

Exhibit B Resolution No. 2025-30
CITY OF NEEDLES
FULLY BURDENED HOURLY RATES

POSITION TITLE	<u>CURRENT</u> Fully Burdened Hourly Rate	<u>PROPOSED</u> Fully Burdened Hourly Rate
ADMIN SUPPORT CLERK	\$64.76	\$68.65
ANIMAL CONTROL ASSISTANT	\$47.84	\$50.71
ANIMAL CONTROL OFFICER	\$23.96	\$25.40
ASSISTANT CITY MGR/DEV SERV	\$173.66	\$184.08
ASSISTANT UTILITIES MANAGER	\$139.73	\$148.11
ASSOCIATE PLANNER	\$95.78	\$101.53
ASSOCIATE WATER OPERATOR	\$85.86	\$91.01
BUILDING OFFICIAL	\$239.90	\$254.29
BUILDING PERMIT TECHNICIAN	\$74.21	\$78.66
BUSINESS OFFICE/MIS MANAGER	\$72.82	\$77.19
CHIEF WATER PLANT OPERATOR	\$125.37	\$132.89
CITY CLERK	\$98.54	\$104.45
CITY ENGINEER	\$240.11	\$254.52
CITY MANAGER	\$288.99	\$306.33
CODE CLERK (TEMP)	\$53.46	\$56.67
CODE ENFORCEMENT OFFICER	\$75.84	\$80.39
COMMUNITY SERVICES MANAGER	\$105.84	\$112.19
CUSTOMER SERVICE REP. I	\$45.40	\$48.12
CUSTOMER SERVICE REP. 11	\$55.87	\$59.22
DIRECTOR OF FINANCE	\$172.94	\$183.32
ENGINEERING TECH II	\$75.84	\$80.39
EQUIPMENT OPERATOR I	\$74.89	\$79.38
EQUIPMENT OPERATOR IV	\$91.31	\$96.79
FILE CLERK (TEMP)	\$32.41	\$34.35
FINANCE ASSISTANT	\$87.89	\$93.16
HUMAN RESOURCE SPECIALIST	\$77.43	\$82.08
J SMITH PK ATTENDANT	\$21.28	\$22.56
LIFE GUARD I	\$24.83	\$26.32
LIFEGUARD II	\$25.07	\$26.57
LIFEGUARD SHIFT LEADER	\$25.30	\$26.82
LINE CREW SUPERVISOR	\$161.65	\$171.35
MAINT CONSTR. WORKER I	\$52.84	\$56.01
MAINT CONSTR. WORKER III	\$45.51	\$48.24
MATERIALS COORDINATOR/SVC	\$70.07	\$74.27
MECHANIC	\$81.22	\$86.09
METER TECH I	\$50.54	\$53.57
PARK SUPERINTENDENT (Grounds Supervisor)	\$107.29	\$113.73
POOL TECHNICIAN	\$28.93	\$30.67
POWERLINE APPRENTICE	\$87.37	\$92.61
POWERLINE TECH	\$136.72	\$144.92
PROJECT FINANCE CLERK	\$25.11	\$26.62
PUBLIC WORKS DIRECTOR	\$135.97	\$144.13
RECREATION AIDE	\$34.51	\$36.58
RECREATION LEADER	\$37.82	\$40.09
RECREATION SERVICE MANAGER	\$129.04	\$136.78
SENIOR ACCOUNT CLERK	\$91.46	\$96.95
SR CODE ENFORCMENT OFCR	\$99.44	\$105.41
SR. ANIMAL CONTROL OFFICER	\$71.64	\$75.94
SR. CENTER AIDE	\$26.60	\$28.20
TECH IWWTP	\$79.37	\$84.13
WATER FOREPERSON	\$109.69	\$116.27

The fully burdened hourly rate for new positions will be determined at the average hourly rate plus the overhead rate for that department, as calculated in the most recent Cost of Services Study.