

CITY OF SEBASTOPOL CITY COUNCIL
AGENDA ITEM REPORT FOR MEETING OF: November 4, 2025

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To: Honorable Mayor and City Councilmembers
From: Ana Kwong – Administrative Services Director
Subject: Revise the City’s Publicly Available Pay Schedule

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RECOMMENDATION:

Adopt a Resolution Revising the City’s Publicly Available Pay Schedule:

- 1.) Effective November 1, 2025, to incorporate the approved pay range for Administrative Technician at 10% below that of Administrative Technician II.
- 2.) Effective January 1, 2026, to incorporate 2% Cost of Living Increases for Accountant/Analyst, Public Works Supervisor, and Administrative Services Officer, previously approved by the City Council on June 17, 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 recommends the Council approve a public pay schedule, effective November 1, 2025, that incorporates the addition of an Administrative Technician I classification as part of a two-classification series for Administrative Technician. The salary range for Administrative Technician I is 10% below that of the Administrative Technician II. The item further recommends that the Council approve a public pay schedule, effective January 1, 2026, to include 2% Cost of Living Increases for Accountant/Analyst, Public Works Supervisor, and Administrative Services Officer, previously approved by the City Council on June 17, 2025.

BACKGROUND:

The City’s pay schedule was last updated and approved by Council on June 17, 2025, to incorporate the retitled and revised Police Support Services Manager classification and to correct the compounding factor used for Cost-of-Living Adjustments (COLAs) affecting three positions: Administrative Services Director, Public Works Operations Supervisor, and Accountant/Analyst. In accordance with California Code, the updated schedule also includes a revised salary range for Administrative Technician I, effective November 1, 2025, and a planned 2% COLA effective January 1, 2026.

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 “pay rate 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 the requirements of applicable public meetings laws;*
- 2) *Identifies the position title for every employee position;*
- 3) *Shows the pay rate 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 pay rate."*

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 action of approving the pay schedules, as the pay ranges are included in the adopted 25/26 budget.

COMMUNITY OUTREACH:

This item has been noticed in accordance with the Ralph M. Brown Act and was available for public viewing 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 having current and updated publicly available pay schedules is required by the government code.

ATTACHMENTS:

Resolution - Publicly Available Pay Schedule, effective November 1, 2025 and January 1, 2026.

APPROVALS:

Department Head Approval: Approval Date: 10/21/25

CEQA Determination (Planning): Approval Date: 10/21/25

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

Administrative Services/Financial Approval: 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: 10/28/25

RESOLUTION NUMBER: XXXX-2025

CITY OF SEBASTOPOL

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL
APPROVING THE CITY'S REVISED PUBLICLY AVAILABLE PAY SCHEDULE, EFFECTIVE NOVEMBER 1, 2025 & JANUARY 1, 2026

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 schedules 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, as set forth in Exhibit A: the City's Revised Publicly Available Pay Schedules, effective November 1, 2025, and January 1, 2026, respectively.

The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 4TH day of November 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, Interim City Manager/Assistant City Manager/City Clerk, MMC

APPROVED AS TO FORM:

Alex Mog, City Attorney

Attachments: Exhibit A: Publicly Available Pay Schedule, Effective November 1, 2025 & January 1, 2026

CITY OF SEBASTOPOL - PAY RATES & RANGES

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	Contract	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	
Police Chief	Contract	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

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
MANAGEMENT						
Public Works Director/City Engineer	Contract	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	Contract	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

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
MID-MANAGEMENT						
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
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

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
Administrative Technician I	SEIU	A	\$ 37.18	\$ 2,975	\$ 6,445	\$ 77,338
		B	\$ 39.04	\$ 3,124	\$ 6,768	\$ 81,213
		C	\$ 40.99	\$ 3,279	\$ 7,105	\$ 85,262
		D	\$ 43.03	\$ 3,443	\$ 7,459	\$ 89,509
		E	\$ 45.19	\$ 3,615	\$ 7,833	\$ 93,991
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 II		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

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
MISCELLANEOUS						
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
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

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
POLICE PERSONNEL						
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

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
SEIU PHYSICAL FIELD PERSONNEL						
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

Job Classification	Amount	Hourly	Monthly
TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS			
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 ¹		\$ 37.74	
Police Reserve Officer ²		\$ 42.67	
Police Officer Trainee ³		\$ 34.13	

¹ Based on Dispatcher Step D hourly rate without benefits or pay incentives

² Based on Police Officer Step A hourly rate without benefits or pay incentives

³ Based on Police Officer Step A hourly rate less 20% with benefits

CITY OF SEBASTOPOL - PAY RATES & RANGES

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	\$ 73.12	\$ 5,850	\$ 12,675	\$ 152,099
		B	\$ 76.78	\$ 6,143	\$ 13,309	\$ 159,709
		C	\$ 80.62	\$ 6,450	\$ 13,975	\$ 167,694
		D	\$ 84.65	\$ 6,772	\$ 14,673	\$ 176,070
		E	\$ 88.88	\$ 7,111	\$ 15,407	\$ 184,880
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	Contract	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	
Police Chief	Contract	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

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
MANAGEMENT						
Public Works Director/City Engineer	Contract	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	Contract	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

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
MID-MANAGEMENT						
Public Works Operations Supervisor	Unrepresented	A	\$ 53.24	\$ 4,259	\$ 9,228	\$ 110,740
Engineering Manager		B	\$ 55.90	\$ 4,472	\$ 9,689	\$ 116,266
		C	\$ 58.69	\$ 4,695	\$ 10,173	\$ 122,082
		D	\$ 61.62	\$ 4,930	\$ 10,681	\$ 128,172
		E	\$ 64.71	\$ 5,177	\$ 11,216	\$ 134,595
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

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
MISCELLANEOUS						
Accountant Analyst (Confidential)	Unrepresented	A	\$ 45.68	\$ 3,654	\$ 7,918	\$ 95,015
		B	\$ 47.97	\$ 3,837	\$ 8,315	\$ 99,775
		C	\$ 50.37	\$ 4,029	\$ 8,730	\$ 104,766
		D	\$ 52.89	\$ 4,231	\$ 9,167	\$ 110,002
		E	\$ 55.53	\$ 4,442	\$ 9,625	\$ 115,500
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
Administrative Technician I	SEIU	A	\$ 37.18	\$ 2,975	\$ 6,445	\$ 77,338
		B	\$ 39.04	\$ 3,124	\$ 6,768	\$ 81,213
		C	\$ 40.99	\$ 3,279	\$ 7,105	\$ 85,262
		D	\$ 43.03	\$ 3,443	\$ 7,459	\$ 89,509
		E	\$ 45.19	\$ 3,615	\$ 7,833	\$ 93,991
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 II		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

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
MISCELLANEOUS						
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
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

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
POLICE PERSONNEL						
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

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
SEIU PHYSICAL FIELD PERSONNEL						
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

Job Classification	Amount	Hourly	Monthly
TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS			
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 ¹		\$ 37.74	
Police Reserve Officer ²		\$ 42.67	
Police Officer Trainee ³		\$ 34.13	

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