



**CITY OF SEBASTOPOL CITY COUNCIL
AGENDA ITEM REPORT FOR MEETING OF: June 16, 2026**

=====

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

=====

RECOMMENDATION:

Adopt a Resolution Revising the City’s Publicly Available Pay Schedule, Effective July 1, 2026.

PROCESS OF AGENDA ITEM:

- If the item remains on the Consent Calendar, no presentation is required, and the item will be approved as part of the Consent Calendar.
- If the item is removed from the Consent Calendar, it will be heard as a regular agenda item and will proceed as follows:
 - a. Presentation by staff
 - b. Council questions and discussion
 - c. Public comment
 - d. Council deliberation and action

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 Cost of Living Increases provided to the unrepresented positions and Service International Employees’ Union Local 1021 (SEIU) are 3% effective July 1, 2026.

BACKGROUND:

The City’s pay schedule was last updated and received Council approval on May 19, 2026, as required by California Code to incorporate the newly appointment of wage increase approved on May 5, 2026 for the City Manager position.

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



City of Sebastopol

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 associated with revising the City’s publicly available pay schedule. The revisions are to reflect pay rates that were previously approved by the City Council.

PUBLIC COMMENT:

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. In addition, public comments may be offered during the public comment portion of this item.

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.

OPTIONS:

There are no alternative options, as the government code requires publicly available, current pay schedules.

ATTACHMENTS:

Resolution - Publicly Available Pay Schedule, effective July 1, 2026.

APPROVALS:

Department Head Approval: Approval Date: 6/1/26

CEQA Determination (Planning): Approval Date: N/A

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

Administrative Services/Financial Approval: Approval Date: 6/1/26

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

Account Code (f applicable) _____

City Attorney Approval: Approval Date: _____

City Manager Approval: Approval Date: _____

RESOLUTION NUMBER: XXXX-2026

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, 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 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, as set forth in Exhibit A: the City's Revised Publicly Available Pay Schedule, effective July 1, 2026.

The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 16th day of June 2026.

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:

Jill McLewis, Mayor

ATTEST:

Mary Gourley, City Manager

APPROVED AS TO FORM:

Alex Mog, City Attorney

Attachments: Exhibit A: Publicly Available Pay Schedule, Effective July 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	\$136.96	\$ 10,957	\$ 23,740	\$ 284,884
City Attorney	Appointed	A	\$ 76.94	\$ 6,155	\$ 13,336	\$ 160,035
		B	\$ 80.79	\$ 6,463	\$ 14,004	\$ 168,043
		C	\$ 84.83	\$ 6,786	\$ 14,704	\$ 176,446
		D	\$ 89.07	\$ 7,126	\$ 15,439	\$ 185,266
		E	\$ 93.52	\$ 7,482	\$ 16,210	\$ 194,522
Assistant City Manager City Clerk	Appointed	N/A	\$ -	\$ 8,177	\$ 17,716	\$ 212,597
Administrative Services Director	Unrepresented	A	\$ 75.32	\$ 6,026	\$ 13,055	\$ 156,666
		B	\$ 79.09	\$ 6,327	\$ 13,709	\$ 164,507
		C	\$ 83.04	\$ 6,643	\$ 14,394	\$ 172,723
		D	\$ 87.19	\$ 6,975	\$ 15,113	\$ 181,355
		E	\$ 91.55	\$ 7,324	\$ 15,868	\$ 190,417
Building Official	Unrepresented	A	\$ 58.24	\$ 4,659	\$ 10,095	\$ 121,139
		B	\$ 61.15	\$ 4,892	\$ 10,599	\$ 127,192
		C	\$ 64.21	\$ 5,137	\$ 11,130	\$ 133,557
		D	\$ 67.42	\$ 5,394	\$ 11,686	\$ 140,234
		E	\$ 70.79	\$ 5,663	\$ 12,270	\$ 147,243
Community Development Director	Contract	A	\$ 75.36	\$ 6,029	\$ 13,062	\$ 156,749
		B	\$ 79.13	\$ 6,330	\$ 13,716	\$ 164,590
		C	\$ 83.09	\$ 6,647	\$ 14,402	\$ 172,827
		D	\$ 87.24	\$ 6,979	\$ 15,122	\$ 181,459
		E	\$ 91.60	\$ 7,328	\$ 15,877	\$ 190,528
City Clerk	Appointed	A	\$ 65.05	\$ 5,204	\$ 11,275	\$ 135,304
Finance Director	Unrepresented	B	\$ 68.30	\$ 5,464	\$ 11,839	\$ 142,064
		C	\$ 71.71	\$ 5,737	\$ 12,430	\$ 149,157
		D	\$ 75.30	\$ 6,024	\$ 13,052	\$ 156,624
		E	\$ 79.07	\$ 6,326	\$ 13,705	\$ 164,466
Engineering Director Planning Director	Unrepresented	A	\$ 67.35	\$ 5,388	\$ 11,674	\$ 140,088
		B	\$ 70.72	\$ 5,658	\$ 12,258	\$ 147,098
		C	\$ 74.26	\$ 5,941	\$ 12,872	\$ 154,461
		D	\$ 77.97	\$ 6,238	\$ 13,515	\$ 162,178
		E	\$ 81.86	\$ 6,549	\$ 14,190	\$ 170,278
Police Chief	Contract	A	\$ 82.48	\$ 6,598	\$ 14,297	\$ 171,558
		B	\$ 86.60	\$ 6,928	\$ 15,011	\$ 180,136
		C	\$ 90.93	\$ 7,275	\$ 15,762	\$ 189,143
		D	\$ 95.48	\$ 7,638	\$ 16,550	\$ 198,600
		E	\$100.26	\$ 8,020	\$ 17,378	\$ 208,531

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	\$ 13,880	\$ 166,562
		B	\$ 84.08	\$ 6,727	\$ 14,574	\$ 174,891
		C	\$ 88.29	\$ 7,063	\$ 15,303	\$ 183,635
		D	\$ 92.70	\$ 7,416	\$ 16,068	\$ 192,816
		E	\$ 97.34	\$ 7,787	\$ 16,871	\$ 202,457
Public Works Director	Contract	A	\$ 74.24	\$ 5,939	\$ 12,868	\$ 154,419
		B	\$ 77.95	\$ 6,236	\$ 13,511	\$ 162,136
		C	\$ 81.85	\$ 6,548	\$ 14,187	\$ 170,248
		D	\$ 85.94	\$ 6,875	\$ 14,896	\$ 178,755
		E	\$ 90.24	\$ 7,219	\$ 15,641	\$ 187,696

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
MID-MANAGEMENT						
Public Works Operations Supervisor Engineering Manager	Unrepresented	A	\$ 54.84	\$ 4,387	\$ 9,506	\$ 114,067
		B	\$ 57.58	\$ 4,606	\$ 9,981	\$ 119,766
		C	\$ 60.46	\$ 4,837	\$ 10,480	\$ 125,757
		D	\$ 63.48	\$ 5,078	\$ 11,003	\$ 132,038
		E	\$ 66.65	\$ 5,332	\$ 11,553	\$ 138,635
Principal Civil Engineer	Unrepresented	A	\$ 65.87	\$ 5,270	\$ 11,417	\$ 137,010
		B	\$ 69.16	\$ 5,533	\$ 11,988	\$ 143,853
		C	\$ 72.62	\$ 5,810	\$ 12,587	\$ 151,050
		D	\$ 76.25	\$ 6,100	\$ 13,217	\$ 158,600
		E	\$ 80.06	\$ 6,405	\$ 13,877	\$ 166,525
Senior Civil Engineer	Unrepresented	A	\$ 58.42	\$ 4,674	\$ 10,126	\$ 121,514
		B	\$ 61.34	\$ 4,907	\$ 10,632	\$ 127,587
		C	\$ 64.41	\$ 5,153	\$ 11,164	\$ 133,973
		D	\$ 67.63	\$ 5,410	\$ 11,723	\$ 140,670
		E	\$ 71.01	\$ 5,681	\$ 12,308	\$ 147,701
Police Captain	Unrepresented	A	\$ 61.23	\$ 4,898	\$ 10,613	\$ 127,358
		B	\$ 64.29	\$ 5,143	\$ 11,144	\$ 133,723
		C	\$ 67.50	\$ 5,400	\$ 11,700	\$ 140,400
		D	\$ 70.88	\$ 5,670	\$ 12,286	\$ 147,430
		E	\$ 74.42	\$ 5,954	\$ 12,899	\$ 154,794
Police Lieutenant	Unrepresented	A	\$ 57.93	\$ 4,634	\$ 10,041	\$ 120,494
		B	\$ 60.83	\$ 4,866	\$ 10,544	\$ 126,526
		C	\$ 63.87	\$ 5,110	\$ 11,071	\$ 132,850
		D	\$ 67.06	\$ 5,365	\$ 11,624	\$ 139,485
		E	\$ 70.41	\$ 5,633	\$ 12,205	\$ 146,454

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
MISCELLANEOUS						
Accountant Analyst (Confidential)	Unrepresented	A	\$ 47.06	\$ 3,765	\$ 8,157	\$ 97,885
		B	\$ 49.41	\$ 3,953	\$ 8,564	\$ 102,773
		C	\$ 51.88	\$ 4,150	\$ 8,993	\$ 107,910
		D	\$ 54.47	\$ 4,358	\$ 9,441	\$ 113,298
		E	\$ 57.20	\$ 4,576	\$ 9,914	\$ 118,967
Accountant	SEIU	A	\$ 42.76	\$ 3,421	\$ 7,412	\$ 88,941
		B	\$ 44.90	\$ 3,592	\$ 7,783	\$ 93,392
		C	\$ 47.14	\$ 3,771	\$ 8,171	\$ 98,051
		D	\$ 49.50	\$ 3,960	\$ 8,580	\$ 102,960
		E	\$ 51.97	\$ 4,158	\$ 9,009	\$ 108,106
Associate Planner	SEIU	A	\$ 46.56	\$ 3,725	\$ 8,070	\$ 96,845
		B	\$ 48.89	\$ 3,911	\$ 8,474	\$ 101,691
		C	\$ 51.33	\$ 4,106	\$ 8,897	\$ 106,766
		D	\$ 53.90	\$ 4,312	\$ 9,343	\$ 112,112
		E	\$ 56.60	\$ 4,528	\$ 9,810	\$ 117,725
Administrative Technician I	SEIU	A	\$ 38.30	\$ 3,064	\$ 6,639	\$ 79,664
		B	\$ 40.21	\$ 3,217	\$ 6,970	\$ 83,637
		C	\$ 42.22	\$ 3,378	\$ 7,318	\$ 87,818
		D	\$ 44.33	\$ 3,546	\$ 7,684	\$ 92,206
		E	\$ 46.55	\$ 3,724	\$ 8,068	\$ 96,815
Assistant Planner	SEIU	A	\$ 42.12	\$ 3,370	\$ 7,301	\$ 87,610
Junior Accountant		B	\$ 44.23	\$ 3,538	\$ 7,667	\$ 91,998
Administrative Technician II		C	\$ 46.44	\$ 3,715	\$ 8,050	\$ 96,595
		D	\$ 48.76	\$ 3,901	\$ 8,452	\$ 101,421
		E	\$ 51.20	\$ 4,096	\$ 8,875	\$ 106,499
Administrative Assistant	SEIU	A	\$ 31.87	\$ 2,550	\$ 5,524	\$ 66,290
		B	\$ 33.46	\$ 2,677	\$ 5,800	\$ 69,597
		C	\$ 35.13	\$ 2,810	\$ 6,089	\$ 73,070
		D	\$ 36.89	\$ 2,951	\$ 6,394	\$ 76,731
		E	\$ 38.74	\$ 3,099	\$ 6,715	\$ 80,576
Account Clerk I	SEIU	A	\$ 27.28	\$ 2,182	\$ 4,729	\$ 56,742
		B	\$ 28.64	\$ 2,291	\$ 4,964	\$ 59,571
		C	\$ 30.07	\$ 2,406	\$ 5,212	\$ 62,546
		D	\$ 31.57	\$ 2,526	\$ 5,472	\$ 65,666
		E	\$ 33.15	\$ 2,652	\$ 5,745	\$ 68,942
Account Clerk II	SEIU	A	\$ 34.01	\$ 2,721	\$ 5,895	\$ 70,741
		B	\$ 35.71	\$ 2,857	\$ 6,190	\$ 74,277
		C	\$ 37.50	\$ 3,000	\$ 6,500	\$ 78,000
		D	\$ 39.38	\$ 3,150	\$ 6,826	\$ 81,910
		E	\$ 41.34	\$ 3,308	\$ 7,166	\$ 85,996

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
MISCELLANEOUS						
Office Assistant	SEIU	A	\$ 24.38	\$ 1,950	\$ 4,226	\$ 50,710
		B	\$ 25.60	\$ 2,048	\$ 4,437	\$ 53,248
		C	\$ 26.88	\$ 2,150	\$ 4,659	\$ 55,910
		D	\$ 28.22	\$ 2,258	\$ 4,891	\$ 58,698
		E	\$ 29.63	\$ 2,371	\$ 5,136	\$ 61,637
Engineering Technician I	SEIU	A	\$ 34.47	\$ 2,758	\$ 5,975	\$ 71,698
		B	\$ 36.19	\$ 2,895	\$ 6,273	\$ 75,275
		C	\$ 38.00	\$ 3,040	\$ 6,587	\$ 79,040
		D	\$ 39.90	\$ 3,192	\$ 6,916	\$ 82,992
		E	\$ 41.89	\$ 3,351	\$ 7,261	\$ 87,131
Engineering Technician II	SEIU	A	\$ 38.30	\$ 3,064	\$ 6,639	\$ 79,664
Planning Technician		B	\$ 40.21	\$ 3,217	\$ 6,970	\$ 83,637
Permit Technician		C	\$ 42.22	\$ 3,378	\$ 7,318	\$ 87,818
		D	\$ 44.33	\$ 3,546	\$ 7,684	\$ 92,206
		E	\$ 46.55	\$ 3,724	\$ 8,068	\$ 96,815
Senior Administrative Assistant	SEIU	A	\$ 37.06	\$ 2,965	\$ 6,424	\$ 77,085
		B	\$ 38.91	\$ 3,113	\$ 6,744	\$ 80,933
		C	\$ 40.86	\$ 3,269	\$ 7,082	\$ 84,989
		D	\$ 42.90	\$ 3,432	\$ 7,436	\$ 89,232
		E	\$ 45.04	\$ 3,603	\$ 7,807	\$ 93,687

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
POLICE PERSONNEL						
Police Technician	SPOA	A	\$ 29.55	\$ 2,364	\$ 5,122	\$ 61,464
		B	\$ 31.03	\$ 2,482	\$ 5,379	\$ 64,542
		C	\$ 32.58	\$ 2,606	\$ 5,647	\$ 67,766
		D	\$ 34.21	\$ 2,737	\$ 5,930	\$ 71,157
		E	\$ 35.92	\$ 2,874	\$ 6,226	\$ 74,714
Police Community Services and Evidence Technician	SPOA	A	\$ 32.67	\$ 2,614	\$ 5,663	\$ 67,954
		B	\$ 34.30	\$ 2,744	\$ 5,945	\$ 71,344
		C	\$ 36.02	\$ 2,882	\$ 6,243	\$ 74,922
		D	\$ 37.82	\$ 3,026	\$ 6,555	\$ 78,666
		E	\$ 39.71	\$ 3,177	\$ 6,883	\$ 82,597
Police Dispatcher	SPOA	A	\$ 34.85	\$ 2,788	\$ 6,041	\$ 72,488
		B	\$ 36.59	\$ 2,927	\$ 6,342	\$ 76,107
		C	\$ 38.42	\$ 3,074	\$ 6,659	\$ 79,914
		D	\$ 40.34	\$ 3,227	\$ 6,992	\$ 83,907
		E	\$ 42.36	\$ 3,389	\$ 7,342	\$ 88,109
Police Dispatcher II	SPOA	A	\$ 38.69	\$ 3,095	\$ 6,706	\$ 80,475
		B	\$ 40.62	\$ 3,250	\$ 7,041	\$ 84,490
		C	\$ 42.65	\$ 3,412	\$ 7,393	\$ 88,712
		D	\$ 44.78	\$ 3,582	\$ 7,762	\$ 93,142
		E	\$ 47.02	\$ 3,762	\$ 8,150	\$ 97,802
Police Support Services Manager	SPOA	A	\$ 41.66	\$ 3,333	\$ 7,221	\$ 86,653
		B	\$ 43.74	\$ 3,499	\$ 7,582	\$ 90,979
		C	\$ 45.93	\$ 3,674	\$ 7,961	\$ 95,534
		D	\$ 48.23	\$ 3,858	\$ 8,360	\$ 100,318
		E	\$ 50.64	\$ 4,051	\$ 8,778	\$ 105,331
Police Officer	SPOA	A	\$ 45.22	\$ 3,618	\$ 7,838	\$ 94,058
		B	\$ 47.48	\$ 3,798	\$ 8,230	\$ 98,758
		C	\$ 49.85	\$ 3,988	\$ 8,641	\$ 103,688
		D	\$ 52.34	\$ 4,187	\$ 9,072	\$ 108,867
		E	\$ 54.96	\$ 4,397	\$ 9,526	\$ 114,317
Police Sergeant	SPOA	A	\$ 54.28	\$ 4,342	\$ 9,409	\$ 112,902
		B	\$ 56.99	\$ 4,559	\$ 9,878	\$ 118,539
		C	\$ 59.84	\$ 4,787	\$ 10,372	\$ 124,467
		D	\$ 62.83	\$ 5,026	\$ 10,891	\$ 130,686
		E	\$ 65.97	\$ 5,278	\$ 11,435	\$ 137,218

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
SEIU PHYSICAL FIELD PERSONNEL						
Maintenance Assistant	SEIU	A	\$ 23.07	\$ 1,846	\$ 3,999	\$ 47,986
		B	\$ 24.22	\$ 1,938	\$ 4,198	\$ 50,378
		C	\$ 25.43	\$ 2,034	\$ 4,408	\$ 52,894
		D	\$ 26.70	\$ 2,136	\$ 4,628	\$ 55,536
		E	\$ 28.04	\$ 2,243	\$ 4,860	\$ 58,316
Maintenance Worker I	SEIU	A	\$ 28.20	\$ 2,256	\$ 4,888	\$ 58,656
		B	\$ 29.61	\$ 2,369	\$ 5,132	\$ 61,589
		C	\$ 31.09	\$ 2,487	\$ 5,389	\$ 64,667
		D	\$ 32.64	\$ 2,611	\$ 5,658	\$ 67,891
		E	\$ 34.27	\$ 2,741	\$ 5,940	\$ 71,278
Maintenance Worker II	SEIU	A	\$ 35.98	\$ 2,878	\$ 6,237	\$ 74,838
		B	\$ 37.78	\$ 3,022	\$ 6,549	\$ 78,582
		C	\$ 39.67	\$ 3,174	\$ 6,876	\$ 82,514
		D	\$ 41.65	\$ 3,332	\$ 7,219	\$ 86,632
		E	\$ 43.73	\$ 3,499	\$ 7,581	\$ 90,966
Maintenance Worker III Senior Parks & Facilities Maintenance Worker III	SEIU	A	\$ 42.03	\$ 3,362	\$ 7,285	\$ 87,422
		B	\$ 44.13	\$ 3,530	\$ 7,649	\$ 91,790
		C	\$ 46.34	\$ 3,707	\$ 8,032	\$ 96,387
		D	\$ 48.66	\$ 3,893	\$ 8,434	\$ 101,213
		E	\$ 51.09	\$ 4,087	\$ 8,855	\$ 106,263
Senior Maintenance Worker	SEIU	A	\$ 43.10	\$ 3,448	\$ 7,471	\$ 89,648
		B	\$ 45.25	\$ 3,620	\$ 7,843	\$ 94,120
		C	\$ 47.51	\$ 3,801	\$ 8,235	\$ 98,821
		D	\$ 49.89	\$ 3,991	\$ 8,648	\$ 103,771
		E	\$ 52.39	\$ 4,191	\$ 9,080	\$ 108,962
Senior Maintenance Worker-Water System Treatment Operator Senior Maintenance Worker-Sanitary Sewer System Operator	SEIU	A	\$ 43.96	\$ 3,517	\$ 7,620	\$ 91,437
		B	\$ 46.16	\$ 3,693	\$ 8,001	\$ 96,013
		C	\$ 48.47	\$ 3,878	\$ 8,401	\$ 100,818
		D	\$ 50.89	\$ 4,071	\$ 8,821	\$ 105,851
		E	\$ 53.44	\$ 4,275	\$ 9,262	\$ 111,148

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Amount	Hourly	Monthly
TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS			
Living Wage - Per Ordinance		\$ 23.26	
Laborer		\$ 23.26	
Maintenance Assistant		\$ 23.26	
Office Assistant		\$ 23.26	
Per Diem Police Dispatcher Trainee		\$ 23.26	
Police Aide Trainee		\$ 23.26	
Video Recording Operator		\$ 23.26	
City Attorney			\$ 7,790
Part-time City Engineer		\$ 50.00	
Account Clerk (Temporary)		\$ 33.15	
Interim Professional - Temporary Staff	\$30 - \$90		
Per Diem Police Dispatcher ¹		\$ 40.34	
Police Reserve Officer ²		\$ 45.22	
Police Officer Trainee ³		\$ 36.18	

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