

**Attachment 7:
City of Sebastopol Current Pay Rates, Ranges &
Stipend**



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

**Approved by City Council
on October 3, 2023
Resolution No. 6554-2023**

RESOLUTION NUMBER: 6554-2023

CITY OF SEBASTOPOL

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL APPROVING THE REVISED AND RECLASSIFIED THE CLASSIFICATION OF POLICE TECHNICIAN TO POLICE COMMUNITY SERVICES AND EVIDENCE TECHNICIAN JOB DESCRIPTION AND APPROVED RELATED CLASSIFICATION SPECIFICATION PAY RATES AND RANGES

WHEREAS, the City of Sebastopol maintains a classification plan that includes classification specifications for all positions within the City; and

WHEREAS, the City Council of the City of Sebastopol authorizes allocations for each position within the City as part of the annual budget process; and

WHEREAS, any substantive change to a classification specification or position allocation must be approved by the City Council; and

WHEREAS, the Police Department and the City desire to revise and reclassify the classification of Police Technician to Police Community Services and Evidence Technician and approve the related classification specification and pay range as listed in the attached public pay schedule; and

WHEREAS, the Council desires to authorize the City Manager to make the necessary personnel change and any non-substantive changes to the classification and related lists and schedules to affect the reclassification; and

WHEREAS, The Council approves an updated Publicly Available Pay Schedule to include the revised title and pay range; and

WHEREAS, California Public Employee's Retirement Law at Section 570.5 of the California Code of Regulations Title 2 requires the City Pay Rates and Ranges document published on the City's internet site to be approved, in its entirety, by the City Council each time a modification is made; and

WHEREAS, the City of Sebastopol and the Sebastopol Police Officers Association have discussed and concur with the proposed changes.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Sebastopol hereby:

1. Approves the retitled and revised classification of Police Community Services and Evidence Technician and the related classification specification and pay range as show in Exhibits A & B, attached hereto
2. Authorized the City Manager to make the necessary staff change and non-substantive changes to classifications, effective October 1, 2023.

Exhibits:

A: Classification Specification – Police Community Services and Evidence Technician

B: Publicly Available Pay Rates and Ranges Schedule


The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 3rd day of October 2023.

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

VOTE:

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

APPROVED: 
Mayor Neysa Hinton

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

APPROVED AS TO FORM: 
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 Community Services and Evidence Technician | SPOA | A | \$ 28.57 | \$ 2,286 | \$ 4,952 | \$ 59,426 |
| | | B | \$ 30.00 | \$ 2,400 | \$ 5,200 | \$ 62,400 |
| | | C | \$ 31.50 | \$ 2,520 | \$ 5,460 | \$ 65,520 |
| | | D | \$ 33.07 | \$ 2,646 | \$ 5,732 | \$ 68,786 |
| | | E | \$ 34.73 | \$ 2,778 | \$ 6,020 | \$ 72,238 |
| 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 |