

City of San Pablo
SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective July 1, 2025 (RESO 2025-081; Adopted 06/16/25)

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	12,186	70.3054	12,796	73.8207	13,435	77.5118	14,107	81.3873	14,812	85.4567
Police Officer	10,444	60.2513	10,966	63.2638	11,514	66.4270	12,090	69.7484	12,694	73.2358

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	8,428	48.6235	8,849	51.0547	9,292	53.6075	9,757	56.2878	10,244	59.1022
Police Services Technician	7,570	43.6720	7,948	45.8556	8,346	48.1484	8,763	50.5558	9,201	53.0836
Police Services Technician - Jailer	7,570	43.6720	7,948	45.8556	8,346	48.1484	8,763	50.5558	9,201	53.0836
Police Executive Assistant	7,821	45.1223	8,212	47.3784	8,623	49.7473	9,054	52.2347	9,507	54.8464
Police Admin. Clerk	5,470	31.5601	5,744	33.1381	6,031	34.7950	6,333	36.5348	6,649	38.3615
Police Support Serv. Supervisor	7,903	45.5914	8,298	47.8710	8,713	50.2645	9,148	52.7778	9,606	55.4166

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	17,051	98.3685	17,903	103.2869	18,798	108.4513	19,738	113.8739	20,725	119.5675
Police Lieutenant	15,935	91.9346	16,732	96.5313	17,569	101.3579	18,447	106.4258	19,369	111.7470
Police Support Serv. Mgr.	9,387	54.1584	9,857	56.8663	10,350	59.7096	10,867	62.6951	11,411	65.8298

Per SPPEA MOU 4.2 Salaries
 Per SPPEA (Mgmt Unit) MOU 4.2 Salaries