CITY OF NOWTHEN

AGENDA
Nowthen City Council
June 15, 2021
@ 7:00 PM

7:00 pm

1. Call to Order
   - Roll Call
   - Approve Agenda

7:05 pm

2. Engineering
   - Ebony & Garnet - Estimate for reclaiming & re-paving newer "patch"

7:10 pm

3. Flat Fee vs. Pass-Through Fee Structure

7:35 pm

4. Check Lists for Land Use & Zoning Requests

8:00 pm

5. Internal Planning Services vs. External Planning Services

8:30 pm

6. Communication

9:00 pm

7. Adjourn

Recordings of Nowthen Council Meetings are available at www.nowthenmn.govoffice2.com

Hakanson Anderson

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www.haa-inc.com

45 YEARS

MEMORANDUM

TO: **City of Nowthen**

FROM: **Shane Nelson, City Engineer**

DATE: **June 10, 2021**

RE: **Ebony and Garnet**

As requested, we have calculated the cost of reclaiming and re-paving the newer "patch" section on Ebony Street. The patch is approximately 600 feet long and begins at the driveway located at 18563 Ebony Street and terminates near the driveway at 18667 Ebony Street.

Utilizing contract unit prices, we have determined that the additional cost would be $13,280. The cost includes the cost to reclaim the additional 600' of bituminous and to re-pave the same 600' with a new bituminous base course to a 2" compacted thickness. There is no additional cost for the wearing course, as the project already included a 1.5" overlay of this portion to be constructed concurrently with the rest of the road.

Revising the scope as discussed above would eliminate two construction joints on either end of the road surface and may allow for a better ride. It would also replace the older bituminous base with a new bituminous base – providing for a uniform date of construction.

If the City approves the additional expenditure, we can notify the Contractor accordingly and will issue a Work Change Directive.

MINOR SUBDIVISION CHECKLIST

LOT SPLIT (3 LOTS OR LESS)

LOT LINE ADJUSTMENT

CITY OFFICES: 8188 199TH AVENUE NW, NOWTHEN 55330 763-441-1347
Zoning Admin: Liz Stockman 651-303-3670 liz.stockman@planningco.com
City Engineer: Shane Nelson 763-852-0479 shanen@haa-inc.com

1. CONFORMANCE WITH APPROVED LAND USE PLANS, POLICIES AND ZONING

- ☐ The proposed use is consistent with the 2040 Comprehensive Land Use Plan or a Comprehensive Plan Amendment will be required which is a separate application to be approved prior to subdivision consideration.
- ☐ The proposed use must be consistent with the City's Zoning Map and Zoning Ordinance regulations for the district within which it is proposed. The use must be listed as a permitted, conditional use or interim use within the zoning district, or a Zoning Amendment will be required which is a separate application to be approved prior to subdivision consideration.
- ☐ Review the appropriate sections of the City's Code (Subdivision & Zoning Ordinances).
- ☐ Review the City's Engineering Manual relative to development and street construction stds.
- ☐ Consistency with the Upper Rum River Watershed Management Organization Watershed Management Plan and the City of Nowthen Stormwater Management Plan regarding wetlands, drainage, groundwater, stormwater, erosion control & the protection of all water resources.
- ☐ Consistency with City, Anoka County or MNDOT plans relative to adjacent roadways

2. SUBMISSION REQUIREMENTS – ALL APPLICATIONS

All of the information listed below is required to be submitted with the official application form and fees unless specifically excluded by the Zoning Administrator. The decision on whether an application is complete for review will be made by the Zoning Administrator within fifteen (15) days from the date of submission. If an application is found to be incomplete, the applicant will be notified in writing by the Zoning Administrator stating that the application is incomplete and the necessary information that must be provided before the City will process the application. Failure to provide all necessary information required or requested by the City may be cause for the application to be denied.

- ☐ Submission of a complete application on or before the first Tuesday of the month
- ☐ Payment of fees and required escrow amount (see application)
- ☐ Signed Consultant Review Fee Acknowledgement
- ☐ Wetland Delineation Application & Additional Escrow for all properties which contain wetlands. If wetland impacts are present/proposed, the application may be delayed to ensure compliance with wetland sequencing (avoidance), de minimus exemption, or replacement under MN Rule 8420.0520.

- ☐ Property taxes (for the year) must be paid in order for a division to be recorded at Anoka County.
- ☐ Property owner signature on the application form is required; recent acquisitions may require proof of title or copy of a purchase agreement if not evident on the Anoka County website.

3. LOT SPLIT (3 OR FEWER LOTS) & LOT LINE ADJUSTMENTS

Two (2) full size PAPER copies and ELECTRONIC files of detailed written materials, plans and specifications to include the following information:

- ☐ A **Certificate of Survey** is required, prepared and signed by a licensed land surveyor in MN.
- ☐ Scale and north arrow
- ☐ Existing property boundaries with dimensions and acreage
- ☐ Proposed property boundaries with dimensions and acreage
- ☐ Existing and proposed streets (66 feet of dedicated public right-of-way required, see below)
- ☐ Existing buildings, sheds, accessory structures, driveways, culverts, other improvements
- ☐ Proposed building pad locations, with lowest floor and opening elevations indicated
- ☐ Lowest floor minimum one (1) foot above mottled soils.
- ☐ Lowest opening 1.5 feet (18 inches) above high water level.
- ☐ Two percent (2%) slope/positive drainage away from house.
- ☐ Lot buildability exhibit using shading to depict one (1) acre with one (1) foot of separation and 23,000 SF with three (3) feet of separation to highest known water elevation.
- ☐ Easements of record and proposed easements (road, grading/drainage, access easements), including copies of recorded documents from Anoka County.
- ☐ Topography, other significant environmental features.
- ☐ Wetlands, ditches, ponds, rivers, creeks, lakes or other water bodies on the subject property or which lie close to the property border (see delineation requirement above).
- ☐ 100-year high water levels for all water bodies; if unknown, spot elevations shall be shot by the surveyor along wetlands and other depression/stormwater collection areas
- ☐ Ordinary High Water Level (OHWL) for all water bodies within or adjacent to the subdivision, including spot/overflow elevations of adjacent water bodies, roads, driveways and culverts.
- ☐ All encroachments (fences, driveways, structures or other unlawful interference on the land)
- ☐ Existing and proposed legal descriptions shown on the survey and in Word (.doc) format
- ☐ Utilities – existing septic tanks, lines and drainfields, wells, power lines, underground pipes, etc.
- ☐ New parcels being created must show Lot Buildability (the site's capability to accommodate a primary and backup septic system); see Section 10-3-5 of the City Code. Grading and fill may be used to create the final elevation which shall be shown on the survey.

☐ Soil borings for primary and backup septic sites and in planned building areas; soil boring locations shall be numbered and shown on the survey.

☐ Lots containing existing accessory structures: The size of any parcel must be large enough to accommodate the number and square footage of accessory structures as required under Section 11-4-2 of the City Code. Variances will not be granted, so in some cases, sheds must be removed to meet the number or square footage requirements.

4. ADMINISTRATIVE LOT SPLITS

☐ Administrative Lot Splits may be approved by the Zoning Administrator on a case-by-case basis if the property is residentially zoned, does not involve more than two lots or the need for public streets (new or extended); application requirements are the same as outlined herein.

5. MINIMUM LOT SIZE AND ACCESS REQUIREMENTS

☐ Five (5) acre minimum lot size

☐ All new lots shall have a minimum of 300 feet in width as measured at the building setback line and minimum lot depth of 300 feet.

☐ The minimum frontage on a public street is 150 feet, except in the case of cul-de-sacs 75 feet is permitted.

☐ Structure Setbacks:
Front: 120 feet from centerline of local roads, 150 feet from centerline of county or state roads
Side: 20 feet, except on a corner the front setbacks apply
Rear: 35 feet, except when abutting a public road the front setbacks apply

☐ 35% impervious surface area maximum, includes all hard cover and gravel surfacing

☐ Driveway standards of Section 11-6-2.J requires all lots to meet minimum standards for emergency vehicle access including a 12 foot driveway width for 1 or 2 residences and 3+ residences requires a 20 foot width; all sites require 13.5 feet of overhead clearance. The distance as measured from the driveway or public street to all sides of the principal structure(s) must be within 250 feet to allow fire hose access.

☐ All new driveways shall be located 15 feet from lot lines. Any driveways serving multiple principal uses or properties must have a shared driveway agreement approved by the City Attorney.

☐ A primary and backup septic system drainfield site is required per Section 10-3-6 of the City Code; they must be protected with snow fence during construction.

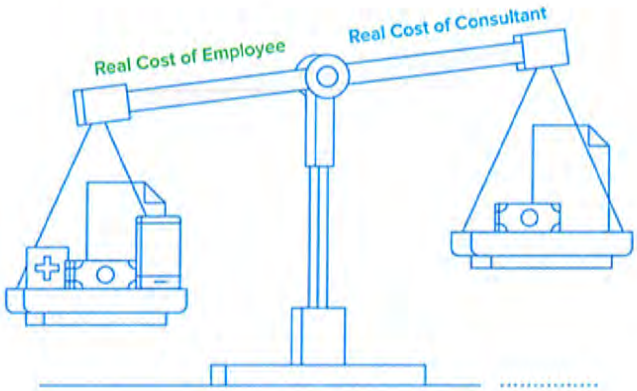
☐ **Public street access is required** for all new lots. Access via existing or new driveway easements is prohibited. Flag lots may be allowed in very rare circumstances and through approval of a Conditional Use Permit (CUP) where the extension of through streets is not possible.

☐ Local streets shall contain 66 feet of right-of-way dedicated to the City of Nowthen in the form of a permanent roadway easement. Paving of all new roads is required (24-foot top), unless the division qualifies for deferral of paving standards (CUP) under Section 10-3-3.C.

- ☐ If parcels abut Anoka County or MNDOT roads, approval from those jurisdictions is required and additional right-of-way may need to be dedicated in the form of a permanent roadway easements.

- ☐ **Park and Trail Dedication Fees:** $2,000 park fee/buildable lot and $500 trail fee/buildable lot The park and trail dedication requirement shall be applied to all subdivision of land regardless of the type of proposed development and the number of lots created and shall be paid to the City prior to recording.

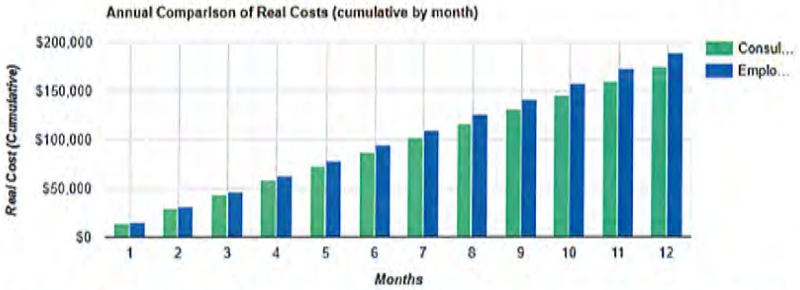
Don't Be Fooled: Calculate the Real Cost of Employees and Consultants



HYAM SINGER
Hyam is a creative and results-oriented leader with skills in product and service organizations, solution innovation and agile development.

REAL EMPLOYEE COST CALCULATOR

This calculator is based on the cost accounting methodology detailed in the article below. Use the calculator below to compare the real costs of contractors vs. employees, based on their salaries and hourly rates.



Adjust hourly rates or annual compensation figures below to compute and compare real costs

	CONSULTANT	EMPLOYEE
Hourly Rate	$70	$46
Annual Salary	$145,600	$95,000
REAL HOURLY COST *	$84	$92
REAL ANNUAL COST *	$174,720	$189,050

* Real costs are roughly based on DCAA Cost Accounting Standards

Don't Be Fooled: How to Calculate Employee Costs vs. Consultant Costs

A typical flawed analysis

Andre's gotten funding for his company and is looking to staff his development team. He needs top software engineering talent and he needs it fast. Andre was ready to bring on Roger, a freelance consultant who came highly recommended, but backed off upon learning that Roger's rate was $70/hour. That seemed way too expensive After all, Andre reasoned, that's equivalent to an annual salary of over $145K, based on a typical 2,080 work hours per year. In contrast, Andre is sure he can hire a great developer as an employee for $100K or less. So Andre decides to look for an employee to hire instead and save money.

Unfortunately, like all too many hiring managers, Andre's financial analysis was overly simplistic and highly flawed as a result. The reality is that the costs per employee calculations when hiring are *vastly* different (and often greater) than those involved in bringing on a consultant, and the differences go way beyond annual salaries and hourly rates. Andre doesn't realize it, but there's a good chance he actually would have *saved* money by hiring the consultant.

It's truly astounding how few business owners properly account for the *real* cost of their labor. In a product company, these errors can eat away at your bottom line. And in a

services business, these errors can even result in spending more to provide a service than you're charging for it.

But of course, this is not a new problem. Accordingly, tried and true methods do exist for more accurately calculating the real costs of your labor, enabling you to perform a sound financial analysis and make a more educated decision when faced with the "employee vs. consultant" dilemma. Here's what you need to know:

It's not so simple

Let's assume that Andre finds an employee, Pete, for $95K/year. Evaluating costs on an hourly basis, Andre believes that Roger will cost him $70/hour, whereas Pete (using the standard 2,080 work hours per year) will only cost him around $45/hour.

That's a significant savings.

Or is it?

Unfortunately for Andre, it's not so simple when you take employee overhead costs into account. Let's see why.

Most readers of this article will be quick to recognize that Andre has failed to factor in benefits. True. But even when it comes to benefits, things are not so simple. You may be factoring in health and dental insurance, 401K contributions, and other perks, but are you factoring in the cost of the employee's annual vacation when calculating the cost of the hours that she is productively working for you?

Here's a fairly typical list of the company-paid benefits that are directly attributable to each employee:

- Insurance (medical, dental, life)
- Annual Bonus / 401K Contribution
- Payroll taxes (company paid portion)

So as a first step, let's *begin* our cost per employee formula by factoring in these costs to *better* estimate Pete's real cost to Andre's company:

```
$95,000   Pete's Base Salary
 15,000   Pete's Insurance (medical, dental, life) - company paid portion
  2,500   Pete's Annual Bonus / Company 401K Contribution
  8,000   Payroll taxes (company paid portion)
========  ================================================================
$120,500  Better approximation of total annual cost (salary + benefits)
```

OK, that's *closer* to accurate, but still a *long* way from representing Pete's full cost to Andre's company. Benefits are frankly only the tip of the iceberg when it comes to figuring out how much an employee is *really* costing your company.

Cost of employee benefits? You're paying for more than benefits

Running a business can be exhilarating. It can be challenging. *And it can be expensive*. There's the cost of office space. Phone systems. Computer equipment. Administrative staff. Payroll services. And on and on and on. And each of your employees benefits from all this infrastructure "for free".

And while you don't *charge* your employees for any of this infrastructure, they most certainly do *benefit* from it. That being the case, to the extent that each employee uses this infrastructure, a corresponding portion of the cost is really attributable to him or her.

Here's a fairly typical list of company-paid infrastructure costs (often referred to as *indirect costs*):

- Accounting fees
- Advertising
- Books
- Computer hardware
- Computer software licenses
- Computer software subscriptions and maintenance
- Conferences and trade shows
- Corporate graphics and web design
- Digital certificates
- Dues and subscriptions
- Equipment
- Furniture
- Hosting services
- Insurance (liability, workers comp, etc.)
- Interview expenses
- Legal fees
- Meeting expenses
- Office supplies
- Overhead staff (executive, administrative)
- Recruiting (advertising and fees)
- Repair services
- Training
- Travel
- Voice and data communications

While this is a long list of overhead indeed, it's important to mention that it's not even necessarily complete. Many companies will have their own peculiar sets of indirect costs

that don't fall within any of the categories listed above. Collectively, it's these many indirect costs that can cause a company to inadvertently "lose money" on hiring its employees.

Factoring it all in

OK, so how does one distribute these costs across each of the company's employees to better approximate their real cost?

An overly simplistic way of doing this calculation would be to just add up all indirect costs, divide by the number of employees, and then add that portion of the total to each employee's annual compensation.

While this may seem perfectly reasonable at first blush (and it is certainly *much* better than not factoring in these costs at all!), one quickly realizes that it is still way over-simplifying the problem.

Consider this, for example: Not every employee uses the same portion of the corporate infrastructure. As an extreme example, the company janitor occupies a much smaller portion of the administrative staff's time than the CTO does. So attributing equal portions of the cost of the administrative staff to the janitor and the CTO wouldn't seem to make a whole lot of sense. Even in less drastic cases, the same holds true. A Senior Systems Architect is likely to be using more of the company's infrastructure than an entry level programmer.

The question then becomes how to intelligently distribute the company's indirect costs across all employees. *The generally accepted practice is to use salary as an*

approximation of seniority, which in turns serves as an approximation of the portion of corporate infrastructure and resources used.

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Here's a very simple example that helps demonstrate the point:

    Annual Salaries:
       Sue      $75,000
       Bob      $50,000
       Ted      $25,000
     =====     ========
     Total     $150,000

    Allocation of Indirect Expenses:
       Sue      50% ($75,000 / $150,000)
       Bob      33% ($50,000 / $150,000)
       Ted      17% ($25,000 / $150,000)
```

But even this is still over-simplified.

Consider the fact that some employee's salaries (COO, CFO, administrative staff, etc.) are actually *part* of the infrastructure costs. As you go further down this path, it becomes apparent that costs need to be "pooled" into different categories in order to properly distribute them. The basic idea is that indirect costs are pooled into three primary categories:

1. **Fringe benefits.** Items such as health care, retirement contributions, paid time off, workman's compensation, and so on.
2. **Overhead.** Business expenses not attributable to a specific project. Examples include rent, computer equipment, office supplies, voice and data communication charges, hosting services, and so on.
3. **General & Administrative (G&A).** Expenses attributable to running your business in general such as salaries for corporate executives and adminstrative personnel, legal fees, accounting fees, and so on.

The resulting calculations rapidly become quite sophisticated. For example, these Cost Accounting Standards from the Defense Contract Audit Agency provide a glimpse into the resulting complexity. Using cost per employee formulas such as these, an "indirect rate" corresponding to each of the above three categories is calculated. These are then

applied *cumulatively* to an employee's salary to derive his or her actual cost to the company.

According to a recent Deltek report, the most common values for these rates were roughly as follows: Fringe 35%, Overhead 25%, G&A 18%. Applying these rates cumulatively yields a cost multiplier of 1.99; i.e., (1 + 0.35) x (1 + 0.25) x (1 + 0.18). This means that each employee is typically costing the company roughly twice (1.99 times) their base salary.

These multipliers can vary widely, though, across different companies, or even within the same company from year-to-year. In the Government contracting domain, the 1.99 figure is roughly the median, with cost multiplier values most typically being in the range of 1.5 to 2.5.

Returning to our true cost of an employee example, Pete's real hourly cost to Andre's company isn't $45/hour; we now see that it's probably much closer to $90 per hour ($45 x 1.99). On an annualized basis, this means that Pete doesn't cost the company $95K; rather, Pete roughly costs the company around $190K/year ($95K x 1.99)! Suddenly, this no longer seems like such a bargain.

Consultant salary calculator: The real cost of consultants

But wait, you'll say, don't we have to provide a consultant with some corporate infrastructure too? So isn't Roger the consultant also really costing us more than his hourly rate?

Yes, indeed he is. An excellent point.

However, the amount of infrastructure that a consultant uses is significantly less than that of an employee (not to mention the fact that the consultant doesn't receive any benefits from the company). As a result, the actual cost of a consultant is affected by G&A (General & Administrative) costs only; Fringe (i.e., benefits) and Overhead are irrelevant to the cost of a consultant.

So, in our example, we can more accurately estimate Roger's real cost to Andre's company as being around $83/hour (i.e., $70 x 1.18, based on the typical G&A rate of 18% quoted earlier). This would equate to an annualized cost of roughly $170K (again using the standard figure of 2,080 work hours per year).

An apples-to-apples comparison

Now that we've properly accounted for the *true* costs of Pete the employee and Roger the consultant, we can make more of an apples-to-apples financial comparison between their costs:

What Andre thought:

Andre thought that Pete the employee was only costing his

company around $45/hour, whereas Roger the consultant would cost his company $70/hour.

The reality:

Pete the employee is really costing Andre's company around $90/hour, whereas Roger the consultant would only cost his company around $83/hour.

And thus, we prove the old adage that things are not always as they seem.

Other things to consider

Here are a couple of other key points to consider:

1. **Potential financial risks.** There are additional potential financial risks with an employee that are less likely in the case of a consultant. A prime example is the fact that companies tend to make hire/fire decisions much more rapidly with consultants than with employees. It is not uncommon for under-performing employees to be kept on the payroll for multiple months, throughout various stages of probation, to minimize the potential for an employee-filed lawsuit. The resulting cost to the company can be quite substantial. In contrast, companies tend to dismiss consultants with minimal if any notice when in any way dissatisfied with their performance.
2. **Recruiting fees affect the cost of *all* employees.** One obvious savings with consultants is the avoidance of often hefty recruiting fees. What may be less obvious, though, is that each recruiting fee paid drives up the real cost of *all* employees. Since recruiting costs are including in

overhead expenses, every recruiting expense that your company incurs increases your overhead costs, which in turn raises your overhead rate multiplier, *which in turns drives up the effective cost of each and every one of your employees* (i.e., since the overhead multiplier is used in calculating *every* employee's real cost, the higher that multiplier is, the higher each employee's real cost ends up being).

Concluding remarks

When making the in-house employee vs. consultant cost-based hiring decision, it's critically important to properly account for all the hidden costs per employee and costs per consultant involved in order to make a sound business decision. Every company and situation is different so there's no "one size fits all" answer here. But an awareness of the factors and issues discussed in this article will help arm you to make the best financial decision for you and your team

Source: www.toptal.com

USA Wage

National » Urban and Regional Planners » Minnesota

Urban and Regional Planners Salary Information in Minnesota

The average annual salaries for urban and regional planners in the state of Minnesota are shown in Table 1. The comparison of the salary statistics of urban and regional planners among Minnesota areas is shown in Table 2. The salary statistics are based on the national compensation survey conducted by the U.S. Bureau of Labor Statistics in 2020 and published in April 2021 [1].

Table 1 & 2. Annual Salary of Urban and Regional Planners in Minnesota (2020 Survey)

Percentile bracket	Average annual salary
10th Percentile Wage	$54,910
25th Percentile Wage	$65,890
50th Percentile Wage	$80,610
75th Percentile Wage	$96,540
90th Percentile Wage	$108,400

Table 1 shows the average annual salary for urban and regional planners in Minnesota in 5 percentile scales. The average annual salary for the 90th percentile (the top 10 percent of the highest paid) is $108,400. The median (50th percentile) annual salary is $80,610. The average annual salary for the bottom 10 percent is $54,910.

Median salary trend (2012 to 2020)

The table and chart below show the trend of the median salary of urban and regional planners from 2012 to 2020.

Year	Median Salary	Yearly Growth	8-Year Growth
2020	$80,610	-0.09%	17.59%
2019	$80,680	9.47%	-
2018	$73,040	3.97%	-
2017	$70,140	0.09%	-
2016	$70,080	1.04%	-
2015	$69,350	2.22%	-
2014	$67,810	4.04%	-
2013	$65,070	-2.09%	-
2012	$66,430	-	-

Table 3. Median Annual Salary of Urban and Regional Planners in Minnesota Cities (2020 Survey)

Table 3 shows the median annual salary of urban and regional planners in some Minnesota cities and metropolitan areas. We note that the median annual salary of urban and regional planners in state of Minnesota ranges from $65,400 to $70,750. The highest paying area for urban and regional planners in Minnesota is Southeast Minnesota nonmetropolitan area with a median annual salary of $70,750. The second highest paying city/area in Minnesota State is Rochester (mean annual salary $70,330). The lowest paying area is St Cloud with a median annual salary of $65,400.

Cities/Areas	Median Annual Salary
Southeast Minnesota nonmetropolitan area	$70,750
Rochester	$70,330
Northwest Minnesota nonmetropolitan area	$66,390
St Cloud	$65,400

U.S. BUREAU OF LABOR STATISTICS

Occupational Employment and Wage Statistics

OEWS | PRINT

Occupational Employment and Wages, May 2020

19-3051 Urban and Regional Planners

Develop comprehensive plans and programs for use of land and physical facilities of jurisdictions, such as towns, cities, counties, and metropolitan areas.

National estimates for Urban and Regional Planners: Top

Employment estimate and mean wage estimates for Urban and Regional Planners:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
38,190	1.8 %	$ 38.18	$ 79,410	0.6 %

Percentile wage estimates for Urban and Regional Planners:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	$ 22.51	$ 28.43	$ 36.52	$ 46.34	$ 56.86
Annual Wage (2)	$ 46,830	$ 59,130	$ 75,950	$ 96,380	$ 118,280

Industry profile for Urban and Regional Planners: Top

Industries with the highest published employment and wages for Urban and Regional Planners are provided. For a list of all industries with employment in Urban and Regional Planners, see the Create Customized Tables function.

Industries with the highest levels of employment in Urban and Regional Planners:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Local Government, excluding schools and hospitals (OEWS Designation)	27,050	0.50	$ 37.40	$ 77,790
Architectural, Engineering, and Related Services	4,270	0.28	$ 42.86	$ 89,150
State Government, excluding schools and hospitals (OEWS Designation)	3,510	0.16	$ 36.11	$ 75,110
Management, Scientific, and Technical Consulting Services	1,250	0.08	$ 35.31	$ 73,440
Federal Executive Branch (OEWS Designation)	870	0.04	$ 49.50	$ 102,960

Industries with the highest concentration of employment in Urban and Regional Planners:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Local Government, excluding schools and hospitals (OEWS Designation)	27,050	0.50	$ 37.40	$ 77,790
Architectural, Engineering, and Related Services	4,270	0.28	$ 42.86	$ 89,150
State Government, excluding schools and hospitals (OEWS Designation)	3,510	0.16	$ 36.11	$ 75,110
Management, Scientific, and Technical Consulting Services	1,250	0.08	$ 35.31	$ 73,440
Social Advocacy Organizations	90	0.04	$ 84.88	$ 176,560

Top paying industries for Urban and Regional Planners:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Social Advocacy Organizations	90	0.04	$ 84.88	$ 176,560
Federal Executive Branch (OEWS Designation)	870	0.04	$ 49.50	$ 102,960
Architectural, Engineering, and Related Services	4,270	0.28	$ 42.86	$ 89,150
Legal Services	(8)	(8)	$ 42.66	$ 88,740
Management of Companies and Enterprises	(8)	(8)	$ 41.22	$ 85,740

The Planning Company

Year-End Breakdown of Invoices

June 2021

	(partial) 2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
City TA (ordinance, zoning, comp plan work)	$ 3,204.00	$ 6,763.84	$ 10,559.80	$ 10,536.96	$ 3,784.40	$ 1,900.00	$ 13,100.50	$ 6,662.60	$ 16,768.33	$ 8,010.00
Private TA (all private projects like IUPs, plats)		$ 20,338.43	$ 21,757.60	$ 17,322.09	$ 35,827.89	$ 16,975.15	$ 25,438.05	$ 28,197.90	$ 18,602.40	$ 32,491.50
Zoning Admin. (pass through, bldg. permits)		$ 3,905.30	$ 8,111.72	$ 3,501.15	$ 11,606.68	$ 7,111.66	$ 12,752.23	$ 5,216.24	$ 5,667.76	$ 10,190.08
Zoning Admin. (general, city cost)		$ 6,146.09	$ 12,456.04	$ 22,912.28	$ 15,970.10	$ 14,907.03	$ 9,601.95	$ 11,141.40	$ 12,909.12	$ 5,711.28
Code Maintenance/Code Enforcement	$ 4,876.00	$ -	$ 80.00	$ 760.00	$ -	$ -	$ 639.33	$ 2,600.22	$ 2,452.00	$ 4,290.00
Meetings	$ 1,000.00	$ 3,750.00	$ 5,000.00	$ 6,625.00	$ 6,250.00	$ 4,500.00	$ 5,750.00	$ 5,100.00	$ 6,010.00	$ 6,250.00
Year-End Total	**$ 9,080.00**	**$ 40,903.66**	**$ 57,965.16**	**$ 61,657.48**	**$ 73,439.07**	**$ 45,393.84**	**$ 67,282.06**	**$ 58,918.36**	**$ 62,409.61**	**$ 66,942.86**
City Responsibility (excludes pass-thru fees)	$ 9,080.00	$ 16,659.93	$ 28,095.84	$ 40,834.24	$ 26,004.50	$ 21,307.03	$ 29,091.78	$ 25,504.22	$ 38,139.45	$ 24,261.28