

RESOLUTION NUMBER: 6639-2025

CITY OF SEBASTOPOL

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL AUTHORIZING A BUDGET AMENDMENT FOR TWO FIRE CAPTAIN POSITIONS SALARY AND BENEFITS AND RELATED COST

WHEREAS, the Sebastopol Fire Department (SFD) is staffed by a contracted Fire Chief from the Gold Ridge Fire Protection District, two full-time 40-hour Fire Engineers supported by a stipend volunteer firefighter to provide day-time coverage, and one-half of an Administrative Assistant; and

WHEREAS, Fire Captains are mid-level managers responsible for both operational and administrative tasks. This rank serves as the designated company officer on emergency response units by leading firefighting teams during emergency operations and ensuring their response's safety, efficiency, and effectiveness; and

WHEREAS, hiring Fire Captains strengthens fire station operations by providing skilled leadership, supervision, and critical decision-making during emergencies; and

WHEREAS, the Fire Captains are anticipated to be hired in April 2025, depending on the recruitment process, or potentially sooner. The City's Measure H funds will cover the costs associated with this process; and

WHEREAS, Sebastopol is projected to receive \$1.08 million annually from the county-wide sales tax Measure H, with an estimated \$810,000 allocated for Fiscal Year 2024-2025; and

WHEREAS, Funding for two Fire Captains for the fourth quarter of FY 24/25 will be at \$117,217. This calculation is based on their total compensation of \$203,856 annually plus 15% overtime (\$30,578), resulting in a total cost of \$234,434 per position. Dividing this by four quarters gives \$58,608.50 per position per quarter, totaling \$117,217 for both positions; and

WHEREAS, the proposed budget adjustment for this request is \$117,217 for the remainder of FY 24-25, along with approximately \$10,000 for related outside recruitment expenses.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Sebastopol does hereby approve a budget amendment as identified in the financial system in various salary and benefits accounts in Measure H fund 248 and 248-31-02-4320 for \$10,000 for the anticipated recruitment costs.

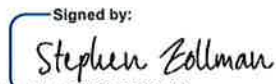
The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 7<sup>th</sup> day of January, 2025, by the following vote:

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:  


Stephen Zollman, Mayor

Signed by:  
ATTEST:   
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Mary Gourley, Assistant City Manager/City Clerk, MMC

Signed by:  
APPROVED AS TO FORM:   
Alex Mog, City Attorney  
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