

City of San Pablo

CONFIDENTIAL EMPLOYEES

Effective July 1, 2018

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Fiscal Clerk II	5,386	33.14	5,655	34.80	5,938	36.54	6,235	38.37	6,546	40.29
Deputy City Clerk	6,024	37.07	6,325	38.93	6,642	40.87	6,974	42.92	7,323	45.06
Executive Assistant	6,325	38.92	6,641	40.87	6,973	42.91	7,322	45.06	7,688	47.31
Management Analyst	6,799	41.84	7,139	43.93	7,496	46.13	7,871	48.44	8,264	50.86
Management Assistant	6,180	38.03	6,489	39.93	6,813	41.93	7,154	44.03	7,512	46.23
Secretary to the City Attorney	5,855	36.03	6,148	37.84	6,456	39.73	6,778	41.71	7,117	43.80
Sr. Management Analyst	8,087	49.77	8,492	52.26	8,916	54.87	9,362	57.61	9,830	60.49

City of San Pablo
SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective July 1, 2018

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	9,394	54.20	9,864	56.91	10,357	59.75	10,875	62.74	11,419	65.88
Police Officer	8,051	46.45	8,454	48.77	8,876	51.21	9,320	53.77	9,786	56.46

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	6,593	38.03	6,922	39.94	7,268	41.93	7,632	44.03	8,013	46.23
Police Services Assistant	5,168	29.81	5,426	31.30	5,697	32.87	5,982	34.51	6,281	36.24
Police Services Technician	5,921	34.16	6,217	35.87	6,528	37.66	6,854	39.54	7,197	41.52
Police Executive Assistant	6,117	35.29	6,423	37.06	6,744	38.91	7,082	40.85	7,436	42.90
Police Admin. Clerk	4,279	24.69	4,493	25.92	4,717	27.22	4,953	28.58	5,201	30.00
Jailer	5,921	34.16	6,217	35.87	6,528	37.66	6,854	39.54	7,197	41.52

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 Captain	13,144	75.83	13,802	79.63	14,492	83.61	15,216	87.79	15,977	92.18
Police Lieutenant	12,285	70.87	12,899	74.42	13,544	78.14	14,221	82.04	14,932	86.15
Police Support Serv. Mgr.	6,799	39.23	7,139	41.19	7,496	43.25	7,871	45.41	8,264	47.68

City of San Pablo

EXECUTIVE MANAGEMENT

Effective July 1, 2018

	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	15,514	95.47	16,290	100.25	17,104	105.26	17,960	110.52	18,858	116.05
Chief of Police*	15,362	88.62	16,130	93.06	16,936	97.71	17,783	102.59	18,672	107.72
Public Works Director/ City Engineer	14,053	86.48	14,756	90.81	15,494	95.35	16,269	100.11	17,082	105.12
Administrative Services Director	14,053	86.48	14,756	90.81	15,494	95.35	16,269	100.11	17,082	105.12
Community Services Director	10,667	65.64	11,200	68.92	11,760	72.37	12,348	75.99	12,966	79.79
Community & Econ. Dev. Director	11,121	68.43	11,677	71.86	12,261	75.45	12,874	79.22	13,517	83.18

*Annual work schedule is based on 2080 hours

City of San Pablo										
<u>DIVISION MANAGERS</u>										
Effective July 1, 2018										
	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Assistant to the City Manager	9,983	61.43	10,482	64.50	11,006	67.73	11,556	71.11	12,134	74.67
Sr. Civil Engineer	9,289	57.16	9,753	60.02	10,241	63.02	10,753	66.17	11,291	69.48
Planning Manager	10,110	62.21	10,615	65.32	11,146	68.59	11,703	72.02	12,288	75.62

CONTRACT EMPLOYEES

[illegible]

City of San Pablo

ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective July 1, 2018

	Step A		Step B		Step C		Step D		Step E		Step F	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Assistant Civil Engineer	7,306	44.96	7,671	47.21	8,055	49.57	8,458	52.05	8,880	54.65	9,102	56.02
Assistant Engineer	6,802	41.86	7,142	43.95	7,499	46.15	7,874	48.45	8,267	50.88	8,474	52.15
Assistant Planner	6,383	39.28	6,702	41.25	7,038	43.31	7,389	45.47	7,759	47.75	7,953	48.94
Associate Civil Engineer	8,402	51.70	8,822	54.29	9,263	57.00	9,726	59.85	10,213	62.85	10,468	64.42
Associate Planner	7,292	44.87	7,657	47.12	8,039	49.47	8,441	51.95	8,863	54.54	9,085	55.91
Environmental Program Analyst	6,620	40.74	6,951	42.78	7,299	44.91	7,664	47.16	8,047	49.52	8,248	50.76
Finance Supervisor	8,409	51.75	8,829	54.33	9,271	57.05	9,734	59.90	10,221	62.90	10,476	64.47
I.T. Technician *	6,089	37.47	6,393	39.34	6,713	41.31	7,048	43.38	7,401	45.54	7,586	46.68
I.T. Administrator *	7,134	43.90	7,491	46.10	7,865	48.40	8,258	50.82	8,671	53.36	8,888	54.70
I.T. Supervisor	7,847	48.29	8,240	50.71	8,652	53.24	9,084	55.90	9,538	58.70	9,777	60.17
Maint. & Op. Supervisor	6,898	42.45	7,243	44.57	7,605	46.80	7,986	49.14	8,385	51.60	8,595	52.89
Maint. & Op. Superintendent	7,933	48.82	8,330	51.26	8,746	53.82	9,184	56.51	9,643	59.34	9,884	60.82
Management Analyst	6,733	41.44	7,070	43.51	7,423	45.68	7,795	47.97	8,184	50.37	8,389	51.62
Management Assistant	6,120	37.66	6,426	39.55	6,747	41.52	7,085	43.60	7,439	45.78	7,625	46.92
Recreation Coordinator	5,443	33.49	5,715	35.17	6,001	36.93	6,301	38.77	6,616	40.71	6,781	41.73
Recreation Supervisor	6,864	42.24	7,208	44.35	7,568	46.57	7,946	48.90	8,344	51.35	8,552	52.63
Sr. Management Analyst	8,009	49.29	8,409	51.75	8,830	54.34	9,271	57.05	9,735	59.91	9,978	61.40
Youth Services Program Coordinator	5,443	33.49	5,715	35.17	6,001	36.93	6,301	38.77	6,616	40.71	6,781	41.73
Community Services Coordinator	6,864	42.24	7,208	44.35	7,568	46.57	7,946	48.90	8,344	51.35	8,552	52.63
Senior Center Coordinator*	4,948	30.45	5,195	31.97	5,455	33.57	5,728	35.25	6,014	37.01	6,165	37.94

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

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective July 1, 2018

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	13.98	14.68	15.42	16.19	17.00
Art Gallery Curator	31.68	33.26	34.92	36.67	38.50
Background Investigator	36.01	N/A	N/A	N/A	N/A
Building Attendant	13.66	14.34	15.06	15.81	16.61
Env. Program Analyst	40.94	42.98	45.13	47.39	49.76
High School Intern	11.00	N/A	N/A	N/A	N/A
Maintenance Aide	18.26	19.17	20.13	21.13	22.19
Paratransit Driver	16.41	17.23	18.09	19.00	19.94
Police Cadet	14.32	15.03	15.78	16.57	17.40
Program Assistant	22.08	23.18	24.34	25.55	26.83
Recreation Leader	11.95	12.55	13.17	13.83	14.52
Recreation Specialist	14.75	15.48	16.26	17.07	17.92
Sr. Recreation Spec.	17.63	18.51	19.43	20.40	21.43
School Crossing Guard	11.88	N/A	N/A	N/A	N/A