



# **CITY OF FONTANA**

## **FY 2026-27**

# **HOURLY BILLING RATE SCHEDULE**

**Prepared By:** Finance Department

**Effective Date:** July 1, 2026

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City of Fontana - User Fee  
**Overhead Rate Calculations FY26-27**

Department	Total Personnel Services	Department Operations & Administration	Dept/Div Direct Rate	City Overhead (CAP)
101: Admin Services Admin	729,760	79,760	10.93%	16.31%
101: Building & Safety	3,284,260	334,330	10.18%	16.31%
101: City Manager's Office	2,253,540	235,570	10.45%	16.31%
101: Community Services	11,654,910	1,214,290	10.42%	16.31%
101: Development Svc Admin	1,787,100	150,030	8.40%	16.31%
101: Finance	4,847,700	361,370	7.45%	16.31%
101: Public Works & Engineering	8,430,330	1,630,790	19.34%	16.31%
101: HR Administration	1,704,110	108,900	6.39%	16.31%
101: IT Operations & Support	5,398,630	309,120	5.73%	16.31%
101: Planning	3,103,950	231,140	7.45%	16.31%
101: Police	77,348,910	11,129,350	14.39%	16.31%
101: City Clerk	761,460	59,520	7.82%	16.31%
103: Facility Maintenance	1,873,050	620,910	33.15%	16.31%
125: Storm Water Compliance	419,040	18,810	4.49%	16.31%
210: Fontana Fire District	2,741,110	635,430	23.18%	16.31%
622: Storm Drain	220,500	30,370	13.77%	16.31%
701: Sewer Maint & Operations	2,774,730	774,790	27.92%	16.31%
751: Fleet Operations	1,526,610	405,350	26.55%	16.31%

# FY 2026-27 HOURLY BILLING RATES

*Rates include salary, benefits, departmental overhead, and citywide administrative overhead. Rates are intended for grant reimbursement, contract billing, interagency cost recovery*

Department	Position	Direct Labor Cost Rate	Dept/Div Direct Rate	City Overhead (CAP)	Billable Rate/Hr
<b>Administrative Services</b>	Administrative Clerk I	\$41.26	10.93%	16.31%	\$53.23
	Deputy City Manager	\$284.31	10.93%	16.31%	\$366.81
	Emergency Services Coordinator	\$117.83	10.93%	16.31%	\$152.02
	Executive Assistant	\$83.22	10.93%	16.31%	\$107.36
<b>Building and Safety</b>	Administrative Clerk I	\$41.52	10.18%	16.31%	\$53.20
	Assistant Building Official	\$146.33	10.18%	16.31%	\$187.52
	Building Inspector I	\$91.50	10.18%	16.31%	\$117.25
	Building Inspector II	\$93.22	10.18%	16.31%	\$119.45
	Director of Building & Safety	\$186.22	10.18%	16.31%	\$238.62
	Permit Supervisor	\$128.58	10.18%	16.31%	\$164.76
	Permit Technician I	\$63.60	10.18%	16.31%	\$81.50
	Permit Technician II	\$76.96	10.18%	16.31%	\$98.62
	Plans Examiner I	\$100.27	10.18%	16.31%	\$128.48
	Plans Examiner II	\$111.33	10.18%	16.31%	\$142.66
	Senior Building Inspector	\$103.11	10.18%	16.31%	\$132.13
	Senior Code compliance Inspector	\$105.34	10.18%	16.31%	\$134.99
	Senior Plans Examiner	\$113.03	10.18%	16.31%	\$144.84
<b>City Administration</b>	Business Development Coordinator	\$61.69	10.45%	16.31%	\$79.24
	City Manager	\$371.97	10.45%	16.31%	\$477.85
	Executive Assistant to City Manager	\$123.06	10.45%	16.31%	\$158.09
	Marketing & Economic Dev Manager	\$133.61	10.45%	16.31%	\$171.64
	Marketing Specialist I	\$67.58	10.45%	16.31%	\$86.81

## FY 2026-27 HOURLY BILLING RATES

<b>City Administration</b>	Multimedia Production Specialist I	\$90.43	10.45%	16.31%	\$116.17
	Multimedia Production Specialist II	\$72.26	10.45%	16.31%	\$92.82
	Multimedia Production Supervisor	\$73.03	10.45%	16.31%	\$93.82
	Production Editor	\$67.97	10.45%	16.31%	\$87.32
	Public Information Coordinator	\$93.15	10.45%	16.31%	\$119.66
	Senior Management Analyst	\$144.82	10.45%	16.31%	\$186.04
<b>City Clerk</b>	Administrative Clerk II	\$55.83	7.82%	16.31%	\$70.01
	Chief Deputy City Clerk	\$138.74	7.82%	16.31%	\$173.98
	Deputy City Clerk	\$130.19	7.82%	16.31%	\$163.25
	Records Coordinator	\$71.03	7.82%	16.31%	\$89.07
	Senior Administrative Assistant	\$74.97	7.82%	16.31%	\$94.01
<b>Community Services</b>	Administrative Clerk I	\$49.42	10.42%	16.31%	\$63.46
	Administrative Analyst II	\$101.17	10.42%	16.31%	\$129.92
	Administrative Assistant	\$62.25	10.42%	16.31%	\$79.94
	Administrative Clerk II	\$54.82	10.42%	16.31%	\$70.40
	Administrative Technician	\$72.38	10.42%	16.31%	\$92.95
	Aquatics Coordinator	\$75.37	10.42%	16.31%	\$96.80
	Community Services Coordinator	\$76.38	10.42%	16.31%	\$98.09
	Community Services Manager	\$133.73	10.42%	16.31%	\$171.74
	Community Services Superintendent	\$165.96	10.42%	16.31%	\$213.14
	Community Services Supervisor	\$110.52	10.42%	16.31%	\$141.94
	Community Services Supervisor	\$119.98	10.42%	16.31%	\$154.08
	Director of Community Services	\$215.06	10.42%	16.31%	\$276.19
	Marketing Specialist II	\$103.17	10.42%	16.31%	\$132.49
	Office Manager	\$114.41	10.42%	16.31%	\$146.92
<b>Development Services Admin</b>	Admin & Finance Manager	\$161.03	8.40%	16.31%	\$203.01
	Administrative Analyst I	\$78.17	8.40%	16.31%	\$98.55
	Administrative Analyst II	\$92.25	8.40%	16.31%	\$116.30
	Administrative Assistant	\$57.57	8.40%	16.31%	\$72.58
	Administrative Technician	\$64.40	8.40%	16.31%	\$81.19

## FY 2026-27 HOURLY BILLING RATES

<b>Development Services Admin</b>	Deputy City Manager	\$281.04	8.40%	16.31%	\$354.31
	Economic Development Analyst	\$97.20	8.40%	16.31%	\$122.54
	Executive Assistant	\$87.37	8.40%	16.31%	\$110.15
	Housing Manager	\$147.90	8.40%	16.31%	\$186.46
	Housing Technician	\$88.53	8.40%	16.31%	\$111.60
	Management Analyst I	\$102.51	8.40%	16.31%	\$129.23
	Management Analyst II	\$98.78	8.40%	16.31%	\$124.53
	Senior Admin Assistant - Confidential	\$78.79	8.40%	16.31%	\$99.33
	Senior Administrative Analyst	\$105.01	8.40%	16.31%	\$132.39
	Senior Administrative Analyst	\$121.68	8.40%	16.31%	\$153.41
	Senior Management Analyst	\$111.01	8.40%	16.31%	\$139.95
	<b>Finance</b>	Account Clerk I	\$66.55	7.45%	16.31%
Account Clerk II		\$60.74	7.45%	16.31%	\$75.91
Accountant I		\$83.58	7.45%	16.31%	\$104.46
Accountant II		\$86.24	7.45%	16.31%	\$107.78
Accounting Manager		\$166.16	7.45%	16.31%	\$207.65
Accounting Supervisor		\$121.98	7.45%	16.31%	\$152.44
Accounting Technician		\$69.35	7.45%	16.31%	\$86.67
Administrative Technician		\$68.11	7.45%	16.31%	\$85.12
Budget Analyst I		\$89.20	7.45%	16.31%	\$111.47
Budget Analyst II		\$93.69	7.45%	16.31%	\$117.10
Budget Manager		\$159.81	7.45%	16.31%	\$199.72
Buyer I		\$74.97	7.45%	16.31%	\$93.69
Cashier		\$52.60	7.45%	16.31%	\$65.74
Chief Financial Officer		\$228.55	7.45%	16.31%	\$285.62
Contract Analyst		\$112.40	7.45%	16.31%	\$140.47
Deputy Finance Officer		\$192.27	7.45%	16.31%	\$240.29
Payroll Coordinator		\$80.36	7.45%	16.31%	\$100.43
Payroll Supervisor		\$116.60	7.45%	16.31%	\$145.72
Payroll Technician		\$75.59	7.45%	16.31%	\$94.46
Purchasing Manager		\$148.64	7.45%	16.31%	\$185.77
Purchasing Specialist	\$77.07	7.45%	16.31%	\$96.32	

## FY 2026-27 HOURLY BILLING RATES

<b>Finance</b>	Resource Budget Officer	\$132.38	7.45%	16.31%	\$165.44
	Revenue Operations Manager	\$121.43	7.45%	16.31%	\$151.76
	Senior Accountant	\$96.96	7.45%	16.31%	\$121.17
<b>Fire</b>	Administrative Assistant	\$62.20	23.18%	16.31%	\$89.12
	Code Compliance Inspector	\$85.48	23.18%	16.31%	\$122.47
	Code Compliance Manager	\$152.67	23.18%	16.31%	\$218.73
	Code Compliance Supervisor	\$133.90	23.18%	16.31%	\$191.84
	Senior Code Compliance Inspector	\$110.79	23.18%	16.31%	\$158.72
<b>Human Resources</b>	Benefits Analyst	\$92.36	6.39%	16.31%	\$114.28
	Director of Human Resources & Risk Mgmt	\$199.91	6.39%	16.31%	\$247.37
	Human Resources Analyst	\$108.23	6.39%	16.31%	\$133.92
	Human Resources Clerk	\$57.36	6.39%	16.31%	\$70.98
	Human Resources Manager	\$129.28	6.39%	16.31%	\$159.97
	Human Resources Technician	\$76.43	6.39%	16.31%	\$94.57
	Risk Management Analyst	\$119.12	6.39%	16.31%	\$147.40
	Risk Manager	\$146.35	6.39%	16.31%	\$181.09
	Senior Admin Assistant - Confidential	\$74.47	6.39%	16.31%	\$92.15
	Senior Human Resources Analyst	\$131.98	6.39%	16.31%	\$163.31
<b>Innovation and Technology</b>	Business System Analyst	\$111.58	5.73%	16.31%	\$137.21
	Data Analyst	\$108.46	5.73%	16.31%	\$133.36
	Database Administrator	\$139.86	5.73%	16.31%	\$171.97
	Director of Innovation & Tech	\$203.86	5.73%	16.31%	\$250.68
	GIS Analyst	\$95.77	5.73%	16.31%	\$117.76
	GIS Specialist	\$64.72	5.73%	16.31%	\$79.58
	GIS Supervisor	\$144.62	5.73%	16.31%	\$177.83
	IT Customer Service Manager	\$144.49	5.73%	16.31%	\$177.67
	IT Manager	\$155.62	5.73%	16.31%	\$191.35
	IT System Specialist	\$84.73	5.73%	16.31%	\$104.19
	IT Systems Analyst	\$95.55	5.73%	16.31%	\$117.50
	IT Systems Supervisor	\$162.63	5.73%	16.31%	\$199.98

## FY 2026-27 HOURLY BILLING RATES

<b>Innovation and Technology</b>	IT Technician I	\$68.57	5.73%	16.31%	\$84.31
	IT Technician II	\$76.75	5.73%	16.31%	\$94.38
	Senior Administrative Technician	\$100.56	5.73%	16.31%	\$123.65
	Senior Business System Analyst	\$117.23	5.73%	16.31%	\$144.15
	Senior IT Systems Analyst	\$142.39	5.73%	16.31%	\$175.09
	Senior IT Technician	\$84.52	5.73%	16.31%	\$103.93
	Senior Public Safety System Analyst	\$154.07	5.73%	16.31%	\$189.46
	Software Development Engineer	\$146.21	5.73%	16.31%	\$179.78
<b>Planning</b>	Administrative Assistant	\$63.56	7.45%	16.31%	\$79.43
	Assistant Planner	\$79.82	7.45%	16.31%	\$99.74
	Associate Planner	\$98.96	7.45%	16.31%	\$123.67
	Director of Planning	\$210.24	7.45%	16.31%	\$262.73
	Planning Inspector	\$86.25	7.45%	16.31%	\$107.78
	Planning Manager	\$161.92	7.45%	16.31%	\$202.34
	Planning Technician	\$71.44	7.45%	16.31%	\$89.28
	Senior Administrative Technician	\$104.52	7.45%	16.31%	\$130.62
	Senior Landscape Planner	\$135.60	7.45%	16.31%	\$169.45
	Senior Planner	\$128.84	7.45%	16.31%	\$161.00
<b>Police Department</b>	Animal Services Officer I	\$73.88	14.39%	16.31%	\$98.29
	Animal Services Officer II	\$78.93	14.39%	16.31%	\$105.00
	Chief of Police	\$384.69	14.39%	16.31%	\$511.79
	Civilian Investigations Technician	\$92.39	14.39%	16.31%	\$122.92
	Community Outreach Coordinator	\$95.25	14.39%	16.31%	\$126.72
	Community Services Officer I	\$66.75	14.39%	16.31%	\$88.80
	Community Services Officer I	\$75.12	14.39%	16.31%	\$99.93
	Community Services Officer II	\$77.18	14.39%	16.31%	\$102.68
	Community Services Officer II	\$83.94	14.39%	16.31%	\$111.67
	Corporal/Advanced	\$194.46	14.39%	16.31%	\$258.71
	Court Liaison	\$90.35	14.39%	16.31%	\$120.20
	Dispatch Call Taker	\$69.88	14.39%	16.31%	\$92.97
	Dispatch Manager	\$121.09	14.39%	16.31%	\$161.10

## FY 2026-27 HOURLY BILLING RATES

<b>Police Department</b>	Dispatch Supervisor	\$107.18	14.39%	16.31%	\$142.60
	Dispatcher I	\$64.21	14.39%	16.31%	\$85.42
	Dispatcher II	\$84.57	14.39%	16.31%	\$112.51
	Executive Assistant	\$87.55	14.39%	16.31%	\$116.47
	Forensics Investigator	\$91.02	14.39%	16.31%	\$121.09
	Lead Property Technician	\$90.89	14.39%	16.31%	\$120.93
	Lieutenant/Advanced	\$285.70	14.39%	16.31%	\$380.09
	Officer	\$137.69	14.39%	16.31%	\$183.19
	Officer	\$156.11	14.39%	16.31%	\$207.69
	Officer/Advanced	\$168.97	14.39%	16.31%	\$224.80
	Officer/Advanced	\$172.50	14.39%	16.31%	\$229.49
	Officer/Intermediate	\$156.49	14.39%	16.31%	\$208.20
	Officer/Intermediate	\$150.54	14.39%	16.31%	\$200.28
	Officer/Trainee	\$117.31	14.39%	16.31%	\$156.07
	Police Administrative Analyst II	\$113.23	14.39%	16.31%	\$150.64
	Police Administrative Analyst II	\$101.62	14.39%	16.31%	\$135.20
	Police Administrative Assistant	\$73.27	14.39%	16.31%	\$97.47
	Police Administrative Technician	\$80.03	14.39%	16.31%	\$106.48
	Police Captain	\$330.26	14.39%	16.31%	\$439.38
	Police Captain	\$323.91	14.39%	16.31%	\$430.93
	Police Digital Forensics Tech I	\$94.03	14.39%	16.31%	\$125.10
	Police Digital Forensics Tech II	\$119.78	14.39%	16.31%	\$159.35
	Police Property Supervisor	\$85.13	14.39%	16.31%	\$113.25
	Police Property Technician	\$77.15	14.39%	16.31%	\$102.64
	Police Records Manager	\$119.01	14.39%	16.31%	\$158.33
	Police Records Supervisor	\$95.21	14.39%	16.31%	\$126.66
	Police Records Technician I	\$58.00	14.39%	16.31%	\$77.16
	Police Records Technician II	\$68.07	14.39%	16.31%	\$90.57
	Police Support Services Admin	\$157.29	14.39%	16.31%	\$209.26
	Police Training Specialist	\$82.45	14.39%	16.31%	\$109.70
	Senior Administrative Analyst	\$135.62	14.39%	16.31%	\$180.42
	Senior Community Services Officer	\$90.05	14.39%	16.31%	\$119.81
	Sergeant/Advanced	\$236.94	14.39%	16.31%	\$315.23

## FY 2026-27 HOURLY BILLING RATES

<b>Police Department</b>	Supervising ASO	\$97.95	14.39%	16.31%	\$130.32
	Traffic Investigations Technician	\$88.36	14.39%	16.31%	\$117.55
<b>Public Works &amp; Engineering</b>	Administrative Clerk II	\$44.93	19.34%	16.31%	\$62.37
	Assistant Engineer	\$95.75	19.34%	16.31%	\$132.91
	Associate Engineer	\$117.77	19.34%	16.31%	\$163.47
	Associate Engineer	\$121.96	19.34%	16.31%	\$169.29
	Deputy Director of PW	\$176.41	19.34%	16.31%	\$244.87
	Director of Public Works/City Engineer	\$212.64	19.34%	16.31%	\$295.15
	Engineering Manager	\$162.69	19.34%	16.31%	\$225.82
	Engineering Technician I	\$73.60	19.34%	16.31%	\$102.15
	Engineering Technician II	\$83.34	19.34%	16.31%	\$115.68
	Environmental Compliance Supervisor	\$114.99	19.34%	16.31%	\$159.61
	Environmental Compliance Inspector I	\$78.13	19.34%	16.31%	\$108.45
	Environmental Compliance Inspector II	\$80.33	19.34%	16.31%	\$111.49
	Environmental Compliance Manager	\$151.44	19.34%	16.31%	\$210.21
	Equipment Mechanic I	\$85.17	19.34%	16.31%	\$118.22
	Equipment Mechanic II	\$87.98	19.34%	16.31%	\$122.12
	Equipment Mechanic Supervisor	\$111.17	19.34%	16.31%	\$154.31
	Facilities Maintenance Supervisor	\$113.17	19.34%	16.31%	\$157.09
	Heavy Equipment Operator	\$86.75	19.34%	16.31%	\$120.41
	Heavy Equipment Operator	\$92.46	19.34%	16.31%	\$128.33
	Irrigation Technician	\$84.08	19.34%	16.31%	\$116.70
	Landscape Technician I	\$86.02	19.34%	16.31%	\$119.39
	Lead Equipment Mechanic	\$87.98	19.34%	16.31%	\$122.12
	Lead Traffic Signal Maintenance Technician	\$117.19	19.34%	16.31%	\$162.67
	Parks and Landscape Supervisor	\$119.39	19.34%	16.31%	\$165.72
	Permit Technician I	\$82.80	19.34%	16.31%	\$114.93
	Project Coordinator	\$101.77	19.34%	16.31%	\$141.26
	Public Works Crew Leader	\$90.09	19.34%	16.31%	\$125.05
	Public Works Inspection Supervisor	\$139.65	19.34%	16.31%	\$193.83
	Public Works Inspector	\$90.66	19.34%	16.31%	\$125.84
	Public Works Inspector	\$93.79	19.34%	16.31%	\$130.18

# FY 2026-27 HOURLY BILLING RATES

<b>Public Works &amp; Engineering</b>	Public Works Maint Worker I	\$54.04	19.34%	16.31%	\$75.01
	Public Works Maint Worker II	\$66.05	19.34%	16.31%	\$91.68
	Public Works Manager	\$143.47	19.34%	16.31%	\$199.14
	Public Works Supervisor	\$112.46	19.34%	16.31%	\$156.10
	Pump Maintenance Technician I	\$67.96	19.34%	16.31%	\$94.34
	Pump Maintenance Technician II	\$93.25	19.34%	16.31%	\$129.43
	PW Maintenance Service Worker I	\$51.06	19.34%	16.31%	\$70.87
	PW Maintenance Service Worker II	\$67.05	19.34%	16.31%	\$93.06
	Senior Admin Assistant - Confidential	\$83.55	19.34%	16.31%	\$115.97
	Senior Civil Engineer	\$147.68	19.34%	16.31%	\$204.99
	Senior Engineer	\$142.53	19.34%	16.31%	\$197.83
	Senior Environmental Control Inspector	\$99.49	19.34%	16.31%	\$138.10
	Senior Maintenance Service Worker	\$85.83	19.34%	16.31%	\$119.14
	Senior Public Works Inspector	\$123.02	19.34%	16.31%	\$170.76
	Senior Public Works Maint Worker	\$77.16	19.34%	16.31%	\$107.10
	Senior Public Works Maint Worker	\$83.62	19.34%	16.31%	\$116.06
	Traffic Engineering Technician	\$110.82	19.34%	16.31%	\$153.82
	Traffic Signal Maintenance Supervisor	\$130.35	19.34%	16.31%	\$180.93
	Traffic Signal Maintenance Technician I	\$92.40	19.34%	16.31%	\$128.25
	Traffic Signal Maintenance Technician II	\$94.58	19.34%	16.31%	\$131.27
	Tree Trimmer Specialist	\$65.25	19.34%	16.31%	\$90.57
	Welder/Fabricator	\$82.13	19.34%	16.31%	\$113.99

\*The hourly billing rates contained in this schedule are intended as general billing rates. Actual billable rates may vary based on the function performed, funding source, project assignment, or applicable departmental and citywide overhead allocations. The City reserves the right to apply the rate that most accurately reflects the cost of providing the service

Assumptions	Value
Productive Hours	1,650
Citywide Overhead Rate	16.31%
Purpose	Cost Recovery / Grants / Contracts
Effective Date	7/1/2026

**FY 2026-27 HOURLY BILLING RATE  
PART-TIME**

Billing Function	Position	Sum of Step Rate	Sum of Function OH %	Sum of City OH %	Sum of Billable Rate/Hr
<b>City Manager's Office</b>	Audio Visual (AV) Technician I	\$22.86	10.45%	16.31%	\$29.37
	Audio Visual (AV) Technician II	\$25.52	10.45%	16.31%	\$32.79
	Senior Audio Visual (AV) Technician	\$28.08	10.45%	16.31%	\$36.08
<b>Community Services</b>	After School Community Services Assistant I	\$23.68	10.42%	16.31%	\$30.41
	After School Community Services Assistant II	\$25.17	10.42%	16.31%	\$32.33
	After School Community Services Assistant III	\$26.73	10.42%	16.31%	\$34.33
	Assistant Pool Manager	\$24.91	10.42%	16.31%	\$31.99
	Community Services Assistant	\$20.86	10.42%	16.31%	\$26.79
	Intern I	\$20.86	10.42%	16.31%	\$26.79
	Intern II	\$22.21	10.42%	16.31%	\$28.52
	Intern III	\$24.19	10.42%	16.31%	\$31.06
	Lifeguard	\$20.98	10.42%	16.31%	\$26.94
	Pool Manager	\$27.17	10.42%	16.31%	\$34.89
	Senior Community Services Assistant	\$22.21	10.42%	16.31%	\$28.52
	Senior Transportation Specialist	\$24.91	10.42%	16.31%	\$31.99
	Transportation Specialist	\$22.94	10.42%	16.31%	\$29.46
	Transportation Specialist Trainee	\$17.15	10.42%	16.31%	\$22.02
	Water Safety Instructor (WSI)	\$22.88	10.42%	16.31%	\$29.38
<b>Innovation and Technology</b>	Intern I	\$20.86	5.73%	16.31%	\$25.65
	Intern II	\$22.21	5.73%	16.31%	\$27.31
	Intern III	\$24.19	5.73%	16.31%	\$29.74
	IT Applications Programmer	\$44.05	5.73%	16.31%	\$54.17
<b>Planning</b>	Intern I	\$20.86	7.45%	16.31%	\$26.07
	Intern II	\$22.21	7.45%	16.31%	\$27.75
	Intern III	\$24.19	7.45%	16.31%	\$30.23

**FY 2026-27 HOURLY BILLING RATES  
PART-TIME**

<b>Police</b>	Animal Services Assistant	\$20.86	14.39%	16.31%	\$27.75
	Police Background Investigator	\$38.59	14.39%	16.31%	\$51.34
	Police Cadet	\$20.86	14.39%	16.31%	\$27.75
	Police Reserve Officer	\$27.00	14.39%	16.31%	\$35.92
<b>Public Works &amp; Engineering</b>	Intern I	\$20.86	19.34%	16.31%	\$28.95
	Intern II	\$22.21	19.34%	16.31%	\$30.83
	Intern III	\$24.19	19.34%	16.31%	\$33.57
	Maintenance Assistant	\$17.15	19.34%	16.31%	\$23.80
	Office Assistant	\$21.56	19.34%	16.31%	\$29.92
	Traffic Signal Maintenance Assistant	\$20.86	19.34%	16.31%	\$28.95

*\*The fully burdened labor rates contained in this schedule are intended as general billing rates. Actual billable rates may vary based on the function performed, funding source, project assignment, or applicable departmental and citywide overhead allocations. The City reserves the right to apply the rate that most accurately reflects the cost of providing the service*