

# FY26/27

## CLASSIFICATION & COMPENSATION PLAN



### **City Council**

Elizabeth Pabon-Alvarado, Mayor

Rita Xavier, Vice Mayor

Abel Pineda, Council Member

Patricia Ponce, Council Member

Arturo Cruz, Council Member

# CLASSIFICATION & COMPENSATION PLAN

## I. ESTABLISHMENT OF PLAN

As per the City of San Pablo's Personnel Rules adopted by Resolution 2014-031. Section 2.03 establishes the authority of the City Manager to prepare a Classification Plan (hereafter referred to as "the Plan") as follows:

*"The Personnel Officer [City Manager], or such person as has been delegated the responsibilities thereof, shall be responsible for the following:*

*Classification Plan. Prepare a classification plan, including class specifications and revisions of the plan."*

The Plan should be reevaluated on a yearly basis and maintained in such a manner so as not to cause inefficiencies in the operation of City business.

The Plan provides a complete inventory of all positions budgeted for City service and contains commensurate Salary Range Schedules and Job Descriptions for each budgeted position.

## II. COMPOSITION OF PLAN

The Plan contains the following general sections:

1) **Employee Allocation List** – The list contains the following Information:

1. FTE Count budgeted for the fiscal year.
2. Department to which each position is allocated
3. Job Classification/Position Title
4. Labor Unit/Employee Group

Positions listed as "N/A" in the FTE column in Section XI have not been budgeted for the fiscal year.

2) **Salary Range Schedules** - Contains the range in salary steps for each budgeted position in City service. Salary Range Schedules are organized by Employee Group (e.g. Association of Intermediate Employees (AIE), Operating Engineers, Local 3 (OE3), San Pablo Police Employees Association (SPPEA), San Pablo Police Employees Association Management Unit (SPPEA Mgmt.), Confidential Employees, Division Managers, Executive Management, Contract Employees, Part Time Employees)

3) **Class Specifications (job descriptions)** – For each budgeted position, the Plan contains a description of the nature of the work and of the relative responsibility of each budgeted position. These also include examples of work which are illustrative of the duties of the positions assigned to the class, requirements of work in terms of knowledge, abilities and skills necessary for the performance of the work, and a statement of experience and training desirable for recruitment into the class.

## CLASSIFICATION & COMPENSATION PLAN

- 4) Organizational Chart – The Plan contains a chart that depicts where class specifications are located by department and budgeted FTE. The Organizational Chart does not depict Part-time position as departments hire part-time positions in established classifications as needed not too exceed budgeted allocation for part-time help.

### III. USE OF PLAN

The Plan shall be used:

- 1) In preparing public announcements of examinations for vacancies using the Classification Specifications;
- 2) As a guide in preparing examinations which may be used to appraise the qualifications of applicants for work in specific classes by keeping updated Classification Specifications;
- 3) In determining salaries to be paid for various types of work and establishing and maintaining an equitable compensation plan;
- 4) In determining salaries & benefit items in the budgets for the various departments of the City;
- 5) In providing uniform job terminology which is clearly understandable to City officers, employees and the general public; and

### IV. DEVELOPMENT AND MAINTENANCE OF SALARY RANGE SCHEDULES

Development and maintenance of salary ranges shall be conducted as follows:

- 1) Salary ranges shall be linked directly to the Plan and shall be determined with due regard to ranges of pay of other classes, relative particular occupational categories, prevailing rates for similar employment in the surrounding labor market, rates of pay in other similar size and/or proximate jurisdictions, the financial policies of the City and other economic considerations. The minimum and maximum and intermediate steps of each salary range shall be those rates in the basic salary schedule which most nearly reflect these factors.
- 2) As appropriate, the City Manager may make or direct to be made, such comparative studies as he/she may deem necessary, of the factors affecting the level of salary ranges.
- 3) On the basis of information derived from such studies, the City Manager shall recommend to the City Council adoption of such changes in the salary ranges as are pertinent to maintaining the fairness and adequacy of the Plan.
- 4) General salary increases affecting all City employees shall not become effective until approved by Resolution of the City Council.

## CLASSIFICATION & COMPENSATION PLAN

- 5) Prior to commencement of each Fiscal Year the City Manager shall provide the City Council with a review and report on the City's Classification & Compensation Plan. Amendments to the Plan shall be considered at that time.

### **V. SALARY ADVANCEMENT SCHEDULE**

The salary ranges are intended to furnish administrative flexibility in recognizing individual differences between positions and in providing employee incentives and rewarding employees for meritorious service.

Employees are eligible to receive salary increases and are eligible for promotion from one job level to another based on qualifications and job performance.

The City's Personnel Rules, Section 6.02, *Normal Advancement*, establishes the process and schedule for advancement through the salary ranges.

### **VI. CLASS SPECIFICATIONS/ JOB DESCRIPTIONS**

The job descriptions in the Plan and their various parts shall be used as a guide in the classification of positions and have the following force and effect:

The job descriptions are descriptive and not restrictive. They are intended to indicate the kinds of duties that are allocated to the position and shall not be construed as declaring to any extent, or in any way, what the minimum or maximum duties or responsibilities of any position shall be, or as limiting or in any way modifying the power of any appointing authority or administrative officer to assign, direct and control the work of employees under his supervision. The use of particular expression or illustration shall not be held to exclude others not mentioned that are of similar kind and quality.

### **VII. PART-TIME EMPLOYEES**

All employees of the City who are hired on a part-time basis shall be paid hourly for the work performed for the City in accordance with the position the employee is assigned to as listed in the Part Time Salary Range Schedule.

Employees in the Part-time Salary Range Schedule may be granted salary increases in accordance with the full-time advancement schedule established in Section 6.02, *Normal Advancement* of the City's Personnel Rules, subject to recommendation by the Department Head or Division Manager and with approval of the City Manager.

### **VIII. MAINTENANCE OF PLAN**

The City Manager shall be responsible for the proper maintenance of the Plan so that it shall reflect continuously on a current basis, the duties being performed by each employee in the City.

The City Manager shall make necessary amendments to the Plan, including the addition of required new classes, revision of existing classes and deletion of

## CLASSIFICATION & COMPENSATION PLAN

obsolete classes and shall make recommendation to the City Council on such changes.

Changes and reallocations within the Plan shall be made as follows:

- 1) The City Manager shall analyze or cause to be analyzed the duties and responsibilities to be assumed by incumbents of proposed new positions and using such appraisal as a basis, make a recommendation to the City Council for consideration of such changes as are necessary.
- 2) Changes in the duties and responsibilities of a position involving either the addition, reduction, or modification of assignments shall be reported to the City Manager by the Department Head/ Division Manager concerned. If the changes are determined to be permanent, the City Manager shall make a recommendation to the City Council to amend such job description as needed.
- 3) Prior to the beginning of each Fiscal Year, the City Manager shall review or cause to be reviewed, the classification of positions and audit duties and responsibilities and on the basis of his appraisal, recommend to the City Council such changes as are necessary to keep the Plan up to date and in step with current conditions.

### **IX. EFFECT OF PLAN**

Position titles shall be used in all personnel, accounting, budgeting payroll, appropriation, and financial records. No person shall be appointed to, or employed in a position in the City under a position title not included in the Plan.

In the event of a conflict between any sections of the Plan and provisions contained in a collective bargaining agreement entered into by the City and its employees, the provision contained in such collective bargaining provision shall prevail.

### **X. CONFORMITY TO STATE & FEDERAL LAW**

Notwithstanding any provision of the Codified Ordinances of the City, the provisions of the State of California, and the United States Fair Labor Standards Act of 1938 as amended shall apply and control on matters, of minimum wages and overtime where such provisions are made applicable to the City by such Acts.

# CLASSIFICATION & COMPENSATION PLAN

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**XI. EMPLOYEE ALLOCATION LIST**

# CLASSIFICATION & COMPENSATION PLAN

FTE	Department	Job Classification	Labor Unit
<b>ELECTED OFFICIALS (City Council, City Clerk &amp; City Treasurer)</b>			
1.00	City Council	Council Member	N/A
1.00	City Council	Council Member	N/A
1.00	City Council	Vice Mayor	N/A
1.00	City Council	Council Member	N/A
1.00	City Council	Mayor	N/A
1.00	City Clerk	Elected City Clerk	N/A
1.00	City Treasurer	Elected Treasurer	N/A
<b>7.00</b>	<b>Department Total FTE Count</b>		

<b>CITY ATTORNEY</b>			
1.00	City Attorney	City Attorney	Contract Employee
1.00	City Attorney	Paralegal II	Confidential
<b>2.00</b>	<b>Department Total FTE Count</b>		

<b>CITY MANAGER'S OFFICE</b>			
1.00	City Manager's Office	City Manager	Contract Employee
1.00	City Manager's Office	Assistant City Manager	Exec. Mgmt.
1.00	City Manager's Office	Econ Develop & Housing Mgr.	Division Managers
1.00	City Manager's Office	Human Resources/Risk Mgr.	Division Managers
1.00	City Manager's Office	Deputy City Clerk	Division Managers
3.00	City Manager's Office	Management Analyst	Confidential
1.00	City Manager's Office	Administrative Clerk I	OE3
N/A	City Manager's Office	Management Assistant	Confidential
<b>9.00</b>	<b>Department Total FTE Count</b>		

# CLASSIFICATION & COMPENSATION PLAN

FTE	Department	Job Classification	Labor Unit
<b>ADMINISTRATIVE SERVICES</b>			
1.00	Administrative Services	Administrative Services Director	Executive Mgmt.
1.00	Administrative Services	Accounting Manager	Division Managers
1.00	Administrative Services	Management Analyst	Confidential
1.00	Administrative Services	Accountant	Confidential
2.00	Administrative Services	Accounting Technician	Confidential
1.00	Administrative Services	Fiscal Clerk II	OE3
2.00	Administrative Services	Info. Technician	AIE
2.00	Administrative Services	Info. Tech. Administrator	AIE
N/A	Administrative Services	Info. Tech. Specialist	AIE
1.00	Administrative Services	Info. Tech. Manager	Division Managers
<b>12.00</b>	<b>Department Total FTE Count</b>		

<b>PUBLIC WORKS DEPARTMENT</b>			
1.00	Public Works	PW Director/City Engineer	Exec. Mgmt.
2.00	Public Works	Sr. Civil Engineer	Div. Managers
1.00	Public Works	Sr. Management Analyst	AIE
1.00	Public Works	Main. Ops. Superintendent	AIE
2.00	Public Works	Assistant Engineer	AIE
1.00	Public Works	Env. Program Analyst	AIE
1.00	Public Works	Env. Programs Manager	Division Managers
1.00	Public Works	Administrative Clerk II	OE3
N/A	Public Works	Sr. Env. Programs Analyst	AIE
2.0	Public Works	Maintenance Supervisor	AIE
6.00	Public Works	Maintenance Worker I	OE3
5.00	Public Works	Maintenance Worker II	OE3
1.00	Public Works	Sr. Administrative Clerk	OE3
1.00	Public Works	Engineering Technician	OE3
2.00	Public Works	Sr. Maintenance Worker	OE3
N/A	Public Works	Env. Program Analyst	Part Time
3.00	Public Works	Maintenance Aide	Part Time
<b>27.00</b>	<b>Department Total FTE Count (30 FTE Including Part-Time)</b>		

# CLASSIFICATION & COMPENSATION PLAN

FTE	Department	Job Classification	Labor Unit
<b>COMMUNITY DEVELOPMENT</b>			
1.00	Community Development	Comm. Development Director	Exec. Mgmt.
1.00	Community Development	Chief Building Official	Division Managers
1.00	Community Development	Planning Manager	Division Managers
2.00	Community Development	Associate Planner	AIE
1.00	Community Development	Administrative Clerk II	OE3
1.00	Community Development	Admin. Secretary	OE3
1.00	Community Development	Senior Building Inspector	OE3
1.00	Community Development	Senior Permit Technician	OE3
2.00	Community Development	Permit Technician I/II	OE3
1.00	Community Development	Planning Aide	OE3
N/A	Community Development	Senior Planner	AIE
<b>12.00</b>	<b>Department Total FTE Count</b>		

<b>COMMUNITY SERVICES</b>			
1.00	Community Services	Comm. Servs. Director	Exec. Mgmt.
2.00	Community Services	Comm. Servs. Manager	Division Managers
2.00	Community Services	Comm. Servs. Supervisor	AIE
N/A	Community Services	Comm. Servs. Coordinator I	AIE
5.00	Community Services	Comm. Servs. Coordinator II	AIE
1.00	Community Services	Sr. Administrative Clerk	OE3
2.00	Community Services	Paratransit Driver (FT)	OE3
3.50	Community Services	Administrative Intern	Part Time
0.25	Community Services	Art Gallery Curator	Part Time
0.50	Community Services	Para Transit Driver (PT)	Part Time
1.5	Community Services	Program Assistant	Part Time
5.25	Community Services	Building Attendant	Part Time
5.00	Community Services	Recreation Leader	Part Time
3.00	Community Services	Recreation Specialist	Part Time
2.00	Community Services	Sr. Recreation Specialist	Part Time
1.00	Community Services	Student Intern	Part Time

# CLASSIFICATION & COMPENSATION PLAN

**13.00 Department Total FTE Count (35.00 FTE Including Part-time)**

FTE	Department	Job Classification	Labor Unit
<b>POLICE DEPARTMENT</b>			
1.00	Police Department	Chief of Police	Exec. Mgmt.
2.00	Police Department	Police Captain	SPPEA Mgmt. (Sworn)
4.00	Police Department	Police Lieutenant	SPPEA Mgmt. (Sworn)
10.00	Police Department	Police Sergeant	SPPEA (Sworn)
1.00	Police Department	Building Inspector	OE3
1.00	Police Department	Police Executive Assistant	SPPEA (Non-sworn)
1.00	Police Department	Sr. Maintenance Worker	OE3
6.00	Police Department	Police Admin. Clerk	SPPEA (Non-sworn)
2.00	Police Department	Police Cadet	Part time
1.00	Police Department	Police Support Servs. Manger	SPPEA Mgmt. (Non-sworn)
1.00	Police Department	Police Support Servs. Supervisor	SPPEA (Non-sworn)
8.00	Police Department	Police Services Tech.	SPPEA (Non-sworn)
4.00	Police Department	Jailer	SPPEA (Non-sworn)
43.00	Police Department	Police Officer	SPPEA (Sworn)
1.00	Police Department	Crossing Guard	Part Time
0.50	Police Department	Background Investigator	Part Time
<b>83.00</b>	<b>Department Total FTE Count</b>	<b>(86.50 FTE Including Part-time)</b>	

## CITY TOTALS

**158.0 Full Time FTE**

**28.50 Part-Time FTE**

**186.50 Total FTE Count**

**XII. SALARY RANGE SCHEDULES**

# CLASSIFICATION & COMPENSATION PLAN

## City of San Pablo

### ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective July 1, 2026 (RESO 2026-\_\_\_; Adopted 06/\_\_\_/26)

	<b>Step A</b>	Hrly Rate	<b>Step B</b>	Hrly Rate	<b>Step C</b>	Hrly Rate	<b>Step D</b>	Hrly Rate	<b>Step E</b>	Hrly Rate
Assistant Engineer	\$ 8,999	\$55.3781	\$ 9,449	\$58.1471	\$ 9,921	\$61.0544	\$ 10,417	\$64.1071	\$ 10,678	\$ 65.7098
Assistant Planner	\$ 8,770	\$53.9705	\$ 9,209	\$56.6690	\$ 9,669	\$59.5024	\$ 10,153	\$62.4776	\$ 10,406	\$ 64.0395
Associate Engineer	\$ 9,899	\$60.9152	\$ 10,394	\$63.9610	\$ 10,913	\$67.1591	\$ 11,459	\$70.5170	\$ 12,039	\$ 74.0869
Associate Planner	\$ 9,647	\$59.3683	\$ 10,130	\$62.3368	\$ 10,636	\$65.4536	\$ 11,168	\$68.7263	\$ 11,733	\$ 72.2055
Community Services Coordinator	\$ 6,532	\$40.1949	\$ 6,858	\$42.2047	\$ 7,201	\$44.3149	\$ 7,561	\$46.5307	\$ 7,944	\$ 48.8863
Community Services Coordinator	\$ 7,201	\$44.3146	\$ 7,561	\$46.5303	\$ 7,939	\$48.8568	\$ 8,336	\$51.2997	\$ 8,758	\$ 53.8967
Community Services Supervisor	\$ 9,081	\$55.8838	\$ 9,535	\$58.6780	\$ 10,012	\$61.6119	\$ 10,513	\$64.6925	\$ 11,045	\$ 67.9676
Environmental Program Analyst	\$ 8,759	\$53.9011	\$ 9,197	\$56.5961	\$ 9,657	\$59.4259	\$ 10,140	\$62.3972	\$ 10,653	\$ 65.5561
I.T. Administrator*	\$ 9,438	\$58.0805	\$ 9,911	\$60.9903	\$ 10,406	\$64.0364	\$ 10,926	\$67.2383	\$ 11,479	\$ 70.6422
I.T. Supervisor	\$ 10,902	\$67.0865	\$ 11,447	\$70.4409	\$ 12,019	\$73.9629	\$ 12,620	\$77.6611	\$ 13,259	\$ 81.5927
I.T. Technician*	\$ 8,056	\$49.5747	\$ 8,458	\$52.0466	\$ 8,881	\$54.6548	\$ 9,324	\$57.3798	\$ 9,802	\$ 60.3214
IT Specialist*	\$ 8,423	\$51.8315	\$ 8,866	\$54.5594	\$ 9,333	\$57.4310	\$ 9,824	\$60.4537	\$ 10,341	\$ 63.6354
Maintenance Supervisor	\$ 9,461	\$58.2234	\$ 9,934	\$61.1346	\$ 10,431	\$64.1913	\$ 10,953	\$67.4009	\$ 11,507	\$ 70.8131
Management Analyst	\$ 8,908	\$54.8180	\$ 9,353	\$57.5589	\$ 9,821	\$60.4369	\$ 10,312	\$63.4587	\$ 10,834	\$ 66.6713
Sr. Environmental Program Analyst	\$ 10,596	\$65.2058	\$ 11,126	\$68.4661	\$ 11,682	\$71.8894	\$ 12,266	\$75.4839	\$ 12,887	\$ 79.3053
Sr. Management Analyst	\$ 10,596	\$65.2058	\$ 11,126	\$68.4661	\$ 11,682	\$71.8894	\$ 12,266	\$75.4839	\$ 12,887	\$ 79.3053
Sr. Planner	\$ 10,462	\$64.3801	\$ 10,985	\$67.5991	\$ 11,534	\$70.9790	\$ 12,111	\$74.5280	\$ 12,716	\$ 78.2544

\*FLSA "Non-exempt" (overtime eligible) positions

Per MOU 7.1 All classifications increased by 2%

# CLASSIFICATION & COMPENSATION PLAN

## City of San Pablo

### CONFIDENTIAL & EXEMPT EMPLOYEES

Effective July 1, 2026 (RESO 2026-\_\_\_; Adopted 06/\_\_\_/26)

	<b>Step A</b>	Hrly Rate	<b>Step B</b>	Hrly Rate	<b>Step C</b>	Hrly Rate	<b>Step D</b>	Hrly Rate	<b>Step E</b>	Hrly Rate
Accounting Technician	\$ 7,023	\$43.2172	\$ 7,374	\$45.3780	\$ 7,743	\$47.6469	\$ 8,130	\$ 50.0293	\$ 8,536	\$ 52.5307
Assistant City Clerk	\$ 10,546	\$64.8990	\$ 11,073	\$68.1439	\$ 11,627	\$71.5511	\$ 12,208	\$ 75.1287	\$ 12,819	\$ 78.8851
Accountant	\$ 8,042	\$49.4922	\$ 8,445	\$51.9668	\$ 8,867	\$54.5652	\$ 9,310	\$ 57.2934	\$ 9,776	\$ 60.1581
Deputy City Clerk	\$ 7,856	\$48.3470	\$ 8,249	\$50.7643	\$ 8,662	\$53.3026	\$ 9,095	\$ 55.9677	\$ 9,549	\$ 58.7661
HR Technician	\$ 7,023	\$43.2172	\$ 7,374	\$45.3780	\$ 7,743	\$47.6469	\$ 8,130	\$ 50.0293	\$ 8,536	\$ 52.5307
Paralegal	\$ 8,660	\$53.2946	\$ 9,093	\$55.9593	\$ 9,548	\$58.7573	\$ 10,025	\$ 61.6951	\$ 10,527	\$ 64.7799
Paralegal II	\$ 9,550	\$58.7669	\$ 10,027	\$61.7052	\$ 10,528	\$64.7905	\$ 11,055	\$ 68.0300	\$ 11,608	\$ 71.4315
Management Analyst	\$ 8,866	\$54.5595	\$ 9,309	\$57.2875	\$ 9,775	\$60.1519	\$ 10,263	\$ 63.1595	\$ 10,777	\$ 66.3175
Management Assistant	\$ 6,395	\$39.3542	\$ 6,732	\$41.4255	\$ 7,086	\$43.6058	\$ 7,440	\$ 45.7861	\$ 7,812	\$ 48.0754
Sr. Management Analyst	\$ 10,546	\$64.8984	\$ 11,073	\$68.1433	\$ 11,627	\$71.5505	\$ 12,208	\$ 75.1280	\$ 12,819	\$ 78.8844

Per Terms of Employment Section 2.1 - General Increase

July 1, 2026 - 2% COLA

# CLASSIFICATION & COMPENSATION PLAN

## City of San Pablo

### DIVISION MANAGERS

Effective July 1, 2026 (RESO 2026-\_\_\_; Adopted 06/\_\_\_/26)

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Accounting Manager	\$ 11,795	\$ 72.5819	\$ 12,384	\$ 76.2110	\$ 13,003	\$ 80.0215	\$ 13,654	\$ 84.0226	\$ 14,336	\$ 88.2237
Chief Building Official/Plan Checker	\$ 13,904	\$ 85.5629	\$ 14,599	\$ 89.8410	\$ 15,329	\$ 94.3331	\$ 16,096	\$ 99.0497	\$ 16,900	\$ 104.0022
Community Services Manager	\$ 10,491	\$ 64.5615	\$ 11,016	\$ 67.7895	\$ 11,567	\$ 71.1790	\$ 12,145	\$ 74.7380	\$ 12,752	\$ 78.4749
Economic Development and Housing Manager	\$ 13,229	\$ 81.4102	\$ 13,891	\$ 85.4807	\$ 14,585	\$ 89.7548	\$ 15,314	\$ 94.2425	\$ 16,080	\$ 98.9546
Environmental Programs Manager	\$ 11,916	\$ 73.3306	\$ 12,512	\$ 76.9971	\$ 13,138	\$ 80.8470	\$ 13,795	\$ 84.8893	\$ 14,484	\$ 89.1338
Human Resources/Risk Manager	\$ 14,552	\$ 89.5513	\$ 15,280	\$ 94.0288	\$ 16,044	\$ 98.7303	\$ 16,846	\$ 103.6668	\$ 17,688	\$ 108.8501
Information Technology Manager	\$ 13,666	\$ 84.0980	\$ 14,349	\$ 88.3029	\$ 15,067	\$ 92.7181	\$ 15,820	\$ 97.3540	\$ 16,611	\$ 102.2217
Maintenance & Operations Superintendent	\$ 11,174	\$ 68.7633	\$ 11,733	\$ 72.2014	\$ 12,319	\$ 75.8115	\$ 12,935	\$ 79.6021	\$ 13,582	\$ 83.5822
Manager of Council Services, Elections and Records	\$ 12,525	\$ 77.0785	\$ 13,152	\$ 80.9324	\$ 13,809	\$ 84.9790	\$ 14,500	\$ 89.2280	\$ 15,225	\$ 93.6894
Planning Manager	\$ 14,292	\$ 87.9490	\$ 15,006	\$ 92.3465	\$ 15,757	\$ 96.9638	\$ 16,544	\$ 101.8120	\$ 17,372	\$ 106.9026
Sr. Civil Engineer	\$ 12,800	\$ 78.7707	\$ 13,440	\$ 82.7092	\$ 14,112	\$ 86.8447	\$ 14,818	\$ 91.1869	\$ 15,559	\$ 95.7462

Per Schedule of Benefits Section 2.1 - General Salaries

July 1, 2026 - 2% COLA

# CLASSIFICATION & COMPENSATION PLAN

## City of San Pablo

### EXECUTIVE MANAGEMENT EMPLOYEES

Effective July 1, 2026 (RESO 2026-\_\_\_; Adopted 06/\_\_\_/26)

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Asst City Manager	\$ 20,232	\$124.5019	\$ 21,243	\$130.7270	\$ 22,305	\$137.2634	\$ 23,421	\$ 144.1265	\$ 24,592	\$ 151.3329
Public Works Director/ City Enginee	\$ 18,326	\$112.7766	\$ 19,243	\$118.4155	\$ 20,205	\$124.3362	\$ 21,215	\$ 130.5530	\$ 22,276	\$ 137.0807
Administrative Services Director	\$ 18,326	\$112.7766	\$ 19,243	\$118.4155	\$ 20,205	\$124.3362	\$ 21,215	\$ 130.5530	\$ 22,276	\$ 137.0807
Community Services Director	\$ 16,921	\$104.1289	\$ 17,767	\$109.3354	\$ 18,655	\$114.8022	\$ 19,588	\$ 120.5423	\$ 20,568	\$ 126.5694
Community Development Director	\$ 17,498	\$107.6796	\$ 18,373	\$113.0636	\$ 19,291	\$118.7168	\$ 20,256	\$ 124.6526	\$ 21,269	\$ 130.8853

\*Annual work schedule is based on 2080 hours

Chief of Police*	\$ 21,966	\$126.7289	\$ 23,065	\$133.0653	\$ 24,218	\$139.7186	\$ 25,429	\$ 146.7045	\$ 26,700	\$ 154.0397
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Per Schedule of Benefits Section 2.1 - General Salaries

July 1, 2026 - 2% COLA

# CLASSIFICATION & COMPENSATION PLAN

## City of San Pablo

### CONTRACT EMPLOYEES

Effective July 1, 2026 (RESO 2026-\_\_\_; Adopted 06/\_\_\_/26)

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
City Manager	-	-	-	-	-	-	-	-	\$ 27,265	\$ 167.7842
City Attorney*	-	-	-	-	-	-	-	-	\$ 24,860	\$ 152.9835
<i>Per Employment Agreement &amp; Resolution #2022-111</i>										
<i>July 1, 2026 - 2% COLA</i>										

# CLASSIFICATION & COMPENSATION PLAN

## City of San Pablo

### OPERATING ENGINEERS LOCAL UNION, NO. 3

Effective July 1, 2026 (RESO 2026-\_\_\_; Adopted 06/\_\_\_/26)

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Administrative Clerk I	\$ 4,787	\$ 29.4585	\$ 5,026	\$ 30.9314	\$ 5,278	\$ 32.4779	\$ 5,542	\$ 34.1018	\$ 5,819	\$ 35.8069
Administrative Clerk II	\$ 5,293	\$ 32.5746	\$ 5,558	\$ 34.2034	\$ 5,836	\$ 35.9135	\$ 6,128	\$ 37.7092	\$ 6,434	\$ 39.5947
Administrative Secretary	\$ 6,649	\$ 40.9197	\$ 6,982	\$ 42.9656	\$ 7,331	\$ 45.1139	\$ 7,698	\$ 47.3696	\$ 8,082	\$ 49.7381
Building Inspector	\$ 8,160	\$ 50.2154	\$ 8,568	\$ 52.7261	\$ 8,996	\$ 55.3625	\$ 9,446	\$ 58.1306	\$ 9,919	\$ 61.0371
Engineering Aide	\$ 6,020	\$ 37.0442	\$ 6,321	\$ 38.8965	\$ 6,637	\$ 40.8413	\$ 6,969	\$ 42.8833	\$ 7,317	\$ 45.0275
Engineering Technician	\$ 8,276	\$ 50.9281	\$ 8,690	\$ 53.4745	\$ 9,124	\$ 56.1482	\$ 9,580	\$ 58.9556	\$ 10,059	\$ 61.9034
Fiscal Clerk I	\$ 5,508	\$ 33.8951	\$ 5,783	\$ 35.5898	\$ 6,073	\$ 37.3693	\$ 6,376	\$ 39.2378	\$ 6,695	\$ 41.1996
Fiscal Clerk II (Non-Confidential)	\$ 6,058	\$ 37.2819	\$ 6,361	\$ 39.1460	\$ 6,679	\$ 41.1033	\$ 7,013	\$ 43.1585	\$ 7,364	\$ 45.3164
Maintenance Worker I	\$ 5,751	\$ 35.3937	\$ 6,039	\$ 37.1634	\$ 6,341	\$ 39.0216	\$ 6,658	\$ 40.9727	\$ 6,991	\$ 43.0213
Maintenance Worker II	\$ 6,327	\$ 38.9324	\$ 6,643	\$ 40.8791	\$ 6,975	\$ 42.9230	\$ 7,324	\$ 45.0692	\$ 7,690	\$ 47.3226
Paratransit Driver	\$ 4,211	\$ 25.9131	\$ 4,421	\$ 27.2088	\$ 4,643	\$ 28.5692	\$ 4,875	\$ 29.9977	\$ 5,118	\$ 31.4976
Permit Technician I	\$ 6,379	\$ 39.2559	\$ 6,698	\$ 41.2187	\$ 7,033	\$ 43.2797	\$ 7,385	\$ 45.4436	\$ 7,754	\$ 47.7158
Permit Technician II	\$ 7,017	\$ 43.1842	\$ 7,368	\$ 45.3434	\$ 7,737	\$ 47.6105	\$ 8,124	\$ 49.9911	\$ 8,530	\$ 52.4906
Planning Aide	\$ 6,561	\$ 40.3745	\$ 6,889	\$ 42.3932	\$ 7,233	\$ 44.5129	\$ 7,595	\$ 46.7385	\$ 7,975	\$ 49.0755
Public Works Inspector	\$ 8,375	\$ 51.5358	\$ 8,793	\$ 54.1126	\$ 9,233	\$ 56.8182	\$ 9,695	\$ 59.6591	\$ 10,179	\$ 62.6421
Sr. Administrative Clerk	\$ 6,070	\$ 37.3545	\$ 6,374	\$ 39.2223	\$ 6,692	\$ 41.1834	\$ 7,027	\$ 43.2425	\$ 7,378	\$ 45.4047
Sr. Building Inspector	\$ 8,972	\$ 55.2131	\$ 9,421	\$ 57.9738	\$ 9,892	\$ 60.8725	\$ 10,386	\$ 63.9161	\$ 10,906	\$ 67.1119
Sr Center Svcs Aide - Soc Services	\$ 4,737	\$ 29.1482	\$ 4,973	\$ 30.6056	\$ 5,222	\$ 32.1358	\$ 5,483	\$ 33.7426	\$ 5,757	\$ 35.4298
Sr Center Svcs Aide - Transportation	\$ 4,737	\$ 29.1482	\$ 4,973	\$ 30.6056	\$ 5,222	\$ 32.1358	\$ 5,483	\$ 33.7426	\$ 5,757	\$ 35.4298
Sr. Maintenance Worker	\$ 6,976	\$ 42.9267	\$ 7,324	\$ 45.0730	\$ 7,691	\$ 47.3267	\$ 8,075	\$ 49.6930	\$ 8,479	\$ 52.1777
Sr. Permit Technician	\$ 7,370	\$ 45.3563	\$ 7,739	\$ 47.6241	\$ 8,126	\$ 50.0053	\$ 8,532	\$ 52.5055	\$ 8,959	\$ 55.1308
Sr. Public Works Inspector	\$ 8,972	\$ 55.2131	\$ 9,421	\$ 57.9738	\$ 9,892	\$ 60.8725	\$ 10,386	\$ 63.9161	\$ 10,906	\$ 67.1119
Per MOU Article 6.1 General Increases										
July 1, 2026 - 2% COLA										

# CLASSIFICATION & COMPENSATION PLAN

## City of San Pablo

### SAN PABLO POLICE EMPLOYEES ASSOCIATION & MANAGEMENT UNIT

Effective July 1, 2026 (RESO 2026-\_\_\_; Adopted 06/\_\_\_/26)

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
<b><u>SWORN EMPLOYEES</u></b>										
Police Sergeant	\$ 12,430	\$ 71.7116	\$ 13,052	\$ 75.2971	\$ 13,704	\$ 79.0620	\$ 14,389	\$ 83.0151	\$ 15,109	\$ 87.1658
Police Officer	\$ 10,652	\$ 61.4563	\$ 11,185	\$ 64.5291	\$ 11,744	\$ 67.7555	\$ 12,332	\$ 71.1433	\$ 12,948	\$ 74.7005
<b><u>NON-SWORN EMPLOYEES</u></b>										
Police Officer Trainee	\$ 8,597	\$ 49.5960	\$ 9,026	\$ 52.0758	\$ 9,478	\$ 54.6796	\$ 9,952	\$ 57.4136	\$ 10,449	\$ 60.2843
Police Services Technician	\$ 7,721	\$ 44.5454	\$ 8,107	\$ 46.7727	\$ 8,513	\$ 49.1113	\$ 8,938	\$ 51.5669	\$ 9,385	\$ 54.1453
Police Services Technician - Jailer	\$ 7,721	\$ 44.5454	\$ 8,107	\$ 46.7727	\$ 8,513	\$ 49.1113	\$ 8,938	\$ 51.5669	\$ 9,385	\$ 54.1453
Police Executive Assistant	\$ 7,978	\$ 46.0247	\$ 8,376	\$ 48.3259	\$ 8,795	\$ 50.7422	\$ 9,235	\$ 53.2794	\$ 9,697	\$ 55.9433
Police Admin. Clerk	\$ 5,580	\$ 32.1913	\$ 5,859	\$ 33.8009	\$ 6,152	\$ 35.4909	\$ 6,459	\$ 37.2655	\$ 6,782	\$ 39.1287
Police Support Serv. Supervisor	\$ 8,061	\$ 46.5032	\$ 8,464	\$ 48.8284	\$ 8,887	\$ 51.2698	\$ 9,331	\$ 53.8333	\$ 9,798	\$ 56.5250
<b><u>MANAGEMENT UNIT</u></b>										
Police Captain	\$ 17,392	\$ 100.3359	\$ 18,261	\$ 105.3527	\$ 19,174	\$ 110.6203	\$ 20,133	\$ 116.1513	\$ 21,140	\$ 121.9589
Police Lieutenant	\$ 16,254	\$ 93.7733	\$ 17,067	\$ 98.4619	\$ 17,920	\$ 103.3850	\$ 18,816	\$ 108.5543	\$ 19,757	\$ 113.9820
Police Support Serv. Manager	\$ 9,575	\$ 55.2415	\$ 10,054	\$ 58.0036	\$ 10,557	\$ 60.9038	\$ 11,084	\$ 63.9490	\$ 11,639	\$ 67.1464
Per SPPEA MOU 4.2 Salaries										
Per SPPEA (Mgmt Unit) MOU 4.2 Salaries										
July 2026 - 2% COLA										

# CLASSIFICATION & COMPENSATION PLAN

## CITY OF SAN PABLO

### HOURLY RANGE FOR PART-TIME POSITIONS

Effective July 1, 2026 (RESO 2026-\_\_\_; Adopted 06/\_\_\_/26)

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	18.8232	19.8139	20.8568	21.9545	23.1100
Art Gallery Curator	35.9932	37.7929	39.6825	41.6666	43.7500
Background Investigator	40.9141	N/A	N/A	N/A	N/A
Building Attendant	17.6585	18.5879	19.5662	20.5960	21.6800
Env. Program Analyst	48.3985	50.8184	53.3593	56.0273	58.8287
Maintenance Aide	20.7440	21.7812	22.8703	24.0138	25.2145
Paratransit Driver	22.5767	23.7055	24.8908	26.1353	27.4421
Police Cadet	16.9000	17.7450	18.6323	19.5639	20.5421
Program Assistant	25.0824	26.3365	27.6533	29.0360	30.4878
Recreation Leader	16.9000	17.7450	18.6323	19.5639	20.5421
Recreation Specialist	18.0332	18.9823	19.9814	21.0330	22.1400
School Crossing Guard	16.9000	N/A	N/A	N/A	N/A
Sr. Recreation Spec.	20.5093	21.5887	22.7250	23.9210	25.1800
Student Intern	20.0600	N/A	N/A	N/A	N/A

**XIII. Class Specifications / Job Descriptions**

(found at: [www.SanPabloCa.Gov/JobDescriptions](http://www.SanPabloCa.Gov/JobDescriptions))

**xv. Organizational Chart**