

**RESOLUTION NO. 6462-2022**

RESOLUTION OF THE COUNCIL OF THE CITY OF SEBASTOPOL EXTENDING THE TERM OF TEMPORARY UPGRADE PAY FOR THE POLICE TECHNICIAN RETROACTIVELY EFFECTIVE FROM JULY 1, 2022, THROUGH DECEMBER 31 2022, OR AS SOON AS A SOLUTION CAN BE EFFECTED, WHICHEVER IS EARLIER.

WHEREAS, the City of Sebastopol maintains a compensation plan that is fair and equitable with salary ranges for all positions within the City; and

WHEREAS, the City Council of the City of Sebastopol maintains a classification plan that provides classification specifications and illustrative duties and responsibilities for each position and allocates positions as part of the annual budget process; and

WHEREAS, any substantive changes to department funding need to be approved by the City Council; and

WHEREAS, the Police Department and the City desire to continue a Council approved temporary upgrade incentive for a position; and

WHEREAS, Council authorization for the temporary upgrade pay expired on June 30, 2022 and the City desires to continue the temporary assignment of services to the Police Technician allocation through a more permanent solution or December 31, 2022, whichever is earlier; and

WHEREAS, Staff will return to Council after discussions related the current City Staffing Assessment and the duties assigned to the Police Technician with suggestions for a more permanent solution before December 31, 2022; and

WHEREAS, the City Manager typically authorizes temporary upgrade pay within budgetary authority, however, in this case Council provided authority for this upgrade pay by resolution; and

WHEREAS, Temporary Upgrade incentive is negotiated with in the agreement between the City of Sebastopol and the Sebastopol Police Officers Association (SPOA) and this is compliant with the current language.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Sebastopol hereby authorize continuation of the Council approved Temporary Upgrade Pay for the Police Technician retroactively from 7/1/2022 through a December 31, 2022, or as soon as a more permanent solution can be affected, whichever is earlier.

PASSED AND ADOPTED, by the CITY COUNCIL of THE CITY OF SEBASTOPOL, COUNTY OF SONOMA, of STATE OF CALIFORNIA on this 19<sup>th</sup> day of July 2022.

I, the undersigned, hereby certify that the foregoing Resolution was duly adopted by City of Sebastopol City Council following a roll call vote:

**VOTE:**

Ayes: Councilmembers Glass, Gurney, Rich and Mayor Slayter  
Noes: None  
Absent: Vice Mayor Hinton

Abstain: None

APPROVED:   
Mayor Patrick Slayter

ATTEST:   
Mary Gourley, Assistant City Manager/City Clerk, MMC

APPROVED AS TO FORM:   
Larry McLaughlin, City Attorney