#### ORDINANCE NO. 541

# AN ORDINANCE OF THE CITY OF UNIVERSITY PLACE, WASHINGTON, RELATING TO BUDGETS AND FINANCE, ADOPTING THE 2009-2010 BUDGET

WHEREAS, the tax estimates and budget for the City of University Place, Washington, for the 2009-2010 fiscal biennium have been prepared and filed as provided by the laws of the State of Washington; and

WHEREAS, the budget was printed for distribution and notice published in the official paper of the City of University Place setting the time and place for hearing on the budget and said notice stating that all taxpayers calling at the Office of the City Clerk would be furnished a copy of the budget; and

WHEREAS, the 2009-2010 Proposed Biennial Budget was submitted to the City Council and City Clerk on October 6, 2008 (with a Revised Proposed Budget submitted on October 21, 2008 reflecting the changed economic conditions); and workshops on the 2009-2010 Biennial Budget were held on October 13. October 20, November 10, and November 17, 2008; and

WHEREAS, a public hearing on the 2009-2010 Biennial Budget was held on November 3, 2008 and continued to November 17, 2008 and again to December 8, 2008; NOW, THEREFORE,

## THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE, WASHINGTON, DOES ORDAIN AS FOLLOWS:

- Section 1. <u>2009-2010 Biennial Budget Adoption.</u> The budget for the City of University Place, Washington, for the 2007-2008 biennium is hereby adopted in the amounts and for the purposes as shown on the attached Exhibits A-1 and A-2 (2009 and 2010 Adopted Budgets).
- Section 2. <u>Salaries and Benefits</u>. The 2009 and 2010 salary ranges for City of University Place, Washington staff is hereby adopted as shown on the attached Exhibit B (2009/2010 Salary Ranges for all employees). The 2009/2010 salary ranges include a market adjustment for all unrepresented employees. The benefit plan for all employees is hereby adopted as shown on the attached Exhibit C (Benefit Summary).
- Section 3. <u>Administration</u>. The City Manager shall administer the Biennial Budget approved herein.
- Section 4. <u>Severability</u>. The provisions of this ordinance are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this ordinance or the invalidity of the application thereof to any person or circumstance, shall not affect the validity of the remainder of the ordinance, or the validity of its application to other persons or circumstances.
- Section 5. <u>Ratification</u>. Any act consistent with the authority and prior to the effective date of this ordinance is hereby ratified and affirmed.

Section 6. <u>Publication and Effective Date</u>. A summary of this ordinance consisting of its title shall be published in the official newspaper of the City. This ordinance shall be effective January 1, 2009.

## PASSED BY THE CITY COUNCIL ON DECEMBER 8, 2008.

dinda Bird. Mayor

ATTEST:

Emelija Genetia, City Clerk

APPROVED AS TO FORM:

Janean Parker, City Attorney

Date of Publication: 12/10/08 Effective Date: 01/01/09

# EXHIBIT A-1 CITY OF UNIVERSITY PLACE 2009 Revised Proposed Budget

			REVENUES	EX	PENDITURES		
			& OTHER		& OTHER		ENDING
	FUND		SOURCES		USES		BALANCE Balance
Operating			Proposed		Proposed		Банящее
General							
001	General	\$	16,360,236	\$	14,283,320	\$	2,076,916
Special	Revenue		• •		,		, ,
101	Street	\$	1,191,652		1,191,652		=
102	Arterial Street	\$	268,089		226,545		41,544
103	Real Estate Excise Tax	\$	990,715		971,968		18,747
105	Traffic Impact Fees	\$	606,863		500,000		106,863
120	Path & Trails	\$	10,858		3,390		7,468
140	Surface Water Mgmt	\$	2,920,629		2,741,290		179,339
188	Strategic Reserve	\$	852,245		-		852,245
	Sub-total Special Revenue		6,841,051		5,634,845		1,206,206
Debt Ser	rvice						
201	Debt Service	\$	21,000,736		20,955,464		45,272
	Sub-total Debt Service Funds	\$	21,000,736		20,955,464		45,272
	Total Operating	8	44,202,023	S	40,873,629	S	3,328,394
-	mprovement						
301	Parks CIP	\$	291,932		291,932		-
302	Public Works CIP	\$	41,061,883		38,108,192		2,953,691
303	Municipal Facilities CIP	\$			20 100 121		-
	Sub-total CIP	\$	41,353,815		38,400,124		2,953,691
Internal S	Service						
501	Fleet & Equipment	\$	248,910		155,228	_	93,682
502	Information Technology & Services	\$	903,615		567,964		335,651
506	Risk Management	\$	355,998		319,328		36,670
	Sub-total Internal Service	\$	1,508,523		1,042,520		466,003
Non-Anni	ually Budgeted						
150	Donations and Gifts to University Place	\$	-				-
	Sub-total Non-Annually Budgeted	\$	-		-	<b>Y</b>	-
	Total Budget	ę.	87,064,361	S	80,316,273	S	6,748,088

## EXHIBIT A-2 CITY OF UNIVERSITY PLACE 2010 Revised Proposed Budget

			REVENUES & OTHER		PENDITURES & OTHER	ENDING
	manetts, designation in the minimum of the second		SOURCES		USES	BALANCE
			Proposed		Proposed	Balance
Operatin Genera	<del>Q</del>					
001	General	\$	18,349,555	\$	15,333,640	3,015,915
		Φ	18,349,333	Ф	13,333,040	5,015,915
_	Revenue					
101	Street	\$	1,243,487		1,243,487	-
102	Arterial Street	\$	261,544		234,918	26,626
103	Real Estate Excise Tax	\$	1,018,747		959,171	59,576
105	Traffic Impact Fees	\$	609,863		500,000	109,863
120	Path & Trails	\$	11,348		3,500	7,848
140	Surface Water Mgmt	\$	3,079,968		3,061,343	18,625
188	Strategic Reserve	\$	877,245		-	877,245
	Sub-total Special Revenue		7,102,202		6,002,419	1,099,783
Debt Se						
201	Debt Service	\$	3,110,561		3,065,289	45,272
	Sub-total Debt Service Funds	\$	3,110,561		3,065,289	45,272
	Total Operating	\$ .	28,562,318	\$	24,401,348	\$ 4,160,970
Capital I	mprovement					
301	Parks CIP	\$	233,500		233,500	-
302	Public Works CIP	\$	20,030,276		18,254,959	1,775,317
303	Municipal Facilities CIP	\$	-		-	-
	Sub-total CIP	\$	20,263,776		18,488,459	1,775,317
Internal S	Service					
501	Fleet & Equipment	\$	846,110		509,928	336,182
502	Information Technology & Services	\$	823,089		506,113	316,976
506	Risk Management	\$	290,148		252,978	37,170
	Sub-total Internal Service	\$	1,959,347		1,269,019	690,328
Non-Arm	ually Budgeted					
150	Donations and Gifts to University Place					
150	Sub-total Non-Annually Budgeted	\$	_		_	
2 02 00 JE 00 20 18 20 1			-	meany series and the series of		annous and an annous and the second
	Total Budget	\$	50,785,441	\$	44,158,826	s 6,626,615

## **Proposed Salary Ranges**

Exihibit B

PROPOSED SHATY Range   PROPOSED SHATY Range   Extry   High   Set by Resolution   Se	1	2009 P	roposed	2010 Pr	oposed
Set by Manager   Set by Resolution   Set by			•		-
Deputy City Manager	Position Title	Entry	High	Entry	High
City Atomey	City Manager	Set by R	esolution	Set by Re	esolution
Assistant City Manager/Capital Projects Director   \$8,338   \$10,815   \$8,672   \$11,248   Town Center Project Director   \$7,370   \$9,785   \$7,665   \$10,176   Town Center Parks & Public Works Director   \$7,370   \$9,785   \$7,665   \$10,176   Town Center Parks & Recreation   \$5,316   \$8,240   \$6,569   \$8,570   \$8,5161   \$8,240   \$6,569   \$8,570   \$8,5161   \$8,240   \$6,569   \$8,570   \$8,5161   \$8,240   \$6,669   \$8,570   \$8,510   \$8,510   \$8,240   \$6,669   \$8,570   \$8,510   \$8,240   \$6,669   \$8,570   \$8,510   \$8,240   \$6,669   \$8,570   \$8,510   \$8,240   \$6,669   \$8,570   \$8,510   \$8,240   \$6,669   \$8,570   \$8,014   \$8,240   \$6,669   \$8,570   \$8,014   \$8,240   \$6,669   \$8,570   \$8,014   \$8,240   \$6,669   \$8,570   \$8,014   \$8,018   \$7,725   \$6,229   \$8,034   \$8,018   \$7,725   \$6,229   \$8,034   \$8,018   \$7,725   \$6,259   \$8,034   \$8,035   \$7,055   \$8,034   \$8,035   \$7,055   \$8,034   \$8,035   \$7,055   \$8,034   \$8,035   \$7,055   \$8,034   \$8,035   \$8,035   \$7,055   \$8,034   \$8,035	Deputy City Manager	\$8,338	\$10,815	\$8,672	\$11,248
Town Center Project Director         \$7,370         \$9,785         \$7,665         \$10,176           Finance Director         \$7,370         \$9,785         \$7,665         \$10,176           City Engineer         \$7,370         \$9,785         \$7,665         \$10,176           Parks & Public Works Director         \$7,370         \$9,785         \$7,665         \$10,176           Parks & Public Works Director         \$7,370         \$9,785         \$7,665         \$10,176           Assistant Finance Director         \$6,316         \$8,240         \$6,569         \$8,570           Assistant City Engineer         \$6,316         \$8,240         \$6,569         \$8,570           Assistant Development Services Director         \$6,018         \$7,725         \$6,229         \$8,034           Community & Government Relations Manager         \$6,018         \$7,725         \$6,259         \$8,034           Senior Plane Examiner/Building Inspector         \$5,152         \$6,784         \$5,358         \$7,055           Senior Building Inspector         \$5,152         \$6,784         \$5,358         \$7,055           Senior Planer         \$5,152         \$6,784         \$5,358         \$7,055           Senior Planer         \$5,152         \$6,784         \$5,358         <	City Attorney	\$8,338	\$10,815	\$8,672	\$11,248
Finance Director	Assistant City Manager/Capital Projects Director	\$8,338	\$10,815	\$8,672	\$11,248
Development Services Director   \$7,370   \$9,785   \$7,665   \$10,176	Town Center Project Director	\$7,370	\$9,785	\$7,665	\$10,176
City Engineer         \$7,370         \$9,785         \$7,665         \$10,176           Parks & Public Works Director         \$7,370         \$9,785         \$7,665         \$10,176           Deputy Director of Parks & Recreation         \$6,316         \$8,240         \$6,569         \$8,570           Assistant Finance Director         \$6,316         \$8,240         \$6,569         \$8,570           Assistant Development Relations Manager         \$6,018         \$7,725         \$6,259         \$8,034           Assistant Development Services Director         \$6,018         \$7,725         \$6,259         \$8,034           Building Official         \$6,018         \$7,725         \$6,259         \$8,034           Senior Plans Examiner/Building Inspector         \$5,152         \$6,784         \$5,358         \$7,055           Senior Planter         \$5,152         \$6,784         \$5,358         \$7,055           Senior Building Inspector         \$5,152         \$6,784         \$5,358         \$7,055           Senior Planter         \$5,152         \$6,784         \$5,358         \$7,055           Senior Planter         \$5,152         \$6,784         \$5,358         \$7,055           Senior Planter         \$5,152         \$6,784         \$5,358         \$7,055	Finance Director	\$7,370	\$9,785	\$7,665	\$10,176
Parks & Public Works Director   S7,370   \$9,785   \$7,665   \$8,570   \$8,57	Development Services Director	\$7,370	\$9,785	\$7,665	\$10,176
Deputy Director of Parks & Recreation	City Engineer	\$7,370	\$9,785	\$7,665	\$10,176
Assistant Finance Director   \$6,316   \$8,240   \$6,569   \$8,570	Parks & Public Works Director	\$7,370	\$9,785	\$7,665	\$10,176
Assistant City Engineer   \$6,316	Deputy Director of Parks & Recreation	\$6,316	\$8,240	\$6,569	\$8,570
Senior Project Engineer   \$6,316   \$8,240   \$6,569   \$8,570   Community & Government Relations Manager   \$6,018   \$7,725   \$6,259   \$8,034   \$8,034   \$1,000   \$1,0	Assistant Finance Director	\$6,316	\$8,240	\$6,569	\$8,570
Community & Government Relations Manager   S6,018   \$7,725   \$6,259   \$8,034     Assistant Development Services Director   \$6,018   \$7,725   \$6,259   \$8,034     Senior Plans Examiner/Building Inspector   \$5,152   \$6,784   \$5,358   \$7,055     Senior Building Inspector   \$5,152   \$6,784   \$5,358   \$7,055     Senior Planner   \$5,152   \$6,784   \$5,358   \$7,055     Chief Technology Officer   \$4,784   \$6,056   \$4,975   \$6,298     Suliding Inspector/Plans Examiner   \$4,784   \$6,056   \$4,975   \$6,298     Suliding Inspecto	Assistant City Engineer	\$6,316	\$8,240	\$6,569	\$8,570
Assistant Development Services Director   \$6,018   \$7,725   \$6,259   \$8,034     Building Official   \$5,018   \$7,725   \$6,259   \$8,034     Senior Plans Examiner/Building Inspector   \$5,152   \$6,784   \$5,358   \$7,055     Senior Building Inspector   \$5,152   \$6,784   \$5,358   \$7,055     Senior Planner   \$5,152   \$6,784   \$5,358   \$7,055     Senior Planner   \$5,152   \$6,784   \$5,358   \$7,055     Manager (HR, Pub Safety, Facilities, Communications, etc.)   \$5,152   \$6,784   \$5,358   \$7,055     Manager (HR, Pub Safety, Facilities, Communications, etc.)   \$5,152   \$6,784   \$5,358   \$7,055     Chief Technology Officer   \$5,152   \$6,784   \$5,358   \$7,055     Chief Technology Officer   \$5,152   \$6,784   \$5,358   \$7,055     Project Engineer   \$4,784   \$6,056   \$4,975   \$6,298     Building Inspector/Plans Examiner   \$4,784   \$6,056   \$4,975   \$6,298     Building Inspector/Plans Examiner   \$4,784   \$6,056   \$4,975   \$6,298     Building Inspector/Plans Examiner   \$4,784   \$6,056   \$4,975   \$6,298     Executive Assistant to the City Manager   \$4,784   \$6,056   \$4,975   \$6,298     Executive Assistant   \$4,276   \$5,414   \$4,447   \$5,631     Project Assistant   \$4,276   \$5,414   \$4,447   \$5,631     Project Assistant   \$4,276   \$5,414   \$4,447   \$5,631     Project Assistant   \$4,276   \$5,414   \$4,447   \$5,631     Payroll & Benefits Supervisor   \$4,276   \$5,414   \$4,447   \$5,631     Payroll & Benefits Supervisor   \$4,276   \$5,414   \$4,447   \$5,631     Payroll & Benefits Supervisor   \$4,276   \$5,414   \$4,447   \$5,631     Payroll & Benefits (Fin, Office, Land Use, etc.)   \$3,939   \$4,985   \$4,097   \$5,184     Sr. Specialist (Fin, Office, Land Use, etc.)   \$3,939   \$4,985   \$4,097   \$5,184     Sr. Specialist (Fin, Office, Land Use, etc.)   \$3,658   \$4,628   \$3,804   \$4,813     Office Assistant II Intern   \$3,658   \$4,628   \$3,804   \$4,813     Sr Specialist (Permit, Town Center, Recreation, Finance, etc.)   \$3,658   \$4,628   \$3,804   \$4,813     Office Assistant II (Parks/Facility Maint, Clerk, Permit, etc.)   \$2,886   \$3,653   \$3,00	Senior Project Engineer	\$6,316	\$8,240	\$6,569	\$8,570
Building Official   \$6,018   \$7,725   \$6,259   \$8,034     Senior Plans Examiner/Building Inspector   \$5,152   \$6,784   \$5,358   \$7,055     Senior Building Inspector   \$5,152   \$6,784   \$5,358   \$7,055     Senior Planner   \$5,152   \$6,784   \$5,358   \$7,055     Manager (HR, Pub. Safety, Facilities, Communications, etc.)   \$5,152   \$6,784   \$5,358   \$7,055     Chief Technology Officer   \$5,152   \$6,784   \$5,358   \$7,055     City Clerk   \$5,152   \$6,784   \$5,358   \$7,055     City Clerk   \$5,152   \$6,784   \$5,358   \$7,055     City Clerk   \$5,152   \$6,784   \$5,358   \$7,055     Project Engineer   \$4,784   \$6,056   \$4,975   \$6,298     Building Inspector/Plans Examiner   \$4,784   \$6,056   \$4,975   \$6,298     Supervisor (Recreation, Admin., Park Maint., etc.)   \$4,784   \$6,056   \$4,975   \$6,298     Supervisor (Recreation, Admin., Park Maint., etc.)   \$4,784   \$6,056   \$4,975   \$6,298     Executive Assistant to the City Manager   \$4,784   \$6,056   \$4,975   \$6,298     Executive Assistant   \$4,300   \$5,658   \$4,472   \$5,631     Payroll & Benefits Supervisor   \$4,276   \$5,414   \$4,447   \$5,631     Payroll & Benefits Supervisor   \$4,276   \$5,414   \$4,447   \$5,631     Payroll & Benefits Supervisor   \$4,276   \$5,414   \$4,447   \$5,631     Poputy City Clerk   \$3,399   \$4,985   \$4,097   \$5,184     Assistant Planner   \$3,399   \$4,985   \$4,097   \$5,184     Assistant Planner   \$3,399   \$4,985   \$4,097   \$5,184     Sepecialist (Fin., Office, Land Use, etc.)   \$3,999   \$4,985   \$4,097   \$5,184     Specialist (Permit, Town Center, Recreation, Finance, etc.)   \$3,658   \$4,628   \$3,804   \$4,813     IS Specialist (Permit, Town Center, Recreation, Finance, etc.)   \$3,658   \$4,628   \$3,804   \$4,813     IS Specialist (Permit, Town Center, Recreation, Finance, etc.)   \$2,286   \$3,653   \$3,001   \$3,799     Office Assistant II (Parks/Facility Maint., Clerk, Permit, etc.)   \$2,286   \$3,653   \$3,001   \$3,799     Office Assistant IVIntern   \$2,622   \$3,319   \$2,727   \$3,452     General Laborer   \$4,276   \$5,414   \$4,477   \$5,631     Crew Chief	Community & Government Relations Manager	\$6,018	\$7,725	\$6,259	\$8,034
Senior Plans Examiner/Building Inspector         \$5,152         \$6,784         \$5,358         \$7,055           Senior Planner         \$5,152         \$6,784         \$5,358         \$7,055           Senior Planner         \$5,152         \$6,784         \$5,358         \$7,055           Chief Technology Officer         \$5,152         \$6,784         \$5,358         \$7,055           Chief Technology Officer         \$5,152         \$6,784         \$5,358         \$7,055           City Clerk         \$5,152         \$6,784         \$5,358         \$7,055           Project Engineer         \$4,784         \$6,056         \$4,975         \$6,298           Building Inspector/Plans Examiner         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Executive Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Administrative Assistant         \$4,276         \$5,414	Assistant Development Services Director	\$6,018	\$7,725	\$6,259	\$8,034
Senior Building Inspector         \$5,152         \$6,784         \$5,358         \$7,055           Senior Planner         \$5,152         \$6,784         \$5,358         \$7,055           Manager (HR, Pub. Safety, Facilities, Communications, etc.)         \$5,152         \$6,784         \$5,358         \$7,055           Chief Technology Officer         \$5,152         \$6,784         \$5,358         \$7,055           Chity Clerk         \$5,152         \$6,784         \$5,358         \$7,055           Project Engineer         \$4,784         \$6,056         \$4,975         \$6,298           Building Inspector/Plans Examiner         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Executive Assistant         \$4,300         \$5,658         \$4,472         \$5,614         \$4,477         \$5,631 <td>Building Official</td> <td>\$6,018</td> <td>\$7,725</td> <td>\$6,259</td> <td>\$8,034</td>	Building Official	\$6,018	\$7,725	\$6,259	\$8,034
Senior Planner	Senior Plans Examiner/Building Inspector	\$5,152	\$6,784	\$5,358	\$7,055
Manager (HR, Pub. Safety, Facilities, Communications, etc.)         \$5,152         \$6,784         \$5,358         \$7,055           Chief Technology Officer         \$5,152         \$6,784         \$5,358         \$7,055           City Clerk         \$5,152         \$6,784         \$5,358         \$7,055           Project Engineer         \$4,784         \$6,056         \$4,975         \$6,298           Building Inspector/Plans Examiner         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Sexecutive Assistant         \$4,300         \$5,658         \$4,472         \$5,844           Paralegal         \$4,276         \$5,414         \$4,447         \$5,631           Paralegal         \$4,276         \$5,414         \$4,447         \$5,631           Payroll & Benefits Supervisor         \$4,276         \$5,414         \$4,447         \$5,631           Payroll & Benefits Supervisor         \$4,276	Senior Building Inspector	\$5,152	\$6,784	\$5,358	\$7,055
Chief Technology Officer         \$5,152         \$6,784         \$5,358         \$7,055           City Clerk         \$5,152         \$6,784         \$5,358         \$7,055           Project Engineer         \$4,784         \$6,056         \$4,975         \$6,298           Building Inspector/Plans Examiner         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Assistant to the City Manager         \$4,784         \$6,056         \$4,975         \$6,298           Executive Assistant         \$4,300         \$5,658         \$4,472         \$5,844           Paralegal         \$4,276         \$5,414         \$4,447         \$5,631           Administrative Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Project Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Payroll & Benefits Supervisor         \$4,276         \$5,414         \$4,447         \$5,631           Network Engineer         \$4,276         \$5,414         \$4,447         \$5,631           Poputy City Clerk         \$3,939         \$4,985         \$4,097         \$5,184	Senior Planner	\$5,152	\$6,784	\$5,358	\$7,055
City Clerk         \$5,152         \$6,784         \$5,358         \$7,055           Project Engineer         \$4,784         \$6,056         \$4,975         \$6,298           Building Inspector/Plans Examiner         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Assistant to the City Manager         \$4,784         \$6,056         \$4,975         \$6,298           Executive Assistant         \$4,300         \$3,568         \$4,472         \$5,814           Paralegal         \$4,276         \$5,414         \$4,447         \$5,631           Administrative Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Project Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Payroll & Benefits Supervisor         \$4,276         \$5,414         \$4,447         \$5,631           Network Engineer         \$4,276         \$5,414         \$4,447         \$5,631           Ode Enforcement/Animal Control Officer         \$4,276         \$5,414         \$4,447         \$5,631           Sr. Specialist (Fin., Office, Land Use, etc.)         \$3,939         \$4,985         \$4,097         \$	Manager (HR, Pub. Safety, Facilities, Communications, etc.)	\$5,152	\$6,784	\$5,358	\$7,055
Project Engineer         \$4,784         \$6,056         \$4,975         \$6,298           Building Inspector/Plans Examiner         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Assistant to the City Manager         \$4,784         \$6,056         \$4,975         \$6,298           Executive Assistant         \$4,300         \$5,658         \$4,472         \$5,844           Paralegal         \$4,276         \$5,414         \$4,447         \$5,631           Administrative Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Project Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Payroll & Benefits Supervisor         \$4,276         \$5,414         \$4,447         \$5,631           Network Engineer         \$4,276         \$5,414         \$4,447         \$5,631           Code Enforcement/Animal Control Officer         \$4,276         \$5,414         \$4,447         \$5,631           Deputy City Clerk         \$3,939         \$4,985         \$4,097         \$5,184           Sr. Specialist (Fin., Office, Land Use, etc.)         \$3,399         \$4,985         \$4,097	Chief Technology Officer	\$5,152	\$6,784	\$5,358	\$7,055
Building Inspector/Plans Examiner         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Assistant to the City Manager         \$4,784         \$6,056         \$4,975         \$6,298           Executive Assistant         \$4,300         \$5,658         \$4,472         \$5,884           Paralegal         \$4,276         \$5,414         \$4,447         \$5,631           Administrative Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Porject Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Payroll & Benefits Supervisor         \$4,276         \$5,414         \$4,447         \$5,631           Network Engineer         \$4,276         \$5,414         \$4,447         \$5,631           Code Enforcement/Animal Control Officer         \$4,276         \$5,414         \$4,447         \$5,631           St. Specialist (Fin., Office, Land Use, etc.)         \$3,939         \$4,985         \$4,097         \$5,184           Sr. Specialist (Fin., Office, Land Use, etc.)         \$3,399         \$4,985         \$4,097         \$5,184           Specialist (Permit, Town Center, Recreation, Finance, etc.)	City Clerk	\$5,152	\$6,784	\$5,358	\$7,055
Building Inspector/Plans Examiner         \$4,784         \$6,056         \$4,975         \$6,298           Supervisor (Recreation, Admin., Park Maint., etc.)         \$4,784         \$6,056         \$4,975         \$6,298           Assistant to the City Manager         \$4,784         \$6,056         \$4,975         \$6,298           Executive Assistant         \$4,300         \$5,658         \$4,472         \$5,884           Paralegal         \$4,276         \$5,414         \$4,447         \$5,631           Administrative Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Porject Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Payroll & Benefits Supervisor         \$4,276         \$5,414         \$4,447         \$5,631           Network Engineer         \$4,276         \$5,414         \$4,447         \$5,631           Code Enforcement/Animal Control Officer         \$4,276         \$5,414         \$4,447         \$5,631           St. Specialist (Fin., Office, Land Use, etc.)         \$3,939         \$4,985         \$4,097         \$5,184           Sr. Specialist (Fin., Office, Land Use, etc.)         \$3,399         \$4,985         \$4,097         \$5,184           Specialist (Permit, Town Center, Recreation, Finance, etc.)	Project Engineer	\$4,784	\$6,056	\$4,975	\$6,298
Say	Building Inspector/Plans Examiner	\$4,784	\$6,056	\$4,975	\$6,298
Executive Assistant   \$4,300   \$5,658   \$4,472   \$5,884     Paralegal   \$4,276   \$5,414   \$4,447   \$5,631     Administrative Assistant   \$4,276   \$5,414   \$4,447   \$5,631     Project Assistant   \$4,276   \$5,414   \$4,447   \$5,631     Project Assistant   \$4,276   \$5,414   \$4,447   \$5,631     Payroll & Benefits Supervisor   \$4,276   \$5,414   \$4,447   \$5,631     Network Engineer   \$4,276   \$5,414   \$4,447   \$5,631     Code Enforcement/Animal Control Officer   \$4,276   \$5,414   \$4,447   \$5,631     Deputy City Clerk   \$3,939   \$4,985   \$4,097   \$5,184     Sr. Specialist (Fin., Office, Land Use, etc.)   \$3,939   \$4,985   \$4,097   \$5,184     Assistant Planner   \$3,939   \$4,985   \$4,097   \$5,184     Engineering Technician   \$3,939   \$4,985   \$4,097   \$5,184     Specialist (Permit, Town Center, Recreation, Finance, etc.)   \$3,658   \$4,628   \$3,804   \$4,813     Office Support Specialist (OAllf)   \$3,658   \$4,628   \$3,804   \$4,813     Office Assistant II   \$3,173   \$4,018   \$3,300   \$4,179     Technician I (Parks/Facility Maint., Clerk, Permit, etc.)   \$2,886   \$3,653   \$3,001   \$3,799     Office Assistant I/Intern   \$2,622   \$3,319   \$2,727   \$3,452     General Laborer   \$2,541   \$3,216   \$2,643   \$3,345     Temp. Assistant (Clerical, Rec., etc.)   Min. Wage   \$12.50/hr     Crew Chief   Set by contract   Set by contract   Set by contract     Maintenance Worker (Lead, I,II,III)   Set by contract   Set by contract	Supervisor (Recreation, Admin., Park Maint., etc.)	\$4,784	\$6,056	\$4,975	\$6,298
Paralegal         \$4,276         \$5,414         \$4,447         \$5,631           Administrative Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Project Assistant         \$4,276         \$5,414         \$4,447         \$5,631           Payroll & Benefits Supervisor         \$4,276         \$5,414         \$4,447         \$5,631           Network Engineer         \$4,276         \$5,414         \$4,447         \$5,631           Code Enforcement/Animal Control Officer         \$4,276         \$5,414         \$4,447         \$5,631           Deputy City Clerk         \$3,939         \$4,985         \$4,097         \$5,184           Sr. Specialist (Fin., Office, Land Use, etc.)         \$3,939         \$4,985         \$4,097         \$5,184           Assistant Planner         \$3,939         \$4,985         \$4,097         \$5,184           Engineering Technician         \$3,939         \$4,985         \$4,097         \$5,184           Specialist (Permit, Town Center, Recreation, Finance, etc.)         \$3,658         \$4,628         \$3,804         \$4,813           Office Support Specialist (OAIII)         \$3,658         \$4,628         \$3,804         \$4,813           Office Assistant II         \$3,173         \$4,018         \$3,300	Assistant to the City Manager	\$4,784	\$6,056	\$4,975	\$6,298
Administrative Assistant Project Assistant Project Assistant Project Assistant Payroll & Benefits Supervisor \$4,276 \$5,414 \$4,447 \$5,631  Payroll & Benefits Supervisor \$4,276 \$5,414 \$4,447 \$5,631  Network Engineer \$4,276 \$5,414 \$4,447 \$5,631  Code Enforcement/Animal Control Officer \$4,276 \$5,414 \$4,447 \$5,631  Deputy City Clerk \$3,939 \$4,985 \$4,097 \$5,184  Sr. Specialist (Fin., Office, Land Use, etc.) \$3,939 \$4,985 \$4,097 \$5,184  Assistant Planner \$3,939 \$4,985 \$4,097 \$5,184  Engineering Technician \$3,939 \$4,985 \$4,097 \$5,184  Specialist (Permit, Town Center, Recreation, Finance, etc.)  Office Support Specialist (OAlII) \$3,658 \$4,628 \$3,804 \$4,813  Office Assistant II  Echnician II (Parks/Facility Maint., Clerk, Permit, etc.)  Technician I (Parks Maint., Facility, Communications, etc.)  Office Assistant I/Intern \$2,622 \$3,319 \$2,727 \$3,452  General Laborer \$2,541 \$3,216 \$2,643 \$3,305  Finance, etc.)  Min. Wage \$12.50/hr  Crew Chief Set by contract Set by contract Set by contract Set by contract	Executive Assistant	\$4,300	\$5,658	\$4,472	\$5,884
Project Assistant	Paralegal	\$4,276	\$5,414	\$4,447	\$5,631
Payroll & Benefits Supervisor   \$4,276	Administrative Assistant	\$4,276	\$5,414	\$4,447	\$5,631
Network Engineer         \$4,276         \$5,414         \$4,447         \$5,631           Code Enforcement/Animal Control Officer         \$4,276         \$5,414         \$4,447         \$5,631           Deputy City Clerk         \$3,939         \$4,985         \$4,097         \$5,184           Sr. Specialist (Fin., Office, Land Use, etc.)         \$3,939         \$4,985         \$4,097         \$5,184           Assistant Planner         \$3,939         \$4,985         \$4,097         \$5,184           Engineering Technician         \$3,939         \$4,985         \$4,097         \$5,184           Specialist (Permit, Town Center, Recreation, Finance, etc.)         \$3,658         \$4,628         \$3,804         \$4,813           Office Support Specialist (OAIII)         \$3,658         \$4,628         \$3,804         \$4,813           IS Specialist         \$3,658         \$4,628         \$3,804         \$4,813           Office Assistant II         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks/Facility Maint., Clerk, Permit, etc.)         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks Maint., Facility, Communications, etc.)         \$2,886         \$3,653         \$3,001         \$3,799           Office Assistant I/Intern	Project Assistant	\$4,276	\$5,414	\$4,447	\$5,631
Code Enforcement/Animal Control Officer         \$4,276         \$5,414         \$4,447         \$5,631           Deputy City Clerk         \$3,939         \$4,985         \$4,097         \$5,184           Sr. Specialist (Fin., Office, Land Use, etc.)         \$3,939         \$4,985         \$4,097         \$5,184           Assistant Planner         \$3,939         \$4,985         \$4,097         \$5,184           Engineering Technician         \$3,939         \$4,985         \$4,097         \$5,184           Specialist (Permit, Town Center, Recreation, Finance, etc.)         \$3,658         \$4,628         \$3,804         \$4,813           Office Support Specialist (OAHI)         \$3,658         \$4,628         \$3,804         \$4,813           IS Specialist         \$3,658         \$4,628         \$3,804         \$4,813           Office Assistant II         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks/Facility Maint., Clerk, Permit, etc.)         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks Maint., Facility, Communications, etc.)         \$2,886         \$3,653         \$3,001         \$3,799           Office Assistant I/Intern         \$2,622         \$3,319         \$2,727         \$3,452           Temp. Assistant (Cleric	Payroll & Benefits Supervisor	\$4,276	\$5,414	\$4,447	\$5,631
Code Enforcement/Animal Control Officer         \$4,276         \$5,414         \$4,447         \$5,631           Deputy City Clerk         \$3,939         \$4,985         \$4,097         \$5,184           Sr. Specialist (Fin., Office, Land Use, etc.)         \$3,939         \$4,985         \$4,097         \$5,184           Assistant Planner         \$3,939         \$4,985         \$4,097         \$5,184           Engineering Technician         \$3,939         \$4,985         \$4,097         \$5,184           Specialist (Permit, Town Center, Recreation, Finance, etc.)         \$3,658         \$4,628         \$3,804         \$4,813           Office Support Specialist (OAHI)         \$3,658         \$4,628         \$3,804         \$4,813           IS Specialist         \$3,658         \$4,628         \$3,804         \$4,813           Office Assistant II         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks/Facility Maint., Clerk, Permit, etc.)         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks Maint., Facility, Communications, etc.)         \$2,886         \$3,653         \$3,001         \$3,799           Office Assistant I/Intern         \$2,622         \$3,319         \$2,727         \$3,452           Temp. Assistant (Cleric	Network Engineer	\$4,276	\$5,414	\$4,447	\$5,631
Sr. Specialist (Fin., Office, Land Use, etc.)       \$3,939       \$4,985       \$4,097       \$5,184         Assistant Planner       \$3,939       \$4,985       \$4,097       \$5,184         Engineering Technician       \$3,939       \$4,985       \$4,097       \$5,184         Specialist (Permit, Town Center, Recreation, Finance, etc.)       \$3,658       \$4,628       \$3,804       \$4,813         Office Support Specialist (OAIII)       \$3,658       \$4,628       \$3,804       \$4,813         IS Specialist       \$3,658       \$4,628       \$3,804       \$4,813         Office Assistant II       \$3,173       \$4,018       \$3,300       \$4,179         Technician I (Parks/Facility Maint., Clerk, Permit, etc.)       \$3,173       \$4,018       \$3,300       \$4,179         Technician I (Parks Maint., Facility, Communications, etc.)       \$2,886       \$3,653       \$3,001       \$3,799         Office Assistant I/Intern       \$2,622       \$3,319       \$2,727       \$3,452         General Laborer       \$2,541       \$3,216       \$2,643       \$3,345         Temp. Assistant (Clerical, Rec., etc.)       Min. Wage       \$12.50/hr       Min. Wage       \$12.50/hr         Crew Chief       Set by contract       Set by contract       Set by contract <td>Code Enforcement/Animal Control Officer</td> <td>\$4,276</td> <td>\$5,414</td> <td>\$4,447</td> <td>\$5,631</td>	Code Enforcement/Animal Control Officer	\$4,276	\$5,414	\$4,447	\$5,631
Assistant Planner  Engineering Technician  Specialist (Permit, Town Center, Recreation, Finance, etc.)  Office Support Specialist (OAIII)  IS Specialist  Office Assistant II  Technician II (Parks/Facility Maint., Clerk, Permit, etc.)  Technician I (Parks Maint., Facility, Communications, etc.)  Office Assistant I/Intern  Technician I (Parks Maint., Facility, Communications, etc.)  Office Assistant I/Intern  Sepecialist  Sa,658  \$4,628  \$3,804  \$4,813  \$3,658  \$4,628  \$3,804  \$4,813  \$4,018  \$3,300  \$4,179  \$5,184  \$4,018  \$3,804  \$4,813  \$4,018  \$3,300  \$4,179  \$4,018  \$3,300  \$4,179  \$5,184	Deputy City Clerk	\$3,939	\$4,985	\$4,097	
Sample   S	Sr. Specialist (Fin., Office, Land Use, etc.)	\$3,939	\$4,985	\$4,097	\$5,184
Sample   S	Assistant Planner	\$3,939	\$4,985	\$4,097	\$5,184
Specialist (Permit, Town Center, Recreation, Finance, etc.)         \$3,658         \$4,628         \$3,804         \$4,813           Office Support Specialist (OAIII)         \$3,658         \$4,628         \$3,804         \$4,813           IS Specialist         \$3,658         \$4,628         \$3,804         \$4,813           Office Assistant II         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks/Facility Maint., Clerk, Permit, etc.)         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks Maint., Facility, Communications, etc.)         \$2,886         \$3,653         \$3,001         \$3,799           Office Assistant I/Intern         \$2,622         \$3,319         \$2,727         \$3,452           General Laborer         \$2,541         \$3,216         \$2,643         \$3,345           Temp. Assistant (Clerical, Rec., etc.)         Min. Wage         \$12.50/hr         Min. Wage         \$12.50/hr           Crew Chief         Set by contract         Set by contract         Set by contract	Engineering Technician		\$4,985		
Office Support Specialist (OAIII)         \$3,658         \$4,628         \$3,804         \$4,813           IS Specialist         \$3,658         \$4,628         \$3,804         \$4,813           Office Assistant II         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks/Facility Maint., Clerk, Permit, etc.)         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks Maint., Facility, Communications, etc.)         \$2,886         \$3,653         \$3,001         \$3,799           Office Assistant I/Intern         \$2,622         \$3,319         \$2,727         \$3,452           General Laborer         \$2,541         \$3,216         \$2,643         \$3,345           Temp. Assistant (Clerical, Rec., etc.)         Min. Wage         \$12.50/hr         Min. Wage         \$12.50/hr           Crew Chief         Set by contract         Set by contract         Set by contract           Maintenance Worker (Lead, I,II,III)         Set by contract         Set by contract	Specialist (Permit, Town Center, Recreation, Finance, etc.)	\$3,658	\$4,628	\$3,804	
IS Specialist       \$3,658       \$4,628       \$3,804       \$4,813         Office Assistant II       \$3,173       \$4,018       \$3,300       \$4,179         Technician II (Parks/Facility Maint., Clerk, Permit, etc.)       \$3,173       \$4,018       \$3,300       \$4,179         Technician I (Parks Maint., Facility, Communications, etc.)       \$2,886       \$3,653       \$3,001       \$3,799         Office Assistant I/Intern       \$2,622       \$3,319       \$2,727       \$3,452         General Laborer       \$2,541       \$3,216       \$2,643       \$3,345         Temp. Assistant (Clerical, Rec., etc.)       Min. Wage       \$12.50/hr       Min. Wage       \$12.50/hr         Crew Chief       Set by contract       Set by contract       Set by contract         Maintenance Worker (Lead, I,II,III)       Set by contract       Set by contract	Office Support Specialist (OAIII)		\$4,628	\$3,804	\$4,813
Offfice Assistant II         \$3,173         \$4,018         \$3,300         \$4,179           Technician II (Parks/Facility Maint., Clerk, Permit, etc.)         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks Maint., Facility, Communications, etc.)         \$2,886         \$3,653         \$3,001         \$3,799           Office Assistant I/Intern         \$2,622         \$3,319         \$2,727         \$3,452           General Laborer         \$2,541         \$3,216         \$2,643         \$3,345           Temp. Assistant (Clerical, Rec., etc.)         Min. Wage         \$12.50/hr         Min. Wage         \$12.50/hr           Crew Chief         Set by contract         Set by contract         Set by contract           Maintenance Worker (Lead, I,II,III)         Set by contract         Set by contract	IS Specialist	t	\$4,628		
Technician II (Parks/Facility Maint., Clerk, Permit, etc.)         \$3,173         \$4,018         \$3,300         \$4,179           Technician I (Parks Maint., Facility, Communications, etc.)         \$2,886         \$3,653         \$3,001         \$3,799           Office Assistant I/Intern         \$2,622         \$3,319         \$2,727         \$3,452           General Laborer         \$2,541         \$3,216         \$2,643         \$3,345           Temp. Assistant (Clerical, Rec., etc.)         Min. Wage         \$12.50/hr         Min. Wage         \$12.50/hr           Crew Chief         Set by contract         Set by contract         Set by contract           Maintenance Worker (Lead, I,II,III)         Set by contract         Set by contract	Office Assistant II	i	\$4,018		
Technician I (Parks Maint., Facility, Communications, etc.)         \$2,886         \$3,653         \$3,001         \$3,799           Office Assistant I/Intern         \$2,622         \$3,319         \$2,727         \$3,452           General Laborer         \$2,541         \$3,216         \$2,643         \$3,345           Temp. Assistant (Clerical, Rec., etc.)         Min. Wage         \$12.50/hr         Min. Wage         \$12.50/hr           Crew Chief         Set by contract         Set by contract         Set by contract           Maintenance Worker (Lead, I,II,III)         Set by contract         Set by contract	Technician II (Parks/Facility Maint., Clerk, Permit, etc.)	i	-		-
Office Assistant I/Intern         \$2,622         \$3,319         \$2,727         \$3,452           General Laborer         \$2,541         \$3,216         \$2,643         \$3,345           Temp. Assistant (Clerical, Rec., etc.)         Min. Wage         \$12.50/hr         Min. Wage         \$12.50/hr           Crew Chief         Set by contract         Set by contract         Set by contract           Maintenance Worker (Lead, I,II,III)         Set by contract         Set by contract					
General Laborer \$2,541 \$3,216 \$2,643 \$3,345 Temp. Assistant (Clerical, Rec., etc.) Min. Wage \$12.50/hr Crew Chief Set by contract Set by contract Maintenance Worker (Lead, I,II,III) Set by contract Set by contract	· · · · · · · · · · · · · · · · · · ·				
Temp. Assistant (Clerical, Rec., etc.)  Min. Wage \$12.50/hr  Min. Wage \$12.50/hr  Crew Chief  Set by contract  Maintenance Worker (Lead, I,II,III)  Set by contract  Set by contract		· ·	•		
Crew Chief Set by contract Set by contract Maintenance Worker (Lead, I,II,III) Set by contract Set by contract		•	-	•	
Maintenance Worker (Lead, I,II,III)  Set by contract  Set by contract	·	, and the second		e	
		<u>-</u>		=	
The state of the s		_		•	
Mayor Set by separate ordinance Set by separate ordinance	· ·				

PPO Plan (Regence):		2009 WDS			GH 437.78 + 109.5 =	547.28	Exhibit C
			Medical		Total Med, Dent, and		
Updated 10/2/2008	2009		Only		Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	469.40	Employee Only	469,40		537.27	547.28	-10.01
Spouse (S)	469.40		938.80		1053,12	1006.18	46.94
1st Dep	228.50	E+S+One Dep.	1167.30		1338,67	1268.88	69.79
2nd Dep*		E+S+Two Dep.	1355.90	**********	1527,27	1438.62	88.66
*No additional cost for more dependents.		E±One Dep.	697.90		812.22	789.37	22.85
	7	E+Two Dep.	886.50	2121212121	1057.87	1016.16	41.71
							awcm1d
			Semi-Mthly	,	Semi total prem	Semi City Pays	Semi EE Pays
		Employee Only			268.635	273.640	4-5,005
		E+S	469.400	2011214111	526.560	503,090	23.470
MEMORY-AND AND AND AND AND AND AND AND AND AND		E+S+One Dep.			669,335	634.440	34.895
		E+S+Two Dep.		THURST	763.635	719.310	44.33
		E∓One Dep.			406.110		11.45
		E+Two Dep.	443.250	Jershi 	528.935	508.080	20.855
		E+1wo Dep.	443.230		320.933	306.060	20.633
						S LA II LA	
Group Health Co-Pay Plan 2 (HMO)	:	L CONTRACTOR OF THE CONTRACTOR				547.28	
<del> </del>			Medical		Total Med, Dent, and	***************************************	
	2009		Only		Vision Prem	City Pays	Out-of-Pocket For Emp
Employee		Employee Only			437.78	547.28	-109,50
Spouse	362.27	E+S	732.18		846.50	810.27	36.23
1st Dep	183.21	E+S+One Dep.	915.39		1086.76	1032.21	54.55
2nd Dep*	183.21	E+S+Two Dep.	1098.60		1269.97	1197.10	72.87
*No additional cost for more dependents.		E+One Dep.	553.12		667.44	649.12	18.32
		E+Two Dep.	736.33	Andrew Late	907.70	871.06	36.64
L. MANAGE MANAGEMENT OF THE STATE OF THE STA							awcm2d
			Semi-Mthly	,	Semi total prem	Semi City Pays	Semi EE Pays
		Employee Only	184.955		218.890	273.640	-54.750
		E+S	366.090	Prist 13 (8/1)	423.250	405,137	18.11
		E+S+One Dep.			543,380	516.106	27.27
1/28//11/0/05		E+S+Two Dep.	> >	£3826323434	634.985	598.551	36.43
		E+One Dep.	276.560		333,720	324,560	9.16
A CALL OF THE CONTRACT OF THE		E+Two Dep.	368.165	niibiii	453.850	435.529	18.32
		B. two Bep.	500.105		100.000	150.025	
Dental Plan F (WA Dental Service):	ļ		*The ou	t-of-r	cocket amount is more wit	h orthodontia	
(not including Orthodontia)	2009	Semi	1110 00	5. 1	i i i i i i i i i i i i i i i i i i i		
Employee	52,20	26.100					
E+1	98.65	49.325		Orf	hodontia Plan IV (W	DS):	
E+2 or more	155.70			511		2009	
D+2 of more	100.10	77,050		r	B 1		G:
and the state of t	1				Employee	0.00	Semi
Vision Service Plan:	2009	Semi			E+1	1.00	0.500
Employee & Full Family	15.67	7.835			E+2 or more	33.55	16.775

2009	Willamette De		GH 433.13 + 109.5 =	542.63	Exhibit C
2009		Medical Only	Total Med. Dent. and Vision Prem	City Pays	Out-of-Pocket For Empl
	Employee Only			THE RESERVE OF THE PARTY OF THE	-10.01
469.40	E+S	938.80	1043.37	996.43	46.94
228.50	E+S+One Dep.	1167.30	1324.87	1255.08	69.79
188.60	E+S+Two Dep.	1355.90	1513.47	1424.82	88.66
	E+One Dep.	697.90	802.47	779.62	22.85
	E+Two Dep.	886.50	1044.07	1002.36	41.71
					awcm1d
	BANGKAN BERGERANG SANSTON STATE DER SENERAL BERGERAN DER SENERAL BERGERAN DER SENERAL BERGERAN DER SENERAL BER	and work has come our most with the other has more set from company a fire	tarar una que manta albe ana cale de estade deser estada estada dele dele dele dele dele dele dele d	adamenta anno andre anno de como de co	
	\$\$6\$\$\$\$\$ 6579 49 681 643 645 163 50 \$141 667 167 167 464 51	E SOUR SAME YOURS AND SOURS TO SENS PROPERTY.		PRAPERTOR & 20170 X OFFERENCE SEE STATES ASSESSED ASSESSED.	-5.005
	( POPOLOGICAL SERVICIO DE S	ERICRE PRINCIPLIST RESERVATE DE LA PRINCIPLISTA DE LA PRINCIPLISTA DE LA PRINCIPLISTA DE LA PRINCIPLISTA DE LA		na area agus an a real meire de de demondra de desperado de la composição de la composição de la composição de	23.470
	CATTA ATTACABLE SECTION CONTRACTOR SENSON SERVICES CONTRACTOR SECTION SERVICES CONTRACTOR SERVICES CONTRAC	007X0X0X3X3X3XXXXXXXXXXXXXXXXXXXXXXXXXX	PERMITTER CONTRACTOR OF THE PERMITTER STATES OF THE PE	*********	34.895
	AND WAY AND INDEX BY SEPTANCE THE TRANSPORTED BY THE BY THE	n m manero mineral establishes se s	756.735	ANTONIO ANTONIO PARAMENTE EN ENTRE POR ANTONIO ANTONIO ANTONIO	44.33
	E+One Dep.	348.950	401,235	389.810	11.43
	E+Two Dep.	443.250	522.035	501.180	20.855
	469.40 228.50	469.40 Employee Only 469.40 E+S 228.50 E+S+One Dep 188.60 E+S+Two Dep. E+One Dep E+Two Dep.  Employee Only E+S E+S+Two Dep.  E+S+Two Dep. E+S+Cone Dep E+S+Two Dep. E+S+Two Dep.	2009 Only  469.40 Employee Only 469.40  469.40 E+S 938.80  228.50 E+S+One Dep. 1167.30  188.60 E+S+Two Dep. 1355.90  E+One Dep. 697.90  E+Two Dep. 886.50  Semi-Mthly  Employee Only 234.700  E+S 469.400  E+S+One Dep. 583.650  E+S+Two Dep. 677.950  E+One Dep. 348.950	Total Med, Dent, and Vision Prem	2009         Only         Total Med, Dent, and Vision Prem         City Pays           469.40         Employee Only         469.40         532.62         542.63           469.40         E+S         938.80         1043.37         996.43           228.50         E+S+One Dep.         1167.30         1324.87         1255.08           188.60         E+S+Two Dep.         1355.90         1513.47         1424.82           E+One Dep.         697.90         802.47         779.62           E+Two Dep.         886.50         1044.07         1002.36           Semi-Mthly         Semi total prem         Semi City Pays           E+S         469.400         521.685         498.215           E+S+One Dep.         583.650         662.435         627.540           E+S+Two Dep.         677.950         756.735         712.410           E+One Dep.         348.950         401.235         389.810

Group He	ealth Co-l	Pay Plan 2	(HMO):
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	( )					H.
			Medical			Out-of-Pocket
	2009		Only	Total Med, Dent, and Vision Prem	City Pays	For Empl
Employee	369.91	Employee Only	369.91	433.13	542.63	-109,50
Spouse	362.27	E+S	732.18	836.75	800.52	36.23
1st Dep	183.21	E+S+One Dep.	915.39	1072.96	1018.41	54,55
2nd Dep*	183.21	E+S+Two Dep.	1098.60	1256.17	1183.30	72.87
*No additional cost for more of	iependents.	E+One Dep.	553,12	657.69	639,37	18.32
		E+Two Dep.	736.33	893.90	857.26	36.64

awcm2d Semi total prem Semi City Pays Semi EE Pays Semi-Mthly

216.565 271,315 -54.750 Employee Only 184.955 E+S 418.375 400.262 366.090 18.11 27.27 536.480 509.206 E+S+One Dep. 457.695 E+S+Two Dep. 549.300 628.085 591.651 36.43 276.560 328.845 319.685 9.16 E+One Dep. 446.950 428.629 18.32 E+Two Dep. 368.165

### Willamette Dental

Dental Plan (Willamette Dental Service \$10 copay):

(does include Orthodontia)	2009	Semi
Employee	47.55	23.775
E+1	88.90	44.450
E+2 or more	141.90	70.950

Vision Service Plan: 2009 Semi 7.835 Employee & Full Family 15.67

<sup>\*</sup>The out-of-pocket amount is more with orthodontia.



M:ORD/2008/541 Health Benefits Exhibit C Pgs 1-6

## UNION EMPLOYEE RATES with WDS

2009

Exhibit C

Plan B (Regence):

			Medical	Total Med, Dent,		Out-of-Pocket
Updated 10/2/2008	2009		Only	and Vision Prem	City Pays	For Empi
Employee (E)	507.10	Employee Only	4507.10	574.97	574.97	0.00
Spouse (S)	507.10	E+S	1014.20	1128.52	1027.10	101.42
1st Dep	235.55	E+S+One Dep.	1249.75	1421.12	1272.59	148,53
2nd Dep*	203.45	E+S+Two Dep.	1453.20	1624.57	1435.35	189.22
*No additional cost for more d	ependents.	E+One Dep.	742.65	856,97	809.86	47,11
		E+Two Dep.	946.10	1117.47	1029.67	87.80

	Medical Semi-N	Mthl Semi-Mthly Total	Semi City Pays	Semi Empl Pays
Employee Only	253,550	287.485	287.485	0.000
E+S	507.100	564.260	513.550	50.710
E+S+One Depi	624.875	July 710.560	636,295	74.265
E+S+Two Dep.	726,600	812.285	717.675	94.610
E+One Dep.	371,325	428.485	404.930	23,555
E+Two Dep.	473.050	558.735	514.835	43.900

Group Health Co-Pay Plan 2 (HMO):

-	•		Medical	Total Med, Dent,		Out-of-Pocket
	2009		Only	and Vision Prem	City Pays	For Empl
Employee	369.91	Employee Only	369.91	437.78	437.78	0.00
Spouse	362.27	E+S	732.18	846.50	846.50	0.00
1st Dep	183.21	E#S+One Dep.	915.39	1086.76	1086.76	0.00
2nd Dep*	183.21	E+S+Two Dep.	1098.60	1269.97	1269.97	0.00
*No additional cost for m	ore dependents.	E-One Dep.	553.12	667.44	667,44	0.00
		E+Two Dep.	736.33	907.70	907.70	0.00

	Medical Semi-l	Mthl Semi-Mthly Total i	Semi City Pays	Semi Empl Pays
Employee Only	184.955	218:890	218 890	0.000
E+S	366.090	423.250	423.250	0.000
E+S+One Dep.	457.695	543.380	543,380	0.000
E+S+Two Dep.	549.300	634.985	634.985	0.000
E+One Dep	276.560	333.720	333.720	0.000
E+Two Dep.	368.165	453.850	453.850	0.000

#### Dental Plan F (WA Dental Service):

(not including Orthodontia)	2009				
Employee	52.20	26.10			
E+1	98.65	49.325	Vision Service Plan:	2009	
E+2 or more	155.70	77.85	Employee & Full Family	15.67	7.835

## Orthodontia Plan IV (WDS):

2009

Employee	0.00
E+1	1.00
E+2 or more	33.55

				Total Med, Dent,		Out-of-Pocket
Updated 10/2/2008	2009		Medical Only	and Vision Prem	City Pays	For Empl
Employee (E)	507.10	Employee Only	507.10	570.32	570.32	0.00
Spouse (S)	507.10	E+S	1014.20	1118.77	1017.35	101.42
1st Dep	235.55	E+S+One Dep.	1249.75	1407.32	1258,79	148,53
2nd Dep*	203.45	E+S+Two Dep.	1453.20	1610.77	1421.55	189.22
*No additional cost for more	dependents.	E+One Dep.	742,65	847.22	800.11	47,11
		E+Two Dep.	946.10	1103.67	1015.87	87.80

	Medical Semi-Mthly	Semi-Mthly Total in	Semi City Pays	Semi Empl Pays
Employee Only	253,55	285.16	285.160	0.000
E+S	507.10	559.39	508.675	50.710
E+S+One Dep.	624.88	703.66	629.395	74.265
E+S+Two Dep.	726.60	805.39	710.775	94.610
E+One Dep.	371,33	423.61	400.055	23.555
E+Two Dep.	473.05	551.84	507.935	43.900

Group Health Co-Pay Plan 2 (HMO):

				Total Med, Dent,		Out-of-Pocket
	2009		Medical Only	and Vision Prem	City Pays	For Empl
Employee	369.91	Employee Only	369.91	433.13	433,13	0.00
Spouse	362.27	E+S	732.18	836.75	836.75	0.00
1st Dep	183.21	E+S+One Dep.	915.39	1072.96	1072.96	0.00
2nd Dep*	183.21	E+S+Two Dep.	1098.60	1256.17	1256.17	0.00
*No additional cost for n	nore dependents.	E#One Dep.	553.12 (6.5)	657.69	657.69	0:00
		E+Two Dep.	736.33	893.90	893.90	0.00

	Medical Semi-Mthly	Semi-Mthly Total in	Semi City Pays	Semi Empl Pays
Employee Only	184.96	216.57	216.57	0.000
E+S	366.09	418.38	418.38	0.000
E+S+One Dep.	457.70	536.48	536.48	0.000
E+S+Two Dep.	549.30	628.09	628.09	0.000
E+One Dep.	276.56	328.85	328.85	0.000
E+Two Dep.	368.17	446.95	446.95	0.000

## Dental Plan (Willamette Dental Service \$10 copay):

(does includ Orthodontia)	2009
Employee	47.55
E+I	88.90
E+2 or more	141.90

Vision Service Plan:	2009
Employee & Full Family	15.67

Plan B (Regence	): Council	2009 WDS			1221.70 E	xhibit C
Updated 10/2/2008	2009		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	507.10	Employee Only	507.10	574,97	1,221.70	-646.73
Spouse (S)	507.10	E+S	1014.20	1128.52	1,221.70	-93.18
1st Dep	235.55	E+S+One Dep.	1249.75	1421,12	1,401,18	19.94
2nd Dep*	203.45	E+S+Two Dep.	1453.20	1624.57	1,584.28	40.30
*No additional cost for more	e dependents.	E+One Dep.	742.65	856.97	1,221.70	-364.73
		E+Two Dep.	946.10	1117.47	1,221.70	-104.23
						awcm1d
			Semi-Mthly	Semi total prem	Semi City Pays	Semi EE Pays
		Employee Only	253,55	287.49	610.85	1-41-1-1-1-1-323,36 No. 1-1-1-1-1
		E+S	507.10	564.26	610.85	-46.59
		E+S+One Dep.	624.88	710.56	700.59	9,97
		E+S+Two Dep.	726.60	812.29	792.14	20.15
		E+One Dep.	371,33	428,49	610.85	-182.36

Group Health Co-Pay Plan 2 (HMO):

E+Two Dep.

1221.70

610.85

-52.11

•	·	,	Medical	Total Med, Dent,	ionioseringargggaphic	
_	2009	<u> </u>	Only	and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	369.91	Employee Only	369.91	437.78	1221,70	-783.92
Spouse	362.27	E+S	732.18	846.50	1221.70	-375.20
1st Dep	183.21	E+S+One Dep.	915.39	1086,76	1221.70	-134.94
2nd Dep*	183.21	E+S+Two Dep.	1098.60	1269.97	1265.14	4.83
*No additional cost for t	nore dependents.	E+One Dep.	553.12	667,44	1221.70	-554,26
		E+Two Dep	736.33	907.70	1221.70	-314.00

473.05

				awcm2d
	Semi-Mthly	Semi total prem	Semi City Pays	Semi EE Pays
Employee Only	184.96	218.89	610.85	-391,96
E+S	366,09	423.25	610.85	-187.60
E+S+One Dep	457,70	543,58	610.85	-67.47
E+S+Two Dep	549.30	634.99	632.57	2,41
E+One Dep.	276,56	533.72	610.85	-277,13
E+Two Dep.	368.17	453.85	610.85	-157.00

558.74

## Dental Plan F (WA Dental Service):

	2009
Employee	52.20
E+1	98.65
E+2 or more	155.70

Vision Service Plan:	2009
Employee & Full Family	15.67

Plan B (Regence): Council 2009	Willamette	е
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	,		_		Beautiful Time (Colombia)	minor C
			Medical	Total Med, Dent,	entraktionen atatata interpretaria eta eta eta eta eta eta eta eta eta et	Out-of-Pocket For
Updated 10/9/2008	2009		Only	and Vision Prem	City Pays	Empl
Employee (E)	507.10	Employee Only	507.10	570.32	1,221.70	-651.38
Spouse (S)	507.10	E+S	1014.20	1118.77	1,221.70	-102.93
1st Dep	235.55	E#S+One Dep.	1249.75	1407.32	1,388.76	18.56
2nd Dep*	203.45	E+S+Two Dep.	1453.20	1610.77	1,571.86	38.92
*No additional cost for more	dependents.	E+One Dep.	742.65	847.22	1,221,70	-374.48
		E+Two Dep.	946.10	1103.67	1,221.70	-118.03

				awciiitu
	Semi-Mthly	Semi total prem Se	emi City Pays	Semi EE Pays
Employee Only	253.55	285.16	610.85	-325.69
E+S	507.10	559.39	610.85	-51.463
E#S#One Dep.	624.88	703,66	694,38	9.281
E+S+Two Dep.	726.60	805.39	785.93	19.46
E+One Dep.	371.33	423.61	610.85	-187.24
E+Two Dep.	473.05	551.84	610.85	-59.013

## Group Health Co-Pay Plan 2 (HMO):

Group Meanin	Co-Lay Llan	<i>z</i> (IIIII <i>O</i> ).			IZZIJAU	
			Medical	Total Med, Dent,		Out-of-Pocket For
	2009		Only	and Vision Prem	City Pays	Empl
Employee	369.91	Employee Only	369.91	433.13	1221.70	-788.57
Spouse	362.27	E+S	732.18	836.75	1221.70	-384.95
1st Dep	183.21	E+S+One Dep.	915.39	1072.96	1221.70	-148.74
2nd Dep*	183.21	E+S+Two Dep.	1098.60	1256.17	1252.72	3.45
*No additional cost for	more dependents.	E+One Dep.	553.12	657.69	1221.70	-564.01
		E+Two Dep.	736.33	893.90	1221.70	-327.80
			•			awcm2d

	Semi-Mthly	Semi total prem Se	emi City Pays	Semi EE Pays
Employee Only	184.96	216.57	610.85	394.28
E+S	366.09	418.38	610.85	-192.47
E+S+One Dep.	457.70	536.48	610,85	-74.37
E+S+Two Dep.	549.30	628.09	626.36	1.72
E+One Dep.	276.56	328,85	610.85	-282.00
E+Two Dep.	368.17	446.95	610.85	-163.90

#### Dental (Wallemett Dental Service):

	2009
Employee	47.55
E+1	88.90
E+2 or more	141.90

Vision Service Plan:	2009
Employee & Full Family	15.67