



**CITY OF SEBASTOPOL CITY COUNCIL**  
**AGENDA ITEM REPORT FOR MEETING OF: July 1, 2025**

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**To:** Honorable Mayor and City Councilmembers  
**From:** Ana Kwong – Administrative Services Director  
**Subject:** Adopt a Resolution Revising the City’s Publicly Available Pay Schedule, Effective July 1, 2025

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**RECOMMENDATION:**

Adopt a Resolution Revising the City’s Publicly Available Pay Schedule, Effective July 1, 2025.

**EXECUTIVE SUMMARY:**

As a CalPERS member agency, the California Code of Regulations section 570.5 requires an employer to publish a publicly available pay schedule to help determine earned income for the purposes of calculating retirement compensation. At least annually staff ask Council to approve the City’s publicly available pay schedule which is posted on the City’s internet for public access. This item incorporates an increase approved by the City Council at their June 17, 2025, meeting for the retitled and revised Police Support Services Manager classification and corrections to the compounding factor for the Cost-of-Living Increases added to the schedule approved for revision on June 17, 2025.

**BACKGROUND:**

The City’s pay schedule was last updated and approved by the City Council on May 6, 2025, in compliance with California Code, to include an additional fire schedule for the Fire Captain classification. Subsequently, on June 17, 2025, the Council approved cost of living adjustments (COLAs) for the Accountant/Analyst, Public Works Operations Supervisor, and Administrative Services Director positions. At that same meeting, a revised pay range was also approved for the newly retitled and updated Police Support Services Manager classification.

The previous schedule included three COLA increases: a 3% adjustment effective July 1, 2025, and a 2% adjustment effective January 1, 2026. However, it incorrectly applied both increases as effective on July 1, 2025, resulting in overstated salaries. This updated schedule corrects that error.

**DISCUSSION:**

CalPERS member agencies are required by the California Code of Regulations section 570.5 to publish a publicly available pay schedule. CCR §570.5 defines that “payrate be limited to the amount listed on a pay schedule that meets all the following requirements:

- 1) *Has been duly approved and adopted by the employer’s governing body in accordance with requirements of applicable public meetings laws;*
- 2) *Identifies the position title for every employee position;*
- 3) *Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;*
- 4) *Indicates the time base, including, but not limited to, whether the time base is hourly, daily, biweekly, monthly, bi-monthly, or annually;*
- 5) *Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer’s internet website;*
- 6) *Indicates an effective date and date of any revisions;*



- 7) *Is retained by the employer and available for public inspection for not less than five years; and*  
 8) *Does not reference another document in lieu of disclosing the payrate."*

### **STAFF ANALYSIS**

Approval of the attached Resolution, including its Exhibit meets the City's obligation under CCR §570.5 and will be repeated as an action item, at least annually, and each time revisions are made to the pay schedule.

### **CITY COUNCIL GOALS/PRIORITIES/ AND OR GENERAL PLAN CONSISTENCY:**

This agenda item represents the City Council goals/priorities as follows:

Goal 4 – High Performance Organization

Action Plan 1 - Achieving staffing/ Program targets that match best standards and efficiency/operational staffing efficiencies/baseline budgets/performance management

This agenda item represents the City Council General Plan Consistency (if applicable): Not Applicable

### **FISCAL IMPACT:**

There is no fiscal impact to the typographic correction the pay schedule as the salary increase of \$21,890 has already been incorporated into the FY 2025–26 proposed budget with the projected future increases in insurance premiums, including an 8.92% increase in Workers' Compensation premiums (approximately \$2,556) and a 7.87% increase in General Liability premiums (approximately \$1,120). The increase related to the approved salary range for Police Support Services Manager of \$9,240 in salary and benefits and anticipated Workers Compensation and General Liability increases of \$1,551.67 have been built into the FY 25-26 budget.

### **COMMUNITY OUTREACH:**

This item has been noticed in accordance with the Ralph M. Brown Act and was available for public related towing and review at least 72 hours prior to the scheduled meeting date. The City has also used social media to promote and advertise the City Council Meeting Agenda Items.

As of the writing of this agenda item report, the City has not received any public comment. However, if staff receive public comment from interested parties following the publication and distribution of this agenda item report, such comments will be provided to the City Council as supplemental materials before or at the meeting.

### **OPTIONS:**

There are no alternative options as this is required by government code.

### **ATTACHMENTS:**

Resolution - Publicly Available Pay Schedule, effective July 1, 2025.

### **APPROVALS:**

Department Head Approval:

Approval Date: 6/23/25

CEQA Determination (Planning):

Approval Date: 6/23/25

The proposed action is exempt from the requirements of the California Environmental Quality Act (CEQA)

Administrative Services (Financial):

Approval Date:

Costs authorized in City Approved Budget: ☐ Yes ☐ No ☒ N/A

Account Code (f applicable) \_\_\_\_\_

City Attorney Approval:

Approval Date: N/A

City Manager Approval:

Approval Date: 6/23/2025

RESOLUTION NUMBER: XXXX-2025

CITY OF SEBASTOPOL

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL ADOPTING A RESOLUTION  
APPROVING THE CITY'S REVISED PUBLICLY AVAILABLE PAY SCHEDULE, EFFECTIVE JULY 1, 2025

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.

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, 2025.

The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 1<sup>st</sup> day of July 2025

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:

Noes:

Absent:

Abstain:

APPROVED:

Stephen Zollman, Mayor

ATTEST:

Mary Gourley, Assistant City Manager/City Clerk, MMC

APPROVED AS TO FORM:

Alex Mog, City Attorney

Attachments: Exhibit A – Public Pay Scale

## 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	Appointed	N/A	\$117.79	\$ 9,423	\$ 20,417	\$ 245,000
City Attorney	Appointed	A	\$ 76.95	\$ 6,156	\$ 13,338	\$ 160,056
		B	\$ 80.79	\$ 6,463	\$ 14,004	\$ 168,048
		C	\$ 84.83	\$ 6,786	\$ 14,704	\$ 176,448
		D	\$ 89.07	\$ 7,126	\$ 15,439	\$ 185,268
		E	\$ 93.52	\$ 7,482	\$ 16,210	\$ 194,520
Assistant City Manager   City Clerk	Appointed	N/A	\$102.21	\$ 8,177	\$ 17,716	\$ 212,592
Administrative Services Director	Unrepresented	A	\$ 71.69	\$ 5,735	\$ 12,426	\$ 149,117
		B	\$ 75.28	\$ 6,022	\$ 13,048	\$ 156,577
		C	\$ 79.04	\$ 6,323	\$ 13,701	\$ 164,406
		D	\$ 82.99	\$ 6,639	\$ 14,385	\$ 172,618
		E	\$ 87.14	\$ 6,971	\$ 15,105	\$ 181,255
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

<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>						
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>						
Public Works Operations Supervisor	Unrepresented	A	\$ 52.20	\$ 4,176	\$ 9,047	\$ 108,569
Engineering Manager		B	\$ 54.80	\$ 4,384	\$ 9,499	\$ 113,987
		C	\$ 57.54	\$ 4,603	\$ 9,974	\$ 119,688
		D	\$ 60.41	\$ 4,833	\$ 10,472	\$ 125,659
		E	\$ 63.44	\$ 5,075	\$ 10,996	\$ 131,956
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
Fire Captain - 40 hour/week	Unrepresented	A	\$ 51.67	\$ 4,134	\$ 8,956	\$ 107,472
		B	\$ 54.25	\$ 4,340	\$ 9,404	\$ 112,848
		C	\$ 56.97	\$ 4,558	\$ 9,875	\$ 118,500
		D	\$ 59.82	\$ 4,786	\$ 10,369	\$ 124,428
		E	\$ 62.82	\$ 5,025	\$ 10,888	\$ 130,656
Fire Captain - 56 hour/week	Unrepresented	A	\$ 36.91	\$ 4,134	\$ 8,956	\$ 107,472
		B	\$ 38.75	\$ 4,340	\$ 9,404	\$ 112,848
		C	\$ 40.69	\$ 4,558	\$ 9,875	\$ 118,500
		D	\$ 42.73	\$ 4,786	\$ 10,369	\$ 124,428
		E	\$ 44.87	\$ 5,025	\$ 10,888	\$ 130,656
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	\$ 44.78	\$ 3,583	\$ 7,763	\$ 93,152
		B	\$ 47.03	\$ 3,762	\$ 8,152	\$ 97,818
		C	\$ 49.38	\$ 3,950	\$ 8,559	\$ 102,711
		D	\$ 51.85	\$ 4,148	\$ 8,987	\$ 107,845
		E	\$ 54.44	\$ 4,355	\$ 9,436	\$ 113,235
Accountant	SEIU	A	\$ 41.52	\$ 3,321	\$ 7,196	\$ 86,355
		B	\$ 43.59	\$ 3,487	\$ 7,556	\$ 90,667
		C	\$ 45.77	\$ 3,662	\$ 7,933	\$ 95,201
		D	\$ 48.06	\$ 3,845	\$ 8,330	\$ 99,957
		E	\$ 50.46	\$ 4,037	\$ 8,747	\$ 104,963
Associate Planner	SEIU	A	\$ 44.76	\$ 3,581	\$ 7,758	\$ 93,096
		B	\$ 47.11	\$ 3,769	\$ 8,166	\$ 97,997
		C	\$ 49.60	\$ 3,968	\$ 8,597	\$ 103,159
		D	\$ 52.21	\$ 4,177	\$ 9,050	\$ 108,595
		E	\$ 54.95	\$ 4,396	\$ 9,525	\$ 114,306
Assistant Planner	SEIU	A	\$ 40.90	\$ 3,272	\$ 7,089	\$ 85,072
Junior Accountant		B	\$ 42.95	\$ 3,436	\$ 7,445	\$ 89,335
Administrative Technician		C	\$ 45.09	\$ 3,607	\$ 7,816	\$ 93,788
		D	\$ 47.34	\$ 3,787	\$ 8,205	\$ 98,460
		E	\$ 49.71	\$ 3,977	\$ 8,616	\$ 103,390
Administrative Assistant	SEIU	A	\$ 30.93	\$ 2,475	\$ 5,362	\$ 64,339
		B	\$ 32.48	\$ 2,598	\$ 5,629	\$ 67,548
		C	\$ 34.10	\$ 2,728	\$ 5,911	\$ 70,932
		D	\$ 35.80	\$ 2,864	\$ 6,206	\$ 74,474
		E	\$ 37.61	\$ 3,008	\$ 6,518	\$ 78,218
Account Clerk I	SEIU	A	\$ 26.48	\$ 2,118	\$ 4,589	\$ 55,071
		B	\$ 27.80	\$ 2,224	\$ 4,818	\$ 57,818
		C	\$ 29.19	\$ 2,336	\$ 5,060	\$ 60,724
		D	\$ 30.65	\$ 2,452	\$ 5,312	\$ 63,746
		E	\$ 32.18	\$ 2,575	\$ 5,578	\$ 66,941
Account Clerk II	SEIU	A	\$ 33.00	\$ 2,640	\$ 5,721	\$ 68,647
		B	\$ 34.66	\$ 2,773	\$ 6,009	\$ 72,103
		C	\$ 36.40	\$ 2,912	\$ 6,310	\$ 75,717
		D	\$ 38.21	\$ 3,057	\$ 6,623	\$ 79,476
		E	\$ 40.14	\$ 3,211	\$ 6,957	\$ 83,481
Office Assistant	SEIU	A	\$ 23.66	\$ 1,893	\$ 4,101	\$ 49,215
		B	\$ 24.84	\$ 1,987	\$ 4,305	\$ 51,659
		C	\$ 26.08	\$ 2,086	\$ 4,521	\$ 54,247
		D	\$ 27.39	\$ 2,192	\$ 4,748	\$ 56,979
		E	\$ 28.77	\$ 2,302	\$ 4,987	\$ 59,842

CITY OF SEBASTOPOL - PAY RATES, RANGES & STIPEND

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
MISCELLANEOUS						
Engineering Technician I	SEIU	A	\$ 33.46	\$ 2,677	\$ 5,799	\$ 69,590
		B	\$ 35.13	\$ 2,811	\$ 6,090	\$ 73,080
		C	\$ 36.89	\$ 2,951	\$ 6,393	\$ 76,721
		D	\$ 38.73	\$ 3,099	\$ 6,714	\$ 80,564
		E	\$ 40.67	\$ 3,254	\$ 7,050	\$ 84,596
Engineering Technician II	SEIU	A	\$ 37.18	\$ 2,974	\$ 6,444	\$ 77,327
Planning Technician		B	\$ 39.03	\$ 3,123	\$ 6,766	\$ 81,192
Permit Technician		C	\$ 40.99	\$ 3,279	\$ 7,105	\$ 85,255
		D	\$ 43.04	\$ 3,443	\$ 7,459	\$ 89,513
		E	\$ 45.19	\$ 3,615	\$ 7,833	\$ 93,995
Senior Administrative Assistant	SEIU	A	\$ 35.98	\$ 2,878	\$ 6,236	\$ 74,835
		B	\$ 37.77	\$ 3,022	\$ 6,547	\$ 78,565
		C	\$ 39.66	\$ 3,172	\$ 6,874	\$ 82,484
		D	\$ 41.64	\$ 3,331	\$ 7,217	\$ 86,604
		E	\$ 43.73	\$ 3,498	\$ 7,580	\$ 90,956



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

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>POLICE PERSONNEL</b>						
Police Technician	SPOA	A	\$ 27.14	\$ 2,171	\$ 4,705	\$ 56,459
		B	\$ 28.49	\$ 2,279	\$ 4,939	\$ 59,264
		C	\$ 29.92	\$ 2,393	\$ 5,186	\$ 62,228
		D	\$ 31.43	\$ 2,514	\$ 5,447	\$ 65,365
		E	\$ 32.99	\$ 2,639	\$ 5,718	\$ 68,618
Police Community Services and Evidence Technician	SPOA	A	\$ 30.00	\$ 2,400	\$ 5,200	\$ 62,395
		B	\$ 31.50	\$ 2,520	\$ 5,460	\$ 65,520
		C	\$ 33.08	\$ 2,646	\$ 5,733	\$ 68,796
		D	\$ 34.72	\$ 2,778	\$ 6,019	\$ 72,223
		E	\$ 36.47	\$ 2,917	\$ 6,321	\$ 75,852
Police Dispatcher	SPOA	A	\$ 32.59	\$ 2,607	\$ 5,650	\$ 67,794
		B	\$ 34.23	\$ 2,739	\$ 5,934	\$ 71,206
		C	\$ 35.94	\$ 2,875	\$ 6,230	\$ 74,763
		D	\$ 37.74	\$ 3,019	\$ 6,541	\$ 78,493
		E	\$ 39.63	\$ 3,170	\$ 6,869	\$ 82,426
Police Support Services Manager	SPOA	A	\$ 41.66	\$ 3,333	\$ 7,222	\$ 86,662
		B	\$ 43.75	\$ 3,500	\$ 7,583	\$ 90,991
		C	\$ 45.93	\$ 3,674	\$ 7,961	\$ 95,537
		D	\$ 48.23	\$ 3,858	\$ 8,360	\$ 100,314
		E	\$ 50.64	\$ 4,051	\$ 8,777	\$ 105,324
Police Officer	SPOA	A	\$ 42.67	\$ 3,413	\$ 7,395	\$ 88,744
		B	\$ 44.80	\$ 3,584	\$ 7,765	\$ 93,183
		C	\$ 47.03	\$ 3,762	\$ 8,152	\$ 97,824
		D	\$ 49.39	\$ 3,952	\$ 8,562	\$ 102,739
		E	\$ 51.86	\$ 4,149	\$ 8,989	\$ 107,872
Police Sergeant	SPOA	A	\$ 49.85	\$ 3,988	\$ 8,641	\$ 103,694
		B	\$ 52.34	\$ 4,187	\$ 9,072	\$ 108,870
		C	\$ 54.95	\$ 4,396	\$ 9,525	\$ 114,306
		D	\$ 57.71	\$ 4,617	\$ 10,003	\$ 120,031
		E	\$ 60.59	\$ 4,847	\$ 10,503	\$ 126,031

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

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>SEIU PHYSICAL   FIELD PERSONNEL</b>						
Maintenance Assistant	SEIU	A	\$ 22.40	\$ 1,792	\$ 3,882	\$ 46,584
		B	\$ 23.52	\$ 1,881	\$ 4,076	\$ 48,912
		C	\$ 24.69	\$ 1,975	\$ 4,280	\$ 51,355
		D	\$ 25.93	\$ 2,074	\$ 4,494	\$ 53,929
		E	\$ 27.22	\$ 2,178	\$ 4,718	\$ 56,618
Maintenance Worker I	SEIU	A	\$ 27.38	\$ 2,190	\$ 4,746	\$ 56,951
		B	\$ 28.74	\$ 2,299	\$ 4,982	\$ 59,784
		C	\$ 30.18	\$ 2,415	\$ 5,231	\$ 62,777
		D	\$ 31.69	\$ 2,535	\$ 5,493	\$ 65,915
		E	\$ 33.27	\$ 2,662	\$ 5,768	\$ 69,211
Maintenance Worker II	SEIU	A	\$ 34.93	\$ 2,794	\$ 6,054	\$ 72,652
		B	\$ 36.68	\$ 2,934	\$ 6,358	\$ 76,295
		C	\$ 38.51	\$ 3,081	\$ 6,675	\$ 80,098
		D	\$ 40.43	\$ 3,235	\$ 7,009	\$ 84,103
		E	\$ 42.46	\$ 3,397	\$ 7,359	\$ 88,310
Maintenance Worker III	SEIU	A	\$ 40.82	\$ 3,265	\$ 7,075	\$ 84,898
Senior Parks & Facilities Maintenance Worker III		B	\$ 42.85	\$ 3,428	\$ 7,428	\$ 89,134
		C	\$ 45.00	\$ 3,600	\$ 7,800	\$ 93,602
		D	\$ 47.25	\$ 3,780	\$ 8,189	\$ 98,272
		E	\$ 49.60	\$ 3,968	\$ 8,598	\$ 103,173
Senior Maintenance Worker	SEIU	A	\$ 41.85	\$ 3,348	\$ 7,253	\$ 87,038
		B	\$ 43.94	\$ 3,515	\$ 7,616	\$ 91,390
		C	\$ 46.13	\$ 3,691	\$ 7,997	\$ 95,959
		D	\$ 48.43	\$ 3,875	\$ 8,395	\$ 100,744
		E	\$ 50.86	\$ 4,069	\$ 8,816	\$ 105,790
Senior Maintenance Worker-Water System Treatment Operator	SEIU	A	\$ 42.68	\$ 3,414	\$ 7,398	\$ 88,773
Senior Maintenance Worker-Sanitary Sewer System Operator		B	\$ 44.81	\$ 3,585	\$ 7,768	\$ 93,211
		C	\$ 47.06	\$ 3,765	\$ 8,157	\$ 97,881
		D	\$ 49.40	\$ 3,952	\$ 8,563	\$ 102,754
		E	\$ 51.88	\$ 4,150	\$ 8,992	\$ 107,901

## CITY OF SEBASTOPOL - PAY RATES, RANGES

<b>Job Classification</b>	<b>Amount</b>	<b>Hourly</b>	<b>Monthly</b>
<b>TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS</b>			
Living Wage - Per Ordinance		\$ 21.93	
Laborer		\$ 21.93	
Maintenance Assistant		\$ 21.93	
Office Assistant		\$ 21.93	
Per Diem Police Dispatcher Trainee		\$ 21.93	
Police Aide Trainee		\$ 21.93	
Video Recording Operator		\$ 21.93	
City Attorney			\$ 7,790
Part-time City Engineer		\$ 50.00	
Account Clerk (Temporary)		\$ 32.18	
Interim Professional - Temporary Staff	\$30 - \$90		
Per Diem Police Dispatcher <sup>1</sup>		\$ 37.74	
Police Reserve Officer <sup>2</sup>		\$ 42.67	
Police Officer Trainee <sup>3</sup>		\$ 34.13	

<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