

RESOLUTION NO. 6200

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

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 July 1, 2018;

IN COUNCIL DULY PASSED this 19th day of June, 2018.

VOTE:

Ayes: Councilmembers Carnacchi, Gurney, Vice Mayor Hinton and Mayor Slayter
Noes: None
Abstain: None
Absent: Councilmember Glass

APPROVED: _____


Mayor Patrick Slayter

ATTEST: _____


Mary Gourley, MMC, Assistant City Manager / City Clerk

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 Planning Director | Unrepresented | A | \$ 55.33 | \$ 4,795 | \$ 9,590 | \$ 115,078 |
| | | 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 |
| Records Dispatcher Supervisor | Unrepresented | A | \$ 31.39 | \$ 2,721 | \$ 5,441 | \$ 65,295 |
| | | B | \$ 32.96 | \$ 2,857 | \$ 5,714 | \$ 68,565 |
| | | C | \$ 34.61 | \$ 3,000 | \$ 6,000 | \$ 71,997 |
| | | D | \$ 36.34 | \$ 3,150 | \$ 6,299 | \$ 75,591 |
| | | E | \$ 38.16 | \$ 3,307 | \$ 6,614 | \$ 79,373 |

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 |
| | | 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 |
| 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 |
|--|-----------|----------|----------|
| VOLUNTEER FIREFIGHTER STIPEND | | | |
| 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 | | |
| TEMPORARY/SEASONAL UNCLASSIFIED POSITIONS | | | |
| Living Wage - Per Ordinance | | \$ 17.98 | |
| Landscape Laborer | | \$ 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