



**CITY OF SEBASTOPOL
CURRENT PAY RATES & RANGES
EFFECTIVE JULY 1 & JULY 7, 2026**

**Approved by City Council
Resolution No. 6775-2026
on June 16, 2026
&
Resolution No. 6783-2026
on July 7, 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	Contract	A	\$ 48.21	\$ 3,857	\$ 8,356	\$ 100,278
		B	\$ 50.62	\$ 4,050	\$ 8,774	\$ 105,290
		C	\$ 53.15	\$ 4,252	\$ 9,213	\$ 110,552
		D	\$ 55.81	\$ 4,465	\$ 9,674	\$ 116,085
		E	\$ 58.60	\$ 4,688	\$ 10,157	\$ 121,889
Finance Director	Unrepresented	A	\$ 65.05	\$ 5,204	\$ 11,275	\$ 135,304
		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	Contract	A	\$ 67.35	\$ 5,388	\$ 11,674	\$ 140,088
Planning Director		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

CITY OF SEBASTOPOL - PAY RATES & RANGES

Job Classification	Group	Step	Hourly	Bi- Weekly	Monthly	Annually
MANAGEMENT						
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
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	SEIU	A	\$ 42.03	\$ 3,362	\$ 7,285	\$ 87,422
Senior Parks & Facilities Maintenance Worker III		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	SEIU	A	\$ 43.96	\$ 3,517	\$ 7,620	\$ 91,437
Senior Maintenance Worker-Sanitary Sewer System Operator		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