EXHIBIT A

CITY OF RIO VISTA
EMPLOYEE BILLABLE RATES SCHEDULE

Employee Positions	Hourly Rate "E" Step	SS/FICA Reimb.	CalPers PS 49.656% Misc 30.237%	Employee Benefits	Department Overhead Cost	15.8% Administrative Overhead Cost[1]	Total Compensation
City Manager	EMPLOYMENT CONTRACT						
Chief of Police	59.20	4.53	29.40	31.18	14.69	19.64	$158.64
Fire Chief	56.57	4.33	28.09	30.93	15.56	18.95	$154.42
Director of P.W	51.17	3.91	15.47	30.38	20.63	15.95	$137.52
Finance Director	51.17	3.91	15.47	30.38	16.48	15.95	$133.37
Community Dev. Director	53.26	4.07	16.10	30.38	8.84	16.40	$129.06
City Clerk	47.69	7.30	14.42	30.38	8.57	15.77	$124.12
Public Works Superintendent	39.80	6.09	12.03	30.48	20.63	13.97	$123.00
Finance Director	41.86	3.20	12.66	30.38	16.48	13.92	$118.49
Planning Manager	43.57	6.67	13.17	30.38	8.84	14.82	$117.45
Police Sergeant	32.44	4.96	16.11	31.18	14.69	13.38	$112.76
Management Analyst	35.29	5.40	10.67	30.38	8.57	12.92	$103.23
Fire Captain	24.33	3.72	12.08	30.93	20.63	11.23	$102.92
Accountant II	30.35	4.64	9.18	30.38	16.48	11.78	$102.80
Police Officer	26.82	4.10	13.32	31.18	14.69	11.92	$102.03
Public Works Mechanic	26.64	4.08	8.06	30.58	20.63	10.96	$100.94
Water Utility Worker Tech	26.64	4.08	8.06	30.48	20.63	10.94	$100.83
Sr. Maintenance Worker	25.33	3.88	7.66	30.48	20.63	10.64	$98.62
Accountant I	26.91	4.12	8.14	30.38	16.48	10.99	$97.01
Police Records Manager	26.91	4.12	8.14	30.38	14.69	10.99	$95.22
Associate Planner	30.35	4.64	9.18	30.38	8.84	11.78	$95.16
Building Inspector	30.35	4.64	9.18	30.38	8.84	11.78	$95.16
Paramedic Firefighter	20.11	3.08	9.99	30.93	20.63	10.13	$94.87
Maintenance Worker II	21.78	3.33	6.59	30.48	20.63	9.83	$92.64
Sr. Account Clerk	23.86	3.65	7.21	30.38	16.48	10.29	$91.86
Human Resource Analyst/Deputy City	28.30	4.33	8.56	30.38	8.57	11.31	$91.44
Maintenance Worker I	19.32	2.96	5.84	30.48	20.63	9.26	$88.48
Account Clerk II	20.93	3.20	6.33	30.38	16.48	9.61	$86.94
Administrative Assistant	20.93	3.20	6.33	30.38	14.74	9.61	$85.20
Community Service Officer	18.48	2.83	5.59	30.93	14.69	9.14	$81.65