

DRAFT

City of San Pablo

ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective December 19, 2017

	Step A		Step B		Step C		Step D		Step E		Step F	
	Monthly	Hourly										
Assistant Civil Engineer	7,128	43.86	7,484	46.06	7,858	48.36	8,251	50.78	8,664	53.32	8,880	54.65
Assistant Engineer	6,636	40.84	6,968	42.88	7,316	45.02	7,682	47.27	8,066	49.64	8,267	50.88
Assistant Planner	6,228	38.32	6,539	40.24	6,866	42.25	7,209	44.36	7,570	46.58	7,759	47.75
Associate Civil Engineer	8,197	50.44	8,607	52.96	9,037	55.61	9,489	58.39	9,963	61.31	10,213	62.85
Associate Planner	7,114	43.78	7,470	45.97	7,843	48.27	8,235	50.68	8,647	53.21	8,863	54.54
Environmental Program Analyst	6,459	39.75	6,782	41.73	7,121	43.82	7,477	46.01	7,851	48.31	8,047	49.52
Finance Supervisor	8,204	50.48	8,614	53.01	9,045	55.66	9,497	58.44	9,972	61.36	10,221	62.90
I.T. Technician *	5,940	36.56	6,237	38.38	6,549	40.30	6,877	42.32	7,220	44.43	7,401	45.54
I.T. Administrator *	6,960	42.83	7,308	44.97	7,673	47.22	8,057	49.58	8,460	52.06	8,671	53.36
I.T. Supervisor	7,656	47.11	8,039	49.47	8,441	51.94	8,863	54.54	9,306	57.27	9,538	58.70
Maint. & Op. Supervisor	6,730	41.42	7,067	43.49	7,420	45.66	7,791	47.94	8,180	50.34	8,385	51.60
Maint. & Op. Superintendent	7,740	47.63	8,127	50.01	8,533	52.51	8,960	55.14	9,408	57.89	9,643	59.34
Management Analyst	6,569	40.43	6,898	42.45	7,242	44.57	7,605	46.80	7,985	49.14	8,184	50.37
Management Assistant	5,971	36.74	6,269	38.58	6,583	40.51	6,912	42.54	7,258	44.66	7,439	45.78
Recreation Coordinator	5,310	32.68	5,576	34.31	5,854	36.03	6,147	37.83	6,454	39.72	6,616	40.71
Recreation Supervisor	6,697	41.21	7,032	43.27	7,383	45.44	7,752	47.71	8,140	50.09	8,344	51.35
Sr. Management Analyst	7,813	48.08	8,204	50.49	8,614	53.01	9,045	55.66	9,497	58.45	9,735	59.91
Youth Services Program Coordinator	5,310	32.68	5,576	34.31	5,854	36.03	6,147	37.83	6,454	39.72	6,616	40.71
Community Services Coordinator	6,697	41.21	7,032	43.27	7,383	45.44	7,752	47.71	8,140	50.09	8,344	51.35
Senior Center Coordinator*	4,827	29.71	5,069	31.19	5,322	32.75	5,588	34.39	5,868	36.11	6,014	37.01

* FLSA "non-exempt" (overtime eligible) positions

City of San Pablo
SAN PABLO POLICE EMPLOYEES ASSOCIATION

DRAFT

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	9,076	52.36	9,530	54.98	10,007	57.73	10,507	60.62	11,032	63.65
Police Officer	7,779	44.88	8,168	47.12	8,576	49.48	9,005	51.95	9,455	54.55

Non-Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Officer Trainee	6,401	36.93	6,721	38.77	7,057	40.71	7,410	42.75	7,780	44.88
Police Services Assistant	5,017	28.94	5,268	30.39	5,531	31.91	5,808	33.51	6,098	35.18
Police Services Technician	5,748	33.16	6,036	34.82	6,338	36.56	6,655	38.39	6,987	40.31
Police Executive Assistant	5,939	34.26	6,236	35.98	6,548	37.78	6,875	39.66	7,219	41.65
Police Admin. Clerk	4,154	23.97	4,362	25.16	4,580	26.42	4,809	27.74	5,049	29.13
Jailer	5,748	33.16	6,036	34.82	6,338	36.56	6,655	38.39	6,987	40.31

San Pablo Police Employees Association- Management Unit

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Commander-Captain	12,700	73.27	13,335	76.93	14,002	80.78	14,702	84.82	15,437	89.06
Police Lieutenant	11,869	68.48	12,463	71.90	13,086	75.49	13,740	79.27	14,427	83.23
Police Support Serv. Mgr.	6,601	40.62	6,931	42.65	7,278	44.79	7,642	47.03	8,024	49.38

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City of San Pablo

EXECUTIVE MANAGEMENT

Effective December 19, 2017

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Asst City Manager/Personnel Administrator	15,062	92.69	15,815	97.33	16,606	102.19	17,437	107.30	18,308	112.67
Chief of Police*	14,914	86.04	15,660	90.35	16,443	94.86	17,265	99.61	18,128	104.59
Public Works Director/ City Engineer	13,644	83.96	14,326	88.16	15,043	92.57	15,795	97.20	16,584	102.06
Finance Director Administrative Serv. Director	13,448	82.75	14,120	86.89	14,826	91.24	15,567	95.80	16,346	100.59
Community Services Director	10,356	63.73	10,874	66.92	11,418	70.26	11,988	73.78	12,588	77.46
Development Services Director	10,356	63.73	10,874	66.92	11,418	70.26	11,988	73.78	12,588	77.46

*Annual work schedule is based on 2080 hours