

# City of San Pablo

## ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective July 1, 2025 (RESO 2025-123; Adopted 10/20/25)

	Step A		Step B		Step C		Step D		Step E	
	Monthly	Hourly								
Assistant Engineer	8,822	54.2923	9,264	57.0069	9,727	59.8573	10,213	62.8501	10,468	64.4214
Assistant Planner	8,598	52.9122	9,028	55.5578	9,480	58.3357	9,954	61.2525	10,202	62.7838
Associate Engineer	9,705	59.7208	10,190	62.7069	10,699	65.8422	11,234	69.1343	11,803	72.6342
Associate Planner	9,458	58.2043	9,931	61.1145	10,428	64.1702	10,949	67.3787	11,503	70.7897
Community Services Coordinator I	6,404	39.4068	6,724	41.3771	7,060	43.4460	7,413	45.6183	7,788	47.9277
Community Services Coordinator II	7,060	43.4457	7,413	45.6179	7,784	47.8988	8,173	50.2938	8,586	52.8399
Community Services Supervisor	8,903	54.7881	9,348	57.5275	9,816	60.4039	10,306	63.4240	10,828	66.6349
Environmental Program Analyst	8,587	52.8442	9,017	55.4864	9,467	58.2607	9,941	61.1738	10,444	64.2707
I.T. Administrator *	9,253	56.9416	9,717	59.7944	10,202	62.7808	10,712	65.9199	11,254	69.2571
I.T. Supervisor	10,688	65.7711	11,222	69.0597	11,783	72.5127	12,372	76.1383	12,999	79.9928
I.T. Technician *	7,898	48.6027	8,292	51.0277	8,707	53.5831	9,141	56.2547	9,610	59.1386
Maintenance Supervisor	9,276	57.0818	9,740	59.9359	10,227	62.9327	10,738	66.0793	11,281	69.4246
Management Analyst	8,733	53.7432	9,170	56.4303	9,628	59.2518	10,110	62.2144	10,622	65.3640
Sr. Environmental Program Analyst	10,388	63.9273	10,908	67.1237	11,453	70.4798	12,026	74.0038	12,634	77.7503
Sr. Management Analyst	10,388	63.9273	10,908	67.1237	11,453	70.4798	12,026	74.0038	12,634	77.7503

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

Per MOU 7.1 All classifications increased by 2%

Revised 09/02/25