



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

**Approved by City Council  
on March 3, 2026  
Resolution No. 6737-2026**

RESOLUTION NUMBER: 6737-2026

CITY OF SEBASTOPOL

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL  
APPROVING THE CITY'S REVISED PUBLICLY AVAILABLE PAY SCHEDULE, EFFECTIVE 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 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 January 1, 2026.

The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 3<sup>RD</sup> day of March 2026.

I, the undersigned, hereby certify that the foregoing Resolution was duly adopted by the City of Sebastopol City Council by the following vote:

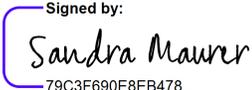
**VOTE:**

Ayes: Councilmembers Carter, Hinton, Zollman, Vice Mayor Maurer

Noes: None

Absent: Mayor McLewis

Abstain: None

APPROVED:   
79C3F690E8EB478...  
Sandra Maurer, Vice Mayor

ATTEST:   
44C0774260FE430...  
Mary Gourley, Interim City Manager/Assistant City Manager/City Clerk, MMC

APPROVED AS TO FORM:   
66BDB79D572A4EB...  
Alex Mog, City Attorney

Attachments: Exhibit A: Publicly Available Pay Schedule, Effective 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
<b>MANAGEMENT</b>						
City Manager	Appointed	N/A	\$117.79	\$ 9,423	\$ 20,417	\$ 245,000
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	\$102.21	\$ 8,177	\$ 17,716	\$ 212,597
Administrative Services Director	Unrepresented	A	\$ 73.12	\$ 5,850	\$ 12,674	\$ 152,090
		B	\$ 76.78	\$ 6,142	\$ 13,309	\$ 159,702
		C	\$ 80.62	\$ 6,450	\$ 13,974	\$ 167,690
		D	\$ 84.65	\$ 6,772	\$ 14,673	\$ 176,072
		E	\$ 88.88	\$ 7,110	\$ 15,406	\$ 184,870
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	\$ 65.40	\$ 5,232	\$ 11,336	\$ 136,032
		B	\$ 68.67	\$ 5,494	\$ 11,903	\$ 142,834
		C	\$ 72.10	\$ 5,768	\$ 12,497	\$ 149,968
		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	\$ 13,880	\$ 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

## CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
<b>MANAGEMENT</b>						
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	\$ 72.09	\$ 5,767	\$ 12,496	\$ 149,947
		B	\$ 75.69	\$ 6,055	\$ 13,120	\$ 157,435
		C	\$ 79.47	\$ 6,358	\$ 13,775	\$ 165,298
		D	\$ 83.44	\$ 6,675	\$ 14,463	\$ 173,555
		E	\$ 87.61	\$ 7,009	\$ 15,186	\$ 182,229

## CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
<b>MID-MANAGEMENT</b>						
Public Works Operations Supervisor Engineering Manager	Unrepresented	A	\$ 53.24	\$ 4,259	\$ 9,228	\$ 110,739
		B	\$ 55.90	\$ 4,472	\$ 9,689	\$ 116,272
		C	\$ 58.70	\$ 4,696	\$ 10,175	\$ 122,096
		D	\$ 61.63	\$ 4,930	\$ 10,683	\$ 128,190
		E	\$ 64.71	\$ 5,177	\$ 11,216	\$ 134,597
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	\$ 56.24	\$ 4,499	\$ 9,748	\$ 116,979
		B	\$ 59.05	\$ 4,724	\$ 10,235	\$ 122,824
		C	\$ 62.00	\$ 4,960	\$ 10,747	\$ 128,960
		D	\$ 65.10	\$ 5,208	\$ 11,284	\$ 135,408
		E	\$ 68.36	\$ 5,469	\$ 11,849	\$ 142,189

## CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>MISCELLANEOUS</b>						
Accountant   Analyst (Confidential)	Unrepresented	A	\$ 45.69	\$ 3,655	\$ 7,920	\$ 95,035
		B	\$ 47.97	\$ 3,838	\$ 8,315	\$ 99,778
		C	\$ 50.37	\$ 4,030	\$ 8,731	\$ 104,770
		D	\$ 52.89	\$ 4,231	\$ 9,168	\$ 110,011
		E	\$ 55.53	\$ 4,442	\$ 9,625	\$ 115,502
Accountant	SEIU	A	\$ 41.51	\$ 3,321	\$ 7,195	\$ 86,341
		B	\$ 43.59	\$ 3,487	\$ 7,556	\$ 90,667
		C	\$ 45.77	\$ 3,662	\$ 7,933	\$ 95,202
		D	\$ 48.06	\$ 3,845	\$ 8,330	\$ 99,965
		E	\$ 50.46	\$ 4,037	\$ 8,746	\$ 104,957
Associate Planner	SEIU	A	\$ 45.21	\$ 3,617	\$ 7,836	\$ 94,037
		B	\$ 47.47	\$ 3,798	\$ 8,228	\$ 98,738
		C	\$ 49.84	\$ 3,987	\$ 8,639	\$ 103,667
		D	\$ 52.33	\$ 4,186	\$ 9,071	\$ 108,846
		E	\$ 54.95	\$ 4,396	\$ 9,525	\$ 114,296
Administrative Technician I	SEIU	A	\$ 37.18	\$ 2,974	\$ 6,445	\$ 77,334
		B	\$ 39.04	\$ 3,123	\$ 6,767	\$ 81,203
		C	\$ 40.99	\$ 3,279	\$ 7,105	\$ 85,259
		D	\$ 43.04	\$ 3,443	\$ 7,460	\$ 89,523
		E	\$ 45.19	\$ 3,615	\$ 7,833	\$ 93,995
Assistant Planner	SEIU	A	\$ 40.90	\$ 3,272	\$ 7,089	\$ 85,072
Junior Accountant		B	\$ 42.94	\$ 3,435	\$ 7,443	\$ 89,315
Administrative Technician II		C	\$ 45.09	\$ 3,607	\$ 7,816	\$ 93,787
		D	\$ 47.34	\$ 3,787	\$ 8,206	\$ 98,467
		E	\$ 49.71	\$ 3,977	\$ 8,616	\$ 103,397
Administrative Assistant	SEIU	A	\$ 30.94	\$ 2,475	\$ 5,363	\$ 64,355
		B	\$ 32.49	\$ 2,599	\$ 5,632	\$ 67,579
		C	\$ 34.11	\$ 2,729	\$ 5,912	\$ 70,949
		D	\$ 35.82	\$ 2,866	\$ 6,209	\$ 74,506
		E	\$ 37.61	\$ 3,009	\$ 6,519	\$ 78,229
Account Clerk I	SEIU	A	\$ 26.48	\$ 2,118	\$ 4,590	\$ 55,078
		B	\$ 27.80	\$ 2,224	\$ 4,819	\$ 57,824
		C	\$ 29.19	\$ 2,335	\$ 5,060	\$ 60,715
		D	\$ 30.65	\$ 2,452	\$ 5,313	\$ 63,752
		E	\$ 32.18	\$ 2,574	\$ 5,578	\$ 66,934
Account Clerk II	SEIU	A	\$ 33.03	\$ 2,642	\$ 5,725	\$ 68,702
		B	\$ 34.68	\$ 2,774	\$ 6,011	\$ 72,134
		C	\$ 36.41	\$ 2,913	\$ 6,311	\$ 75,733
		D	\$ 38.23	\$ 3,058	\$ 6,627	\$ 79,518
		E	\$ 40.14	\$ 3,211	\$ 6,958	\$ 83,491

## CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
<b>MISCELLANEOUS</b>						
Office Assistant	SEIU	A	\$ 23.68	\$ 1,894	\$ 4,105	\$ 49,254
		B	\$ 24.86	\$ 1,989	\$ 4,309	\$ 51,709
		C	\$ 26.10	\$ 2,088	\$ 4,524	\$ 54,288
		D	\$ 27.40	\$ 2,192	\$ 4,749	\$ 56,992
		E	\$ 28.77	\$ 2,302	\$ 4,987	\$ 59,842
Engineering Technician I	SEIU	A	\$ 33.46	\$ 2,677	\$ 5,800	\$ 69,597
		B	\$ 35.13	\$ 2,810	\$ 6,089	\$ 73,070
		C	\$ 36.89	\$ 2,951	\$ 6,394	\$ 76,731
		D	\$ 38.73	\$ 3,098	\$ 6,713	\$ 80,558
		E	\$ 40.67	\$ 3,254	\$ 7,049	\$ 84,594
Engineering Technician II	SEIU	A	\$ 37.18	\$ 2,974	\$ 6,445	\$ 77,334
Planning Technician		B	\$ 39.04	\$ 3,123	\$ 6,767	\$ 81,203
Permit Technician		C	\$ 40.99	\$ 3,279	\$ 7,105	\$ 85,259
		D	\$ 43.04	\$ 3,443	\$ 7,460	\$ 89,523
		E	\$ 45.19	\$ 3,615	\$ 7,833	\$ 93,995
Senior Administrative Assistant	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	\$ 3,498	\$ 7,580	\$ 90,958

## CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
<b>POLICE PERSONNEL</b>						
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
<b>SEIU PHYSICAL   FIELD PERSONNEL</b>						
Maintenance Assistant	SEIU	A	\$ 22.39	\$ 1,791	\$ 3,881	\$ 46,571
		B	\$ 23.51	\$ 1,881	\$ 4,075	\$ 48,901
		C	\$ 24.69	\$ 1,975	\$ 4,280	\$ 51,355
		D	\$ 25.92	\$ 2,074	\$ 4,493	\$ 53,914
		E	\$ 27.22	\$ 2,178	\$ 4,718	\$ 56,618
Maintenance Worker I	SEIU	A	\$ 27.37	\$ 2,190	\$ 4,744	\$ 56,930
		B	\$ 28.74	\$ 2,299	\$ 4,982	\$ 59,779
		C	\$ 30.18	\$ 2,414	\$ 5,231	\$ 62,774
		D	\$ 31.69	\$ 2,535	\$ 5,493	\$ 65,915
		E	\$ 33.27	\$ 2,662	\$ 5,767	\$ 69,202
Maintenance Worker II	SEIU	A	\$ 34.93	\$ 2,794	\$ 6,055	\$ 72,654
		B	\$ 36.68	\$ 2,934	\$ 6,358	\$ 76,294
		C	\$ 38.51	\$ 3,081	\$ 6,675	\$ 80,101
		D	\$ 40.44	\$ 3,235	\$ 7,010	\$ 84,115
		E	\$ 42.46	\$ 3,397	\$ 7,360	\$ 88,317
Maintenance Worker III Senior Parks & Facilities Maintenance Worker III	SEIU	A	\$ 40.81	\$ 3,265	\$ 7,074	\$ 84,885
		B	\$ 42.85	\$ 3,428	\$ 7,427	\$ 89,128
		C	\$ 44.99	\$ 3,599	\$ 7,798	\$ 93,579
		D	\$ 47.24	\$ 3,779	\$ 8,188	\$ 98,259
		E	\$ 49.60	\$ 3,968	\$ 8,597	\$ 103,168
Senior Maintenance Worker	SEIU	A	\$ 41.84	\$ 3,347	\$ 7,252	\$ 87,027
		B	\$ 43.93	\$ 3,514	\$ 7,615	\$ 91,374
		C	\$ 46.13	\$ 3,690	\$ 7,996	\$ 95,950
		D	\$ 48.44	\$ 3,875	\$ 8,396	\$ 100,755
		E	\$ 50.86	\$ 4,069	\$ 8,816	\$ 105,789
Senior Maintenance Worker-Water System Treatment Operator Senior Maintenance Worker-Sanitary Sewer System Operator	SEIU	A	\$ 42.69	\$ 3,415	\$ 7,400	\$ 88,795
		B	\$ 44.82	\$ 3,586	\$ 7,769	\$ 93,226
		C	\$ 47.06	\$ 3,765	\$ 8,157	\$ 97,885
		D	\$ 49.41	\$ 3,953	\$ 8,564	\$ 102,773
		E	\$ 51.88	\$ 4,150	\$ 8,993	\$ 107,910

## CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Amount	Hourly	Monthly
<b>TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS</b>			
Living Wage - Per Ordinance		\$ 22.59	
Laborer		\$ 22.59	
Maintenance Assistant		\$ 22.59	
Office Assistant		\$ 22.59	
Per Diem Police Dispatcher Trainee		\$ 22.59	
Police Aide Trainee		\$ 22.59	
Video Recording Operator		\$ 22.59	
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>		\$ 40.34	
Police Reserve Officer <sup>2</sup>		\$ 45.22	
Police Officer Trainee <sup>3</sup>		\$ 36.18	

<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