

RESOLUTION NUMBER: 6679-2025

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 1st 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: Councilmembers Carter, Hinton, Maurer, Vice Mayor McLewis and Mayor Zollman
Noes: None
Absent: None
Abstain: None

APPROVED:

Signed by:

AA58527C58C4493...

Stephen Zollman, Mayor

ATTEST:

DocuSigned by:

Mary C. Gounley, Interim City Manager

APPROVED AS TO FORM:

Signed by:

66BD879D572A4EB...
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

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
MANAGEMENT						
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
MID-MANAGEMENT						
Public Works Operations Supervisor Engineering Manager	Unrepresented	A	\$ 52.20	\$ 4,176	\$ 9,047	\$ 108,569
		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
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 & STIPEND

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