

## REIMBURSEMENT AGREEMENT

This Reimbursement Agreement ("Agreement") is entered into as of \_\_\_\_\_, 2020 by and between the City of Hayward, a California charter city (City) and \_\_\_\_\_ ("Developer") with reference to the following facts:

### RECITALS

- A. The City and Developer have entered into that certain Exclusive Negotiating Rights Agreement (Parcel 6) dated \_\_\_\_\_, 2020, as such may be amended from time to time (the "ENRA").
- B. Capitalized terms used but not defined in this Agreement shall have the meaning set forth in the ENRA.
- C. In Section 1.5 of the ENRA, Developer agreed to reimburse the City for the City Costs.

NOW THEREFORE in consideration of the City's agreement to enter in the ENRA and for other good and valuable consideration, receipt of which is hereby acknowledged, and the mutual promises set forth below, the City and Developer (individually a "Party" and collectively, the "Parties") agree as follows:

#### Section 1. **City Costs.**

- 1.1. **Internal and Out of Pocket Third Party Costs.** Commencing on the date of this Agreement, the Developer shall reimburse the City for all City Costs as defined in Section 1.5 of the ENRA. This Agreement shall not govern ordinary permitting, entitlement and development application fees and costs generally charged to property owners submitting applications to the City. The Developer shall remain separately responsible for such costs.
- 1.2. **Time and Materials Basis.** The City Costs shall be incurred and accrue on a time and materials basis. The hourly rates for City staff, the City attorney and the City's outside counsel are set forth in the attached Exhibit A, and may be updated from time to time by the City upon thirty (30) days' notice to Developer.
- 1.3. **Payments by Developer.** Pursuant to Section 1.5 of the ENRA, the City agreed to use the Reimbursement Deposit for the first Forty Thousand Dollars (\$40,000) of City Costs, subject to replenishment requirements under Section 1.5. If at any time the remaining unencumbered balance of the Reimbursement Deposit is less than Fifteen Thousand Dollars (\$15,000), the City shall request in writing that the Developer replenish the Reimbursement Deposit amount to bring the unencumbered balance to at least Twenty Five Thousand Dollars (\$25,000). At the time the City delivers a request for replenishment to the Developer, the City shall also provide to the Developer an accounting of the reimbursements to be made out of the Reimbursement Deposit through the date of the City's request to replenish the Reimbursement Deposit in accordance with the terms of the Reimbursement Agreement.

- 1.4. **Monthly Reporting.** In addition to the accounting provided pursuant to Section 1.3 above and the right to request an estimate of City Costs under Section 1.5 of the ENRA, if requested by Developer, City and Developer may meet regarding the then current status of City Costs and City Costs anticipated to be incurred in the subsequent month. The City may consider Developer's comments at such meeting, but the meeting will not limit, reduce or otherwise affect Developer's obligations under this Agreement or the ENRA. The Developer shall remain liable for the City Costs pursuant to the ENRA and this Agreement, regardless of (a) any information or estimates provided by the City at such meeting, (b) the outcome of the meeting, the nature and content of Developer's comments, or (c) otherwise. The City shall not be obligated to meet with Developer more than one time per month concerning the City Costs.

Section 2. **Notices.** Any notice required under this Agreement shall be in writing and provided in the manner and to the persons identified in Section 3.2 of the ENRA.

Section 3. **Miscellaneous.** This Agreement may be modified only in writing and by mutual consent of all parties. This Agreement shall become effective when signed by the authorized representatives of the City and Developer. There are no intended third party beneficiaries of this Agreement. The parties acknowledge and agree that this Agreement is entered into for their benefit and not for the benefit of any other party. This Agreement shall be governed by the applicable laws of California. This Agreement, the ENRA and the permits to enter contemplated in the ENRA contain all of the representations and the entire agreement between the parties with respect to the subject matter of this Agreement. This Agreement may be signed in multiple counterparts, which, when signed by all parties, shall constitute a binding agreement.

Section 4. **Disputes.** In the event that the Developer disputes any request for reimbursement or invoice provided to the Developer by the City pursuant to Section 1.3 above, Developer shall notify City in writing within five (5) days of Developer's receipt of the reimbursement or invoice. If not disputed by Developer within such five (5) day period, all requests for reimbursement or invoice by the City shall be presumed valid and deemed approved by Developer.

Section 5. **Exhibits.** The following Exhibits are attached hereto and made a part hereof:

Exhibit A      Billing and Materials Rates

IN WITNESS WHEREOF, the parties have executed this Agreement on the date first noted above.

**DEVELOPER:**

\_\_\_\_\_

By: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

**CITY:**

CITY OF HAYWARD, a California charter city

By: \_\_\_\_\_  
Kelly McAdoo, City Manager

**APPROVED AS TO FORM**

**ATTEST:**

By: \_\_\_\_\_  
Michael S. Lawson, City Attorney  
Joseph Brick, Assistant City Attorney

\_\_\_\_\_  
Miriam Lens, City Clerk

**EXHIBIT A**

**Billing and Materials Rates**



**Fully Burdened Hourly Rate Calculation - Full Time Employees**

<b>Department</b>	<b>Dept/Position</b>	<b>Fully Burdened Hourly Rate</b>
CITY ATTORNEYS OFFICE	CITY ATTORNEYS OFFICE	112.53
CITY CLERK	CITY CLERK	101.84
CITY MANAGERS OFFICE	CITY MANAGERS OFFICE	121.27
PUBLIC WORKS - ENGINEERING & T	PUBLIC WORKS - ENGINEERING & T	122.56
FINANCE	FINANCE	90.38
FIRE	FIRE	158.46
HUMAN RESOURCES	HUMAN RESOURCES	113.83
INFORMATION TECHNOLOGY	INFORMATION TECHNOLOGY	168.99
MAYOR AND COUNCIL	MAYOR AND COUNCIL	29.43
MAINTENANCE SERVICES	MAINTENANCE SERVICES	115.50
POLICE	POLICE	132.30
LIBRARY AND COMMUNITY SERVICES	LIBRARY AND COMMUNITY SERVICES	106.85
PUBLIC WORKS - UTILITIES & ENV	PUBLIC WORKS - UTILITIES & ENV	80.76
PLANNING	PLANNING	163.58
BUILDING INSPECTION	BUILDING INSPECTION	142.87
CODE ENFORCEMENT	CODE ENFORCEMENT	105.15
FIRE	HAZARDOUS MATERIALS	165.21
FIRE	FIRE PREVENTION	221.26
FIRE	OPERATIONS	160.76
BUILDING INSPECTION	Bldg: Administrative Clerk II	88.04
BUILDING INSPECTION	Bldg: Building Inspector	146.72
BUILDING INSPECTION	Bldg: City Building Official	232.83
BUILDING INSPECTION	Bldg: Permit Technician	112.61
BUILDING INSPECTION	Bldg: Plan Checker	118.39
BUILDING INSPECTION	Bldg: Plan Checking Engineer	190.67
BUILDING INSPECTION	Bldg: Secretary	110.17
BUILDING INSPECTION	Bldg: Senior Permit Technician	108.32
BUILDING INSPECTION	Bldg: Senior Plan Checker	153.46
BUILDING INSPECTION	Bldg: Sr Bldg Inspector/Electrical	170.38
BUILDING INSPECTION	Bldg: Sr Bldg Inspector/Plum-Mech	167.28
BUILDING INSPECTION	Bldg: Sr Bldg Inspector/Structural	159.39
BUILDING INSPECTION	Bldg: Supervising Building Inspector	179.81
BUILDING INSPECTION	Bldg: Supervising Plan Chkr & Exped	172.72
CITY ATTORNEYS OFFICE	CA: Assistant City Attorney	125.94
CITY ATTORNEYS OFFICE	CA: City Attorney	175.87
CITY ATTORNEYS OFFICE	CA: Deputy City Attorney II	96.83
CITY ATTORNEYS OFFICE	CA: Legal Secretary II	76.84
CITY ATTORNEYS OFFICE	CA: Paralegal	79.72
CITY CLERK	CC: City Clerk	127.01
CITY CLERK	CC: Deputy City Clerk	99.92

**Fully Burdened Hourly Rate Calculation - Full Time Employees**

<b>Department</b>	<b>Dept/Position</b>	<b>Fully Burdened Hourly Rate</b>
CITY CLERK	CC: Management Analyst II	103.50
CITY CLERK	CC: Senior Secretary	76.92
ADMINISTRATION	CD Admin: Administrative Clerk II	53.21
ADMINISTRATION	CD Admin: Administrative Secretary	78.85
ADMINISTRATION	CD Admin: Dep Dir Of Dev Services	163.05
ADMINISTRATION	CD Admin: Director Of Development Svcs	184.55
ADMINISTRATION	CD Admin: Management Analyst II	103.37
CODE ENFORCEMENT	Code: Administrative Clerk I	73.60
CODE ENFORCEMENT	Code: Administrative Clerk II	74.47
CODE ENFORCEMENT	Code: Code Enforcement Inspector II	116.78
CODE ENFORCEMENT	Code: Code Enforcement Supervisor	134.40
CODE ENFORCEMENT	Code: Senior Secretary	84.20
CODE ENFORCEMENT	Code: Sr Code Enforcement Inspector	117.24
CITY MANAGERS OFFICE	CM: Administrative Clerk I	73.93
CITY MANAGERS OFFICE	CM: Administrative Clerk II	74.80
CITY MANAGERS OFFICE	CM: Assistant City Manager	245.06
CITY MANAGERS OFFICE	CM: Audio Video Specialist	98.47
CITY MANAGERS OFFICE	CM: City Manager	274.19
CITY MANAGERS OFFICE	CM: Code Enforcement Inspector II	117.29
CITY MANAGERS OFFICE	CM: Code Enforcement Supervisor	134.99
CITY MANAGERS OFFICE	CM: Comm & Media Relations Officer	137.15
CITY MANAGERS OFFICE	CM: Econ Development Specialist	124.27
CITY MANAGERS OFFICE	CM: Economic Development Manager	181.84
CITY MANAGERS OFFICE	CM: Executive Assistant	103.86
CITY MANAGERS OFFICE	CM: Management Analyst II	126.55
CITY MANAGERS OFFICE	CM: Management Fellow	54.68
CITY MANAGERS OFFICE	CM: Neighborhood Development Mgr	187.44
CITY MANAGERS OFFICE	CM: Senior Secretary	84.57
CITY MANAGERS OFFICE	CM: Sr Code Enforcement Inspector	117.75
CITY MANAGERS OFFICE	CM: Video Assistant	47.19
CITY MANAGERS OFFICE	CM: Web Specialist	123.76
PUBLIC WORKS - ENGINEERING & T	Engin: Administrative Secretary	82.77
PUBLIC WORKS - ENGINEERING & T	Engin: Airport Maintenanceworker	93.31
PUBLIC WORKS - ENGINEERING & T	Engin: Airport Manager	166.54
PUBLIC WORKS - ENGINEERING & T	Engin: Airport Operations Supervisor	144.30
PUBLIC WORKS - ENGINEERING & T	Engin: Assistant City Engineer	179.81
PUBLIC WORKS - ENGINEERING & T	Engin: Assistant Transportation Engr	131.32
PUBLIC WORKS - ENGINEERING & T	Engin: Assoc Civil Engineer	133.66
PUBLIC WORKS - ENGINEERING & T	Engin: Assoc Transportation Engineer	132.93
PUBLIC WORKS - ENGINEERING & T	Engin: Assoc Transportation Planner	126.24
PUBLIC WORKS - ENGINEERING & T	Engin: Construction Inspector	115.95
PUBLIC WORKS - ENGINEERING & T	Engin: Director Of Public Works	230.98

**Fully Burdened Hourly Rate Calculation - Full Time Employees**

<b>Department</b>	<b>Dept/Position</b>	<b>Fully Burdened Hourly Rate</b>
PUBLIC WORKS - ENGINEERING & T	Engin: Engineering Technician	100.80
PUBLIC WORKS - ENGINEERING & T	Engin: Management Analyst II	115.10
PUBLIC WORKS - ENGINEERING & T	Engin: Noise Abatement Analyst	80.87
PUBLIC WORKS - ENGINEERING & T	Engin: Secretary	80.05
PUBLIC WORKS - ENGINEERING & T	Engin: Senior Civil Engineer	145.19
PUBLIC WORKS - ENGINEERING & T	Engin: Senior Construction Inspector	133.78
PUBLIC WORKS - ENGINEERING & T	Engin: Senior Secretary	84.47
PUBLIC WORKS - ENGINEERING & T	Engin: Senior Transportation Engineer	160.96
PUBLIC WORKS - ENGINEERING & T	Engin: Sr Airport Maintenance Worker	100.20
PUBLIC WORKS - ENGINEERING & T	Engin: Supervising Construction Insp	154.69
PUBLIC WORKS - ENGINEERING & T	Engin: Survey Engineer	149.65
PUBLIC WORKS - ENGINEERING & T	Engin: Surveyor	121.70
PUBLIC WORKS - ENGINEERING & T	Engin: Traffic Signal Technician	101.88
PUBLIC WORKS - ENGINEERING & T	Engin: Transportation Manager	146.37
FINANCE	Fin: Accountant	84.50
FINANCE	Fin: Accounting Manager	137.71
FINANCE	Fin: Administrative Clerk I	66.13
FINANCE	Fin: Budget Officer	124.02
FINANCE	Fin: Customer Account Clerk	62.19
FINANCE	Fin: Data Systems Operator	67.22
FINANCE	Fin: Deputy Director Of Finance	139.84
FINANCE	Fin: Director Of Finance	208.66
FINANCE	Fin: Finance Technician	90.75
FINANCE	Fin: Mail & Purchasing Clerk	60.17
FINANCE	Fin: Management Analyst II	100.41
FINANCE	Fin: Purchasing & Services Manager	113.15
FINANCE	Fin: Purchasing Technician	78.71
FINANCE	Fin: Revenue Manager	142.99
FINANCE	Fin: Senior Account Clerk	76.15
FINANCE	Fin: Senior Accountant	122.83
FINANCE	Fin: Senior Customer Account Clerk	78.84
FIRE	Fire: Administrative Clerk II	61.35
FIRE	Fire: Apparatus Operator (56 Hr)	159.41
FIRE	Fire: Battalion Chief (56 Hr)	227.54
FIRE	Fire: Deputy Fire Chief (40 Hr)	267.24
FIRE	Fire: Emergency Medical Svcs Coord	115.32
FIRE	Fire: Environmental Specialist	123.72
FIRE	Fire: Fire Captain (56 Hr)	180.92
FIRE	Fire: Fire Chief	260.54
FIRE	Fire: Fire Marshal (40 Hr)	212.02
FIRE	Fire: Fire Prevention Insp (40 Hr)	145.09
FIRE	Fire: Fire Protection Engineer	134.41



**Fully Burdened Hourly Rate Calculation - Full Time Employees**

<b>Department</b>	<b>Dept/Position</b>	<b>Fully Burdened Hourly Rate</b>
FIRE	Fire: Fire Services Supervisor	117.58
FIRE	Fire: Fire Services Technician II	81.54
FIRE	Fire: Fire Training Officer (40 Hr)	232.37
FIRE	Fire: Firefighter (56 Hr)	135.02
FIRE	Fire: Haz Mat Investigator	100.96
FIRE	Fire: Haz Mat Program Coordinator	136.88
FIRE	Fire: Mail Clerk	62.67
FIRE	Fire: Management Analyst II	113.23
FIRE	Fire: Senior Secretary	68.85
FIRE	Fire: Staff Fire Captain (40 Hr)	180.59
HUMAN RESOURCES	HR: Administrative Intern	51.95
HUMAN RESOURCES	HR: Director Of Human Resources	208.68
HUMAN RESOURCES	HR: Human Resources Analyst II	121.22
HUMAN RESOURCES	HR: Human Resources Technician	87.76
HUMAN RESOURCES	HR: Senior Human Resources Analyst	134.72
INFORMATION TECHNOLOGY	IT: Administrative Secretary	136.06
INFORMATION TECHNOLOGY	IT: Director Of Info Tech/Cio	240.86
INFORMATION TECHNOLOGY	IT: Geographic Info Systems Coord	174.82
INFORMATION TECHNOLOGY	IT: Information Technology Manager	195.99
INFORMATION TECHNOLOGY	IT: It Analyst II	173.31
INFORMATION TECHNOLOGY	IT: It Technician	152.99
INFORMATION TECHNOLOGY	IT: Programmer Analyst	150.19
INFORMATION TECHNOLOGY	IT: Tech Solutions Analyst II	171.04
MAYOR AND COUNCIL	M&C: City Council	26.24
MAYOR AND COUNCIL	M&C: Mayor	48.57
MAINTENANCE SERVICES	Maint: Administrative Secretary	120.98
MAINTENANCE SERVICES	Maint: Director Of Maintenance Svcs	204.79
MAINTENANCE SERVICES	Maint: Electrician II	146.01
MAINTENANCE SERVICES	Maint: Equipment Mechanic II	114.40
MAINTENANCE SERVICES	Maint: Equipment Parts Storekeeper	106.21
MAINTENANCE SERVICES	Maint: Facilities & Building Manager	161.76
MAINTENANCE SERVICES	Maint: Facilities Carpenter II	131.20
MAINTENANCE SERVICES	Maint: Facilities Painter II	128.50
MAINTENANCE SERVICES	Maint: Facilities Serviceworker II	91.73
MAINTENANCE SERVICES	Maint: Fleet Management Supervisor	158.50
MAINTENANCE SERVICES	Maint: Groundskeeper I	101.42
MAINTENANCE SERVICES	Maint: Groundskeeper II	117.02
MAINTENANCE SERVICES	Maint: Groundskeeper III	105.21
MAINTENANCE SERVICES	Maint: Hvac Mechanic	146.01
MAINTENANCE SERVICES	Maint: Landscape Maint Supervisor	150.32
MAINTENANCE SERVICES	Maint: Maintenance Leader	116.51
MAINTENANCE SERVICES	Maint: Maintenance Worker	97.71

**Fully Burdened Hourly Rate Calculation - Full Time Employees**

<b>Department</b>	<b>Dept/Position</b>	<b>Fully Burdened Hourly Rate</b>
MAINTENANCE SERVICES	Maint: Management Analyst II	143.70
MAINTENANCE SERVICES	Maint: Senior Maintenance Leader	129.38
MAINTENANCE SERVICES	Maint: Senior Secretary	97.33
MAINTENANCE SERVICES	Maint: Streets Maintenance Manager	170.63
MAINTENANCE SERVICES	Maint: Sweeper Equipment Operator	108.27
MAINTENANCE SERVICES	Maint: Tree Trimmer	118.14
PLANNING	Plan: Administrative Clerk II	104.64
PLANNING	Plan: Assistant Planner	140.60
PLANNING	Plan: Associate Planner	173.47
PLANNING	Plan: Development Review Engineer	223.70
PLANNING	Plan: Development Review Specialist	130.79
PLANNING	Plan: Landscape Architect	195.15
PLANNING	Plan: Planning Manager	231.60
PLANNING	Plan: Principal Planner	229.38
PLANNING	Plan: Secretary	105.81
PLANNING	Plan: Senior Planner	178.73
PLANNING	Plan: Senior Secretary	115.99
POLICE	Police:	132.58
POLICE	Police: Administrative Secretary	84.01
POLICE	Police: Animal Care Attendant	59.92
POLICE	Police: Animal Control Officer	68.74
POLICE	Police: Animal Services Administrator	119.31
POLICE	Police: Call Taker	74.87
POLICE	Police: Chief Of Police	282.84
POLICE	Police: Communications Administrator	111.28
POLICE	Police: Communications Operator	86.07
POLICE	Police: Communications Supervisor	98.28
POLICE	Police: Community Service Officer	80.42
POLICE	Police: Counseling Supervisor	117.95
POLICE	Police: Crime Analyst	113.95
POLICE	Police: Crime Prevention Specialist	81.61
POLICE	Police: Crime Scene Technician	76.04
POLICE	Police: Environmental Specialist	110.90
POLICE	Police: Family Counselor I	93.53
POLICE	Police: Inspector	179.06
POLICE	Police: Jail Administrator	116.56
POLICE	Police: Jail Supervisor	92.00
POLICE	Police: Operations Support Svcs Mgr	161.15
POLICE	Police: P & T Administrator	131.78
POLICE	Police: Police Captain	236.89
POLICE	Police: Police Lieutenant	215.17
POLICE	Police: Police Officer	152.37

**Fully Burdened Hourly Rate Calculation - Full Time Employees**

<b>Department</b>	<b>Dept/Position</b>	<b>Fully Burdened Hourly Rate</b>
POLICE	Police: Police Programs Analyst	105.74
POLICE	Police: Police Records Clerk II	66.15
POLICE	Police: Police Sergeant	188.94
POLICE	Police: Prop & Evidence Administrator	116.87
POLICE	Police: Property Technician	74.75
POLICE	Police: Records Administrator	112.10
POLICE	Police: Records Supervisor	92.76
POLICE	Police: Secretary	70.48
POLICE	Police: Senior Management Analyst	115.24
POLICE	Police: Shelter Operations Supervisor	74.82
POLICE	Police: Shelter Volunteer Coord	66.72
POLICE	Police: Supervising Librarian I	122.61
POLICE	Police: Yfsb Administrator	135.47
LIBRARY AND COMMUNITY SERVICES	Rec: Administrative Clerk II	96.81
LIBRARY AND COMMUNITY SERVICES	Rec: Administrative Secretary	111.64
LIBRARY AND COMMUNITY SERVICES	Rec: Community Services Manager	172.28
LIBRARY AND COMMUNITY SERVICES	Rec: Director Of Lib & Commtly Svcs	258.78
LIBRARY AND COMMUNITY SERVICES	Rec: Housing Development Specialist	154.46
LIBRARY AND COMMUNITY SERVICES	Rec: Info Systems Support Tech	126.52
LIBRARY AND COMMUNITY SERVICES	Rec: Lead Library Assistant	93.53
LIBRARY AND COMMUNITY SERVICES	Rec: Librarian I	109.87
LIBRARY AND COMMUNITY SERVICES	Rec: Librarian I Pt	115.00
LIBRARY AND COMMUNITY SERVICES	Rec: Library Assistant	79.09
LIBRARY AND COMMUNITY SERVICES	Rec: Library Assistant Pt	78.37
LIBRARY AND COMMUNITY SERVICES	Rec: Library Operations Manager	134.52
LIBRARY AND COMMUNITY SERVICES	Rec: Library Page	35.95
LIBRARY AND COMMUNITY SERVICES	Rec: Literacy Program Coordinator	122.49
LIBRARY AND COMMUNITY SERVICES	Rec: Management Analyst II	152.90
LIBRARY AND COMMUNITY SERVICES	Rec: Senior Library Assistant	102.14
LIBRARY AND COMMUNITY SERVICES	Rec: Senior Library Page	63.99
LIBRARY AND COMMUNITY SERVICES	Rec: Sr Property Rehab Spec	170.18
LIBRARY AND COMMUNITY SERVICES	Rec: Supervising Librarian I	135.17
LIBRARY AND COMMUNITY SERVICES	Rec: Volunteer Prog Asst	79.14
LIBRARY AND COMMUNITY SERVICES	Rec: Volunteer Prog Asst Pt	106.02
PUBLIC WORKS - UTILITIES & ENV	Util: Accounting Manager	105.83
PUBLIC WORKS - UTILITIES & ENV	Util: Administrative Intern	51.93
PUBLIC WORKS - UTILITIES & ENV	Util: Administrative Secretary	68.25
PUBLIC WORKS - UTILITIES & ENV	Util: Assoc Civil Engineer	103.74
PUBLIC WORKS - UTILITIES & ENV	Util: Assoc Civil Engineer Pt	109.13
PUBLIC WORKS - UTILITIES & ENV	Util: Backflow/Cross Connect Tester	70.04
PUBLIC WORKS - UTILITIES & ENV	Util: Chemist	74.15
PUBLIC WORKS - UTILITIES & ENV	Util: Cross Connect Control Spec	67.69

**Fully Burdened Hourly Rate Calculation - Full Time Employees**

<b>Department</b>	<b>Dept/Position</b>	<b>Fully Burdened Hourly Rate</b>
PUBLIC WORKS - UTILITIES & ENV	Util: Director Of Public Works	171.83
PUBLIC WORKS - UTILITIES & ENV	Util: Electrician II	95.09
PUBLIC WORKS - UTILITIES & ENV	Util: Environmental Services Manager	122.56
PUBLIC WORKS - UTILITIES & ENV	Util: Equipment Operator	69.97
PUBLIC WORKS - UTILITIES & ENV	Util: Lab Supervisor	108.48
PUBLIC WORKS - UTILITIES & ENV	Util: Laboratory Technician	79.35
PUBLIC WORKS - UTILITIES & ENV	Util: Maintenance Worker	63.88
PUBLIC WORKS - UTILITIES & ENV	Util: Management Analyst II	79.25
PUBLIC WORKS - UTILITIES & ENV	Util: Operator-In-Training	72.38
PUBLIC WORKS - UTILITIES & ENV	Util: Secretary	58.32
PUBLIC WORKS - UTILITIES & ENV	Util: Senior Management Analyst	98.25
PUBLIC WORKS - UTILITIES & ENV	Util: Senior Secretary	67.11
PUBLIC WORKS - UTILITIES & ENV	Util: Senior Utilities Engineer	108.60
PUBLIC WORKS - UTILITIES & ENV	Util: Senior Utility Leader	85.69
PUBLIC WORKS - UTILITIES & ENV	Util: Senior Utility Leader - Sewer	90.05
PUBLIC WORKS - UTILITIES & ENV	Util: Senior Utility Service Rep.	89.97
PUBLIC WORKS - UTILITIES & ENV	Util: Solid Waste Manager	108.00
PUBLIC WORKS - UTILITIES & ENV	Util: Sr Utility Customer Svc Leader	82.94
PUBLIC WORKS - UTILITIES & ENV	Util: Sr Wpsc Inspector	90.58
PUBLIC WORKS - UTILITIES & ENV	Util: Storekeeper - Expediter	68.49
PUBLIC WORKS - UTILITIES & ENV	Util: Sustainability Tech/Assist	61.34
PUBLIC WORKS - UTILITIES & ENV	Util: Technical Intern	52.86
PUBLIC WORKS - UTILITIES & ENV	Util: Util Field Svcs Supervisor	100.17
PUBLIC WORKS - UTILITIES & ENV	Util: Utilities Maintenance Mechanic	78.90
PUBLIC WORKS - UTILITIES & ENV	Util: Utilities O & M Manager	108.08
PUBLIC WORKS - UTILITIES & ENV	Util: Utilities O & M Supervisor	113.98
PUBLIC WORKS - UTILITIES & ENV	Util: Utilities Service Worker	60.02
PUBLIC WORKS - UTILITIES & ENV	Util: Utility Leader	76.23
PUBLIC WORKS - UTILITIES & ENV	Util: Utility Leader-Sewer	79.79
PUBLIC WORKS - UTILITIES & ENV	Util: Utility Worker	70.01
PUBLIC WORKS - UTILITIES & ENV	Util: Utility Worker-Sewer	68.03
PUBLIC WORKS - UTILITIES & ENV	Util: Water Meter Mechanic	72.11
PUBLIC WORKS - UTILITIES & ENV	Util: Water Meter Reader	66.25
PUBLIC WORKS - UTILITIES & ENV	Util: Water Meter Reader Pt	64.41
PUBLIC WORKS - UTILITIES & ENV	Util: Water Pollution Control Admin	99.75
PUBLIC WORKS - UTILITIES & ENV	Util: Wpcf Lead Operator	84.35
PUBLIC WORKS - UTILITIES & ENV	Util: Wpcf Maintenance Supervisor	113.65
PUBLIC WORKS - UTILITIES & ENV	Util: Wpcf Manager	113.70
PUBLIC WORKS - UTILITIES & ENV	Util: Wpcf Operations Supervisor	107.00
PUBLIC WORKS - UTILITIES & ENV	Util: Wpcf Operator	68.41
PUBLIC WORKS - UTILITIES & ENV	Util: Wpcf Ops & Maintenance Mgr	118.41
PUBLIC WORKS - UTILITIES & ENV	Util: Wpsc Inspector	84.96

**Fully Burdened Hourly Rate Calculation - Full Time Employees**

Department	Dept/Position	Fully Burdened Hourly Rate
PUBLIC WORKS - UTILITIES & ENV	Util: Wstewtr Coll Sys Sprvsr	107.56

## **Goldfarb & Lipman LLP Rate Schedule**

Partnerr	\$295-320
Senior Counsel	\$290-320
Associate	\$200-290
Senior Law Clerk	\$175
Law Clerk	\$140
Litigation Paralegal	\$160
Project Coordinator	\$160