

RESOLUTION NUMBER: 6614-2024

CITY OF SEBASTOPOL

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL  
APPROVING THE CITY'S REVISED PUBLICLY AVAILABLE PAY SCHEDULE, EFFECTIVE JULY 1, 2024, REVISED SEPTEMBER 17,  
2024

WHEREAS, The City Council of the City of Sebastopol has established, approved, and adopted a fair and equitable compensation plan with pay ranges for approved classifications; and

WHEREAS, The California Code of Regulations section 570.5 requires a publicly available pay schedule that is current and accurate and reflects the position title for every employee position and shows the pay rate for each identified position; and

WHEREAS, The pay ranges on the attached pay schedule supersede any prior pay ranges and may be changed only upon approval of the City Council; and

WHEREAS, The Adopted Fiscal Year 2024-25 Budget includes the current salary for Police Chief which at top step is \$170,000 plus benefits \$73,500 for a total salary of \$243,500; and the recommended salary which aligns Sebastopol's Police Chief with that of Cotati's at top step will be \$202,464 plus benefits of \$87,059 for a total salary of \$289,523; and

WHEREAS, The recommended salary and benefits for budget adjustment is \$46,023 higher than the approved and budgeted salary and benefits for FY 2025.

NOW, THEREFORE, BE IT RESOLVED THAT the City Council of the City of Sebastopol hereby adopts this Resolution approving the City's Revised Publicly Available Pay Schedule as set forth in Exhibit A, effective July 1, 2024, revised September 17, 2024 and approves a budget amendment of \$46,023 for salary and benefits.

The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 17<sup>th</sup> day of September 2024.

The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 17<sup>th</sup> day of September, 2024, by the following vote:

**VOTE:**

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

APPROVED: Signed by:  
*Diana Rich*  
 \_\_\_\_\_  
 24BD41281D2746F...  
 Mayor Diana Gardner Rich

ATTEST: DocuSigned by:  
*Mary C Gourley*  
 \_\_\_\_\_  
 44C0774260FE430...  
 Mary Gourley, Assistant City Manager/City Clerk, MMC

APPROVED AS TO FORM: Signed by:  
*Alex Mog*  
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 68BDB79D572A4EB...  
 Alex Mog, 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
<b>MANAGEMENT</b>						
City Manager	Appointed	N/A	\$117.79	\$ 9,423	\$ 20,417	\$ 245,000
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
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
Community Development Director	Unrepresented	A	\$ 75.37	\$ 6,030	\$ 13,064	\$ 156,768
		B	\$ 79.14	\$ 6,331	\$ 13,717	\$ 164,604
		C	\$ 83.09	\$ 6,647	\$ 14,402	\$ 172,824
		D	\$ 87.24	\$ 6,979	\$ 15,122	\$ 181,464
		E	\$ 91.60	\$ 7,328	\$ 15,878	\$ 190,536
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
Engineering Director	Unrepresented	A	\$ 65.39	\$ 5,231	\$ 11,335	\$ 136,016
Planning Director		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

## CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>MANAGEMENT</b>						
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
Police Chief	Unrepresented	A	\$ 80.08	\$ 6,406	\$ 13,881	\$ 166,568
		B	\$ 84.08	\$ 6,727	\$ 14,575	\$ 174,896
		C	\$ 88.29	\$ 7,063	\$ 15,303	\$ 183,641
		D	\$ 92.70	\$ 7,416	\$ 16,069	\$ 192,823
		E	\$ 97.34	\$ 7,787	\$ 16,872	\$ 202,464
Public Works Director/City Engineer	Unrepresented	A	\$ 80.08	\$ 6,406	\$ 13,881	\$ 166,568
		B	\$ 84.08	\$ 6,727	\$ 14,575	\$ 174,896
		C	\$ 88.29	\$ 7,063	\$ 15,303	\$ 183,641
		D	\$ 92.70	\$ 7,416	\$ 16,069	\$ 192,823
		E	\$ 97.34	\$ 7,787	\$ 16,872	\$ 202,464
Public Works Director	Unrepresented	A	\$ 72.07	\$ 5,766	\$ 12,493	\$ 149,913
		B	\$ 75.68	\$ 6,054	\$ 13,117	\$ 157,408
		C	\$ 79.46	\$ 6,357	\$ 13,773	\$ 165,279
		D	\$ 83.43	\$ 6,675	\$ 14,462	\$ 173,543
		E	\$ 87.61	\$ 7,008	\$ 15,185	\$ 182,220
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
<b>MID-MANAGEMENT</b>						
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
<b>MISCELLANEOUS</b>						
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
<b>MISCELLANEOUS</b>						
Engineering Technician II	SEIU	A	\$ 35.41	\$ 2,832	\$ 6,137	\$ 73,644
Planning Technician		B	\$ 37.18	\$ 2,974	\$ 6,444	\$ 77,326
Permit Technician		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
Engineering Technician I	SEIU	A	\$ 31.86	\$ 2,549	\$ 5,523	\$ 66,276
		B	\$ 33.46	\$ 2,677	\$ 5,800	\$ 69,600
		C	\$ 35.13	\$ 2,810	\$ 6,089	\$ 73,068
		D	\$ 36.89	\$ 2,951	\$ 6,394	\$ 76,728
		E	\$ 38.73	\$ 3,099	\$ 6,714	\$ 80,568

## CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
<b>POLICE PERSONNEL</b>						
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
<b>SEIU PHYSICAL   FIELD PERSONNEL</b>						
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 Senior Parks & Facilities Maintenance Worker III	SEIU	A	\$ 38.87	\$ 3,110	\$ 6,738	\$ 80,855
		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 Senior Maintenance Worker-Sanitary Sewer System Operator	SEIU	A	\$ 40.65	\$ 3,252	\$ 7,045	\$ 84,546
		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
<b>TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS</b>			
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 - \$90		
Per Diem Police Dispatcher <sup>1</sup>		\$ 35.94	
Police Reserve Officer <sup>2</sup>		\$ 40.63	
Police Officer Trainee <sup>3</sup>		\$ 32.51	

<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

## **CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND**

<b>VOLUNTEER FIREFIGHTER STIPEND</b>	<b>Amount</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