



**CITY OF SEBASTOPOL
CURRENT PAY RATES & RANGES
EFFECTIVE April 20, 2021**

**Approved by City Council
on April 20, 2021
Resolution No. 6339-2021**

RESOLUTION NO. 6339-2021

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

WHEREAS the City of Sebastopol Municipal Code Section 2.60.040 provides that the City Council may by resolution adopt a classification plan for all the positions in City employment; and

WHEREAS the City of Sebastopol Municipal Code Section 2.12.110 authorizes the City Manager to recommend reorganizations of offices, positions, departments or units under his direction as may be indicated in the interest of efficient, effective, and economical conduct of the City's business; and

WHEREAS staff has determined that it is in the best interest of efficient, effective, and economical conduct of the City's business, the Public Works Department establishes one new classifications, retitle another classification; and

WHEREAS the recommendation includes the new classifications of Senior Maintenance Worker-Sanitary Sewer System Operator be established and the retitle classification specifications for Water Treatment Operator to Senior Maintenance Worker-Water System Treatment Operator and wage ranges approved as provided in the pay rates and ranges schedule attached to this resolution; and

WHEREAS staff has also determined that this new established position is non-exempt under the Federal Labor Standards Act and that the position is aligned with the Service Employees International Union, Local 1021; and

WHEREAS staff has created one new classification specifications and salary ranges for the new position be placed in the existing pay rates and ranges of the Water Treatment Operator to Senior Maintenance Worker-Water System Treatment Operator; and

WHEREAS staff is requested that City Manager be authorized to make non-substantive changes to all City job classification specifications that do not affect scope, complexity, discipline, wages, or job level; 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 6, 2020 pursuant to Resolution No. 6314-2020, and

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 April 20, 2021;

The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 20th Day of April 2021, by the following vote:

VOTE:

Ayes: Councilmembers Hinton, Rich, Slayter, Vice Mayor Gurney and Mayor Glass

Noes: None

Absent: None

Abstain: None

APPROVED:



Mayor Una Glass

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	\$ 69.07	\$ 5,526	\$ 11,973	\$ 143,673
		B	\$ 72.52	\$ 5,802	\$ 12,570	\$ 150,841
		C	\$ 76.14	\$ 6,092	\$ 13,198	\$ 158,381
		D	\$ 79.95	\$ 6,396	\$ 13,859	\$ 166,304
		E	\$ 83.95	\$ 6,716	\$ 14,551	\$ 174,610
Assistant City Manager City Clerk	Appointed	A	\$ 64.25	\$ 5,140	\$ 11,137	\$ 133,649
		B	\$ 67.47	\$ 5,398	\$ 11,695	\$ 140,335
		C	\$ 70.84	\$ 5,667	\$ 12,279	\$ 147,344
		D	\$ 74.38	\$ 5,950	\$ 12,893	\$ 154,710
		E	\$ 78.10	\$ 6,248	\$ 13,537	\$ 162,447
Administrative Services Director	Unrepresented	A	\$ 62.48	\$ 4,998	\$ 10,829	\$ 129,953
		B	\$ 65.60	\$ 5,248	\$ 11,371	\$ 136,454
		C	\$ 68.88	\$ 5,511	\$ 11,940	\$ 143,277
		D	\$ 72.32	\$ 5,786	\$ 12,536	\$ 150,434
		E	\$ 75.94	\$ 6,075	\$ 13,163	\$ 157,961
City Clerk	Appointed	A	\$ 58.39	\$ 4,671	\$ 10,121	\$ 121,449
Finance Director	Unrepresented	B	\$ 61.30	\$ 4,904	\$ 10,625	\$ 127,506
		C	\$ 64.38	\$ 5,150	\$ 11,159	\$ 133,908
		D	\$ 67.60	\$ 5,408	\$ 11,717	\$ 140,607
		E	\$ 70.97	\$ 5,678	\$ 12,302	\$ 147,628
Building Official	Unrepresented	A	\$ 52.29	\$ 4,183	\$ 9,063	\$ 108,756
		B	\$ 54.90	\$ 4,392	\$ 9,515	\$ 114,182
		C	\$ 57.65	\$ 4,612	\$ 9,992	\$ 119,904
		D	\$ 60.53	\$ 4,842	\$ 10,492	\$ 125,899
		E	\$ 63.55	\$ 5,084	\$ 11,015	\$ 132,178
Engineering Director Planning Director	Unrepresented	A	\$ 58.70	\$ 4,696	\$ 10,174	\$ 122,092
		B	\$ 61.63	\$ 4,930	\$ 10,682	\$ 128,186
		C	\$ 64.71	\$ 5,177	\$ 11,217	\$ 134,600
		D	\$ 67.95	\$ 5,436	\$ 11,778	\$ 141,337
		E	\$ 71.34	\$ 5,707	\$ 12,366	\$ 148,394
Fire Chief	Unrepresented	A	\$ 59.29	\$ 4,743	\$ 10,277	\$ 123,328
		B	\$ 62.25	\$ 4,980	\$ 10,789	\$ 129,471
		C	\$ 65.37	\$ 5,229	\$ 11,330	\$ 135,960
		D	\$ 68.63	\$ 5,490	\$ 11,895	\$ 142,746
		E	\$ 72.06	\$ 5,765	\$ 12,491	\$ 149,890

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
MANAGEMENT						
Police Chief	Unrepresented	A	\$ 60.32	\$ 4,826	\$ 10,456	\$ 125,466
		B	\$ 63.33	\$ 5,067	\$ 10,978	\$ 131,733
		C	\$ 66.50	\$ 5,320	\$ 11,527	\$ 138,321
		D	\$ 69.83	\$ 5,586	\$ 12,104	\$ 145,242
		E	\$ 73.32	\$ 5,866	\$ 12,709	\$ 152,510
Public Works Superintendent	Unrepresented	A	\$ 57.21	\$ 4,577	\$ 9,917	\$ 119,002
		B	\$ 60.06	\$ 4,805	\$ 10,411	\$ 124,935
		C	\$ 63.07	\$ 5,046	\$ 10,932	\$ 131,189
		D	\$ 66.23	\$ 5,298	\$ 11,479	\$ 137,752
		E	\$ 69.54	\$ 5,563	\$ 12,053	\$ 144,637

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
MID-MANAGEMENT						
Assistant Public Works Superintendent Engineering Manager	Unrepresented	A	\$ 45.49	\$ 3,639	\$ 7,885	\$ 94,616
		B	\$ 47.76	\$ 3,821	\$ 8,278	\$ 99,337
		C	\$ 50.15	\$ 4,012	\$ 8,692	\$ 104,306
		D	\$ 52.65	\$ 4,212	\$ 9,126	\$ 109,510
		E	\$ 55.29	\$ 4,423	\$ 9,583	\$ 114,997
Fire Engineer	Unrepresented	A	\$ 32.11	\$ 2,569	\$ 5,566	\$ 66,793
		B	\$ 33.72	\$ 2,697	\$ 5,844	\$ 70,131
		C	\$ 35.40	\$ 2,832	\$ 6,136	\$ 73,629
		D	\$ 37.17	\$ 2,974	\$ 6,443	\$ 77,312
		E	\$ 39.03	\$ 3,122	\$ 6,765	\$ 81,180
Principal Civil Engineer	Unrepresented	A	\$ 59.12	\$ 4,730	\$ 10,248	\$ 122,976
		B	\$ 62.08	\$ 4,966	\$ 10,760	\$ 129,125
		C	\$ 65.18	\$ 5,214	\$ 11,298	\$ 135,577
		D	\$ 68.44	\$ 5,475	\$ 11,864	\$ 142,362
		E	\$ 71.87	\$ 5,749	\$ 12,457	\$ 149,482
Senior Civil Engineer	Unrepresented	A	\$ 52.44	\$ 4,195	\$ 9,089	\$ 109,068
		B	\$ 55.06	\$ 4,405	\$ 9,544	\$ 114,528
		C	\$ 57.81	\$ 4,625	\$ 10,021	\$ 120,250
		D	\$ 60.70	\$ 4,856	\$ 10,521	\$ 126,257
		E	\$ 63.74	\$ 5,099	\$ 11,048	\$ 132,573
Police Captain	Unrepresented	A	\$ 54.95	\$ 4,396	\$ 9,525	\$ 114,305
		B	\$ 57.70	\$ 4,616	\$ 10,002	\$ 120,021
		C	\$ 60.59	\$ 4,847	\$ 10,502	\$ 126,022
		D	\$ 63.62	\$ 5,089	\$ 11,027	\$ 132,323
		E	\$ 66.80	\$ 5,344	\$ 11,578	\$ 138,939
Police Lieutenant	Unrepresented	A	\$ 50.48	\$ 4,038	\$ 8,750	\$ 104,998
		B	\$ 53.01	\$ 4,241	\$ 9,189	\$ 110,264
		C	\$ 55.66	\$ 4,453	\$ 9,648	\$ 115,776
		D	\$ 58.44	\$ 4,675	\$ 10,129	\$ 121,548
		E	\$ 61.37	\$ 4,909	\$ 10,637	\$ 127,642

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
MISCELLANEOUS						
Accountant Analyst (Confidential)	Unrepresented	A	\$ 39.03	\$ 3,122	\$ 6,765	\$ 81,180
		B	\$ 40.98	\$ 3,279	\$ 7,104	\$ 85,247
		C	\$ 43.03	\$ 3,443	\$ 7,459	\$ 89,511
		D	\$ 45.19	\$ 3,615	\$ 7,832	\$ 93,985
		E	\$ 47.44	\$ 3,795	\$ 8,224	\$ 98,682
Associate Planner	SEIU	A	\$ 38.26	\$ 3,061	\$ 6,632	\$ 79,586
		B	\$ 40.28	\$ 3,222	\$ 6,981	\$ 83,776
		C	\$ 42.40	\$ 3,392	\$ 7,349	\$ 88,189
		D	\$ 44.63	\$ 3,571	\$ 7,736	\$ 92,836
		E	\$ 46.98	\$ 3,758	\$ 8,143	\$ 97,718
Assistant Planner Junior Accountant Management Analyst	SEIU	A	\$ 34.96	\$ 2,797	\$ 6,059	\$ 72,714
		B	\$ 36.71	\$ 2,937	\$ 6,363	\$ 76,360
		C	\$ 38.54	\$ 3,083	\$ 6,681	\$ 80,167
		D	\$ 40.47	\$ 3,237	\$ 7,014	\$ 84,172
		E	\$ 42.49	\$ 3,399	\$ 7,366	\$ 88,386
Administrative Assistant	SEIU	A	\$ 26.44	\$ 2,115	\$ 4,584	\$ 55,002
		B	\$ 27.76	\$ 2,221	\$ 4,812	\$ 57,746
		C	\$ 29.15	\$ 2,332	\$ 5,053	\$ 60,638
		D	\$ 30.61	\$ 2,449	\$ 5,306	\$ 63,666
		E	\$ 32.15	\$ 2,572	\$ 5,572	\$ 66,868
Account Clerk I	SEIU	A	\$ 22.63	\$ 1,811	\$ 3,923	\$ 47,079
		B	\$ 23.76	\$ 1,901	\$ 4,119	\$ 49,428
		C	\$ 24.96	\$ 1,997	\$ 4,326	\$ 51,912
		D	\$ 26.20	\$ 2,096	\$ 4,541	\$ 54,495
		E	\$ 27.51	\$ 2,201	\$ 4,769	\$ 57,227
Account Clerk II	SEIU	A	\$ 28.21	\$ 2,257	\$ 4,890	\$ 58,685
		B	\$ 29.63	\$ 2,371	\$ 5,137	\$ 61,639
		C	\$ 31.12	\$ 2,490	\$ 5,394	\$ 64,729
		D	\$ 32.66	\$ 2,613	\$ 5,662	\$ 67,943
		E	\$ 34.31	\$ 2,745	\$ 5,947	\$ 71,367
Office Assistant	SEIU	A	\$ 20.23	\$ 1,618	\$ 3,506	\$ 42,073
		B	\$ 21.23	\$ 1,699	\$ 3,680	\$ 44,162
		C	\$ 22.30	\$ 1,784	\$ 3,865	\$ 46,375
		D	\$ 23.42	\$ 1,873	\$ 4,059	\$ 48,711
		E	\$ 24.60	\$ 1,968	\$ 4,263	\$ 51,158
Senior Administrative Assistant	SEIU	A	\$ 30.76	\$ 2,461	\$ 5,331	\$ 63,975
		B	\$ 32.29	\$ 2,583	\$ 5,597	\$ 67,164
		C	\$ 33.90	\$ 2,712	\$ 5,876	\$ 70,514
		D	\$ 35.59	\$ 2,848	\$ 6,170	\$ 74,036
		E	\$ 37.38	\$ 2,991	\$ 6,480	\$ 77,757

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
POLICE PERSONNEL						
Police Technician	SPOA	A	\$ 23.20	\$ 1,856	\$ 4,022	\$ 48,266
		B	\$ 24.36	\$ 1,949	\$ 4,222	\$ 50,664
		C	\$ 25.58	\$ 2,046	\$ 4,433	\$ 53,197
		D	\$ 26.87	\$ 2,149	\$ 4,657	\$ 55,880
		E	\$ 28.20	\$ 2,256	\$ 4,888	\$ 58,661
Police Dispatcher	SPOA	A	\$ 27.86	\$ 2,229	\$ 4,830	\$ 57,956
		B	\$ 29.27	\$ 2,341	\$ 5,073	\$ 60,873
		C	\$ 30.73	\$ 2,458	\$ 5,326	\$ 63,914
		D	\$ 32.26	\$ 2,581	\$ 5,592	\$ 67,102
		E	\$ 33.88	\$ 2,710	\$ 5,872	\$ 70,464
Records Dispatcher Supervisor	SPOA	A	\$ 33.31	\$ 2,665	\$ 5,773	\$ 69,278
		B	\$ 34.97	\$ 2,798	\$ 6,062	\$ 72,739
		C	\$ 36.72	\$ 2,937	\$ 6,364	\$ 76,372
		D	\$ 38.55	\$ 3,084	\$ 6,683	\$ 80,192
		E	\$ 40.48	\$ 3,238	\$ 7,016	\$ 84,196
Police Officer	SPOA	A	\$ 36.47	\$ 2,918	\$ 6,322	\$ 75,866
		B	\$ 38.30	\$ 3,064	\$ 6,638	\$ 79,660
		C	\$ 40.21	\$ 3,216	\$ 6,969	\$ 83,628
		D	\$ 42.23	\$ 3,378	\$ 7,319	\$ 87,830
		E	\$ 44.34	\$ 3,547	\$ 7,685	\$ 92,218
Police Sergeant	SPOA	A	\$ 42.62	\$ 3,409	\$ 7,387	\$ 88,646
		B	\$ 44.75	\$ 3,580	\$ 7,756	\$ 93,071
		C	\$ 46.98	\$ 3,758	\$ 8,143	\$ 97,718
		D	\$ 49.33	\$ 3,947	\$ 8,551	\$ 102,613
		E	\$ 51.80	\$ 4,144	\$ 8,979	\$ 107,742

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
SEIU PHYSICAL FIELD PERSONNEL						
Laborer	SEIU	A	\$ 19.15	\$ 1,532	\$ 3,319	\$ 39,824
		B	\$ 20.10	\$ 1,608	\$ 3,484	\$ 41,814
		C	\$ 21.11	\$ 1,689	\$ 3,659	\$ 43,903
		D	\$ 22.16	\$ 1,773	\$ 3,842	\$ 46,103
		E	\$ 23.27	\$ 1,862	\$ 4,033	\$ 48,402
Maintenance Worker I	SEIU	A	\$ 23.41	\$ 1,873	\$ 4,057	\$ 48,686
		B	\$ 24.57	\$ 1,966	\$ 4,259	\$ 51,109
		C	\$ 25.80	\$ 2,064	\$ 4,472	\$ 53,667
		D	\$ 27.09	\$ 2,167	\$ 4,696	\$ 56,349
		E	\$ 28.45	\$ 2,276	\$ 4,931	\$ 59,167
Maintenance Worker II	SEIU	A	\$ 29.86	\$ 2,389	\$ 5,176	\$ 62,109
		B	\$ 31.36	\$ 2,509	\$ 5,435	\$ 65,224
		C	\$ 32.92	\$ 2,634	\$ 5,706	\$ 68,474
		D	\$ 34.57	\$ 2,765	\$ 5,992	\$ 71,898
		E	\$ 36.30	\$ 2,904	\$ 6,291	\$ 75,495
Maintenance Worker III	SEIU	A	\$ 34.89	\$ 2,791	\$ 6,048	\$ 72,578
Senior Parks & Facilities Maintenance Worker III		B	\$ 36.63	\$ 2,931	\$ 6,350	\$ 76,199
		C	\$ 38.47	\$ 3,078	\$ 6,668	\$ 80,019
		D	\$ 40.39	\$ 3,231	\$ 7,001	\$ 84,011
		E	\$ 42.40	\$ 3,392	\$ 7,350	\$ 88,201
Senior Maintenance Worker	SEIU	A	\$ 35.77	\$ 2,862	\$ 6,201	\$ 74,407
		B	\$ 37.56	\$ 3,005	\$ 6,511	\$ 78,128
		C	\$ 39.44	\$ 3,155	\$ 6,836	\$ 82,033
		D	\$ 41.41	\$ 3,312	\$ 7,177	\$ 86,124
		E	\$ 43.48	\$ 3,478	\$ 7,537	\$ 90,438
Senior Maintenance Worker-Water System Treatment Operator	SEIU	A	\$ 36.49	\$ 2,919	\$ 6,324	\$ 75,890
Senior Maintenance Worker-Sewer System Treatment Operator		B	\$ 38.31	\$ 3,065	\$ 6,640	\$ 79,685
		C	\$ 40.23	\$ 3,218	\$ 6,973	\$ 83,677
		D	\$ 42.23	\$ 3,379	\$ 7,320	\$ 87,843
		E	\$ 44.35	\$ 3,548	\$ 7,687	\$ 92,243

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		\$ 19.07	
Laborer		\$ 19.07	
Maintenance Assistant		\$ 19.07	
Office Assistant		\$ 19.07	
Per Diem Police Dispatcher Trainee		\$ 19.07	
Police Aide Trainee		\$ 19.07	
Video Recording Operator		\$ 19.07	
City Attorney			\$ 7,790
Part-time City Engineer		\$ 50.00	
Account Clerk (Temporary)		\$ 27.51	
Per Diem Police Dispatcher ¹		\$ 32.26	
Police Reserve Officer ²		\$ 36.47	

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