

RESOLUTION NO. 6250-2019

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, on June 30, 2019, the current Memorandums of Understanding (MOU's) with all three City bargaining units expired; and

WHEREAS, the City negotiating team and bargaining units have engaged in extensive labor negotiations through meet and confer process; and

WHEREAS, the City and bargaining units all met in good faith and were able to finalize agreements for three units; and

WHEREAS, based upon the final language, successor MOUs were prepared with various provisions for the cost of living adjustment for all bargaining groups; and

WHEREAS, compensation for employees who work directly for the City Council, such as City Manager and City Clerk negotiated separately by the City Council and employee; and

WHEREAS, the salary compensation adjustments for those positions are also included in the Pay Rates and Ranges salary schedule; 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, staff recommends that the City Council adopt the updated City Pay Rates and Ranges.

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 July 1, 2019;

PASSED, APPROVED AND ADOPTED this 16<sup>th</sup> day of July 2019 by the following vote:

VOTE:

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

APPROVED:   
Neysa Hinton, Mayor

ATTEST:

  
Mary Gourley, MMC, Assistant City Manager / City Clerk

APPROVED AS TO FORM:

  
City Attorney Larry Mclaughlin

## CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
City Council	N/A			N/A	\$ 300	\$ 3,600
<b>MANAGEMENT</b>						
City Manager/City Attorney	Appointed	A	\$ 67.06	\$ 5,812	\$ 11,624	\$ 139,483
		B	\$ 70.41	\$ 6,102	\$ 12,204	\$ 146,454
		C	\$ 73.93	\$ 6,407	\$ 12,814	\$ 153,771
		D	\$ 77.62	\$ 6,727	\$ 13,455	\$ 161,459
		E	\$ 81.50	\$ 7,064	\$ 14,127	\$ 169,530
Assistant City Manager/City Clerk	Appointed	A	\$ 62.38	\$ 5,407	\$ 10,813	\$ 129,757
		B	\$ 65.50	\$ 5,677	\$ 11,354	\$ 136,245
		C	\$ 68.78	\$ 5,961	\$ 11,921	\$ 143,057
		D	\$ 72.22	\$ 6,259	\$ 12,517	\$ 150,210
		E	\$ 75.83	\$ 6,572	\$ 13,143	\$ 157,720
Administrative Services Director	Unrepresented	A	\$ 60.66	\$ 5,257	\$ 10,514	\$ 126,170
		B	\$ 63.69	\$ 5,520	\$ 11,040	\$ 132,478
		C	\$ 66.88	\$ 5,796	\$ 11,592	\$ 139,102
		D	\$ 70.22	\$ 6,086	\$ 12,171	\$ 146,057
		E	\$ 73.73	\$ 6,390	\$ 12,780	\$ 153,360
City Clerk	Appointed	A	\$ 56.69	\$ 4,913	\$ 9,826	\$ 117,914
Finance Director	Unrepresented	B	\$ 59.52	\$ 5,158	\$ 10,316	\$ 123,798
		C	\$ 62.50	\$ 5,417	\$ 10,834	\$ 130,002
		D	\$ 65.63	\$ 5,688	\$ 11,376	\$ 136,516
		E	\$ 68.91	\$ 5,972	\$ 11,944	\$ 143,327
Building Official	Unrepresented	A	\$ 50.77	\$ 4,400	\$ 8,799	\$ 105,591
		B	\$ 53.30	\$ 4,619	\$ 9,238	\$ 110,857
		C	\$ 55.96	\$ 4,850	\$ 9,701	\$ 116,406
		D	\$ 58.76	\$ 5,093	\$ 10,186	\$ 122,228
		E	\$ 61.70	\$ 5,347	\$ 10,694	\$ 128,334
Engineering Director	Unrepresented	A	\$ 56.99	\$ 4,939	\$ 9,878	\$ 118,532
Planning Director		B	\$ 59.83	\$ 5,186	\$ 10,371	\$ 124,453
C		\$ 62.83	\$ 5,445	\$ 10,890	\$ 130,682	
D		\$ 65.97	\$ 5,718	\$ 11,435	\$ 137,221	
E		\$ 69.26	\$ 6,003	\$ 12,006	\$ 144,068	
Fire Chief	Unrepresented	A	\$ 57.56	\$ 4,989	\$ 9,978	\$ 119,731
		B	\$ 60.43	\$ 5,238	\$ 10,475	\$ 125,701
		C	\$ 63.46	\$ 5,500	\$ 11,000	\$ 132,005
		D	\$ 66.63	\$ 5,775	\$ 11,549	\$ 138,593
		E	\$ 69.96	\$ 6,064	\$ 12,127	\$ 145,527

## CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
<b>MANAGEMENT</b>						
Police Chief	Unrepresented	A	\$ 58.56	\$ 5,075	\$ 10,151	\$ 121,808
		B	\$ 61.49	\$ 5,329	\$ 10,658	\$ 127,901
		C	\$ 64.56	\$ 5,595	\$ 11,191	\$ 134,291
		D	\$ 67.80	\$ 5,876	\$ 11,751	\$ 141,015
		E	\$ 71.19	\$ 6,170	\$ 12,339	\$ 148,073
Public Works Superintendent	Unrepresented	A	\$ 55.55	\$ 4,814	\$ 9,628	\$ 115,541
		B	\$ 58.32	\$ 5,054	\$ 10,108	\$ 121,301
		C	\$ 61.24	\$ 5,307	\$ 10,614	\$ 127,370
		D	\$ 64.30	\$ 5,572	\$ 11,145	\$ 133,735
		E	\$ 67.51	\$ 5,851	\$ 11,702	\$ 140,422

## CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
<b>MID-MANAGEMENT</b>						
Accounting Supervisor	Unrepresented	A	\$ 44.16	\$ 3,827	\$ 7,655	\$ 91,860
Assistant Public Works Superintendent		B	\$ 46.37	\$ 4,019	\$ 8,037	\$ 96,445
Engineering Manager		C	\$ 48.69	\$ 4,219	\$ 8,439	\$ 101,265
		D	\$ 51.12	\$ 4,430	\$ 8,860	\$ 106,321
		E	\$ 53.68	\$ 4,652	\$ 9,304	\$ 111,648
Associate Planner	Unrepresented	A	\$ 37.15	\$ 3,220	\$ 6,439	\$ 77,268
		B	\$ 39.10	\$ 3,389	\$ 6,778	\$ 81,336
		C	\$ 41.16	\$ 3,568	\$ 7,135	\$ 85,620
		D	\$ 43.33	\$ 3,756	\$ 7,511	\$ 90,132
		E	\$ 45.61	\$ 3,953	\$ 7,906	\$ 94,872
Police Captain	Unrepresented	A	\$ 53.36	\$ 4,624	\$ 9,248	\$ 110,980
		B	\$ 56.02	\$ 4,855	\$ 9,711	\$ 116,529
		C	\$ 58.82	\$ 5,098	\$ 10,196	\$ 122,356
		D	\$ 61.77	\$ 5,353	\$ 10,706	\$ 128,474
		E	\$ 64.85	\$ 5,621	\$ 11,241	\$ 134,897
Police Lieutenant	Unrepresented	A	\$ 49.01	\$ 4,248	\$ 8,495	\$ 101,945
		B	\$ 51.47	\$ 4,460	\$ 8,921	\$ 107,050
		C	\$ 54.04	\$ 4,683	\$ 9,367	\$ 112,402
		D	\$ 56.74	\$ 4,917	\$ 9,834	\$ 118,013
		E	\$ 59.58	\$ 5,163	\$ 10,327	\$ 123,921

## CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
<b>MISCELLANEOUS</b>						
Assistant Planner	SEIU	A	\$ 33.94	\$ 2,942	\$ 5,883	\$ 70,600
Junior Accountant		B	\$ 35.64	\$ 3,089	\$ 6,178	\$ 74,135
Management Analyst		C	\$ 37.42	\$ 3,243	\$ 6,486	\$ 77,831
		D	\$ 39.29	\$ 3,405	\$ 6,810	\$ 81,724
		E	\$ 41.26	\$ 3,576	\$ 7,151	\$ 85,815
Administrative Assistant	SEIU	A	\$ 25.67	\$ 2,225	\$ 4,450	\$ 53,395
		B	\$ 26.95	\$ 2,336	\$ 4,672	\$ 56,065
		C	\$ 28.30	\$ 2,453	\$ 4,906	\$ 58,871
		D	\$ 29.72	\$ 2,576	\$ 5,151	\$ 61,812
		E	\$ 31.21	\$ 2,705	\$ 5,410	\$ 64,915
Account Clerk I	SEIU	A	\$ 21.97	\$ 1,904	\$ 3,809	\$ 45,707
		B	\$ 23.07	\$ 2,000	\$ 3,999	\$ 47,994
		C	\$ 24.23	\$ 2,100	\$ 4,200	\$ 50,404
		D	\$ 25.44	\$ 2,205	\$ 4,409	\$ 52,913
		E	\$ 26.71	\$ 2,315	\$ 4,630	\$ 55,558
Account Clerk II	SEIU	A	\$ 27.39	\$ 2,374	\$ 4,748	\$ 56,980
		B	\$ 28.77	\$ 2,494	\$ 4,987	\$ 59,847
		C	\$ 30.21	\$ 2,618	\$ 5,237	\$ 62,838
		D	\$ 31.71	\$ 2,749	\$ 5,497	\$ 65,965
		E	\$ 33.31	\$ 2,887	\$ 5,774	\$ 69,290
Office Assistant	SEIU	A	\$ 19.64	\$ 1,702	\$ 3,404	\$ 40,850
		B	\$ 20.61	\$ 1,787	\$ 3,573	\$ 42,877
		C	\$ 21.65	\$ 1,876	\$ 3,752	\$ 45,027
		D	\$ 22.74	\$ 1,970	\$ 3,941	\$ 47,289
		E	\$ 23.88	\$ 2,069	\$ 4,139	\$ 49,662
Senior Administrative Assistant	SEIU	A	\$ 29.86	\$ 2,588	\$ 5,176	\$ 62,109
		B	\$ 31.35	\$ 2,717	\$ 5,434	\$ 65,211
		C	\$ 32.91	\$ 2,853	\$ 5,705	\$ 68,462
		D	\$ 34.56	\$ 2,995	\$ 5,990	\$ 71,886
		E	\$ 36.30	\$ 3,146	\$ 6,291	\$ 75,495

## CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
<b>POLICE PERSONNEL</b>						
Police Technician	SPOA	A	\$ 22.53	\$ 1,952	\$ 3,905	\$ 46,857
		B	\$ 23.65	\$ 2,050	\$ 4,099	\$ 49,193
		C	\$ 24.83	\$ 2,152	\$ 4,304	\$ 51,652
		D	\$ 26.08	\$ 2,260	\$ 4,521	\$ 54,248
		E	\$ 26.87	\$ 2,328	\$ 4,657	\$ 55,880
Police Dispatcher	SPOA	A	\$ 27.05	\$ 2,344	\$ 4,689	\$ 56,263
		B	\$ 28.42	\$ 2,463	\$ 4,925	\$ 59,106
		C	\$ 29.83	\$ 2,585	\$ 5,171	\$ 62,047
		D	\$ 31.32	\$ 2,715	\$ 5,429	\$ 65,150
		E	\$ 32.89	\$ 2,851	\$ 5,701	\$ 68,413
Records Dispatcher Supervisor	SPOA	A	\$ 32.34	\$ 2,803	\$ 5,605	\$ 67,263
		B	\$ 33.95	\$ 2,943	\$ 5,885	\$ 70,625
		C	\$ 35.65	\$ 3,089	\$ 6,179	\$ 74,148
		D	\$ 37.43	\$ 3,244	\$ 6,488	\$ 77,856
		E	\$ 39.30	\$ 3,406	\$ 6,812	\$ 81,749
Police Officer	SPOA	A	\$ 35.41	\$ 3,069	\$ 6,138	\$ 73,653
		B	\$ 37.18	\$ 3,222	\$ 6,445	\$ 77,337
		C	\$ 39.04	\$ 3,383	\$ 6,766	\$ 81,193
		D	\$ 41.00	\$ 3,553	\$ 7,106	\$ 85,272
		E	\$ 43.05	\$ 3,731	\$ 7,461	\$ 89,536
Police Sergeant	SPOA	A	\$ 41.38	\$ 3,586	\$ 7,172	\$ 86,063
		B	\$ 43.44	\$ 3,765	\$ 7,530	\$ 90,364
		C	\$ 45.61	\$ 3,953	\$ 7,906	\$ 94,875
		D	\$ 47.90	\$ 4,151	\$ 8,302	\$ 99,622
		E	\$ 50.29	\$ 4,358	\$ 8,717	\$ 104,603

**CITY OF SEBASTOPOL - PAY RATES AND RANGES**

<b>Job Classification</b>	<b>Group</b>	<b>Step</b>	<b>Hourly</b>	<b>Semi-Monthly</b>	<b>Monthly</b>	<b>Annually</b>
<b>SEIU PHYSICAL/FIELD PERSONNEL</b>						
Laborer	SEIU	A	\$ 18.59	\$ 1,611	\$ 3,222	\$ 38,662
		B	\$ 19.51	\$ 1,691	\$ 3,383	\$ 40,590
		C	\$ 20.50	\$ 1,776	\$ 3,552	\$ 42,630
		D	\$ 21.52	\$ 1,865	\$ 3,730	\$ 44,756
		E	\$ 22.59	\$ 1,958	\$ 3,916	\$ 46,993
Maintenance Worker I	SEIU	A	\$ 22.72	\$ 1,969	\$ 3,939	\$ 47,265
		B	\$ 23.86	\$ 2,068	\$ 4,135	\$ 49,625
		C	\$ 25.05	\$ 2,171	\$ 4,342	\$ 52,110
		D	\$ 26.30	\$ 2,279	\$ 4,559	\$ 54,705
		E	\$ 27.62	\$ 2,394	\$ 4,787	\$ 57,449
Maintenance Worker II	SEIU	A	\$ 28.99	\$ 2,513	\$ 5,025	\$ 60,304
		B	\$ 30.44	\$ 2,638	\$ 5,277	\$ 63,320
		C	\$ 31.96	\$ 2,770	\$ 5,540	\$ 66,484
		D	\$ 33.56	\$ 2,909	\$ 5,817	\$ 69,809
		E	\$ 35.24	\$ 3,054	\$ 6,108	\$ 73,295
Maintenance Worker III	SEIU	A	\$ 33.88	\$ 2,936	\$ 5,872	\$ 70,464
Senior Parks & Facilities Maintenance Worker III		B	\$ 35.56	\$ 3,082	\$ 6,165	\$ 73,975
C		\$ 37.35	\$ 3,237	\$ 6,474	\$ 77,683	
D		\$ 39.21	\$ 3,398	\$ 6,797	\$ 81,564	
E		\$ 41.17	\$ 3,568	\$ 7,136	\$ 85,630	
Senior Maintenance Worker	SEIU	A	\$ 34.73	\$ 3,010	\$ 6,020	\$ 72,244
		B	\$ 36.47	\$ 3,161	\$ 6,321	\$ 75,853
		C	\$ 38.29	\$ 3,319	\$ 6,637	\$ 79,648
		D	\$ 40.20	\$ 3,484	\$ 6,968	\$ 83,615
		E	\$ 42.21	\$ 3,659	\$ 7,317	\$ 87,805
Water Treatment Plant Operator/Maintenance Worker III	SEIU	A	\$ 35.42	\$ 3,070	\$ 6,140	\$ 73,678
		B	\$ 37.19	\$ 3,223	\$ 6,447	\$ 77,361
		C	\$ 39.06	\$ 3,385	\$ 6,770	\$ 81,242
		D	\$ 41.00	\$ 3,554	\$ 7,107	\$ 85,284
		E	\$ 43.06	\$ 3,732	\$ 7,463	\$ 89,561



## CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Amount	Hourly	Monthly
<b>VOLUNTEER FIREFIGHTER STIPEND</b>			
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		
<b>TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS</b>			
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 <sup>1</sup>		\$ 31.32	
Police Reserve Officer <sup>2</sup>		\$ 35.41	

<sup>1</sup> Based on Dispatcher Step D hourly rate without benefits or pay incentives

<sup>2</sup> Based on Police Officer Step A hourly rate without benefits or pay incentives