



**CITY OF SEBASTOPOL  
CURRENT PAY RATES & RANGES  
EFFECTIVE January 1, 2026**

**Approved by City Council  
on November 4, 2025  
Resolution No. 6712-2025**

## 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-<br>Weekly | Monthly   | Annually   |
|-------------------------------------|----------|------|----------|---------------|-----------|------------|
| <b>MANAGEMENT</b>                   |          |      |          |               |           |            |
| 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 |

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|------------------------------------|---------------|------|----------|-----------|-----------|------------|
| <b>MID-MANAGEMENT</b>              |               |      |          |           |           |            |
| 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 |

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| 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  |

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|---------------------------------|-------|------|----------|-----------|----------|-----------|
| <b>MISCELLANEOUS</b>            |       |      |          |           |          |           |
| 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 |

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| 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 |

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| 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