



**CITY OF SEBASTOPOL
CURRENT PAY RATES, RANGES &
STIPEND
EFFECTIVE July 1, 2023**

**Approved by City Council
on June 27, 2023
Resolution No. 6547-2023**

RESOLUTION NO. 6547-2023

A RESOLUTION OF THE CITY COUNCIL APPROVING THE FORMATTING CORRECTION TO 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, the City of Sebastopol maintains a classification plan that includes classification specifications and job descriptions for all positions within the City; and

WHEREAS, based upon the current language with various provisions for the cost of living adjustment for all bargaining groups; and

WHEREAS, compensation for employees who work directly for the City Council, such as City Manager and City Clerk negotiated separately by the City Council and employee; and

WHEREAS, the salary compensation adjustments for those positions are also included in the Pay Rates and Ranges salary schedule; 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, staff recommends that the City Council adopt the updated City Pay Rates and Ranges.

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 July 1, 2023;

IN COUNCIL DULY PASSED this 27th day of June, 2023.

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 Maurer, McLewis, Zollman, Vice Mayor Rich and Mayor Hinton
Noes:	None
Absent:	None
Abstain:	None

APPROVED: Neysa Hinton
Mayor Neysa Hinton

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

APPROVED AS TO FORM: Larry McLaughlin
Larry McLaughlin, City Attorney

CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND

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	\$ 76.95	\$ 6,156	\$ 13,338	\$ 160,058
		B	\$ 80.79	\$ 6,463	\$ 14,004	\$ 168,045
		C	\$ 84.83	\$ 6,786	\$ 14,704	\$ 176,444
		D	\$ 89.07	\$ 7,126	\$ 15,439	\$ 185,270
		E	\$ 93.52	\$ 7,482	\$ 16,210	\$ 194,524
Assistant City Manager City Clerk	Appointed	A	\$ 71.58	\$ 5,727	\$ 12,408	\$ 148,891
		B	\$ 75.16	\$ 6,013	\$ 13,028	\$ 156,340
		C	\$ 78.92	\$ 6,313	\$ 13,679	\$ 164,148
		D	\$ 82.86	\$ 6,629	\$ 14,363	\$ 172,354
		E	\$ 87.01	\$ 6,961	\$ 15,081	\$ 180,974
Administrative Services Director	Unrepresented	A	\$ 69.60	\$ 5,568	\$ 12,064	\$ 144,774
		B	\$ 73.08	\$ 5,847	\$ 12,668	\$ 152,017
		C	\$ 76.74	\$ 6,139	\$ 13,301	\$ 159,618
		D	\$ 80.57	\$ 6,446	\$ 13,966	\$ 167,590
		E	\$ 84.60	\$ 6,768	\$ 14,665	\$ 175,976
City Clerk	Appointed	A	\$ 65.05	\$ 5,204	\$ 11,275	\$ 135,300
Finance Director	Unrepresented	B	\$ 68.29	\$ 5,463	\$ 11,837	\$ 142,048
		C	\$ 71.72	\$ 5,738	\$ 12,432	\$ 149,180
		D	\$ 75.31	\$ 6,025	\$ 13,054	\$ 156,643
		E	\$ 79.07	\$ 6,326	\$ 13,705	\$ 164,464
Building Official	Unrepresented	A	\$ 58.25	\$ 4,660	\$ 10,097	\$ 121,159
		B	\$ 61.16	\$ 4,892	\$ 10,600	\$ 127,204
		C	\$ 64.22	\$ 5,138	\$ 11,132	\$ 133,579
		D	\$ 67.43	\$ 5,395	\$ 11,688	\$ 140,257
		E	\$ 70.79	\$ 5,664	\$ 12,271	\$ 147,252
Engineering Director Planning Director	Unrepresented	A	\$ 65.39	\$ 5,231	\$ 11,335	\$ 136,016
		B	\$ 68.66	\$ 5,492	\$ 11,900	\$ 142,805
		C	\$ 72.09	\$ 5,767	\$ 12,496	\$ 149,951
		D	\$ 75.70	\$ 6,056	\$ 13,121	\$ 157,456
		E	\$ 79.48	\$ 6,358	\$ 13,777	\$ 165,318
Fire Chief	Unrepresented	A	\$ 66.05	\$ 5,284	\$ 11,449	\$ 137,393
		B	\$ 69.34	\$ 5,548	\$ 12,020	\$ 144,237
		C	\$ 72.82	\$ 5,826	\$ 12,622	\$ 151,466
		D	\$ 76.45	\$ 6,116	\$ 13,252	\$ 159,025
		E	\$ 80.28	\$ 6,422	\$ 13,915	\$ 166,984

CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
MANAGEMENT						
Police Chief	Unrepresented	A	\$ 67.20	\$ 5,376	\$ 11,648	\$ 139,776
		B	\$ 70.56	\$ 5,644	\$ 12,230	\$ 146,757
		C	\$ 74.08	\$ 5,927	\$ 12,841	\$ 154,096
		D	\$ 77.79	\$ 6,223	\$ 13,484	\$ 161,807
		E	\$ 81.68	\$ 6,535	\$ 14,159	\$ 169,904
Public Works Superintendent	Unrepresented	A	\$ 63.74	\$ 5,099	\$ 11,048	\$ 132,574
		B	\$ 66.92	\$ 5,353	\$ 11,599	\$ 139,183
		C	\$ 70.26	\$ 5,621	\$ 12,179	\$ 146,151
		D	\$ 73.78	\$ 5,902	\$ 12,789	\$ 153,463
		E	\$ 77.47	\$ 6,197	\$ 13,428	\$ 161,132

CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
MID-MANAGEMENT						
Assistant Public Works Superintendent Engineering Manager	Unrepresented	A	\$ 50.68	\$ 4,054	\$ 8,784	\$ 105,407
		B	\$ 53.21	\$ 4,256	\$ 9,222	\$ 110,667
		C	\$ 55.87	\$ 4,469	\$ 9,683	\$ 116,202
		D	\$ 58.65	\$ 4,692	\$ 10,167	\$ 121,999
		E	\$ 61.59	\$ 4,927	\$ 10,676	\$ 128,113
Fire Engineer	Unrepresented	A	\$ 35.77	\$ 2,862	\$ 6,201	\$ 74,411
		B	\$ 37.56	\$ 3,005	\$ 6,511	\$ 78,129
		C	\$ 39.44	\$ 3,155	\$ 6,835	\$ 82,026
		D	\$ 41.41	\$ 3,313	\$ 7,177	\$ 86,129
		E	\$ 43.48	\$ 3,478	\$ 7,537	\$ 90,439
Principal Civil Engineer	Unrepresented	A	\$ 59.12	\$ 4,730	\$ 10,248	\$ 122,976
		B	\$ 69.16	\$ 5,533	\$ 11,988	\$ 143,851
		C	\$ 72.61	\$ 5,809	\$ 12,587	\$ 151,039
		D	\$ 76.25	\$ 6,100	\$ 13,217	\$ 158,599
		E	\$ 80.06	\$ 6,405	\$ 13,877	\$ 166,530
Senior Civil Engineer	Unrepresented	A	\$ 52.44	\$ 4,195	\$ 9,089	\$ 109,068
		B	\$ 61.34	\$ 4,907	\$ 10,632	\$ 127,589
		C	\$ 64.41	\$ 5,152	\$ 11,164	\$ 133,965
		D	\$ 67.62	\$ 5,410	\$ 11,721	\$ 140,657
		E	\$ 71.01	\$ 5,681	\$ 12,308	\$ 147,693
Police Captain	Unrepresented	A	\$ 61.22	\$ 4,898	\$ 10,612	\$ 127,342
		B	\$ 64.28	\$ 5,143	\$ 11,142	\$ 133,709
		C	\$ 67.50	\$ 5,400	\$ 11,700	\$ 140,394
		D	\$ 70.87	\$ 5,670	\$ 12,284	\$ 147,414
		E	\$ 74.42	\$ 5,953	\$ 12,899	\$ 154,784
Police Lieutenant	Unrepresented	A	\$ 56.24	\$ 4,499	\$ 9,748	\$ 116,973
		B	\$ 59.06	\$ 4,725	\$ 10,237	\$ 122,839
		C	\$ 62.01	\$ 4,961	\$ 10,748	\$ 128,980
		D	\$ 65.10	\$ 5,208	\$ 11,284	\$ 135,411
		E	\$ 68.36	\$ 5,469	\$ 11,850	\$ 142,199

CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
MISCELLANEOUS						
Accountant Analyst (Confidential)	Unrepresented	A	\$ 43.48	\$ 3,478	\$ 7,537	\$ 90,439
		B	\$ 45.66	\$ 3,653	\$ 7,914	\$ 94,969
		C	\$ 47.94	\$ 3,835	\$ 8,310	\$ 99,720
		D	\$ 50.34	\$ 4,027	\$ 8,725	\$ 104,704
		E	\$ 52.85	\$ 4,228	\$ 9,161	\$ 109,937
Accountant	SEIU	A	\$ 39.54	\$ 3,163	\$ 6,854	\$ 82,243
		B	\$ 41.51	\$ 3,321	\$ 7,196	\$ 86,349
		C	\$ 43.59	\$ 3,487	\$ 7,556	\$ 90,667
		D	\$ 45.77	\$ 3,661	\$ 7,933	\$ 95,197
		E	\$ 48.06	\$ 3,845	\$ 8,330	\$ 99,965
Associate Planner	SEIU	A	\$ 42.63	\$ 3,410	\$ 7,389	\$ 88,663
		B	\$ 44.87	\$ 3,590	\$ 7,778	\$ 93,331
		C	\$ 47.23	\$ 3,779	\$ 8,187	\$ 98,246
		D	\$ 49.72	\$ 3,978	\$ 8,619	\$ 103,424
		E	\$ 52.34	\$ 4,187	\$ 9,072	\$ 108,863
Assistant Planner	SEIU	A	\$ 38.95	\$ 3,116	\$ 6,751	\$ 81,007
Junior Accountant		B	\$ 40.90	\$ 3,272	\$ 7,089	\$ 85,069
Management Analyst		C	\$ 42.94	\$ 3,435	\$ 7,442	\$ 89,310
Administrative Technician		D	\$ 45.08	\$ 3,607	\$ 7,814	\$ 93,771
		E	\$ 47.34	\$ 3,787	\$ 8,206	\$ 98,467
Administrative Assistant	SEIU	A	\$ 29.46	\$ 2,357	\$ 5,106	\$ 61,275
		B	\$ 30.93	\$ 2,474	\$ 5,361	\$ 64,332
		C	\$ 32.48	\$ 2,598	\$ 5,629	\$ 67,554
		D	\$ 34.10	\$ 2,728	\$ 5,911	\$ 70,927
		E	\$ 35.81	\$ 2,865	\$ 6,208	\$ 74,494
Account Clerk I	SEIU	A	\$ 25.22	\$ 2,017	\$ 4,371	\$ 52,449
		B	\$ 26.47	\$ 2,118	\$ 4,589	\$ 55,065
		C	\$ 27.80	\$ 2,224	\$ 4,819	\$ 57,832
		D	\$ 29.19	\$ 2,335	\$ 5,059	\$ 60,710
		E	\$ 30.65	\$ 2,452	\$ 5,313	\$ 63,753
Account Clerk II	SEIU	A	\$ 31.43	\$ 2,515	\$ 5,448	\$ 65,378
		B	\$ 33.01	\$ 2,641	\$ 5,722	\$ 68,669
		C	\$ 34.67	\$ 2,774	\$ 6,009	\$ 72,112
		D	\$ 36.39	\$ 2,911	\$ 6,308	\$ 75,692
		E	\$ 38.22	\$ 3,058	\$ 6,625	\$ 79,506
Office Assistant	SEIU	A	\$ 22.53	\$ 1,803	\$ 3,906	\$ 46,872
		B	\$ 23.65	\$ 1,892	\$ 4,100	\$ 49,199
		C	\$ 24.84	\$ 1,987	\$ 4,305	\$ 51,664
		D	\$ 26.09	\$ 2,087	\$ 4,522	\$ 54,266
		E	\$ 27.40	\$ 2,192	\$ 4,749	\$ 56,993

CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
Permit Technician	SEIU	A	\$ 35.41	\$ 2,832	\$ 6,137	\$ 73,644
Planning Technician		B	\$ 37.18	\$ 2,974	\$ 6,444	\$ 77,326
		C	\$ 39.04	\$ 3,123	\$ 6,766	\$ 81,195
		D	\$ 40.99	\$ 3,279	\$ 7,104	\$ 85,251
		E	\$ 43.04	\$ 3,443	\$ 7,460	\$ 89,519
Senior Administrative Assistant	SEIU	A	\$ 34.27	\$ 2,741	\$ 5,939	\$ 71,272
		B	\$ 35.97	\$ 2,878	\$ 6,235	\$ 74,824
		C	\$ 37.77	\$ 3,021	\$ 6,546	\$ 78,556
		D	\$ 39.65	\$ 3,172	\$ 6,873	\$ 82,480
		E	\$ 41.65	\$ 3,332	\$ 7,219	\$ 86,625

CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
POLICE PERSONNEL						
Police Technician	SPOA	A	\$ 25.85	\$ 2,068	\$ 4,481	\$ 53,770
		B	\$ 27.14	\$ 2,171	\$ 4,703	\$ 56,442
		C	\$ 28.49	\$ 2,279	\$ 4,939	\$ 59,265
		D	\$ 29.93	\$ 2,394	\$ 5,188	\$ 62,253
		E	\$ 31.42	\$ 2,513	\$ 5,446	\$ 65,351
Police Dispatcher	SPOA	A	\$ 31.04	\$ 2,483	\$ 5,380	\$ 64,566
		B	\$ 32.60	\$ 2,608	\$ 5,651	\$ 67,815
		C	\$ 34.23	\$ 2,739	\$ 5,934	\$ 71,203
		D	\$ 35.94	\$ 2,875	\$ 6,230	\$ 74,755
		E	\$ 37.74	\$ 3,019	\$ 6,542	\$ 78,501
Police Records & Support Services Manager	SPOA	A	\$ 37.11	\$ 2,968	\$ 6,432	\$ 77,179
		B	\$ 38.96	\$ 3,117	\$ 6,753	\$ 81,034
		C	\$ 40.91	\$ 3,272	\$ 7,090	\$ 85,083
		D	\$ 42.95	\$ 3,436	\$ 7,445	\$ 89,337
		E	\$ 45.10	\$ 3,608	\$ 7,817	\$ 93,799
Police Officer	SPOA	A	\$ 40.63	\$ 3,251	\$ 7,043	\$ 84,518
		B	\$ 42.67	\$ 3,413	\$ 7,395	\$ 88,745
		C	\$ 44.79	\$ 3,583	\$ 7,764	\$ 93,165
		D	\$ 47.04	\$ 3,763	\$ 8,154	\$ 97,847
		E	\$ 49.39	\$ 3,951	\$ 8,561	\$ 102,735
Police Sergeant	SPOA	A	\$ 47.48	\$ 3,798	\$ 8,230	\$ 98,756
		B	\$ 49.85	\$ 3,988	\$ 8,640	\$ 103,685
		C	\$ 52.34	\$ 4,187	\$ 9,072	\$ 108,863
		D	\$ 54.96	\$ 4,397	\$ 9,526	\$ 114,315
		E	\$ 57.71	\$ 4,617	\$ 10,002	\$ 120,030

CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
SEIU PHYSICAL FIELD PERSONNEL						
Laborer	SEIU	A	\$ 21.33	\$ 1,706	\$ 3,697	\$ 44,366
		B	\$ 22.40	\$ 1,792	\$ 3,882	\$ 46,583
		C	\$ 23.51	\$ 1,881	\$ 4,076	\$ 48,910
		D	\$ 24.69	\$ 1,975	\$ 4,280	\$ 51,361
		E	\$ 25.92	\$ 2,074	\$ 4,493	\$ 53,922
Maintenance Worker I	SEIU	A	\$ 26.08	\$ 2,086	\$ 4,520	\$ 54,239
		B	\$ 27.37	\$ 2,190	\$ 4,745	\$ 56,937
		C	\$ 28.74	\$ 2,300	\$ 4,982	\$ 59,788
		D	\$ 30.18	\$ 2,414	\$ 5,231	\$ 62,776
		E	\$ 31.69	\$ 2,535	\$ 5,493	\$ 65,915
Maintenance Worker II	SEIU	A	\$ 33.27	\$ 2,661	\$ 5,766	\$ 69,192
		B	\$ 34.93	\$ 2,795	\$ 6,055	\$ 72,662
		C	\$ 36.67	\$ 2,934	\$ 6,357	\$ 76,284
		D	\$ 38.51	\$ 3,081	\$ 6,675	\$ 80,098
		E	\$ 40.44	\$ 3,235	\$ 7,009	\$ 84,105
Maintenance Worker III	SEIU	A	\$ 38.87	\$ 3,110	\$ 6,738	\$ 80,855
Senior Parks & Facilities Maintenance Worker III		B	\$ 40.81	\$ 3,265	\$ 7,074	\$ 84,890
		C	\$ 42.86	\$ 3,429	\$ 7,429	\$ 89,145
		D	\$ 45.00	\$ 3,600	\$ 7,799	\$ 93,592
		E	\$ 47.24	\$ 3,779	\$ 8,188	\$ 98,260
Senior Maintenance Worker	SEIU	A	\$ 39.85	\$ 3,188	\$ 6,908	\$ 82,893
		B	\$ 41.85	\$ 3,348	\$ 7,253	\$ 87,038
		C	\$ 43.94	\$ 3,515	\$ 7,616	\$ 91,389
		D	\$ 46.13	\$ 3,690	\$ 7,996	\$ 95,947
		E	\$ 48.44	\$ 3,875	\$ 8,396	\$ 100,752
Senior Maintenance Worker-Water System Treatment Operator	SEIU	A	\$ 40.65	\$ 3,252	\$ 7,045	\$ 84,546
Senior Maintenance Worker-Sanitary Sewer System Operator		B	\$ 42.68	\$ 3,414	\$ 7,398	\$ 88,773
		C	\$ 44.82	\$ 3,585	\$ 7,768	\$ 93,220
		D	\$ 47.05	\$ 3,764	\$ 8,155	\$ 97,861
		E	\$ 49.41	\$ 3,952	\$ 8,564	\$ 102,763

CITY OF SEBASTOPOL - PAY RATES, RANGES

Job Classification	Amount	Hourly	Monthly
TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS			
Living Wage - Per Ordinance		\$ 21.25	
Laborer		\$ 21.25	
Maintenance Assistant		\$ 21.25	
Office Assistant		\$ 21.25	
Per Diem Police Dispatcher Trainee		\$ 21.25	
Police Aide Trainee		\$ 21.25	
Video Recording Operator		\$ 21.25	
City Attorney			\$ 7,790
Part-time City Engineer		\$ 50.00	
Account Clerk (Temporary)		\$ 30.65	
Interim Professional - Temporary Staff	\$30 - \$60		
Per Diem Police Dispatcher ¹		\$ 35.94	
Police Reserve Officer ²		\$ 40.63	
Police Officer Trainee ³		\$ 32.51	

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

³ Based on Police Officer Step A hourly rate less 20% with benefits

CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND

VOLUNTEER FIREFIGHTER STIPEND	Amount
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