



**CITY OF SEBASTOPOL
CURRENT PAY RATES & RANGES
EFFECTIVE JULY 1, 2017**

**Approved by City Council
on June 6, 2017
Resolution No. 6143**

RESOLUTION NO. 6143

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, 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, 2017;

IN COUNCIL DULY PASSED this 6th day of June, 2017.

VOTE:

AYES: Councilmembers Carnacchi, Gurney, Hinton, Vice Mayor Slayter and Mayor Glass

NOES: None

ABSENT: None

ABSTAIN: None

APPROVED: _____


Mayor Una Glass

ATTEST: _____


Mary Gourley, MMC, Assistant City Manager / City Clerk

Approved as to Form:


Larry McLaughlin, City Attorney

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
MANAGEMENT						
City Manager	Appointed	A	\$ 62.60	\$ 5,426	\$ 10,851	\$ 130,213
		B	\$ 65.73	\$ 5,696	\$ 11,393	\$ 136,714
		C	\$ 69.01	\$ 5,981	\$ 11,962	\$ 143,549
		D	\$ 72.47	\$ 6,280	\$ 12,561	\$ 150,730
		E	\$ 76.09	\$ 6,594	\$ 13,188	\$ 158,257
Assistant City Manager/City Clerk	Appointed	A	\$ 54.37	\$ 4,712	\$ 9,425	\$ 113,094
		B	\$ 57.11	\$ 4,949	\$ 9,898	\$ 118,780
		C	\$ 59.98	\$ 5,198	\$ 10,396	\$ 124,749
		D	\$ 62.99	\$ 5,460	\$ 10,919	\$ 131,028
		E	\$ 66.16	\$ 5,733	\$ 11,467	\$ 137,604
City Clerk	Appointed	A	\$ 52.92	\$ 4,586	\$ 9,173	\$ 110,074
Finance Director	Unrepresented	B	\$ 55.57	\$ 4,816	\$ 9,631	\$ 115,578
		C	\$ 58.35	\$ 5,057	\$ 10,113	\$ 121,361
		D	\$ 61.27	\$ 5,310	\$ 10,620	\$ 127,435
		E	\$ 64.33	\$ 5,575	\$ 11,150	\$ 133,801
Building Official	Unrepresented	A	\$ 47.39	\$ 4,107	\$ 8,214	\$ 98,572
		B	\$ 49.76	\$ 4,312	\$ 8,624	\$ 103,493
		C	\$ 52.24	\$ 4,528	\$ 9,056	\$ 108,667
		D	\$ 54.86	\$ 4,754	\$ 9,509	\$ 114,107
		E	\$ 57.60	\$ 4,992	\$ 9,984	\$ 119,813
Engineering Director Planning Director	Unrepresented	A	\$ 53.20	\$ 4,611	\$ 9,221	\$ 110,658
		B	\$ 55.86	\$ 4,841	\$ 9,682	\$ 116,187
		C	\$ 58.65	\$ 5,083	\$ 10,166	\$ 121,995
		D	\$ 61.58	\$ 5,337	\$ 10,675	\$ 128,094
		E	\$ 64.66	\$ 5,604	\$ 11,208	\$ 134,499
Fire Chief	Unrepresented	A	\$ 53.74	\$ 4,657	\$ 9,314	\$ 111,774
		B	\$ 56.42	\$ 4,890	\$ 9,779	\$ 117,353
		C	\$ 59.24	\$ 5,134	\$ 10,269	\$ 123,225
		D	\$ 62.21	\$ 5,391	\$ 10,782	\$ 129,388
		E	\$ 65.32	\$ 5,661	\$ 11,321	\$ 135,855
Police Chief	Unrepresented	A	\$ 54.67	\$ 4,738	\$ 9,476	\$ 113,714
		B	\$ 57.40	\$ 4,975	\$ 9,950	\$ 119,395
		C	\$ 60.27	\$ 5,224	\$ 10,447	\$ 125,368
		D	\$ 63.29	\$ 5,485	\$ 10,970	\$ 131,645
		E	\$ 66.46	\$ 5,759	\$ 11,519	\$ 138,227

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
MANAGEMENT						
Public Works Superintendent	Unrepresented	A	\$ 51.85	\$ 4,494	\$ 8,988	\$ 107,853
		B	\$ 54.44	\$ 4,718	\$ 9,437	\$ 113,242
		C	\$ 57.17	\$ 4,954	\$ 9,909	\$ 118,903
		D	\$ 60.02	\$ 5,202	\$ 10,404	\$ 124,848
		E	\$ 63.02	\$ 5,462	\$ 10,924	\$ 131,090

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
MID-MANAGEMENT						
Assistant Planner	Unrepresented	A	\$ 31.69	\$ 2,746	\$ 5,492	\$ 65,905
		B	\$ 33.27	\$ 2,883	\$ 5,767	\$ 69,202
		C	\$ 34.93	\$ 3,028	\$ 6,055	\$ 72,664
		D	\$ 36.68	\$ 3,179	\$ 6,358	\$ 76,291
		E	\$ 38.51	\$ 3,338	\$ 6,676	\$ 80,108
Assistant Public Works Superintendent Engineering Manager	Unrepresented	A	\$ 41.23	\$ 3,573	\$ 7,146	\$ 85,751
		B	\$ 43.29	\$ 3,752	\$ 7,503	\$ 90,038
		C	\$ 45.45	\$ 3,939	\$ 7,878	\$ 94,540
		D	\$ 47.72	\$ 4,136	\$ 8,271	\$ 99,257
		E	\$ 50.11	\$ 4,343	\$ 8,686	\$ 104,228
Police Captain	Unrepresented	A	\$ 49.81	\$ 4,317	\$ 8,634	\$ 103,607
		B	\$ 52.30	\$ 4,533	\$ 9,065	\$ 108,781
		C	\$ 54.91	\$ 4,759	\$ 9,518	\$ 114,221
		D	\$ 57.66	\$ 4,998	\$ 9,995	\$ 119,940
		E	\$ 60.55	\$ 5,247	\$ 10,495	\$ 125,939
Records Dispatcher Supervisor	Unrepresented	A	\$ 30.19	\$ 2,616	\$ 5,232	\$ 62,785
		B	\$ 31.70	\$ 2,747	\$ 5,494	\$ 65,930
		C	\$ 33.28	\$ 2,884	\$ 5,769	\$ 69,228
		D	\$ 34.95	\$ 3,029	\$ 6,057	\$ 72,690
		E	\$ 36.69	\$ 3,180	\$ 6,360	\$ 76,316

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
MISCELLANEOUS						
Office Assistant	Unrepresented	A	\$ 18.33	\$ 1,589	\$ 3,178	\$ 38,133
		B	\$ 19.25	\$ 1,668	\$ 3,336	\$ 40,035
		C	\$ 20.21	\$ 1,752	\$ 3,503	\$ 42,039
		D	\$ 21.22	\$ 1,839	\$ 3,679	\$ 44,144
		E	\$ 22.28	\$ 1,931	\$ 3,863	\$ 46,350
Account Clerk I	Unrepresented	A	\$ 20.52	\$ 1,778	\$ 3,556	\$ 42,673
		B	\$ 21.54	\$ 1,867	\$ 3,734	\$ 44,803
		C	\$ 22.62	\$ 1,960	\$ 3,921	\$ 47,048
		D	\$ 23.75	\$ 2,058	\$ 4,116	\$ 49,394
		E	\$ 24.94	\$ 2,161	\$ 4,322	\$ 51,867
Account Clerk II	Unrepresented	A	\$ 25.58	\$ 2,217	\$ 4,433	\$ 53,197
		B	\$ 26.86	\$ 2,328	\$ 4,656	\$ 55,867
		C	\$ 28.20	\$ 2,444	\$ 4,888	\$ 58,661
		D	\$ 29.61	\$ 2,566	\$ 5,132	\$ 61,590
		E	\$ 31.10	\$ 2,695	\$ 5,390	\$ 64,680
Administrative Assistant	Unrepresented	A	\$ 23.97	\$ 2,077	\$ 4,154	\$ 49,850
		B	\$ 25.17	\$ 2,181	\$ 4,362	\$ 52,349
		C	\$ 26.42	\$ 2,290	\$ 4,580	\$ 54,961
		D	\$ 27.75	\$ 2,405	\$ 4,809	\$ 57,713
		E	\$ 29.14	\$ 2,525	\$ 5,050	\$ 60,604
Senior Administrative Assistant	Unrepresented	A	\$ 27.87	\$ 2,416	\$ 4,832	\$ 57,979
		B	\$ 29.26	\$ 2,536	\$ 5,073	\$ 60,871
		C	\$ 30.73	\$ 2,663	\$ 5,326	\$ 63,914
		D	\$ 32.26	\$ 2,796	\$ 5,592	\$ 67,110
		E	\$ 33.88	\$ 2,936	\$ 5,873	\$ 70,470
Senior Administrative Assistant/Department Technician	Unrepresented	A	\$ 29.26	\$ 2,536	\$ 5,073	\$ 60,871
		B	\$ 30.73	\$ 2,663	\$ 5,326	\$ 63,914
		C	\$ 32.26	\$ 2,796	\$ 5,592	\$ 67,110
		D	\$ 33.88	\$ 2,936	\$ 5,873	\$ 70,470
		E	\$ 35.57	\$ 3,083	\$ 6,166	\$ 73,996
Junior Accountant	Unrepresented	A	\$ 31.69	\$ 2,746	\$ 5,492	\$ 65,905
		B	\$ 33.27	\$ 2,883	\$ 5,767	\$ 69,202
		C	\$ 34.93	\$ 3,028	\$ 6,055	\$ 72,664
		D	\$ 36.68	\$ 3,179	\$ 6,358	\$ 76,291
		E	\$ 38.51	\$ 3,338	\$ 6,676	\$ 80,108

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
POLICE PERSONNEL						
Police Technician	SPOA	A	\$ 20.84	\$ 1,806	\$ 3,611	\$ 43,338
		B	\$ 21.87	\$ 1,896	\$ 3,791	\$ 45,492
		C	\$ 22.96	\$ 1,990	\$ 3,980	\$ 47,763
		D	\$ 24.11	\$ 2,090	\$ 4,179	\$ 50,152
		E	\$ 25.32	\$ 2,195	\$ 4,389	\$ 52,670
Police Dispatcher	SPOA	A	\$ 25.02	\$ 2,169	\$ 4,337	\$ 52,047
		B	\$ 26.26	\$ 2,276	\$ 4,552	\$ 54,629
		C	\$ 27.59	\$ 2,391	\$ 4,782	\$ 57,381
		D	\$ 28.96	\$ 2,510	\$ 5,020	\$ 60,236
		E	\$ 30.41	\$ 2,635	\$ 5,271	\$ 63,248
Police Lead Communications Dispatcher	SPOA	A	\$ 26.90	\$ 2,331	\$ 4,662	\$ 55,948
		B	\$ 28.24	\$ 2,447	\$ 4,894	\$ 58,731
		C	\$ 29.66	\$ 2,570	\$ 5,141	\$ 61,689
		D	\$ 31.13	\$ 2,698	\$ 5,397	\$ 64,759
		E	\$ 32.69	\$ 2,833	\$ 5,666	\$ 67,991
Police Officer	SPOA	A	\$ 32.75	\$ 2,838	\$ 5,676	\$ 68,110
		B	\$ 34.38	\$ 2,980	\$ 5,959	\$ 71,509
		C	\$ 36.10	\$ 3,129	\$ 6,257	\$ 75,086
		D	\$ 37.90	\$ 3,285	\$ 6,569	\$ 78,829
		E	\$ 39.80	\$ 3,450	\$ 6,899	\$ 82,788
Police Sergeant	SPOA	A	\$ 38.25	\$ 3,315	\$ 6,631	\$ 79,568
		B	\$ 40.17	\$ 3,481	\$ 6,963	\$ 83,552
		C	\$ 42.18	\$ 3,655	\$ 7,311	\$ 87,728
		D	\$ 44.28	\$ 3,838	\$ 7,676	\$ 92,107
		E	\$ 46.50	\$ 4,030	\$ 8,060	\$ 96,716

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
SEIU PHYSICAL/FIELD PERSONNEL						
Laborer	SEIU	A	\$ 17.35	\$ 1,504	\$ 3,008	\$ 36,092
		B	\$ 18.22	\$ 1,579	\$ 3,158	\$ 37,900
		C	\$ 19.13	\$ 1,658	\$ 3,316	\$ 39,796
		D	\$ 20.09	\$ 1,741	\$ 3,482	\$ 41,782
		E	\$ 21.09	\$ 1,828	\$ 3,656	\$ 43,870
Maintenance Worker I	SEIU	A	\$ 21.21	\$ 1,839	\$ 3,677	\$ 44,125
		B	\$ 22.27	\$ 1,930	\$ 3,861	\$ 46,327
		C	\$ 23.39	\$ 2,027	\$ 4,054	\$ 48,644
		D	\$ 24.56	\$ 2,128	\$ 4,256	\$ 51,076
		E	\$ 25.78	\$ 2,234	\$ 4,469	\$ 53,622
Maintenance Worker II	SEIU	A	\$ 27.07	\$ 2,346	\$ 4,691	\$ 56,296
		B	\$ 28.42	\$ 2,463	\$ 4,926	\$ 59,109
		C	\$ 29.84	\$ 2,586	\$ 5,172	\$ 62,063
		D	\$ 31.33	\$ 2,715	\$ 5,431	\$ 65,169
		E	\$ 32.90	\$ 2,851	\$ 5,702	\$ 68,428
Maintenance Worker III	SEIU	A	\$ 31.63	\$ 2,741	\$ 5,482	\$ 65,780
		B	\$ 33.20	\$ 2,878	\$ 5,755	\$ 69,065
		C	\$ 34.86	\$ 3,021	\$ 6,043	\$ 72,515
		D	\$ 36.61	\$ 3,173	\$ 6,345	\$ 76,143
		E	\$ 38.44	\$ 3,331	\$ 6,662	\$ 79,949
Senior Maintenance Worker	SEIU	A	\$ 32.42	\$ 2,810	\$ 5,620	\$ 67,435
		B	\$ 34.04	\$ 2,950	\$ 5,901	\$ 70,809
		C	\$ 35.74	\$ 3,098	\$ 6,196	\$ 74,348
		D	\$ 37.53	\$ 3,253	\$ 6,505	\$ 78,065
		E	\$ 39.41	\$ 3,416	\$ 6,831	\$ 81,974
Water Treatment Plant Operator/Maintenance Worker III	SEIU	A	\$ 33.07	\$ 2,866	\$ 5,732	\$ 68,785
		B	\$ 34.72	\$ 3,009	\$ 6,018	\$ 72,222
		C	\$ 36.46	\$ 3,160	\$ 6,320	\$ 75,837
		D	\$ 38.28	\$ 3,317	\$ 6,635	\$ 79,618
		E	\$ 40.19	\$ 3,483	\$ 6,967	\$ 83,603

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		\$ 17.57	
Landscape Laborer		\$ 17.57	
Office Assistant		\$ 17.57	
Per Diem Police Dispatcher Trainee		\$ 17.57	
Police Aide Trainee		\$ 17.57	
Video Recording Operator		\$ 17.57	
City Attorney			\$ 7,790
Part-time City Engineer		\$ 50.00	
Account Clerk (Temporary)		\$ 24.94	
Per Diem Police Dispatcher ¹		\$ 28.96	
Police Reserve Officer ²		\$ 32.75	

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