00	183.00
Maintenace Worker I	81.00	112.00	57.00	82.00
Maintenance Worker II	84.00	117.00	60.00	87.00
Maintenance Worker III	97.00	135.00	71.00	102.00
Maintenance Worker IV	108.00	150.00	80.00	114.00
Planner I	133.00	169.00	99.00	128.00
Planner II	141.00	197.00	106.00	151.00

Note: Rates will change periodically due to contracted salary increases and overhead changes. Rates for individual employees vary because of steps within each classification.

Attachment 1

Rates Effective

April 1 , 2016

	<u>REGULAR TIME</u>		<u>OVERTIME</u>	
	From	To	From	To
Planner III	161.00	225.00	123.00	174.00
Principal Real Property Agent	156.00	219.00	121.00	173.00
Real Property Technical Assistant	72.00	106.00	52.00	78.00
Road Maintenance Carpenter	109.00	140.00	81.00	105.00
Senior Civil Engineer	200.00	280.00	155.00	220.00
Senior Hydrologist	176.00	246.00	136.00	194.00
Senior Land Surveyor	156.00	183.00	121.00	157.00
Senior Real Property Agent	116.00	166.00	88.00	129.00
Senior Real Property Tech. Assistant	84.00	117.00	61.00	88.00
Senior Traffic Engineer	191.00	268.00	149.00	211.00
Senior Vegetation Management Tech.	122.00	156.00	92.00	119.00
Student Aide - Civil Engineer	38.00	55.00	45.00	65.00
Student Worker	24.00	60.00	29.00	71.00
Supervising Civil Engineer	188.00	264.00	147.00	209.00
Supervising Real Property Agent	130.00	182.00	100.00	142.00
Traffic Sign Coordinator	97.00	124.00	71.00	92.00
Vegetation Management Supervisor	132.00	178.00	101.00	137.00
Vegetation Management Technician	98.00	125.00	72.00	93.00

Note: Rates will change periodically due to contracted salary increases and overhead changes. Rates for individual employees vary because of steps within each classification.