



**CITY OF SEBASTOPOL
CURRENT PAY RATES & RANGES
EFFECTIVE JANUARY 1, 2020**

**Approved by City Council
on December 17, 2019
Resolution No. 6277-2019**

RESOLUTION NO 6277-2019

A RESOLUTION OF THE CITY COUNCIL AMENDING THE SALARY PLAN IN
ACCORDANCE WITH ORDINANCE NO. 563

WHEREAS, Ordinance No. 563 and amendments thereto provide, among other things, that the City Council shall fix and determine the salary pay rates and ranges for each classified position and shall by resolution set salary ranges as said Council may from time to time determine; and

WHEREAS, a Fire Engineer position was created to manage the day-to-day workload that has increased dramatically over the years; and

WHEREAS, the California Public Employee's Retirement Law, at Section 570.5 of the California Code of Regulations Title 2, requires the City to publish Pay Rates and Ranges on the City's internet site and the City Council to approve the Pay Rates and Range in its entirety each time a modification is made; and

WHEREAS, the City Council previously approved the City Pay Rates and Ranges document dated August 6, 2019 pursuant to Resolution No. 6257, and one classification and salary changes has been subsequently approved; and

WHEREAS, staff recommends that the City Council adopt the updated City Pay Rates and Ranges document.

NOW, THEREFORE, BE IT RESOLVED that the salary range and steps contained in this resolution be amended and/or established and shall become effective on January 1, 2020.

IN COUNCIL DULY PASSED this 17th day of December 2019.

I, the undersigned, hereby certify that the foregoing Resolution was duly adopted by the City of Sebastopol City Council by the following vote:

VOTE:

AYES: Councilmembers Carnacchi, Gurney, Hinton, Vice Mayor Glass and Mayor Slayter
NOES: None
ABSENT: None
ABTAIN: None

APPROVED: 

Patrick Slayter, Mayor, City of Sebastopol

ATTEST: 

Mary Gourley, Assistant City Manager/City Clerk, MMC

APPROVED AS TO FORM: 

Larry McLaughlin, City Attorney

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
City Council	N/A			N/A	\$ 300	\$ 3,600
MANAGEMENT						
City Manager/City Attorney	Appointed	A	\$ 67.06	\$ 5,365	\$ 11,624	\$ 139,483
		B	\$ 70.41	\$ 5,633	\$ 12,204	\$ 146,454
		C	\$ 73.93	\$ 5,914	\$ 12,814	\$ 153,771
		D	\$ 77.62	\$ 6,210	\$ 13,455	\$ 161,459
		E	\$ 81.50	\$ 6,520	\$ 14,127	\$ 169,530
Assistant City Manager/City Clerk	Appointed	A	\$ 62.38	\$ 4,991	\$ 10,813	\$ 129,757
		B	\$ 65.50	\$ 5,240	\$ 11,354	\$ 136,245
		C	\$ 68.78	\$ 5,502	\$ 11,921	\$ 143,057
		D	\$ 72.22	\$ 5,777	\$ 12,517	\$ 150,210
		E	\$ 75.83	\$ 6,066	\$ 13,143	\$ 157,720
Administrative Services Director	Unrepresented	A	\$ 60.66	\$ 4,853	\$ 10,514	\$ 126,170
		B	\$ 63.69	\$ 5,095	\$ 11,040	\$ 132,478
		C	\$ 66.88	\$ 5,350	\$ 11,592	\$ 139,102
		D	\$ 70.22	\$ 5,618	\$ 12,171	\$ 146,057
		E	\$ 73.73	\$ 5,898	\$ 12,780	\$ 153,360
City Clerk	Appointed	A	\$ 56.69	\$ 4,535	\$ 9,826	\$ 117,914
Finance Director	Unrepresented	B	\$ 59.52	\$ 4,761	\$ 10,316	\$ 123,798
		C	\$ 62.50	\$ 5,000	\$ 10,834	\$ 130,002
		D	\$ 65.63	\$ 5,251	\$ 11,376	\$ 136,516
		E	\$ 68.91	\$ 5,513	\$ 11,944	\$ 143,327
Building Official	Unrepresented	A	\$ 50.77	\$ 4,061	\$ 8,799	\$ 105,591
		B	\$ 53.30	\$ 4,264	\$ 9,238	\$ 110,857
		C	\$ 55.96	\$ 4,477	\$ 9,701	\$ 116,406
		D	\$ 58.76	\$ 4,701	\$ 10,186	\$ 122,228
		E	\$ 61.70	\$ 4,936	\$ 10,694	\$ 128,334
Engineering Director Planning Director	Unrepresented	A	\$ 56.99	\$ 4,559	\$ 9,878	\$ 118,532
		B	\$ 59.83	\$ 4,787	\$ 10,371	\$ 124,453
		C	\$ 62.83	\$ 5,026	\$ 10,890	\$ 130,682
		D	\$ 65.97	\$ 5,278	\$ 11,435	\$ 137,221
		E	\$ 69.26	\$ 5,541	\$ 12,006	\$ 144,068
Fire Chief	Unrepresented	A	\$ 57.56	\$ 4,605	\$ 9,978	\$ 119,731
		B	\$ 60.43	\$ 4,835	\$ 10,475	\$ 125,701
		C	\$ 63.46	\$ 5,077	\$ 11,000	\$ 132,005
		D	\$ 66.63	\$ 5,330	\$ 11,549	\$ 138,593
		E	\$ 69.96	\$ 5,597	\$ 12,127	\$ 145,527

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
MANAGEMENT						
Police Chief	Unrepresented	A	\$ 58.56	\$ 4,685	\$ 10,151	\$ 121,808
		B	\$ 61.49	\$ 4,919	\$ 10,658	\$ 127,901
		C	\$ 64.56	\$ 5,165	\$ 11,191	\$ 134,291
		D	\$ 67.80	\$ 5,424	\$ 11,751	\$ 141,015
		E	\$ 71.19	\$ 5,695	\$ 12,339	\$ 148,073
Public Works Superintendent	Unrepresented	A	\$ 55.55	\$ 4,444	\$ 9,628	\$ 115,541
		B	\$ 58.32	\$ 4,665	\$ 10,108	\$ 121,301
		C	\$ 61.24	\$ 4,899	\$ 10,614	\$ 127,370
		D	\$ 64.30	\$ 5,144	\$ 11,145	\$ 133,735
		E	\$ 67.51	\$ 5,401	\$ 11,702	\$ 140,422

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
MID-MANAGEMENT						
Accounting Supervisor	Unrepresented	A	\$ 44.16	\$ 3,533	\$ 7,655	\$ 91,860
Assistant Public Works Superintendent		B	\$ 46.37	\$ 3,709	\$ 8,037	\$ 96,445
Engineering Manager		C	\$ 48.69	\$ 3,895	\$ 8,439	\$ 101,265
		D	\$ 51.12	\$ 4,089	\$ 8,860	\$ 106,321
		E	\$ 53.68	\$ 4,294	\$ 9,304	\$ 111,648
Associate Planner	Unrepresented	A	\$ 37.15	\$ 2,972	\$ 6,439	\$ 77,268
		B	\$ 39.10	\$ 3,128	\$ 6,778	\$ 81,336
		C	\$ 41.16	\$ 3,293	\$ 7,135	\$ 85,620
		D	\$ 43.33	\$ 3,467	\$ 7,511	\$ 90,132
		E	\$ 45.61	\$ 3,649	\$ 7,906	\$ 94,872
Fire Engineer	Unrepresented	A	\$ 31.17	\$ 2,494	\$ 5,404	\$ 64,842
		B	\$ 32.73	\$ 2,619	\$ 5,674	\$ 68,084
		C	\$ 34.37	\$ 2,750	\$ 5,957	\$ 71,488
		D	\$ 36.09	\$ 2,887	\$ 6,255	\$ 75,063
		E	\$ 37.89	\$ 3,031	\$ 6,568	\$ 78,816
Police Captain	Unrepresented	A	\$ 53.36	\$ 4,268	\$ 9,248	\$ 110,980
		B	\$ 56.02	\$ 4,482	\$ 9,711	\$ 116,529
		C	\$ 58.82	\$ 4,706	\$ 10,196	\$ 122,356
		D	\$ 61.77	\$ 4,941	\$ 10,706	\$ 128,474
		E	\$ 64.85	\$ 5,188	\$ 11,241	\$ 134,897
Police Lieutenant	Unrepresented	A	\$ 49.01	\$ 3,921	\$ 8,495	\$ 101,945
		B	\$ 51.47	\$ 4,117	\$ 8,921	\$ 107,050
		C	\$ 54.04	\$ 4,323	\$ 9,367	\$ 112,402
		D	\$ 56.74	\$ 4,539	\$ 9,834	\$ 118,013
		E	\$ 59.58	\$ 4,766	\$ 10,327	\$ 123,921

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
MISCELLANEOUS						
Assistant Planner	SEIU	A	\$ 33.94	\$ 2,715	\$ 5,883	\$ 70,600
Junior Accountant		B	\$ 35.64	\$ 2,851	\$ 6,178	\$ 74,135
Management Analyst		C	\$ 37.42	\$ 2,993	\$ 6,486	\$ 77,831
		D	\$ 39.29	\$ 3,143	\$ 6,810	\$ 81,724
		E	\$ 41.26	\$ 3,301	\$ 7,151	\$ 85,815
Administrative Assistant	SEIU	A	\$ 25.67	\$ 2,054	\$ 4,450	\$ 53,395
		B	\$ 26.95	\$ 2,156	\$ 4,672	\$ 56,065
		C	\$ 28.30	\$ 2,264	\$ 4,906	\$ 58,871
		D	\$ 29.72	\$ 2,377	\$ 5,151	\$ 61,812
		E	\$ 31.21	\$ 2,497	\$ 5,410	\$ 64,915
Account Clerk I	SEIU	A	\$ 21.97	\$ 1,758	\$ 3,809	\$ 45,707
		B	\$ 23.07	\$ 1,846	\$ 3,999	\$ 47,994
		C	\$ 24.23	\$ 1,939	\$ 4,200	\$ 50,404
		D	\$ 25.44	\$ 2,035	\$ 4,409	\$ 52,913
		E	\$ 26.71	\$ 2,137	\$ 4,630	\$ 55,558
Account Clerk II	SEIU	A	\$ 27.39	\$ 2,192	\$ 4,748	\$ 56,980
		B	\$ 28.77	\$ 2,302	\$ 4,987	\$ 59,847
		C	\$ 30.21	\$ 2,417	\$ 5,237	\$ 62,838
		D	\$ 31.71	\$ 2,537	\$ 5,497	\$ 65,965
		E	\$ 33.31	\$ 2,665	\$ 5,774	\$ 69,290
Office Assistant	SEIU	A	\$ 19.64	\$ 1,571	\$ 3,404	\$ 40,850
		B	\$ 20.61	\$ 1,649	\$ 3,573	\$ 42,877
		C	\$ 21.65	\$ 1,732	\$ 3,752	\$ 45,027
		D	\$ 22.74	\$ 1,819	\$ 3,941	\$ 47,289
		E	\$ 23.88	\$ 1,910	\$ 4,139	\$ 49,662
Senior Administrative Assistant	SEIU	A	\$ 29.86	\$ 2,389	\$ 5,176	\$ 62,109
		B	\$ 31.35	\$ 2,508	\$ 5,434	\$ 65,211
		C	\$ 32.91	\$ 2,633	\$ 5,705	\$ 68,462
		D	\$ 34.56	\$ 2,765	\$ 5,990	\$ 71,886
		E	\$ 36.30	\$ 2,904	\$ 6,291	\$ 75,495

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
POLICE PERSONNEL						
Police Technician	SPOA	A	\$ 22.53	\$ 1,802	\$ 3,905	\$ 46,857
		B	\$ 23.65	\$ 1,892	\$ 4,099	\$ 49,193
		C	\$ 24.83	\$ 1,987	\$ 4,304	\$ 51,652
		D	\$ 26.08	\$ 2,086	\$ 4,521	\$ 54,248
		E	\$ 27.38	\$ 2,191	\$ 4,746	\$ 56,955
Police Dispatcher	SPOA	A	\$ 27.05	\$ 2,164	\$ 4,689	\$ 56,263
		B	\$ 28.42	\$ 2,273	\$ 4,925	\$ 59,106
		C	\$ 29.83	\$ 2,386	\$ 5,171	\$ 62,047
		D	\$ 31.32	\$ 2,506	\$ 5,429	\$ 65,150
		E	\$ 32.89	\$ 2,631	\$ 5,701	\$ 68,413
Records Dispatcher Supervisor	SPOA	A	\$ 32.34	\$ 2,587	\$ 5,605	\$ 67,263
		B	\$ 33.95	\$ 2,716	\$ 5,885	\$ 70,625
		C	\$ 35.65	\$ 2,852	\$ 6,179	\$ 74,148
		D	\$ 37.43	\$ 2,994	\$ 6,488	\$ 77,856
		E	\$ 39.30	\$ 3,144	\$ 6,812	\$ 81,749
Police Officer	SPOA	A	\$ 35.41	\$ 2,833	\$ 6,138	\$ 73,653
		B	\$ 37.18	\$ 2,974	\$ 6,445	\$ 77,337
		C	\$ 39.04	\$ 3,123	\$ 6,766	\$ 81,193
		D	\$ 41.00	\$ 3,280	\$ 7,106	\$ 85,272
		E	\$ 43.05	\$ 3,444	\$ 7,461	\$ 89,536
Police Sergeant	SPOA	A	\$ 41.38	\$ 3,310	\$ 7,172	\$ 86,063
		B	\$ 43.44	\$ 3,476	\$ 7,530	\$ 90,364
		C	\$ 45.61	\$ 3,649	\$ 7,906	\$ 94,875
		D	\$ 47.90	\$ 3,832	\$ 8,302	\$ 99,622
		E	\$ 50.29	\$ 4,023	\$ 8,717	\$ 104,603

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
SEIU PHYSICAL/FIELD PERSONNEL						
Laborer	SEIU	A	\$ 18.59	\$ 1,487	\$ 3,222	\$ 38,662
		B	\$ 19.51	\$ 1,561	\$ 3,383	\$ 40,590
		C	\$ 20.50	\$ 1,640	\$ 3,552	\$ 42,630
		D	\$ 21.52	\$ 1,721	\$ 3,730	\$ 44,756
		E	\$ 22.59	\$ 1,807	\$ 3,916	\$ 46,993
Maintenance Worker I	SEIU	A	\$ 22.72	\$ 1,818	\$ 3,939	\$ 47,265
		B	\$ 23.86	\$ 1,909	\$ 4,135	\$ 49,625
		C	\$ 25.05	\$ 2,004	\$ 4,342	\$ 52,110
		D	\$ 26.30	\$ 2,104	\$ 4,559	\$ 54,705
		E	\$ 27.62	\$ 2,210	\$ 4,787	\$ 57,449
Maintenance Worker II	SEIU	A	\$ 28.99	\$ 2,319	\$ 5,025	\$ 60,304
		B	\$ 30.44	\$ 2,435	\$ 5,277	\$ 63,320
		C	\$ 31.96	\$ 2,557	\$ 5,540	\$ 66,484
		D	\$ 33.56	\$ 2,685	\$ 5,817	\$ 69,809
		E	\$ 35.24	\$ 2,819	\$ 6,108	\$ 73,295
Maintenance Worker III	SEIU	A	\$ 33.88	\$ 2,710	\$ 5,872	\$ 70,464
Senior Parks & Facilities Maintenance Worker III		B	\$ 35.56	\$ 2,845	\$ 6,165	\$ 73,975
		C	\$ 37.35	\$ 2,988	\$ 6,474	\$ 77,683
		D	\$ 39.21	\$ 3,137	\$ 6,797	\$ 81,564
		E	\$ 41.17	\$ 3,293	\$ 7,136	\$ 85,630
Senior Maintenance Worker	SEIU	A	\$ 34.73	\$ 2,779	\$ 6,020	\$ 72,244
		B	\$ 36.47	\$ 2,917	\$ 6,321	\$ 75,853
		C	\$ 38.29	\$ 3,063	\$ 6,637	\$ 79,648
		D	\$ 40.20	\$ 3,216	\$ 6,968	\$ 83,615
		E	\$ 42.21	\$ 3,377	\$ 7,317	\$ 87,805
Water Treatment Plant Operator/Maintenance Worker III	SEIU	A	\$ 35.42	\$ 2,834	\$ 6,140	\$ 73,678
		B	\$ 37.19	\$ 2,975	\$ 6,447	\$ 77,361
		C	\$ 39.06	\$ 3,125	\$ 6,770	\$ 81,242
		D	\$ 41.00	\$ 3,280	\$ 7,107	\$ 85,284
		E	\$ 43.06	\$ 3,445	\$ 7,463	\$ 89,561

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Amount	Hourly	Monthly
VOLUNTEER FIREFIGHTER STIPEND			
Emergency Call-Out	\$ 15.00		
Extended On Scene (Overtime)	\$ 20.00		
Firefighter Drill	\$ 15.00		
Captain Drill	\$ 18.00		
Volunteer Assistant Chief Drill	\$ 20.00		
Captain Weekend Standby	\$ 500.00		
Shift Pay	\$ 200.00		
TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS			
Living Wage - Per Ordinance		\$ 18.52	
Laborer		\$ 18.52	
Maintenance Assistant		\$ 18.52	
Office Assistant		\$ 18.52	
Per Diem Police Dispatcher Trainee		\$ 18.52	
Police Aide Trainee		\$ 18.52	
Video Recording Operator		\$ 18.52	
City Attorney			\$ 7,790
Part-time City Engineer		\$ 50.00	
Account Clerk (Temporary)		\$ 26.71	
Per Diem Police Dispatcher ¹		\$ 31.32	
Police Reserve Officer ²		\$ 35.41	

¹ Based on Dispatcher Step D hourly rate without benefits or pay incentives

² Based on Police Officer Step A hourly rate without benefits or pay incentives