Agenda	Report	Reviewed	by:
City Mar	nager:	the	_

CITY OF SEBASTOPOL CITY COUNCIL AGENDA ITEM

Meeting Date:	August 2, 2022
То:	Honorable Mayor and City Councilmembers
From:	City Administration
Subject:	Consideration of Adding a "Interim Professional - Temporary Staff" classification and
	salary range to schedule
Recommendation:	Approve Temporary Employee Classification
Funding:	Currently Budgeted: Yes No <u>X*</u> N/A
	Net General Fund Cost: \$
*No budget adjustmer	nts would be needed as this would be covered by staffing salary savings

Account Code/Costs authorized in City Approved Budget (if applicable) **___AK_____** (verified by Administrative Services Department)

INTRODUCTION/PURPOSE:

This item requests Council approve adding an "Interim Professional" to the "Temporary/Seasonal Unclassified Positions" section to the City of Sebastopol Pay Rate and Ranges.

BACKGROUND:

The City of Sebastopol has an approved schedule of both permanent employee positions, as well as Temporary / Seasonal Employee positions (see Attachments). However, there is no approved classification for an Interim /Temporary position at the professional level (employees with specific degrees, license, or expertise). This item would add such a position to the approved schedule.

DISCUSSION:

An Interim Professional is a temporary employee hired to meet a specific short-term need, performing professional level responsibilities that are not described in an existing job classification.

Need for Classification: This classification is being proposed for the City as a whole, as the need arises to hire for a specific interim project or initiative, or other professional-level temporary help. Positions that might be hired within this category would be Temporary, not to exceed a specific time frame (ranging from one day to no more than 960 hours); a specified Hourly rate dependent upon the scope of work for a specific department, non-benefitted/non-CalPERS, not provided pay incentives, and would typically conduct Exempt-level work assignments. The pay range would be between \$30-60/hour, depending on the type of professional-level duties to be assigned to the position. Positions would typically be a cost-savings measure by utilizing a non-CalPERS/non-benefitted professional funded by salary savings during a staffing gap.

Benefits of Adding Classification: This item would allow various City departments to hire a professional-level employee on a temporary basis (960 hours or less per year) as needed to perform tasks or projects/positions as a cost-efficient measure. Such professionals could be utilized in the same way outside consulting firms are – on a temporary, hourly basis to: 1) Perform special, non-recuring projects for the City; or 2) hire professional level staff

to meet temporary staffing needs in a department due to either workload or staffing issues. This would not approve any specific positions or additional projects or result in any additional funding required in the approved budget.

Examples of special projects could include sustainability initiatives or projects; analyst work; municipal or building code update assistance; electronic permitting setup, etc.

Currently, these types of needs are filled through the use of consultants or temporary staffing firms. Approval to hire these positions on a temporary basis within the City would allow departments additional options to hire for temporary needs (such as professional-level staff shortages or special projects); and, allow the City to hire individuals directly, rather than paying a greatly increased rate to a consulting or temporary staffing firm. The professional temporary staff would be under direct supervision of the Department, similar to existing temporary / seasonal positions, such as Laborers, Maintenance Assistants, Account Clerks, and Police Reserve Officers.

GOALS:

This action supports the following City Council Goals and General Plan Actions:

Goal 6 - Maintain a highly qualified Staff that works to provide services to serve and protect the residents, visitors, and business of this community.

PUBLIC COMMENT:

As of the writing of this staff report, the City has not received any public comment. However, staff anticipates receiving public comment from interested parties following the publication and distribution of this staff report. Such comments will be provided to the City Council as supplemental materials before or at the meeting. In addition, public comments may be offered during the public comment portion of the agenda item.

PUBLIC NOTICE:

This item was noticed in accordance with the Ralph M. Brown Act and was available for public viewing and review at least 72 hours prior to schedule meeting date.

FISCAL IMPACT:

There are no direct fiscal impacts associated with this item. When a specific position is needed, the Department Head would be responsible for documenting the specific job duties and salary range for the specific work/position for the City Manager's approval. Costs associated with this would need to be within a department's approved budget or, if not, would need to be brought to Council for approval of a Budget Amendment.

Current Need / Fiscal Impact:

The Planning Department has the need for this type of position immediately, with costs coming from the department's approved budget and salary savings. In addition, being able to hire a temporary staff will result in savings over engaging a consultant, with an hourly rate of \$40/hour instead of \$80-105/hour compared to hiring through a consulting firm.

Due to staff absences, the Planning Department will be approximately \$8,400 under budget per month due to salary savings. The potential temporary staffing hire for the department would be full time at \$35-45/hour for 2-4 weeks, and part time thereafter for an additional 2-3 months. For the full-time work, the cost would be approximately \$6,400/month, \$2,000 less than budgeted, and part time cost would be \$2,500-4,000, approximately \$4,000-\$6,000 less than budgeted.

RECOMMENDATION:

Approve adding the Classification of Interim Professional Staff – Temporary to the City of Sebastopol Current Pay Rates and Ranges schedule in the range of \$30.00 to \$60.00 an hour.

Attachments:

Classification Description Pay Rate and Ranges & Resolution

City of Sebastopol Job Description

Job Title:	Interim Professional - Temporary Staff
Division:	As Assigned
Department:	As Assigned
Location:	As Assigned
Shift:	As Assigned
Reports To:	As Assigned
Prepared By:	City Staff
Approved By:	City Council
Approved Date:	
FLSA Status:	Exempt

PURPOSE

Interim Professional is a temporary employee hired to meet a specific, short term need to perform complex professional level and/or advanced technical responsibilities, which may require the application of technical skills and/or knowledge of detailed or specialized activities related to the functions of the assigned Department.

SUPERVISION

Incumbents in this classification work under direction provided by a Department Director or higher-level manager, and work cooperatively with other department and City staff and committees/boards.

TYPICAL JOB DUTIES:

Specific duties will vary depending on assigned Department and as approved by the City Manager.

QUALIFICATIONS

<u>Experience</u>: Sufficient years of experience to demonstrate possession of the required knowledge and abilities to perform the specific activities related to the assignment. Reasonable accommodations may be made to enable individuals with disabilities to perform the duties of the position.

<u>Education</u>: Possession of a four-year degree or completion of college-level course work related to the specific assignment is highly desirable.

LICENSE

The position may require the use of a vehicle while conducting City business. In order to drive, individuals must be physically capable of operating the vehicles safely and must possess a valid, Class C, California driver's license.

WORKING CONDITIONS

Work is primarily performed in an indoor office setting. When working in the office, incumbents typically work at a desk, sitting for extended periods of time with the ability to move about at will. Standard office

equipment, a computer and a variety of office software is used to enter and retrieve data and produce reports and presentation materials and requires continuous or repetitive arm-hand movements. Incumbents learn job-related material through oral and/or written instruction in an on-the-job setting and by reading and comprehending written material and making inferences from the contents. Verbal communication includes giving instructions, providing information, and responding to questions and may be conducted face to face, on the telephone, via email and in meetings.

MANAGEMENT Appointed A \$ \$7.3.99 \$ \$1,2,25 \$ 15,302 City Manager City Attorney Appointed A \$ \$7.3.99 \$ \$6,215 \$ 12,825 \$ 15,302 C \$ \$8,157 \$ \$6,525 \$ 14,138 \$ 169,658 D \$ \$85,65 \$ 6,832 \$ 7,194 \$ 15,587 \$ 187,472 Assistant City Manager City Clerk Appointed A \$ 66,833 \$ 5,506 \$ 11,930 \$ 157,834 Assistant City Manager City Clerk Appointed A \$ 66,83 \$ 5,707 \$ 157,834 \$ 157,834 \$ 157,834 \$ 163,725 \$ 5,728 \$ 14,101 \$ 165,725 \$ 5,727 \$ 5,727 \$ 5,727 \$ 5,727 \$ 174,014 Administrative Services Director	Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Anr	nually
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C \$ 61.75 \$ 4,940 \$ 10,703 \$ 128,442 D \$ 64.84 \$ 5,187 \$ 11,239 \$ 134,863 E \$ 68.07 \$ 5,446 \$ 11,799 \$ 141,589 Engineering Director Unrepresented A \$ 62.88 \$ 5,030 \$ 10,899 \$ 130,785 Planning Director Unrepresented A \$ 62.88 \$ 5,030 \$ 11,443 \$ 137,312 C \$ 69.32 \$ 5,546 \$ 12,015 \$ 144,184 D \$ 72.79 \$ 5,823 \$ 12,617 \$ 151,400 E \$ 76.42 \$ 6,114 \$ 13,247 \$ 158,960 Fire Chief Unrepresented A \$ 63.51 \$ 5,081 \$ 11,557 \$ 138,689 C \$ 66.68 \$ 5,334 \$ 11,557 \$ 138,689 C \$ 70.02 \$ 5,602 \$ 12,137 \$ 145,640 D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909	Building Official	Unrepresented	А	\$ 56.01	\$ 4,481	\$ 9,708	\$ 1	16,499
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $			В	\$ 58.80	\$ 4,704	\$ 10,193	\$ 1	22,311
E \$ 68.07 \$ 5,446 \$ 11,799 \$ 141,589 Engineering Director Unrepresented A \$ 62.88 \$ 5,030 \$ 10,899 \$ 130,785 Planning Director B \$ 66.02 \$ 5,281 \$ 11,443 \$ 137,312 C \$ 69.32 \$ 5,546 \$ 12,015 \$ 144,184 D \$ 72.79 \$ 5,823 \$ 12,617 \$ 151,400 E \$ 76.42 \$ 6,114 \$ 13,247 \$ 158,960 Fire Chief Unrepresented A \$ 63.51 \$ 5,081 \$ 11,009 \$ 132,109 B \$ 66.68 \$ 5,334 \$ 11,577 \$ 138,689 C \$ 70.02 \$ 5,602 \$ 12,137 \$ 145,640 D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909			С	\$ 61.75	\$ 4,940	\$ 10,703	\$ 1	28,442
Engineering Director Unrepresented A \$ 62.88 \$ 5,030 \$ 10,899 \$ 130,785 Planning Director B \$ 66.02 \$ 5,281 \$ 11,443 \$ 137,312 C \$ 69.32 \$ 5,546 \$ 12,015 \$ 144,184 D \$ 72.79 \$ 5,823 \$ 12,617 \$ 151,400 E \$ 76.42 \$ 6,114 \$ 13,247 \$ 158,960 Fire Chief Unrepresented A \$ 63.51 \$ 5,081 \$ 11,009 \$ 132,109 B \$ 66.68 \$ 5,334 \$ 11,557 \$ 138,689 C \$ 70.02 \$ 5,602 \$ 12,137 \$ 145,640 D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909			D	\$ 64.84	\$ 5,187	\$ 11,239	\$ 1	34,863
Planning Director B \$ 66.02 \$ 5,281 \$ 11,443 \$ 137,312 C \$ 69.32 \$ 5,546 \$ 12,015 \$ 144,184 D \$ 72.79 \$ 5,823 \$ 12,617 \$ 151,400 E \$ 76.42 \$ 6,114 \$ 13,247 \$ 158,960 Fire Chief Unrepresented A \$ 63.51 \$ 5,081 \$ 11,009 \$ 132,109 B \$ 66.68 \$ 5,334 \$ 11,557 \$ 138,689 C \$ 70.02 \$ 5,602 \$ 12,137 \$ 145,640 D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909			Е	\$ 68.07	\$ 5,446	\$ 11,799	\$ 1	41,589
Planning Director B \$ 66.02 \$ 5,281 \$ 11,443 \$ 137,312 C \$ 69.32 \$ 5,546 \$ 12,015 \$ 144,184 D \$ 72.79 \$ 5,823 \$ 12,617 \$ 151,400 E \$ 76.42 \$ 6,114 \$ 13,247 \$ 158,960 Fire Chief Unrepresented A \$ 63.51 \$ 5,081 \$ 11,009 \$ 132,109 B \$ 66.68 \$ 5,334 \$ 11,557 \$ 138,689 C \$ 70.02 \$ 5,602 \$ 12,137 \$ 145,640 D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909	Engineering Director	Unrepresented	А	\$ 62.88	\$ 5,030	\$ 10,899	\$ 1	30,785
C \$ 69.32 \$ 5,546 \$ 12,015 \$ 144,184 D \$ 72.79 \$ 5,823 \$ 12,617 \$ 151,400 E \$ 76.42 \$ 6,114 \$ 13,247 \$ 158,960 Fire Chief Unrepresented A \$ 63.51 \$ 5,081 \$ 11,009 \$ 132,109 B \$ 66.68 \$ 5,334 \$ 11,557 \$ 138,689 C \$ 70.02 \$ 5,602 \$ 12,137 \$ 145,640 D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909	Planning Director	-	В	\$ 66.02	\$ 5,281	\$ 11,443		
E \$ 76.42 \$ 6,114 \$ 13,247 \$ 158,960 Fire Chief Unrepresented A \$ 63.51 \$ 5,081 \$ 11,009 \$ 132,109 B \$ 66.68 \$ 5,334 \$ 11,557 \$ 138,689 C \$ 70.02 \$ 5,602 \$ 12,137 \$ 145,640 D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909			С			\$ 12,015	\$ 1	44,184
Fire Chief Unrepresented A \$ 63.51 \$ 5,081 \$ 11,009 \$ 132,109 B \$ 66.68 \$ 5,334 \$ 11,557 \$ 138,689 C \$ 70.02 \$ 5,602 \$ 12,137 \$ 145,640 D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909			D	\$ 72.79	\$ 5,823	\$ 12,617	\$ 1	51,400
B \$ 66.68 \$ 5,334 \$ 11,557 \$ 138,689 C \$ 70.02 \$ 5,602 \$ 12,137 \$ 145,640 D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909			E	\$ 76.42	\$ 6,114	\$ 13,247	\$ 1	58,960
B \$ 66.68 \$ 5,334 \$ 11,557 \$ 138,689 C \$ 70.02 \$ 5,602 \$ 12,137 \$ 145,640 D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909	Fire Chief	Unrepresented	А	\$ 63.51	\$ 5.081	\$ 11.009	\$ 1	32,109
C \$ 70.02 \$ 5,602 \$ 12,137 \$ 145,640 D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909		F						
D \$ 73.51 \$ 5,881 \$ 12,742 \$ 152,909								

Job Classification	Group	Step	Hourly	Bi- Weekly	Ι	Monthly	A	Annually
MANAGEMENT								
Police Chief	Unrepresented	А	\$ 64.62	\$ 5,169	\$	11,200	\$	134,400
		В	\$ 67.84	\$ 5,427	\$	11,759	\$	141,112
		С	\$ 71.24	\$ 5,699	\$	12,347	\$	148,169
		D	\$ 74.80	\$ 5,984	\$	12,965	\$	155,584
		E	\$ 78.54	\$ 6,283	\$	13,614	\$	163,369
Public Works Superintendent	Unrepresented	А	\$ 61.29	\$ 4,903	\$	10,623	\$	127,475
		В	\$ 64.34	\$ 5,147	\$	11,153	\$	133,830
		С	\$ 67.56	\$ 5,405	\$	11,711	\$	140,530
		D	\$ 70.94	\$ 5,675	\$	12,297	\$	147,560
		Е	\$ 74.49	\$ 5,959	\$	12,911	\$	154,935

MID-MANAGEMENT A \$ 48.73 \$ 3,898 \$ 8,446 \$ 10,352 Engineering Manager B \$ 51.16 \$ 4,093 \$ 8,868 \$ 106,410 C \$ 53.72 \$ 4,277 \$ 9,311 \$ 111,733 D \$ 56.40 \$ 4,512 \$ 9,776 \$ 117,307 E \$ 59.22 \$ 4,738 \$ 10,265 \$ 123,185 Fire Engineer Unrepresented A \$ 34.40 \$ 2,752 \$ 5,962 \$ 71,549 B \$ 36,12 \$ 2,889 \$ 6,260 \$ 75,124 C \$ 37,82 \$ 3,185 \$ 6,901 \$ 2,881 D \$ 39,82 \$ 3,318 \$ 6,260 \$ 75,124 C \$ 37,82 \$ 3,185 \$ 6,901 \$ 2,846 Principal Civil Engineer Unrepresented A \$ 59,12 \$ 4,730 \$ 10,248 \$ 12,207 \$ 13,344 160,125 Senior Civil Engineer Unrepresented A \$ 52,44 \$ 4,195 \$ 9,089 \$ 109,068 B \$ 56,502 \$ 5,120					Bi-		
Assistant Public Works Superintendent Unrepresented A \$ 48.73 \$ 3.898 \$ 8.446 \$ 101,352 Engineering Manager B \$ 51.16 \$ 4.093 \$ 8.868 \$ 106,410 C \$ 55.72 \$ 4.297 \$ 9.717 \$ 111,733 D \$ 56.40 \$ 4,512 \$ 9.776 \$ 117,307 E \$ 59.22 \$ 4,738 \$ 10,265 \$ 123,185 Fire Engineer Unrepresented A \$ 34.40 \$ 2,752 \$ 5,962 \$ 71,549 B \$ 36.12 \$ 2,889 \$ 6,600 \$ 82,816 E \$ 31.45 \$ 7,247 \$ 86,961 Principal Civil Engineer Unrepresented A \$ 59.12 \$ 4,730 \$ 10,248 \$ 12,2976 B \$ 66.50 \$ 5,320 \$ 11,527 \$ 138,319 C \$ 60.82 \$ 5,586 \$ 12,102 \$ 1452,300 D \$ 373,2 \$ 5,866 \$ 12,708 \$ 109,048 \$ 122,976 B \$ 66.50 \$ 5,320 \$ 11,527 \$ 138,319 C \$ 69.82 \$ 5,586 \$ 12,102 \$ 1452,300	Job Classification	Group	Step	Hourly	Weekly	Monthly	Annually
Engineering Manager B \$ \$1.16 \$ 4,003 \$ 8,868 \$ 10,410 C \$ \$5.372 \$ 4,297 \$ 9,311 \$ 111,733 D \$ 5.922 \$ 4,308 \$ 10,265 \$ 112,185 Fire Engineer Unrepresented A \$ \$3.40 \$ 5,222 \$ 5,922 \$ 5,922 \$ 5,922 \$ 5,922 \$ 5,922 \$ 5,922 \$ 5,922 \$ 5,922 \$ 5,922 \$ 5,922 \$ 5,922 \$ 5,927 \$ <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th>							
C \$ \$3.72 \$ 4.297 \$ 9,311 \$ 111,733 D \$ 56.40 \$ 4,512 \$ 9,776 \$ 117,307 E \$ 59.22 \$ 4,38 \$ 10.265 \$ 123,185 Fire Engineer Unrepresented A \$ 34.40 \$ 2,752 \$ 5,962 \$ 71,549 B \$ 36.12 \$ 2,889 \$ 6,670 \$ 75,124 C \$ 37,82 \$ 3,315 \$ 6,671 \$ 8,816 D \$ 39,82 \$ 3,185 \$ 6,691 \$ 8,886 \$ 72,47 \$ 86,961 Principal Civil Engineer Unrepresented A \$ 5,912 \$ 4,730 \$ 10,248 \$ 122,976 B \$ 6,650 \$ 5,320 \$ 11,527 \$ 138,319 C \$ 6,650 \$ 5,320 \$ 11,527 \$ 138,319 C \$ 6,982 \$ 5,865 \$ 12,102 \$ 145,230 D \$ 73,32 \$ 9,893 \$ 109,068 S Senior Civil Engineer Unrepresented A \$ 5,244 \$ 4,195 \$ 9,089 \$ 109,068 B \$ 6,650 \$ 5,452 \$ 11,271 \$ 135,247 E \$ 6,828 <t< td=""><td>Assistant Public Works Superintendent</td><td>Unrepresented</td><td>А</td><td>\$ 48.73</td><td></td><td></td><td></td></t<>	Assistant Public Works Superintendent	Unrepresented	А	\$ 48.73			
D \$< \$< \$< \$< \$< \$< \$<<	Engineering Manager		В	\$ 51.16			
E \$ \$ \$ 1,0,265 \$ 1,23,185 Fire Engineer Unrepresented A \$ 3,4,0 \$ 2,752 \$ 5,962 \$ 7,1549 B \$ 3,612 \$ 2,889 \$ 6,260 \$ 7,524 C \$ 3,033 \$ 6,573 \$ 7,871 D \$ 3,082 \$ 3,185 \$ 6,001 \$ 8,2816 Fincipal Civil Engineer Unrepresented A \$ \$ 59.12 \$ 4,730 \$ 10,248 \$ 122,976 B \$ 66.50 \$ 5,320 \$ 11,527 \$ 138,319 C \$ 61.59 \$ 5,3765 \$ 12,708 \$ 162,499 C \$ 61.59 \$ 13,344 \$ 102,246 \$ 122,682 Senior Civil Engineer Unrepresented A \$			С	\$ 53.72		\$ 9,311	\$ 111,733
Fire Engineer Unrepresented A \$ 34.40 \$ 2,752 \$ 5,962 \$ 71,549 B \$ 36.12 \$ 2,889 \$ 6,260 \$ 75,124 C \$ 37.92 \$ 3,033 \$ 6,573 \$ 78,871 D \$ 39.82 \$ 3,185 \$ 6,901 \$ 82,816 E \$ 41.81 \$ 3,345 \$ 7,247 \$ 86,961 Principal Civil Engineer Unrepresented A \$ 59.12 \$ 4,730 \$ 10,248 \$ 122,976 B \$ 66.50 \$ 5,520 \$ 11,527 \$ 138,319 C \$ 69.82 \$ 5,586 \$ 12,102 \$ 152,499 E \$ 76.98 \$ 6,159 \$ 13,344 \$ 160,125 Senior Civil Engineer Unrepresented A \$ 52.44 \$ 4,195 \$ 9,089 \$ 102,024 \$ 122,682 Senior Civil Engineer Unrepresented A \$ 52.44 \$ 4,195 \$ 9,089 \$ 102,224 \$ 122,682 Senior Civil Engineer Unrepresented A \$ 52.45 \$ 11,814 \$ 122,682 D \$ 66.02 \$ 5,920 \$ 11,271 \$ 135,247			D	\$ 56.40	\$ 4,512	\$ 9,776	\$ 117,307
B \$ 3.6.12 \$ 2.8.9 \$ 6.20 \$ 7.124 C \$ 37.92 \$ 3.033 \$ 6.573 \$ 7.871 D \$ 3.9.82 \$ 3.185 \$ 6.901 \$ 8.2,816 E \$ 41.81 \$ 3.345 \$ 7.247 \$ 8.6,961 Principal Civil Engineer Unrepresented A \$ 5.9.12 \$ 7.247 \$ 8.6,961 C \$ 6.650 \$ 5.320 \$ 10.248 \$ 122,976 B \$ 6.650 \$ 5.320 \$ 11,527 \$ 138,319 C \$ 6.982 \$ 5.866 \$ 12,002 \$ 138,319 C \$ 6.982 \$ 5.866 \$ 12,002 \$ 145,230 D \$ 7.322 \$ 5.866 \$ 12,002 \$ 13,344 \$ 160,125 Senior Civil Engineer Unrepresented A \$ 52.44 \$ 4,195 \$ 9,089 \$ 122,682 C \$ 6.193 \$ 1,517 \$ 10,224 \$ 122,682 C \$ 6.193 \$ 4,915 \$ 10,224 \$ 122,682 C \$ 6.193 \$ 4,915 \$ 10,224 \$ 122,482 D \$ 6.502 \$ 5,202			Е	\$ 59.22	\$ 4,738	\$ 10,265	\$ 123,185
C \$ 37.92 \$ 3.033 \$ 6.573 \$ 7.8,71 D \$ 39.82 \$ 3,185 \$ 6,901 \$ 82,816 E \$ 41.81 \$ 3,345 \$ 7,247 \$ 86,961 Principal Civil Engineer Unrepresented A \$ 59.12 \$ 4,730 \$ 10,248 \$ 122,976 B \$ 66.50 \$ 5,366 \$ 12,2076 \$ 13,319 C \$ 5,320 \$ 11,277 \$ 138,319 C \$ 6,9.82 \$ 5,866 \$ 12,708 \$ 145,230 D \$ 73,32 \$ 5,866 \$ 12,708 \$ 13,344 \$ 160,125 Senior Civil Engineer Unrepresented A \$ 52,44 \$ 4,195 \$ 9,089 \$ 122,682 C \$ 6,193 \$ 4,195 \$ 10,224 \$ 122,682 C \$ 6,6193 \$ 5,462 \$ 11,271 \$ 122,482 </td <td>Fire Engineer</td> <td>Unrepresented</td> <td>А</td> <td>\$ 34.40</td> <td>\$ 2,752</td> <td>\$ 5,962</td> <td>\$ 71,549</td>	Fire Engineer	Unrepresented	А	\$ 34.40	\$ 2,752	\$ 5,962	\$ 71,549
D \$ 39.82 \$ 3,185 \$ 6,901 \$ 82,816 E \$ 41.81 \$ 3,345 \$ 7,247 \$ 86,961 Principal Civil Engineer Unrepresented A \$ 59.12 \$ 4,730 \$ 10,248 \$ 122,976 B \$ 66.50 \$ 5,320 \$ 11,527 \$ 138,319 C \$ 6,822 \$ 5,866 \$ 12,102 \$ 145,230 D \$ 73.32 \$ 5,866 \$ 12,02 \$ 145,230 D \$ 73.32 \$ 5,866 \$ 12,02 \$ 145,230 D \$ 73.32 \$ 5,866 \$ 12,02 \$ 145,230 D \$ 73.32 \$ 5,868 \$ 12,02 \$ 145,230 D \$ 76.98 \$ 6,159 \$ 13,344 \$ 160,125 Senior Civil Engineer Unrepresented A \$ 52.44 \$ 4,195 \$ 9,089 \$ 109,068 B \$ 56.02 \$ 5,920 \$ 11,271 \$ 122,682 \$ 6,153 \$ 4,954 \$ 10,734 \$ 122,682 C \$ 61.93 \$ 4,954 \$ 10,714 \$ 128,812 \$ 124,812 \$ 142,013			В	\$ 36.12	\$ 2,889	\$ 6,260	\$ 75,124
E \$ \$ 3.345 \$ 7.247 \$ 86,961 Principal Civil Engineer Unrepresented A \$ \$9.12 \$ 4,730 \$ 10,248 \$ 122,976 B \$ \$6.50 \$ 5,230 \$ 11,527 \$ 138,319 C \$ \$6.92 \$ 5,586 \$ 12,708 \$ 152,499 E \$ 76.38 \$ 6,159 \$ 13,344 \$ 160,125 Senior Civil Engineer Unrepresented A \$ \$2.44 \$ 4,195 \$ 9,089 \$ 109,068 B \$ \$5.805 \$ 13,344 \$ 122,682 C \$ 61.93 \$ 9,089 \$ 109,068 B \$ 5.802 \$ 5,172 \$ 13,344 \$ 122,682 C \$ 61.93 \$ 4,954 \$ 10,734 \$ 128,812 Police Captain Unrepresented A			С	\$ 37.92	\$ 3,033	\$ 6,573	\$ 78,871
Principal Civil EngineerUnrepresentedA\$ 59.12\$ 4,730\$ 10,248\$ 122,976B\$ 66.50\$ 5,320\$ 11,527\$ 138,319C\$ 69.82\$ 5,586\$ 12,102\$ 145,230D\$ 73.32\$ 5,865\$ 12,708\$ 152,499E\$ 76.98\$ 6,159\$ 13,344\$ 160,125Senior Civil EngineerUnrepresentedA\$ 52.44\$ 4,195\$ 9,089\$ 109,068B\$ 58.98\$ 4,719\$ 10,224\$ 122,682C\$ 61.59\$ 10,734\$ 128,812D\$ 65.02\$ 5,202\$ 11,271\$ 135,247E\$ 68.28\$ 5,462\$ 11,834\$ 142,013Police CaptainUnrepresentedA\$ 58.87\$ 4,709\$ 10,204\$ 122,444B\$ 61.81\$ 4,945\$ 10,714\$ 128,566C\$ 64.90\$ 5,192\$ 11,250\$ 134,994D\$ 68.15\$ 5,452\$ 11,812\$ 141,744E\$ 71.55\$ 5,724\$ 12,403\$ 148,831Police LieutenantUnrepresentedA\$ 54.07\$ 4,326\$ 9,373\$ 112,474B\$ 56.79\$ 4,543\$ 9,843\$ 118,114C\$ 59.62\$ 4,770\$ 10,335\$ 124,019D\$ 62.60\$ 5,008\$ 10,850\$ 130,202			D	\$ 39.82	\$ 3,185	\$ 6,901	\$ 82,816
B \$ 66.50 \$ 5,320 \$ 11,527 \$ 138,319 C \$ 69.82 \$ 5,586 \$ 12,102 \$ 145,230 D \$ 73.32 \$ 5,865 \$ 12,708 \$ 152,499 E \$ 76.98 \$ 6,159 \$ 13,344 \$ 160,125 Senior Civil Engineer Unrepresented A \$ 52.44 \$ 4,195 \$ 9,089 \$ 109,068 B \$ 58.98 \$ 4,719 \$ 10,224 \$ 122,682 C \$ 61.93 \$ 4,954 \$ 10,734 \$ 128,812 D \$ 65.02 \$ 5,202 \$ 11,271 \$ 135,247 E \$ 68.28 \$ 5,462 \$ 11,834 \$ 142,013 Police Captain Unrepresented A \$ 58.87 \$ 4,709 \$ 10,204 \$ 122,444 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 128,566 C \$ 64.90 \$ 5,192 \$ 11,812 \$ 141,744 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 128,566 C \$ 64.90 \$ 5,192 \$ 11,812 \$ 141,744 E \$ 71.55 \$ 5,724			Е	\$ 41.81	\$ 3,345	\$ 7,247	\$ 86,961
B \$ 66.50 \$ 5,320 \$ 11,527 \$ 138,319 C \$ 69.82 \$ 5,586 \$ 12,102 \$ 145,230 D \$ 73.32 \$ 5,865 \$ 12,708 \$ 152,499 E \$ 76.98 \$ 6,159 \$ 13,344 \$ 160,125 Senior Civil Engineer Unrepresented A \$ 52.44 \$ 4,195 \$ 9,089 \$ 109,068 B \$ 58.98 \$ 4,719 \$ 10,224 \$ 122,682 C \$ 61.93 \$ 4,954 \$ 10,734 \$ 128,812 D \$ 65.02 \$ 5,202 \$ 11,271 \$ 135,247 E \$ 68.28 \$ 5,462 \$ 11,834 \$ 142,013 Police Captain Unrepresented A \$ 58.87 \$ 4,709 \$ 10,204 \$ 122,444 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 128,566 C \$ 64.90 \$ 5,192 \$ 11,812 \$ 141,744 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 128,566 C \$ 64.90 \$ 5,192 \$ 11,812 \$ 141,744 E \$ 71.55 \$ 5,724	Principal Civil Engineer	Unrepresented	А	\$ 59.12	\$ 4,730	\$ 10,248	\$ 122,976
C \$ 69.82 \$ 5,586 \$ 12,102 \$ 145,230 D \$ 73.32 \$ 5,865 \$ 12,708 \$ 152,499 E \$ 76.98 \$ 6,159 \$ 13,344 \$ 160,125 Senior Civil Engineer Unrepresented A \$ 52.44 \$ 4,195 \$ 9,089 \$ 109,068 B \$ 58.98 \$ 4,719 \$ 10,224 \$ 122,682 C \$ 61.93 \$ 4,954 \$ 10,734 \$ 128,812 D \$ 65.02 \$ 5,202 \$ 11,271 \$ 135,247 E \$ 68.28 \$ 5,462 \$ 11,834 \$ 142,013 Police Captain Unrepresented A \$ 58.87 \$ 4,945 \$ 10,714 \$ 122,642 C \$ 61.81 \$ 4,945 \$ 10,714 \$ 128,666 \$ 64.90 \$ 5,192 \$ 11,812 \$ 144,744 \$ 134,994 D \$ 68.15 \$ 5,452 \$ 11,812 \$ 144,744 \$ 134,994 \$ 145,230 Police Lieutenant Unrepresented A \$ 5,679 \$ 4,326 \$ 9,373 \$ 112,474 B \$ 5,679 \$ 4,543 \$ 9,843 \$	1 6						
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $			С				
E \$ 76.98 \$ 6,159 \$ 13,344 \$ 160,125 Senior Civil Engineer Unrepresented A \$ 52.44 \$ 4,195 \$ 9,089 \$ 109,068 B \$ 58.98 \$ 4,719 \$ 10,224 \$ 122,682 C \$ 61.93 \$ 4,954 \$ 10,734 \$ 128,812 D \$ 65.02 \$ 5,202 \$ 11,271 \$ 135,247 E \$ 68.28 \$ 5,462 \$ 11,834 \$ 142,013 Police Captain Unrepresented A \$ 58.87 \$ 4,709 \$ 10,204 \$ 122,642 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 122,642 C \$ 64.90 \$ 5,192 \$ 11,834 \$ 142,013 Police Captain Unrepresented A \$ 58.87 \$ 4,095 \$ 10,714 \$ 122,656 C \$ 64.90 \$ 5,192 \$ 11,250 \$ 134,994 \$ 128,566 C \$ 64.90 \$ 5,192 \$ 11,250 \$ 134,994 D \$ 68.15 \$ 5,452 \$ 11,812 \$ 141,744 E \$ 71.55 \$ 5,724 \$ 12,403 \$ 148,831			D				
B \$ 58.98 \$ 4,719 \$ 10,224 \$ 122,682 C \$ 61.93 \$ 4,954 \$ 10,734 \$ 128,812 D \$ 65.02 \$ 5,202 \$ 11,271 \$ 135,247 E \$ 68.28 \$ 5,462 \$ 11,834 \$ 142,013 Police Captain Unrepresented A \$ 58.87 \$ 4,709 \$ 10,204 \$ 122,444 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 122,444 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 122,444 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 122,444 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 122,444 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 128,566 C \$ 64.90 \$ 5,192 \$ 11,812 \$ 141,744 E \$ 71.55 \$ 5,724 \$ 12,403 \$ 144,744 E \$ 71.55 \$ 5,724 \$ 12,403 \$ 148,831 Police Lieutenant Unrepresented A \$ 54.07 \$ 4,543 \$ 9,843 \$ 118,114 C \$ 59,62 \$ 4,770 <t< td=""><td></td><td></td><td>Е</td><td></td><td></td><td></td><td></td></t<>			Е				
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Senior Civil Engineer	Unrepresented	А	\$ 52.44	\$ 4,195	\$ 9,089	\$ 109,068
D \$ 65.02 \$ 5,202 \$ 11,271 \$ 135,247 E \$ 68.28 \$ 5,462 \$ 11,834 \$ 142,013 Police Captain Unrepresented A \$ 58.87 \$ 4,709 \$ 10,204 \$ 122,444 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 128,566 C \$ 64.90 \$ 5,192 \$ 11,812 \$ 134,994 D \$ 68.15 \$ 5,452 \$ 11,812 \$ 141,744 E \$ 71.55 \$ 5,724 \$ 12,403 \$ 148,831 Police Lieutenant Unrepresented A \$ 54.07 \$ 4,326 \$ 9,373 \$ 112,474 B \$ 56.79 \$ 4,543 9,843 \$ 118,114 C \$ 59.62 \$ 4,770 \$ 10,335 \$ 124,019 D \$ 62.60 \$ 5,008 10,850 \$ 130,202			В	\$ 58.98	\$ 4,719	\$ 10,224	\$ 122,682
E \$ 68.28 \$ 5,462 \$ 11,834 \$ 142,013 Police Captain Unrepresented A \$ 58.87 \$ 4,709 \$ 10,204 \$ 122,444 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 128,566 C \$ 64.90 \$ 5,192 \$ 11,832 \$ 134,994 D \$ 68.15 \$ 5,452 \$ 11,812 \$ 141,744 E \$ 71.55 \$ 5,724 \$ 12,403 \$ 148,831 Police Lieutenant Unrepresented A \$ 54.07 \$ 4,326 \$ 9,373 \$ 112,474 B \$ 56.79 \$ 4,543 \$ 9,843 \$ 112,474 B \$ 56.79 \$ 4,543 \$ 9,843 \$ 112,474 B \$ 56.79 \$ 4,543 \$ 9,843 \$ 112,474 B \$ 56.79 \$ 4,543 \$ 9,843 \$ 112,474 B \$ 56.79 \$ 4,543 \$ 9,843 \$ 112,474 D \$ 62.60 \$ 5,008 \$ 10,335 \$ 124,019 D \$ 62.60 \$ 5,008 \$ 10,850 \$ 130,202			С	\$ 61.93	\$ 4,954	\$ 10,734	\$ 128,812
Police Captain Unrepresented A \$ 58.87 \$ 4,709 \$ 10,204 \$ 122,444 B \$ 61.81 \$ 4,945 \$ 10,714 \$ 128,566 C \$ 64.90 \$ 5,192 \$ 11,250 \$ 134,994 D \$ 68.15 \$ 5,452 \$ 11,812 \$ 141,744 E \$ 71.55 \$ 5,724 \$ 122,403 \$ 148,831 Police Lieutenant Unrepresented A \$ 54.07 \$ 4,326 \$ 9,373 \$ 112,474 B \$ 56.79 \$ 4,543 \$ 9,843 \$ 118,114 C \$ 59.62 \$ 4,770 \$ 10,335 \$ 124,019 D \$ 62.60 \$ 5,008 \$ 10,850 \$ 130,202			D	\$ 65.02	\$ 5,202	\$ 11,271	\$ 135,247
B \$ 61.81 \$ 4,945 \$ 10,714 \$ 128,566 C \$ 64.90 \$ 5,192 \$ 11,250 \$ 134,994 D \$ 68.15 \$ 5,452 \$ 11,812 \$ 141,744 E \$ 71.55 \$ 5,724 \$ 12,403 \$ 148,831 Police Lieutenant Unrepresented A \$ 54.07 \$ 4,326 \$ 9,373 \$ 112,474 B \$ 56.79 \$ 4,543 \$ 9,843 \$ 118,114 C \$ 59.62 \$ 4,770 \$ 10,335 \$ 124,019 D \$ 62.60 \$ 5,008 \$ 10,850 \$ 130,202			Е	\$ 68.28	\$ 5,462	\$ 11,834	\$ 142,013
B \$ 61.81 \$ 4,945 \$ 10,714 \$ 128,566 C \$ 64.90 \$ 5,192 \$ 11,250 \$ 134,994 D \$ 68.15 \$ 5,452 \$ 11,812 \$ 141,744 E \$ 71.55 \$ 5,724 \$ 12,403 \$ 148,831 Police Lieutenant Unrepresented A \$ 54.07 \$ 4,326 \$ 9,373 \$ 112,474 B \$ 56.79 \$ 4,543 \$ 9,843 \$ 118,114 C \$ 59.62 \$ 4,770 \$ 10,335 \$ 124,019 D \$ 62.60 \$ 5,008 \$ 10,850 \$ 130,202	Police Captain	Unrepresented	А	\$ 58.87	\$ 4,709	\$ 10.204	\$ 122.444
C \$ 64.90 \$ 5,192 \$ 11,250 \$ 134,994 D \$ 68.15 \$ 5,452 \$ 11,812 \$ 141,744 E \$ 71.55 \$ 5,724 \$ 12,403 \$ 148,831 Police Lieutenant Unrepresented A \$ 54.07 \$ 4,326 \$ 9,373 \$ 112,474 B \$ 56.79 \$ 4,543 \$ 9,843 \$ 118,114 C \$ 59.62 \$ 4,770 \$ 10,335 \$ 124,019 D \$ 62.60 \$ 5,008 \$ 10,850 \$ 130,202							<i>.</i>
D \$ 68.15 \$ 5,452 \$ 11,812 \$ 141,744 E \$ 71.55 \$ 5,724 \$ 12,403 \$ 148,831 Police Lieutenant Unrepresented A \$ 54.07 \$ 4,326 \$ 9,373 \$ 112,474 B \$ 56.79 \$ 4,543 \$ 9,843 \$ 118,114 C \$ 59.62 \$ 4,770 \$ 10,335 \$ 124,019 D \$ 62.60 \$ 5,008 \$ 10,850 \$ 130,202			С			· · ·	
E \$ 71.55 \$ 5,724 \$ 12,403 \$ 148,831 Police Lieutenant Unrepresented A \$ 54.07 \$ 4,326 \$ 9,373 \$ 112,474 B \$ 56.79 \$ 4,543 \$ 9,843 \$ 118,114 C \$ 59.62 \$ 4,770 \$ 10,335 \$ 124,019 D \$ 62.60 \$ 5,008 \$ 10,850 \$ 130,202			D		,	<i>,</i>	<i>´</i>
B \$ 56.79 \$ 4,543 \$ 9,843 \$ 118,114 C \$ 59.62 \$ 4,770 \$ 10,335 \$ 124,019 D \$ 62.60 \$ 5,008 \$ 10,850 \$ 130,202			Е				
C\$ 59.62\$ 4,770\$ 10,335\$ 124,019D\$ 62.60\$ 5,008\$ 10,850\$ 130,202	Police Lieutenant	Unrepresented	А	\$ 54.07	\$ 4,326	\$ 9,373	\$ 112,474
C\$ 59.62\$ 4,770\$ 10,335\$ 124,019D\$ 62.60\$ 5,008\$ 10,850\$ 130,202		•	в	\$ 56.79	\$ 4,543	\$ 9,843	\$ 118,114
D \$ 62.60 \$ 5,008 \$ 10,850 \$ 130,202			С	\$ 59.62		\$ 10,335	
			D				
			Е			\$ 11,394	\$ 136,730

CITY OF SEBASTOPOL - PAY RATES AND RANGES	Cľ	TY O	F SEB	ASTOPOL -	- PAY R	ATES .	AND]	RANGES
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Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	A	Annually
MISCELLANEOUS	ľ		v	·			v
Accountant Analyst (Confidential)	Unrepresented	А	\$ 41.81	\$ 3,345	\$ 7,247	\$	86,961
		В	\$ 43.90	\$ 3,512	\$ 7,610	\$	91,317
		С	\$ 46.10	\$ 3,688	\$ 7,990	\$	95,884
		D	\$ 48.40	\$ 3,872	\$ 8,390	\$	100,677
		Е	\$ 50.82	\$ 4,066	\$ 8,809	\$	105,708
Associate Planner	SEIU	А	\$ 40.99	\$ 3,279	\$ 7,104	\$	85,253
		В	\$ 43.14	\$ 3,452	\$ 7,478		89,741
		С	\$ 45.42	\$ 3,633	\$ 7,872	\$	94,468
		D	\$ 47.81	\$ 3,825	\$ 8,287	\$	99,446
		Е	\$ 50.32	\$ 4,026	\$ 8,723	\$	104,676
Assistant Planner	SEIU	А	\$ 37.45	\$ 2,996	\$ 6,491	\$	77,891
Junior Accountant		В	\$ 39.33	\$ 3,146	\$ 6,816		81,797
Management Analyst		С	\$ 41.29	\$ 3,303	\$ 7,156		85,875
Administrative Technician		D	\$ 43.35	\$ 3,468	\$ 7,514		90,165
		Е	\$ 45.52	\$ 3,642	\$ 7,890		94,679
Administrative Assistant	SEIU	А	\$ 28.33	\$ 2,266	\$ 4,910	\$	58,918
		В	\$ 29.74	\$ 2,379	\$ 5,155	\$	61,857
		С		\$ 2,498	\$ 5,413		64,956
		D		\$ 2,623	\$ 5,683	\$	68,199
		Е		\$ 2,755	\$ 5,969	\$	71,629
Account Clerk I	SEIU	А	\$ 24.25	\$ 1,940	\$ 4,203	\$	50,431
		В	\$ 25.46	\$ 2,036	\$ 4,412		52,947
		С	\$ 26.73	\$ 2,139	\$ 4,634		55,608
		D	\$ 28.07	\$ 2,245	\$ 4,865	\$	58,375
		Е	\$ 29.47	\$ 2,358	\$ 5,108	\$	61,301
Account Clerk II	SEIU	А	\$ 30.22	\$ 2,418	\$ 5,239	\$	62,864
	SEIG	В		\$ 2,540	\$ 5,502		66,028
		C		\$ 2,667	\$ 5,778		69,338
		D		\$ 2,799	\$ 6,065		72,780
		Е		\$ 2,940	\$ 6,371		76,448
Office Assistant	SEIU	А	\$ 21.67	\$ 1,733	\$ 3,756	\$	45,069
		В		\$ 1,819	\$ 3,942		47,307
		С		\$ 1,911	\$ 4,140		49,677
		D		\$ 2,007	\$ 4,348		52,179
		Е		\$ 2,108	\$ 4,567		54,800
Senior Administrative Assistant	SEIU	А	\$ 32.95	\$ 2,636	\$ 5,711	\$	68,530
		В		\$ 2,767	\$ 5,996		71,946
		С		\$ 2,905	\$ 6,295		75,534
		D		\$ 3,050	\$ 6,609		79,308
		Е		\$ 3,204	\$ 6,941		83,293

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	A	Annually
POLICE PERSONNEL	oroup		1104119			-	y
Police Technician	SPOA	А	\$ 24.86	\$ 1,989	\$ 4,309	\$	51,702
		В	\$ 26.09	\$ 2,087	\$ 4,523	\$	54,271
		С	\$ 27.40	\$ 2,192	\$ 4,749	\$	56,985
		D	\$ 28.78	\$ 2,302	\$ 4,988	\$	59,858
		Е	\$ 30.21	\$ 2,417	\$ 5,236	\$	62,837
Police Dispatcher	SPOA	А	\$ 29.85	\$ 2,388	\$ 5,174	\$	62,083
		В	\$ 31.35	\$ 2,508	\$ 5,434	\$	65,207
		С	\$ 32.92	\$ 2,633	\$ 5,705	\$	68,464
		D	\$ 34.56	\$ 2,765	\$ 5,990	\$	71,880
		E	\$ 36.29	\$ 2,903	\$ 6,290	\$	75,481
Police Records & Support Services Manager	SPOA	А	\$ 35.68	\$ 2,854	\$ 6,184	\$	74,210
		В	\$ 37.46	\$ 2,997	\$ 6,493	\$	77,918
		С	\$ 39.33	\$ 3,147	\$ 6,818	\$	81,810
		D	\$ 41.30	\$ 3,304	\$ 7,158	\$	85,901
		Е	\$ 43.36	\$ 3,469	\$ 7,516	\$	90,191
Police Officer	SPOA	А	\$ 39.07	\$ 3,126	\$ 6,772	\$	81,267
		В	\$ 41.03	\$ 3,282	\$ 7,111	\$	85,332
		С	\$ 43.07	\$ 3,445	\$ 7,465	\$	89,582
		D	\$ 45.23	\$ 3,619	\$ 7,840	\$	94,084
		Е	\$ 47.49	\$ 3,799	\$ 8,232	\$	98,784
Police Sergeant	SPOA	А	\$ 45.65	\$ 3,652	\$ 7,913	\$	94,958
		В	\$ 47.93	\$ 3,835	\$ 8,308	\$	99,697
		С	\$ 50.32	\$ 4,026	\$ 8,723	\$	104,676
		D	\$ 52.85	\$ 4,228	\$ 9,160	\$	109,919
		Е	\$ 55.49	\$ 4,439	\$ 9,618	\$	115,413

SEIU PHYSICAL FIELD PERSONNEL Laborer SE	roup EIU EIU	Step A B C D E A B C D D	Houri \$ 20.5 \$ 21.5. \$ 22.6 \$ 23.7. \$ 24.9. \$ 25.0 \$ 26.3. \$ 27.6	1 \$ 3 \$ 1 \$ 4 \$ 3 \$ 7 \$	1,723 1,809 1,899 1,994 2,006	N \$ \$ \$ \$ \$ \$ \$ \$ \$	3,555 3,733 3,919 4,115 4,321		42,659 44,791 47,029 49,385 51,848
Laborer SE		B C D E A B C	\$ 21.5 \$ 22.6 \$ 23.7 \$ 24.9 \$ 25.0 \$ 26.3 \$ 26.3 \$ 27.6	3 \$ 1 \$ 4 \$ 3 \$ 7 \$	1,723 1,809 1,899 1,994 2,006	\$ \$ \$ \$	3,733 3,919 4,115	\$ \$ \$	44,791 47,029 49,385
		B C D E A B C	\$ 21.5 \$ 22.6 \$ 23.7 \$ 24.9 \$ 25.0 \$ 26.3 \$ 26.3 \$ 27.6	3 \$ 1 \$ 4 \$ 3 \$ 7 \$	1,723 1,809 1,899 1,994 2,006	\$ \$ \$ \$	3,733 3,919 4,115	\$ \$ \$	44,791 47,029 49,385
Maintenance Worker I SE		C D E A B C	\$ 22.6 \$ 23.7 \$ 24.9 \$ 25.0 \$ 26.3 \$ 27.6	1 \$ 4 \$ 3 \$ 7 \$	1,809 1,899 1,994 2,006	\$ \$ \$	3,919 4,115	\$ \$	47,029 49,385
Maintenance Worker I SE		D E A B C	\$ 23.7 \$ 24.9 \$ 25.0 \$ 25.0 \$ 26.3 \$ 27.6	4 \$ <u>3 \$</u> 7 \$	1,899 1,994 2,006	\$ \$	4,115	\$	49,385
Maintenance Worker I SE	EIU	E A B C	\$ 24.9 \$ 25.0 \$ 26.3 \$ 27.6	<u>3 \$</u> 7 \$	1,994 2,006	\$	<i>,</i>	•	
Maintenance Worker I SF	EIU	A B C	\$ 25.0° \$ 26.3 \$ 27.6	7 \$	2,006		4,321	\$	51,848
Maintenance Worker I Sł	eiu	B C	\$ 26.3 \$ 27.6			\$			
		С	\$ 27.6	2 \$		4	4,346	\$	52,152
					2,106	\$	4,562	\$	54,748
		D		1 \$	2,211	\$	4,791	\$	57,488
			\$ 29.0	2 \$	2,322	\$	5,030	\$	60,361
		Е	\$ 30.4	7 \$	2,438	\$	5,282	\$	63,380
Maintenance Worker II SE	EIU	А	\$ 31.9) \$	2,559	\$	5,544	\$	66,531
		В	\$ 33.5) \$	2,687	\$	5,822	\$	69,868
		С	\$ 35.2	5\$	2,821	\$	6,112	\$	73,350
		D	\$ 37.0	3 \$	2,962	\$	6,418	\$	77,017
		Е	\$ 38.8	3 \$	3,110	\$	6,739	\$	80,870
Maintenance Worker III SE	EIU	А	\$ 37.3	3\$	2,990	\$	6,479	\$	77,745
Senior Parks & Facilities Maintenance Worker III		В	\$ 39.2	4 \$	3,139	\$	6,802	\$	81,625
		С	\$ 41.2	1\$	3,297	\$	7,143	\$	85,716
		D	\$ 43.2	7 \$	3,461	\$	7,499	\$	89,992
		Е	\$ 45.42	2 \$	3,634	\$	7,873	\$	94,481
Senior Maintenance Worker SE	EIU	А	\$ 38.3	2 \$	3,066	\$	6,642	\$	79,705
		В	\$ 40.2	1\$	3,219	\$	6,974	\$	83,690
		С	\$ 42.2	5\$	3,380	\$	7,323	\$	87,874
		D	\$ 44.3			\$	7,688	\$	92,257
		Е	\$ 46.5	3 \$	3,726	\$	8,073	\$	96,877
Senior Maintenance Worker-Water System Treatment Operator SE	EIU	А	\$ 39.0	3 \$	3,127	\$	6,774	\$	81,294
Senior Maintenance Worker-Sanitary Sewer System Operator		В	\$ 41.0		3,283	\$	<i>,</i>	\$	85,358
		С	\$ 43.0		3,448	\$	ŕ	\$	89,635
		D	\$ 45.2			\$	7,841	\$	94,097
		Е	\$ 47.5		~		· · · · · · · · · · · · · · · · · · ·		·

Job Classification	A	mount	H	lourly	Μ	onthly
VOLUNTEER FIREFIGHTER STIPEND						
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				
TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS						
Living Wage - Per Ordinance			\$	20.43		
Laborer			\$	20.43		
Maintenance Assistant			\$	20.43		
Office Assistant			\$	20.43		
Per Diem Police Dispatcher Trainee			\$	20.43		
Police Aide Trainee			\$	20.43		
Video Recording Operator			\$	20.43		
City Attorney					\$	7,790
Part-time City Engineer			\$	50.00		
Account Clerk (Temporary)			\$	29.47		
Interim Professional - Temporary Staff	\$	30 - \$60				
Per Diem Police Dispatcher ¹			\$	34.56		
Police Reserve Officer ²			\$	39.07		
Police Officer Trainee ³			\$	31.26		

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

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL AMENDING 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 staff has determined that it is in the best interest of efficient, effective, and economical conduct of the City's business, the City establishes one new temporary classification; and

WHEREAS the recommendation includes the new temporary classification of interim professional temporary staff and wage ranges approved as provided in the pay rates and ranges schedule attached to this resolution; and

WHEREAS staff is requested that City Manager be authorized to make non-substantive changes to all City job classification specifications that do not affect scope, complexity, discipline, wages, or job level; 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, the City Council previously approved the City Pay Rates and Ranges document dated July 5, 2022 pursuant to Resolution No. 6451-2022, and

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 August 2, 2022;

IN COUNCIL DULY PASSED this 2nd day of August, 2022.

<u>VOTE:</u> AYES: NOES: ABSENT: ABSTAIN:

APPROVED:

Mayor Patrick Slayter

ATTEST:

Approved as to Form:

Larry McLaughlin, City Attorney