



**CITY OF SEBASTOPOL  
CURRENT PAY RATES & RANGES  
EFFECTIVE March 1, 2018**

**Approved by City Council  
on March 6, 2018  
Resolution No. 6175**

## 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	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

<b>Job Classification</b>	<b>Group</b>	<b>Step</b>	<b>Hourly</b>	<b>Semi- Monthly</b>	<b>Monthly</b>	<b>Annually</b>
<b>MANAGEMENT</b>						
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
<b>MID-MANAGEMENT</b>						
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
<b>MISCELLANEOUS</b>						
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
<b>POLICE PERSONNEL</b>						
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
<b>SEIU PHYSICAL/FIELD PERSONNEL</b>						
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 Senior Parks & Facilities 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
<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		\$ 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 <sup>1</sup>		\$ 28.96	
Police Reserve Officer <sup>2</sup>		\$ 32.75	

<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