


Agenda Report Reviewed by:  
 City Manager: 

**CITY OF SEBASTOPOL  
 CITY COUNCIL  
 AGENDA ITEM**

**Meeting Date:** August 2, 2022  
**To:** 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  X\*  N/A  
 Net General Fund Cost: \$

*\*No budget adjustments 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-recurring 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**

Experience: 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.

Education: 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.

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**CITY OF SEBASTOPOL - PAY RATES AND RANGES**

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
City Council	N/A			N/A	\$ 300	\$ 3,600
<b>MANAGEMENT</b>						
City Manager   City Attorney	Appointed	A	\$ 73.99	\$ 5,919	\$ 12,825	\$ 153,902
		B	\$ 77.68	\$ 6,215	\$ 13,465	\$ 161,581
		C	\$ 81.57	\$ 6,525	\$ 14,138	\$ 169,658
		D	\$ 85.65	\$ 6,852	\$ 14,845	\$ 178,145
		E	\$ 89.92	\$ 7,194	\$ 15,587	\$ 187,042
Assistant City Manager   City Clerk	Appointed	A	\$ 68.83	\$ 5,506	\$ 11,930	\$ 143,164
		B	\$ 72.27	\$ 5,782	\$ 12,527	\$ 150,327
		C	\$ 75.88	\$ 6,071	\$ 13,153	\$ 157,834
		D	\$ 79.68	\$ 6,374	\$ 13,810	\$ 165,725
		E	\$ 83.66	\$ 6,693	\$ 14,501	\$ 174,014
Administrative Services Director	Unrepresented	A	\$ 66.93	\$ 5,354	\$ 11,600	\$ 139,206
		B	\$ 70.27	\$ 5,622	\$ 12,181	\$ 146,170
		C	\$ 73.79	\$ 5,903	\$ 12,790	\$ 153,478
		D	\$ 77.47	\$ 6,198	\$ 13,429	\$ 161,144
		E	\$ 81.35	\$ 6,508	\$ 14,101	\$ 169,208
City Clerk	Appointed	A	\$ 62.55	\$ 5,004	\$ 10,841	\$ 130,097
		B	\$ 65.67	\$ 5,253	\$ 11,382	\$ 136,584
Finance Director	Unrepresented	C	\$ 68.96	\$ 5,517	\$ 11,954	\$ 143,443
		D	\$ 72.41	\$ 5,793	\$ 12,552	\$ 150,619
		E	\$ 76.03	\$ 6,082	\$ 13,178	\$ 158,139
Building Official	Unrepresented	A	\$ 56.01	\$ 4,481	\$ 9,708	\$ 116,499
		B	\$ 58.80	\$ 4,704	\$ 10,193	\$ 122,311
		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 Planning Director	Unrepresented	A	\$ 62.88	\$ 5,030	\$ 10,899	\$ 130,785
		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
		E	\$ 77.19	\$ 6,175	\$ 13,380	\$ 160,562

**CITY OF SEBASTOPOL - PAY RATES AND RANGES**

<b>Job Classification</b>	<b>Group</b>	<b>Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
<b>MANAGEMENT</b>						
Police Chief	Unrepresented	A	\$ 64.62	\$ 5,169	\$ 11,200	\$ 134,400
		B	\$ 67.84	\$ 5,427	\$ 11,759	\$ 141,112
		C	\$ 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	A	\$ 61.29	\$ 4,903	\$ 10,623	\$ 127,475
		B	\$ 64.34	\$ 5,147	\$ 11,153	\$ 133,830
		C	\$ 67.56	\$ 5,405	\$ 11,711	\$ 140,530
		D	\$ 70.94	\$ 5,675	\$ 12,297	\$ 147,560
		E	\$ 74.49	\$ 5,959	\$ 12,911	\$ 154,935

**CITY OF SEBASTOPOL - PAY RATES AND RANGES**

<b>Job Classification</b>	<b>Group</b>	<b>Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
<b>MID-MANAGEMENT</b>						
Assistant Public Works Superintendent Engineering Manager	Unrepresented	A	\$ 48.73	\$ 3,898	\$ 8,446	\$ 101,352
		B	\$ 51.16	\$ 4,093	\$ 8,868	\$ 106,410
		C	\$ 53.72	\$ 4,297	\$ 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	\$ 37.92	\$ 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	\$ 5,320	\$ 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	\$ 11,250	\$ 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
		E	\$ 65.74	\$ 5,259	\$ 11,394	\$ 136,730



**CITY OF SEBASTOPOL - PAY RATES AND RANGES**

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>MISCELLANEOUS</b>						
Accountant   Analyst (Confidential)	Unrepresented	A	\$ 41.81	\$ 3,345	\$ 7,247	\$ 86,961
		B	\$ 43.90	\$ 3,512	\$ 7,610	\$ 91,317
		C	\$ 46.10	\$ 3,688	\$ 7,990	\$ 95,884
		D	\$ 48.40	\$ 3,872	\$ 8,390	\$ 100,677
		E	\$ 50.82	\$ 4,066	\$ 8,809	\$ 105,708
Associate Planner	SEIU	A	\$ 40.99	\$ 3,279	\$ 7,104	\$ 85,253
		B	\$ 43.14	\$ 3,452	\$ 7,478	\$ 89,741
		C	\$ 45.42	\$ 3,633	\$ 7,872	\$ 94,468
		D	\$ 47.81	\$ 3,825	\$ 8,287	\$ 99,446
		E	\$ 50.32	\$ 4,026	\$ 8,723	\$ 104,676
Assistant Planner	SEIU	A	\$ 37.45	\$ 2,996	\$ 6,491	\$ 77,891
Junior Accountant		B	\$ 39.33	\$ 3,146	\$ 6,816	\$ 81,797
Management Analyst		C	\$ 41.29	\$ 3,303	\$ 7,156	\$ 85,875
Administrative Technician		D	\$ 43.35	\$ 3,468	\$ 7,514	\$ 90,165
		E	\$ 45.52	\$ 3,642	\$ 7,890	\$ 94,679
Administrative Assistant	SEIU	A	\$ 28.33	\$ 2,266	\$ 4,910	\$ 58,918
		B	\$ 29.74	\$ 2,379	\$ 5,155	\$ 61,857
		C	\$ 31.23	\$ 2,498	\$ 5,413	\$ 64,956
		D	\$ 32.79	\$ 2,623	\$ 5,683	\$ 68,199
		E	\$ 34.44	\$ 2,755	\$ 5,969	\$ 71,629
Account Clerk I	SEIU	A	\$ 24.25	\$ 1,940	\$ 4,203	\$ 50,431
		B	\$ 25.46	\$ 2,036	\$ 4,412	\$ 52,947
		C	\$ 26.73	\$ 2,139	\$ 4,634	\$ 55,608
		D	\$ 28.07	\$ 2,245	\$ 4,865	\$ 58,375
		E	\$ 29.47	\$ 2,358	\$ 5,108	\$ 61,301
Account Clerk II	SEIU	A	\$ 30.22	\$ 2,418	\$ 5,239	\$ 62,864
		B	\$ 31.74	\$ 2,540	\$ 5,502	\$ 66,028
		C	\$ 33.34	\$ 2,667	\$ 5,778	\$ 69,338
		D	\$ 34.99	\$ 2,799	\$ 6,065	\$ 72,780
		E	\$ 36.75	\$ 2,940	\$ 6,371	\$ 76,448
Office Assistant	SEIU	A	\$ 21.67	\$ 1,733	\$ 3,756	\$ 45,069
		B	\$ 22.74	\$ 1,819	\$ 3,942	\$ 47,307
		C	\$ 23.88	\$ 1,911	\$ 4,140	\$ 49,677
		D	\$ 25.09	\$ 2,007	\$ 4,348	\$ 52,179
		E	\$ 26.35	\$ 2,108	\$ 4,567	\$ 54,800
Senior Administrative Assistant	SEIU	A	\$ 32.95	\$ 2,636	\$ 5,711	\$ 68,530
		B	\$ 34.59	\$ 2,767	\$ 5,996	\$ 71,946
		C	\$ 36.31	\$ 2,905	\$ 6,295	\$ 75,534
		D	\$ 38.13	\$ 3,050	\$ 6,609	\$ 79,308
		E	\$ 40.04	\$ 3,204	\$ 6,941	\$ 83,293

**CITY OF SEBASTOPOL - PAY RATES AND RANGES**

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

**CITY OF SEBASTOPOL - PAY RATES AND RANGES**

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>SEIU PHYSICAL   FIELD PERSONNEL</b>						
Laborer	SEIU	A	\$ 20.51	\$ 1,641	\$ 3,555	\$ 42,659
		B	\$ 21.53	\$ 1,723	\$ 3,733	\$ 44,791
		C	\$ 22.61	\$ 1,809	\$ 3,919	\$ 47,029
		D	\$ 23.74	\$ 1,899	\$ 4,115	\$ 49,385
		E	\$ 24.93	\$ 1,994	\$ 4,321	\$ 51,848
Maintenance Worker I	SEIU	A	\$ 25.07	\$ 2,006	\$ 4,346	\$ 52,152
		B	\$ 26.32	\$ 2,106	\$ 4,562	\$ 54,748
		C	\$ 27.64	\$ 2,211	\$ 4,791	\$ 57,488
		D	\$ 29.02	\$ 2,322	\$ 5,030	\$ 60,361
		E	\$ 30.47	\$ 2,438	\$ 5,282	\$ 63,380
Maintenance Worker II	SEIU	A	\$ 31.99	\$ 2,559	\$ 5,544	\$ 66,531
		B	\$ 33.59	\$ 2,687	\$ 5,822	\$ 69,868
		C	\$ 35.26	\$ 2,821	\$ 6,112	\$ 73,350
		D	\$ 37.03	\$ 2,962	\$ 6,418	\$ 77,017
		E	\$ 38.88	\$ 3,110	\$ 6,739	\$ 80,870
Maintenance Worker III Senior Parks & Facilities Maintenance Worker III	SEIU	A	\$ 37.38	\$ 2,990	\$ 6,479	\$ 77,745
		B	\$ 39.24	\$ 3,139	\$ 6,802	\$ 81,625
		C	\$ 41.21	\$ 3,297	\$ 7,143	\$ 85,716
		D	\$ 43.27	\$ 3,461	\$ 7,499	\$ 89,992
		E	\$ 45.42	\$ 3,634	\$ 7,873	\$ 94,481
Senior Maintenance Worker	SEIU	A	\$ 38.32	\$ 3,066	\$ 6,642	\$ 79,705
		B	\$ 40.24	\$ 3,219	\$ 6,974	\$ 83,690
		C	\$ 42.25	\$ 3,380	\$ 7,323	\$ 87,874
		D	\$ 44.35	\$ 3,548	\$ 7,688	\$ 92,257
		E	\$ 46.58	\$ 3,726	\$ 8,073	\$ 96,877
Senior Maintenance Worker-Water System Treatment Operator Senior Maintenance Worker-Sanitary Sewer System Operator	SEIU	A	\$ 39.08	\$ 3,127	\$ 6,774	\$ 81,294
		B	\$ 41.04	\$ 3,283	\$ 7,113	\$ 85,358
		C	\$ 43.09	\$ 3,448	\$ 7,470	\$ 89,635
		D	\$ 45.24	\$ 3,619	\$ 7,841	\$ 94,097
		E	\$ 47.50	\$ 3,800	\$ 8,234	\$ 98,810

## 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		

### 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 <sup>1</sup>		\$ 34.56	
Police Reserve Officer <sup>2</sup>		\$ 39.07	
Police Officer Trainee <sup>3</sup>		\$ 31.26	

<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

<sup>3</sup> 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 2<sup>nd</sup> day of August, 2022.

VOTE:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED: \_\_\_\_\_  
Mayor Patrick Slayter

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

Approved as to Form:

\_\_\_\_\_  
Larry McLaughlin, City Attorney