



**CITY OF SEBASTOPOL  
CURRENT PAY RATES & RANGES  
EFFECTIVE JULY 1, 2021**

**Approved by City Council  
on July 6, 2021  
Resolution No. 6358-2021**

## 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
<b>MANAGEMENT</b>						
City Manager   City Attorney	Appointed	A	\$ 71.15	\$ 5,692	\$ 12,332	\$ 147,983
		B	\$ 74.70	\$ 5,976	\$ 12,947	\$ 155,367
		C	\$ 78.43	\$ 6,274	\$ 13,594	\$ 163,132
		D	\$ 82.35	\$ 6,588	\$ 14,274	\$ 171,293
		E	\$ 86.47	\$ 6,917	\$ 14,987	\$ 179,848
Assistant City Manager   City Clerk	Appointed	A	\$ 66.18	\$ 5,295	\$ 11,472	\$ 137,658
		B	\$ 69.49	\$ 5,559	\$ 12,045	\$ 144,546
		C	\$ 72.96	\$ 5,837	\$ 12,647	\$ 151,764
		D	\$ 76.61	\$ 6,129	\$ 13,279	\$ 159,351
		E	\$ 80.44	\$ 6,435	\$ 13,943	\$ 167,321
Administrative Services Director	Unrepresented	A	\$ 64.35	\$ 5,148	\$ 11,154	\$ 133,852
		B	\$ 67.57	\$ 5,406	\$ 11,712	\$ 140,548
		C	\$ 70.95	\$ 5,676	\$ 12,298	\$ 147,575
		D	\$ 74.49	\$ 5,959	\$ 12,912	\$ 154,947
		E	\$ 78.22	\$ 6,258	\$ 13,558	\$ 162,700
City Clerk	Appointed	A	\$ 60.14	\$ 4,811	\$ 10,424	\$ 125,093
Finance Director	Unrepresented	B	\$ 63.14	\$ 5,051	\$ 10,944	\$ 131,331
		C	\$ 66.31	\$ 5,305	\$ 11,494	\$ 137,925
		D	\$ 69.63	\$ 5,570	\$ 12,069	\$ 144,826
		E	\$ 73.10	\$ 5,848	\$ 12,671	\$ 152,057
Building Official	Unrepresented	A	\$ 53.85	\$ 4,308	\$ 9,335	\$ 112,018
		B	\$ 56.54	\$ 4,523	\$ 9,801	\$ 117,607
		C	\$ 59.38	\$ 4,750	\$ 10,292	\$ 123,501
		D	\$ 62.34	\$ 4,988	\$ 10,806	\$ 129,676
		E	\$ 65.45	\$ 5,236	\$ 11,345	\$ 136,143
Engineering Director Planning Director	Unrepresented	A	\$ 60.46	\$ 4,837	\$ 10,480	\$ 125,755
		B	\$ 63.48	\$ 5,078	\$ 11,003	\$ 132,031
		C	\$ 66.65	\$ 5,332	\$ 11,553	\$ 138,638
		D	\$ 69.99	\$ 5,599	\$ 12,131	\$ 145,577
		E	\$ 73.48	\$ 5,879	\$ 12,737	\$ 152,846
Fire Chief	Unrepresented	A	\$ 61.07	\$ 4,886	\$ 10,586	\$ 127,028
		B	\$ 64.11	\$ 5,129	\$ 11,113	\$ 133,355
		C	\$ 67.33	\$ 5,386	\$ 11,670	\$ 140,039
		D	\$ 70.69	\$ 5,655	\$ 12,252	\$ 147,028
		E	\$ 74.22	\$ 5,938	\$ 12,866	\$ 154,386

## CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
<b>MANAGEMENT</b>						
Police Chief	Unrepresented	A	\$ 62.13	\$ 4,970	\$ 10,769	\$ 129,230
		B	\$ 65.23	\$ 5,219	\$ 11,307	\$ 135,685
		C	\$ 68.50	\$ 5,480	\$ 11,873	\$ 142,470
		D	\$ 71.92	\$ 5,754	\$ 12,467	\$ 149,600
		E	\$ 75.52	\$ 6,042	\$ 13,090	\$ 157,085
Public Works Superintendent	Unrepresented	A	\$ 58.93	\$ 4,714	\$ 10,214	\$ 122,572
		B	\$ 61.87	\$ 4,949	\$ 10,724	\$ 128,683
		C	\$ 64.96	\$ 5,197	\$ 11,260	\$ 135,125
		D	\$ 68.21	\$ 5,457	\$ 11,824	\$ 141,885
		E	\$ 71.62	\$ 5,730	\$ 12,415	\$ 148,976

## CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>MID-MANAGEMENT</b>						
Assistant Public Works Superintendent Engineering Manager	Unrepresented	A	\$ 46.85	\$ 3,748	\$ 8,121	\$ 97,454
		B	\$ 49.19	\$ 3,935	\$ 8,526	\$ 102,317
		C	\$ 51.65	\$ 4,132	\$ 8,953	\$ 107,435
		D	\$ 54.23	\$ 4,338	\$ 9,400	\$ 112,795
		E	\$ 56.95	\$ 4,556	\$ 9,871	\$ 118,447
Fire Engineer	Unrepresented	A	\$ 33.08	\$ 2,646	\$ 5,733	\$ 68,797
		B	\$ 34.73	\$ 2,778	\$ 6,020	\$ 72,235
		C	\$ 36.46	\$ 2,917	\$ 6,320	\$ 75,837
		D	\$ 38.28	\$ 3,063	\$ 6,636	\$ 79,631
		E	\$ 40.20	\$ 3,216	\$ 6,968	\$ 83,616
Principal Civil Engineer	Unrepresented	A	\$ 59.12	\$ 4,730	\$ 10,248	\$ 122,976
		B	\$ 63.94	\$ 5,115	\$ 11,083	\$ 132,999
		C	\$ 67.14	\$ 5,371	\$ 11,637	\$ 139,644
		D	\$ 70.50	\$ 5,640	\$ 12,219	\$ 146,633
		E	\$ 74.02	\$ 5,922	\$ 12,831	\$ 153,966
Senior Civil Engineer	Unrepresented	A	\$ 52.44	\$ 4,195	\$ 9,089	\$ 109,068
		B	\$ 56.71	\$ 4,537	\$ 9,830	\$ 117,964
		C	\$ 59.55	\$ 4,764	\$ 10,321	\$ 123,858
		D	\$ 62.52	\$ 5,002	\$ 10,837	\$ 130,045
		E	\$ 65.65	\$ 5,252	\$ 11,379	\$ 136,551
Police Captain	Unrepresented	A	\$ 56.60	\$ 4,528	\$ 9,811	\$ 117,734
		B	\$ 59.43	\$ 4,755	\$ 10,302	\$ 123,621
		C	\$ 62.40	\$ 4,992	\$ 10,817	\$ 129,802
		D	\$ 65.53	\$ 5,242	\$ 11,358	\$ 136,292
		E	\$ 68.80	\$ 5,504	\$ 11,926	\$ 143,107
Police Lieutenant	Unrepresented	A	\$ 51.99	\$ 4,160	\$ 9,012	\$ 108,148
		B	\$ 54.60	\$ 4,368	\$ 9,464	\$ 113,571
		C	\$ 57.33	\$ 4,587	\$ 9,937	\$ 119,249
		D	\$ 60.19	\$ 4,815	\$ 10,433	\$ 125,195
		E	\$ 63.21	\$ 5,057	\$ 10,956	\$ 131,471

## CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>MISCELLANEOUS</b>						
Accountant   Analyst (Confidential)	Unrepresented	A	\$ 40.20	\$ 3,216	\$ 6,968	\$ 83,616
		B	\$ 42.21	\$ 3,377	\$ 7,317	\$ 87,804
		C	\$ 44.33	\$ 3,546	\$ 7,683	\$ 92,196
		D	\$ 46.54	\$ 3,723	\$ 8,067	\$ 96,805
		E	\$ 48.87	\$ 3,909	\$ 8,470	\$ 101,643
Associate Planner	SEIU	A	\$ 39.41	\$ 3,153	\$ 6,831	\$ 81,974
		B	\$ 41.49	\$ 3,319	\$ 7,191	\$ 86,289
		C	\$ 43.67	\$ 3,494	\$ 7,570	\$ 90,834
		D	\$ 45.97	\$ 3,678	\$ 7,968	\$ 95,621
		E	\$ 48.39	\$ 3,871	\$ 8,387	\$ 100,650
Assistant Planner	SEIU	A	\$ 36.01	\$ 2,881	\$ 6,241	\$ 74,895
Junior Accountant		B	\$ 37.81	\$ 3,025	\$ 6,554	\$ 78,651
Management Analyst		C	\$ 39.70	\$ 3,176	\$ 6,881	\$ 82,572
		D	\$ 41.68	\$ 3,334	\$ 7,225	\$ 86,697
		E	\$ 43.77	\$ 3,501	\$ 7,586	\$ 91,038
Administrative Assistant	SEIU	A	\$ 27.24	\$ 2,179	\$ 4,721	\$ 56,652
		B	\$ 28.60	\$ 2,288	\$ 4,957	\$ 59,478
		C	\$ 30.03	\$ 2,402	\$ 5,205	\$ 62,457
		D	\$ 31.53	\$ 2,522	\$ 5,465	\$ 65,576
		E	\$ 33.11	\$ 2,649	\$ 5,739	\$ 68,874
Account Clerk I	SEIU	A	\$ 23.31	\$ 1,865	\$ 4,041	\$ 48,492
		B	\$ 24.48	\$ 1,958	\$ 4,243	\$ 50,910
		C	\$ 25.71	\$ 2,057	\$ 4,456	\$ 53,469
		D	\$ 26.99	\$ 2,159	\$ 4,678	\$ 56,130
		E	\$ 28.34	\$ 2,267	\$ 4,912	\$ 58,944
Account Clerk II	SEIU	A	\$ 29.06	\$ 2,325	\$ 5,037	\$ 60,446
		B	\$ 30.52	\$ 2,442	\$ 5,291	\$ 63,488
		C	\$ 32.05	\$ 2,564	\$ 5,556	\$ 66,671
		D	\$ 33.64	\$ 2,692	\$ 5,832	\$ 69,981
		E	\$ 35.34	\$ 2,827	\$ 6,126	\$ 73,508
Office Assistant	SEIU	A	\$ 20.83	\$ 1,667	\$ 3,611	\$ 43,336
		B	\$ 21.87	\$ 1,750	\$ 3,791	\$ 45,487
		C	\$ 22.96	\$ 1,837	\$ 3,980	\$ 47,766
		D	\$ 24.12	\$ 1,930	\$ 4,181	\$ 50,172
		E	\$ 25.33	\$ 2,027	\$ 4,391	\$ 52,693
Senior Administrative Assistant	SEIU	A	\$ 31.68	\$ 2,534	\$ 5,491	\$ 65,895
		B	\$ 33.26	\$ 2,661	\$ 5,765	\$ 69,179
		C	\$ 34.92	\$ 2,793	\$ 6,052	\$ 72,629
		D	\$ 36.66	\$ 2,933	\$ 6,355	\$ 76,257
		E	\$ 38.50	\$ 3,080	\$ 6,674	\$ 80,089

## CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>POLICE PERSONNEL</b>						
Police Technician	SPOA	A	\$ 23.90	\$ 1,912	\$ 4,143	\$ 49,714
		B	\$ 25.09	\$ 2,007	\$ 4,349	\$ 52,184
		C	\$ 26.34	\$ 2,107	\$ 4,566	\$ 54,793
		D	\$ 27.67	\$ 2,214	\$ 4,796	\$ 57,556
		E	\$ 29.05	\$ 2,324	\$ 5,035	\$ 60,420
Police Dispatcher	SPOA	A	\$ 28.70	\$ 2,296	\$ 4,975	\$ 59,695
		B	\$ 30.14	\$ 2,412	\$ 5,225	\$ 62,699
		C	\$ 31.65	\$ 2,532	\$ 5,486	\$ 65,831
		D	\$ 33.23	\$ 2,658	\$ 5,760	\$ 69,116
		E	\$ 34.89	\$ 2,791	\$ 6,048	\$ 72,578
Records Dispatcher Supervisor	SPOA	A	\$ 34.31	\$ 2,744	\$ 5,946	\$ 71,356
		B	\$ 36.02	\$ 2,882	\$ 6,243	\$ 74,921
		C	\$ 37.82	\$ 3,026	\$ 6,555	\$ 78,664
		D	\$ 39.71	\$ 3,177	\$ 6,883	\$ 82,597
		E	\$ 41.69	\$ 3,335	\$ 7,227	\$ 86,722
Police Officer	SPOA	A	\$ 37.57	\$ 3,005	\$ 6,512	\$ 78,142
		B	\$ 39.45	\$ 3,156	\$ 6,838	\$ 82,050
		C	\$ 41.41	\$ 3,313	\$ 7,178	\$ 86,137
		D	\$ 43.49	\$ 3,479	\$ 7,539	\$ 90,465
		E	\$ 45.67	\$ 3,653	\$ 7,915	\$ 94,984
Police Sergeant	SPOA	A	\$ 43.90	\$ 3,512	\$ 7,609	\$ 91,305
		B	\$ 46.09	\$ 3,687	\$ 7,989	\$ 95,863
		C	\$ 48.39	\$ 3,871	\$ 8,387	\$ 100,650
		D	\$ 50.81	\$ 4,065	\$ 8,808	\$ 105,691
		E	\$ 53.35	\$ 4,268	\$ 9,248	\$ 110,974

## CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>SEIU PHYSICAL   FIELD PERSONNEL</b>						
Laborer	SEIU	A	\$ 19.72	\$ 1,578	\$ 3,418	\$ 41,019
		B	\$ 20.71	\$ 1,656	\$ 3,589	\$ 43,068
		C	\$ 21.74	\$ 1,739	\$ 3,768	\$ 45,220
		D	\$ 22.83	\$ 1,826	\$ 3,957	\$ 47,486
		E	\$ 23.97	\$ 1,917	\$ 4,154	\$ 49,854
Maintenance Worker I	SEIU	A	\$ 24.11	\$ 1,929	\$ 4,179	\$ 50,147
		B	\$ 25.31	\$ 2,025	\$ 4,387	\$ 52,642
		C	\$ 26.58	\$ 2,126	\$ 4,606	\$ 55,277
		D	\$ 27.90	\$ 2,232	\$ 4,837	\$ 58,040
		E	\$ 29.30	\$ 2,344	\$ 5,079	\$ 60,942
Maintenance Worker II	SEIU	A	\$ 30.76	\$ 2,460	\$ 5,331	\$ 63,972
		B	\$ 32.30	\$ 2,584	\$ 5,598	\$ 67,180
		C	\$ 33.91	\$ 2,713	\$ 5,877	\$ 70,529
		D	\$ 35.60	\$ 2,848	\$ 6,171	\$ 74,055
		E	\$ 37.38	\$ 2,991	\$ 6,480	\$ 77,760
Maintenance Worker III Senior Parks & Facilities Maintenance Worker III	SEIU	A	\$ 35.94	\$ 2,875	\$ 6,230	\$ 74,755
		B	\$ 37.73	\$ 3,019	\$ 6,540	\$ 78,485
		C	\$ 39.62	\$ 3,170	\$ 6,868	\$ 82,419
		D	\$ 41.60	\$ 3,328	\$ 7,211	\$ 86,531
		E	\$ 43.68	\$ 3,494	\$ 7,571	\$ 90,847
Senior Maintenance Worker	SEIU	A	\$ 36.85	\$ 2,948	\$ 6,387	\$ 76,639
		B	\$ 38.69	\$ 3,095	\$ 6,706	\$ 80,471
		C	\$ 40.62	\$ 3,250	\$ 7,041	\$ 84,494
		D	\$ 42.65	\$ 3,412	\$ 7,392	\$ 88,708
		E	\$ 44.78	\$ 3,583	\$ 7,763	\$ 93,151
Senior Maintenance Worker-Water System Treatment Operator Senior Maintenance Worker-Sanitary Sewer System Operator	SEIU	A	\$ 37.58	\$ 3,006	\$ 6,514	\$ 78,167
		B	\$ 39.46	\$ 3,157	\$ 6,840	\$ 82,075
		C	\$ 41.44	\$ 3,315	\$ 7,182	\$ 86,188
		D	\$ 43.50	\$ 3,480	\$ 7,540	\$ 90,478
		E	\$ 45.68	\$ 3,654	\$ 7,917	\$ 95,010

## 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		\$ 19.65	
Laborer		\$ 19.65	
Maintenance Assistant		\$ 19.65	
Office Assistant		\$ 19.65	
Per Diem Police Dispatcher Trainee		\$ 19.65	
Police Aide Trainee		\$ 19.65	
Video Recording Operator		\$ 19.65	
City Attorney			\$ 7,790
Part-time City Engineer		\$ 50.00	
Account Clerk (Temporary)		\$ 28.34	
Per Diem Police Dispatcher <sup>1</sup>		\$ 33.23	
Police Reserve Officer <sup>2</sup>		\$ 37.57	

<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