

RESOLUTION NO. 6175

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 reorganization of the Finance and Public Works department to accurately reflect the current needs of each department and duties of the staffing level; and

WHEREAS, an Accounting Supervisor was created to manage the day to day to implement the segregation of duties control and will take on a more advanced and complex accounting functions to actually reflect the level of responsibilities and duties that would be more aligned with our present situation; and

WHEREAS, the Senior Parks & Facilities Maintenance Worker III position was created to allow the formation of developmental training program for lower positions within the Public Works Department; 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 October 17, 2017 pursuant to Resolution No. 6161, and two positions 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 shall become effective on March 1, 2018;

IN COUNCIL DULY PASSED this 6th day of March, 2018.

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, Glass, Gurney, Vice Mayor Hinton and Mayor Slayter
Noes: None
Abstain: None
Absent: None

APPROVED:

P. SLAYTER
Mayor Patrick Slayter

ATTEST:

Mary E. Gourley
Mary Gourley, Assistant City Manager / City Clerk, MMC

APPROVED AS TO FORM:

Larry McLaughlin
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 Accounting Supervisor	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	\$ 9,066	\$ 108,787
		C	\$ 54.92	\$ 4,759	\$ 9,519	\$ 114,226
		D	\$ 57.66	\$ 4,997	\$ 9,995	\$ 119,938
		E	\$ 60.55	\$ 5,247	\$ 10,495	\$ 125,935
Police Lieutenant	Unrepresented	A	\$ 45.76	\$ 3,966	\$ 7,931	\$ 95,176
		B	\$ 48.05	\$ 4,164	\$ 8,329	\$ 99,944
		C	\$ 50.45	\$ 4,372	\$ 8,745	\$ 104,937
		D	\$ 52.97	\$ 4,591	\$ 9,182	\$ 110,183
		E	\$ 55.62	\$ 4,821	\$ 9,641	\$ 115,695
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	SEIU	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	SEIU	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	SEIU	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	SEIU	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	SEIU	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	SEIU	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	SEIU	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
Senior Parks & Facilities Maintenance Worker III		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