

RESOLUTION NO. 6224-2019

A RESOLUTION OF THE CITY COUNCIL AMENDING THE SALARY PLAN IN ACCORDANCE WITH ORDINANCE NO. 563

WHEREAS, Ordinance No. 563 and amendments thereto provide, among other things, that the City Council shall fix and determine the salary pay rates and ranges for each classified position and shall by resolution set salary ranges as said Council may from time to time determine; and

WHEREAS, a reclassification of Records Dispatcher Supervisor position from FLSA Exempt to FLSA non-exempt supervisory position to be placed in the SPOA unit; and

WHEREAS, the California Public Employee's Retirement Law, at Section 570.5 of the California Code of Regulations Title 2, requires the City to publish Pay Rates and Ranges on the City's internet site and the City Council to approve the Pay Rates and Range in its entirety each time a modification is made; and

WHEREAS, the City Council previously approved the City Pay Rates and Ranges document dated September 18, 2018 pursuant to Resolution No. 6210, and reclassification change has been subsequently approved; and

WHEREAS, staff recommends that the City Council adopt the updated City Pay Rates and Ranges document.

NOW, THEREFORE, BE IT RESOLVED that the salary range and steps contained in this resolution be amended and/or established and shall become effective on March 1, 2019;

IN COUNCIL DULY PASSED, APPROVED, and ADOPTED this 5th day of February, 2019.

The above and foregoing Resolution was duly passed and adopted at a meeting by the City Council on the 5th day of February, by the following vote:

VOTE:

Ayes: Councilmembers Carnacchi, Glass, Gurney, Vice Mayor Slayter and Mayor Hinton

Noes: None

Abstain: None

Absent: None

APPROVED: _____


Mayor Neysa Hinton

ATTEST: _____


Mary Gourley, Assistant City Manager/City Clerk, MMC

APPROVED AS TO FORM: _____


Larry McLaughlin, City Attorney

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
City Council	N/A			N/A	\$ 300	\$ 3,600
MANAGEMENT						
City Manager	Appointed	A	\$ 65.11	\$ 5,643	\$ 11,285	\$ 135,421
		B	\$ 68.36	\$ 5,924	\$ 11,849	\$ 142,183
		C	\$ 71.77	\$ 6,220	\$ 12,441	\$ 149,291
		D	\$ 75.37	\$ 6,532	\$ 13,063	\$ 156,759
		E	\$ 79.13	\$ 6,858	\$ 13,716	\$ 164,588
Assistant City Manager/City Clerk	Appointed	A	\$ 56.55	\$ 4,901	\$ 9,802	\$ 117,624
		B	\$ 59.39	\$ 5,147	\$ 10,294	\$ 123,527
		C	\$ 62.38	\$ 5,406	\$ 10,812	\$ 129,742
		D	\$ 65.51	\$ 5,678	\$ 11,356	\$ 136,269
		E	\$ 68.80	\$ 5,963	\$ 11,926	\$ 143,108
City Clerk	Appointed	A	\$ 55.04	\$ 4,770	\$ 9,540	\$ 114,479
Finance Director	Unrepresented	B	\$ 57.79	\$ 5,008	\$ 10,016	\$ 120,195
		C	\$ 60.68	\$ 5,259	\$ 10,518	\$ 126,210
		D	\$ 63.72	\$ 5,522	\$ 11,045	\$ 132,538
		E	\$ 66.90	\$ 5,798	\$ 11,596	\$ 139,152
Building Official	Unrepresented	A	\$ 49.28	\$ 4,271	\$ 8,543	\$ 102,511
		B	\$ 51.74	\$ 4,484	\$ 8,969	\$ 107,628
		C	\$ 54.34	\$ 4,709	\$ 9,418	\$ 113,019
		D	\$ 57.05	\$ 4,945	\$ 9,889	\$ 118,672
		E	\$ 59.90	\$ 5,192	\$ 10,383	\$ 124,600
Engineering Director	Unrepresented	A	\$ 55.33	\$ 4,795	\$ 9,590	\$ 115,078
Planning Director		B	\$ 58.09	\$ 5,035	\$ 10,069	\$ 120,831
		C	\$ 61.00	\$ 5,286	\$ 10,573	\$ 126,872
		D	\$ 64.05	\$ 5,551	\$ 11,102	\$ 133,224
		E	\$ 67.25	\$ 5,828	\$ 11,656	\$ 139,876
Fire Chief	Unrepresented	A	\$ 55.88	\$ 4,843	\$ 9,687	\$ 116,239
		B	\$ 58.67	\$ 5,085	\$ 10,170	\$ 122,042
		C	\$ 61.61	\$ 5,340	\$ 10,680	\$ 128,157
		D	\$ 64.69	\$ 5,607	\$ 11,213	\$ 134,559
		E	\$ 67.93	\$ 5,887	\$ 11,774	\$ 141,286
Police Chief	Unrepresented	A	\$ 56.86	\$ 4,928	\$ 9,855	\$ 118,260
		B	\$ 59.70	\$ 5,174	\$ 10,348	\$ 124,176
		C	\$ 62.68	\$ 5,432	\$ 10,865	\$ 130,379
		D	\$ 65.82	\$ 5,704	\$ 11,409	\$ 136,906
		E	\$ 69.11	\$ 5,990	\$ 11,980	\$ 143,757

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi- Monthly	Monthly	Annually
MANAGEMENT						
Public Works Superintendent	Unrepresented	A	\$ 53.93	\$ 4,674	\$ 9,348	\$ 112,170
		B	\$ 56.62	\$ 4,907	\$ 9,814	\$ 117,774
		C	\$ 59.45	\$ 5,153	\$ 10,305	\$ 123,664
		D	\$ 62.42	\$ 5,410	\$ 10,820	\$ 129,842
		E	\$ 65.54	\$ 5,680	\$ 11,361	\$ 136,332

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
MID-MANAGEMENT						
Assistant Planner	SEIU	A	\$ 32.95	\$ 2,856	\$ 5,712	\$ 68,540
		B	\$ 34.60	\$ 2,999	\$ 5,998	\$ 71,972
		C	\$ 36.33	\$ 3,149	\$ 6,297	\$ 75,566
		D	\$ 38.15	\$ 3,306	\$ 6,612	\$ 79,348
		E	\$ 40.06	\$ 3,472	\$ 6,943	\$ 83,316
Accounting Supervisor	Unrepresented	A	\$ 42.88	\$ 3,716	\$ 7,432	\$ 89,182
Assistant Public Works Superintendent		B	\$ 45.02	\$ 3,902	\$ 7,803	\$ 93,637
Engineering Manager		C	\$ 47.27	\$ 4,097	\$ 8,193	\$ 98,317
		D	\$ 49.63	\$ 4,301	\$ 8,602	\$ 103,222
		E	\$ 52.12	\$ 4,517	\$ 9,033	\$ 108,401
Police Captain	Unrepresented	A	\$ 51.80	\$ 4,490	\$ 8,979	\$ 107,752
		B	\$ 54.39	\$ 4,714	\$ 9,428	\$ 113,140
		C	\$ 57.11	\$ 4,950	\$ 9,900	\$ 118,797
		D	\$ 59.97	\$ 5,197	\$ 10,395	\$ 124,737
		E	\$ 62.97	\$ 5,457	\$ 10,914	\$ 130,974
Police Lieutenant	Unrepresented	A	\$ 47.59	\$ 4,124	\$ 8,248	\$ 98,979
		B	\$ 49.97	\$ 4,330	\$ 8,661	\$ 103,928
		C	\$ 52.46	\$ 4,547	\$ 9,094	\$ 109,124
		D	\$ 55.09	\$ 4,774	\$ 9,548	\$ 114,580
		E	\$ 57.84	\$ 5,013	\$ 10,026	\$ 120,309

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
MISCELLANEOUS						
Office Assistant	SEIU	A	\$ 19.07	\$ 1,653	\$ 3,305	\$ 39,661
		B	\$ 20.02	\$ 1,735	\$ 3,469	\$ 41,633
		C	\$ 21.02	\$ 1,822	\$ 3,643	\$ 43,717
		D	\$ 22.07	\$ 1,913	\$ 3,826	\$ 45,914
		E	\$ 23.18	\$ 2,009	\$ 4,018	\$ 48,210
Account Clerk I	SEIU	A	\$ 21.34	\$ 1,849	\$ 3,698	\$ 44,379
		B	\$ 22.40	\$ 1,942	\$ 3,883	\$ 46,600
		C	\$ 23.53	\$ 2,039	\$ 4,078	\$ 48,934
		D	\$ 24.70	\$ 2,140	\$ 4,281	\$ 51,368
		E	\$ 25.93	\$ 2,247	\$ 4,495	\$ 53,939
Account Clerk II	SEIU	A	\$ 26.60	\$ 2,305	\$ 4,610	\$ 55,324
		B	\$ 27.94	\$ 2,421	\$ 4,842	\$ 58,107
		C	\$ 29.33	\$ 2,542	\$ 5,084	\$ 61,002
		D	\$ 30.79	\$ 2,669	\$ 5,337	\$ 64,047
		E	\$ 32.34	\$ 2,803	\$ 5,606	\$ 67,267
Administrative Assistant	SEIU	A	\$ 24.92	\$ 2,160	\$ 4,320	\$ 51,842
		B	\$ 26.17	\$ 2,268	\$ 4,536	\$ 54,438
		C	\$ 27.48	\$ 2,382	\$ 4,763	\$ 57,158
		D	\$ 28.85	\$ 2,501	\$ 5,001	\$ 60,016
		E	\$ 30.30	\$ 2,626	\$ 5,252	\$ 63,024
Senior Administrative Assistant	SEIU	A	\$ 28.99	\$ 2,513	\$ 5,025	\$ 60,303
		B	\$ 30.44	\$ 2,638	\$ 5,276	\$ 63,311
		C	\$ 31.96	\$ 2,770	\$ 5,539	\$ 66,468
		D	\$ 33.55	\$ 2,908	\$ 5,816	\$ 69,788
		E	\$ 35.24	\$ 3,054	\$ 6,108	\$ 73,295
Senior Administrative Assistant/Department Technician	SEIU	A	\$ 30.44	\$ 2,638	\$ 5,276	\$ 63,311
		B	\$ 31.96	\$ 2,770	\$ 5,539	\$ 66,468
		C	\$ 33.55	\$ 2,908	\$ 5,816	\$ 69,788
		D	\$ 35.24	\$ 3,054	\$ 6,108	\$ 73,295
		E	\$ 37.00	\$ 3,206	\$ 6,413	\$ 76,952
Junior Accountant	SEIU	A	\$ 32.95	\$ 2,856	\$ 5,712	\$ 68,540
Management Analyst		B	\$ 34.60	\$ 2,999	\$ 5,998	\$ 71,972
C		\$ 36.33	\$ 3,149	\$ 6,297	\$ 75,566	
D		\$ 38.15	\$ 3,306	\$ 6,612	\$ 79,348	
E		\$ 40.06	\$ 3,472	\$ 6,943	\$ 83,316	

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
POLICE PERSONNEL						
Police Technician	SPOA	A	\$ 20.83	\$ 1,806	\$ 3,611	\$ 43,332
		B	\$ 21.87	\$ 1,896	\$ 3,791	\$ 45,492
		C	\$ 22.96	\$ 1,990	\$ 3,980	\$ 47,760
		D	\$ 24.11	\$ 2,090	\$ 4,179	\$ 50,148
		E	\$ 25.32	\$ 2,195	\$ 4,389	\$ 52,668
		F	\$ 26.59	\$ 2,304	\$ 4,608	\$ 55,301
Police Dispatcher	SPOA	A	\$ 25.02	\$ 2,169	\$ 4,337	\$ 52,044
		B	\$ 26.26	\$ 2,276	\$ 4,552	\$ 54,624
		C	\$ 27.59	\$ 2,391	\$ 4,782	\$ 57,384
		D	\$ 28.96	\$ 2,510	\$ 5,020	\$ 60,240
		E	\$ 30.41	\$ 2,636	\$ 5,271	\$ 63,252
		F	\$ 31.93	\$ 2,767	\$ 5,535	\$ 66,415
Police Lead Communications Dispatcher	SPOA	A	\$ 26.90	\$ 2,331	\$ 4,662	\$ 55,944
		B	\$ 28.23	\$ 2,447	\$ 4,894	\$ 58,728
		C	\$ 29.66	\$ 2,571	\$ 5,141	\$ 61,692
		D	\$ 31.14	\$ 2,699	\$ 5,397	\$ 64,764
		E	\$ 32.69	\$ 2,833	\$ 5,666	\$ 67,992
		F	\$ 34.32	\$ 2,975	\$ 5,949	\$ 71,392
Records Dispatcher Supervisor	SPOA	A	\$ 29.90	\$ 2,591	\$ 5,183	\$ 62,191
		B	\$ 31.39	\$ 2,721	\$ 5,442	\$ 65,300
		C	\$ 32.96	\$ 2,857	\$ 5,714	\$ 68,565
		D	\$ 34.61	\$ 3,000	\$ 5,999	\$ 71,993
		E	\$ 36.34	\$ 3,150	\$ 6,299	\$ 75,593
		F	\$ 38.16	\$ 3,307	\$ 6,614	\$ 79,373
Police Officer	SPOA	A	\$ 32.75	\$ 2,838	\$ 5,676	\$ 68,112
		B	\$ 34.38	\$ 2,980	\$ 5,959	\$ 71,508
		C	\$ 36.10	\$ 3,129	\$ 6,257	\$ 75,084
		D	\$ 37.90	\$ 3,285	\$ 6,569	\$ 78,828
		E	\$ 39.80	\$ 3,450	\$ 6,899	\$ 82,788
		F	\$ 41.79	\$ 3,622	\$ 7,244	\$ 86,927
Police Sergeant	SPOA	A	\$ 38.26	\$ 3,316	\$ 6,631	\$ 79,572
		B	\$ 40.17	\$ 3,482	\$ 6,963	\$ 83,556
		C	\$ 42.18	\$ 3,656	\$ 7,311	\$ 87,732
		D	\$ 44.28	\$ 3,838	\$ 7,676	\$ 92,112
		E	\$ 46.50	\$ 4,030	\$ 8,060	\$ 96,720
		F	\$ 48.83	\$ 4,232	\$ 8,463	\$ 101,556

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Group	Step	Hourly	Semi-Monthly	Monthly	Annually
SEIU PHYSICAL/FIELD PERSONNEL						
Laborer	SEIU	A	\$ 18.05	\$ 1,564	\$ 3,128	\$ 37,540
		B	\$ 18.95	\$ 1,642	\$ 3,284	\$ 39,412
		C	\$ 19.90	\$ 1,724	\$ 3,449	\$ 41,384
		D	\$ 20.89	\$ 1,811	\$ 3,621	\$ 43,455
		E	\$ 21.94	\$ 1,901	\$ 3,802	\$ 45,627
Maintenance Worker I	SEIU	A	\$ 22.06	\$ 1,912	\$ 3,824	\$ 45,889
		B	\$ 23.17	\$ 2,008	\$ 4,015	\$ 48,185
		C	\$ 24.32	\$ 2,108	\$ 4,216	\$ 50,594
		D	\$ 25.54	\$ 2,213	\$ 4,426	\$ 53,115
		E	\$ 26.81	\$ 2,324	\$ 4,648	\$ 55,773
Maintenance Worker II	SEIU	A	\$ 28.15	\$ 2,439	\$ 4,879	\$ 58,544
		B	\$ 29.56	\$ 2,562	\$ 5,123	\$ 61,476
		C	\$ 31.03	\$ 2,689	\$ 5,379	\$ 64,547
		D	\$ 32.59	\$ 2,824	\$ 5,648	\$ 67,779
		E	\$ 34.21	\$ 2,965	\$ 5,930	\$ 71,161
Maintenance Worker III	SEIU	A	\$ 32.89	\$ 2,851	\$ 5,701	\$ 68,415
Senior Parks & Facilities Maintenance Worker III		B	\$ 34.53	\$ 2,993	\$ 5,985	\$ 71,822
C		\$ 36.26	\$ 3,142	\$ 6,285	\$ 75,417	
D		\$ 38.07	\$ 3,299	\$ 6,599	\$ 79,186	
E		\$ 39.97	\$ 3,464	\$ 6,928	\$ 83,142	
Senior Maintenance Worker	SEIU	A	\$ 33.72	\$ 2,922	\$ 5,845	\$ 70,138
		B	\$ 35.41	\$ 3,069	\$ 6,137	\$ 73,644
		C	\$ 37.18	\$ 3,222	\$ 6,444	\$ 77,326
		D	\$ 39.03	\$ 3,383	\$ 6,765	\$ 81,182
		E	\$ 40.99	\$ 3,552	\$ 7,104	\$ 85,251
Water Treatment Plant Operator/Maintenance Worker III	SEIU	A	\$ 34.39	\$ 2,981	\$ 5,961	\$ 71,535
		B	\$ 36.11	\$ 3,129	\$ 6,259	\$ 75,105
		C	\$ 37.92	\$ 3,286	\$ 6,573	\$ 78,874
		D	\$ 39.81	\$ 3,450	\$ 6,900	\$ 82,805
		E	\$ 41.80	\$ 3,623	\$ 7,246	\$ 86,948

CITY OF SEBASTOPOL - PAY RATES AND RANGES

Job Classification	Amount	Hourly	Monthly
<u>VOLUNTEER FIREFIGHTER STIPEND</u>			
Emergency Call-Out	\$ 15.00		
Extended On Scene (Overtime)	\$ 20.00		
Firefighter Drill	\$ 15.00		
Captain Drill	\$ 18.00		
Volunteer Assistant Chief Drill	\$ 20.00		
Captain Weekend Standby	\$ 500.00		
Shift Pay	\$ 200.00		
<u>TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS</u>			
Living Wage - Per Ordinance		\$ 17.98	
Laborer		\$ 17.98	
Maintenance Assistant		\$ 17.98	
Office Assistant		\$ 17.98	
Per Diem Police Dispatcher Trainee		\$ 17.98	
Police Aide Trainee		\$ 17.98	
Video Recording Operator		\$ 17.98	
City Attorney			\$ 7,790
Part-time City Engineer		\$ 50.00	
Account Clerk (Temporary)		\$ 25.93	
Per Diem Police Dispatcher ¹		\$ 28.96	
Police Reserve Officer ²		\$ 32.75	

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