

# City of San Pablo

## ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective December 18, 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

## ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective July 1, 2018

	Step A		Step B		Step C		Step D		Step E		Step F	
	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

## ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective July 1, 2019

	Step A		Step B		Step C		Step D		Step E		Step F	
	Monthly	Hourly										
Assistant Engineer	6,972	42.90	7,320	45.05	7,686	47.30	8,070	49.66	8,474	52.15	8,686	53.45
Assistant Planner	6,795	41.81	7,134	43.90	7,491	46.10	7,866	48.40	8,259	50.82	8,465	52.10
Associate Engineer	7,669	47.20	8,053	49.56	8,455	52.03	8,878	54.63	9,322	57.37	9,555	58.80
Associate Planner	7,474	46.00	7,848	48.30	8,240	50.71	8,652	53.25	9,085	55.91	9,312	57.31
Community Services Coordinator I	5,060	31.14	5,313	32.70	5,579	34.33	5,858	36.05	6,151	37.85	6,305	38.80
Community Services Coordinator II	5,579	34.33	5,858	36.05	6,151	37.85	6,458	39.74	6,781	41.73	6,951	42.77
Community Services Supervisor	7,036	43.30	7,388	45.46	7,757	47.73	8,145	50.12	8,552	52.63	8,766	53.94
Environmental Program Analyst	6,786	41.76	7,125	43.85	7,481	46.04	7,855	48.34	8,248	50.76	8,454	52.03
I.T.Administrator *	7,312	45.00	7,678	47.25	8,062	49.61	8,465	52.09	8,888	54.70	9,110	56.06
I.T. Supervisor	8,446	51.97	8,868	54.57	9,312	57.30	9,777	60.17	10,266	63.18	10,523	64.75
I.T. Technician *	6,241	38.41	6,553	40.33	6,881	42.34	7,225	44.46	7,586	46.68	7,776	47.85
Maintenance Supervisor	6,153	37.86	6,461	39.76	6,784	41.75	7,123	43.83	7,479	46.02	7,666	47.18
Management Analyst	6,902	42.47	7,247	44.60	7,609	46.83	7,990	49.17	8,389	51.62	8,599	52.92
Sr. Environmental Program Analyst	8,209	50.52	8,619	53.04	9,050	55.69	9,503	58.48	9,978	61.40	10,227	62.94
Sr. Management Analyst	8,209	50.52	8,619	53.04	9,050	55.69	9,503	58.48	9,978	61.40	10,227	62.94

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

# City of San Pablo

## ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective July 1, 2020 (RESO 2020-090; Adopted 07/06/20)

	Step A		Step B		Step C		Step D		Step E		Step F	
	Monthly	Hourly										
Assistant Engineer	7,147	43.98	7,504	46.18	7,879	48.49	8,273	50.91	8,687	53.46	8,904	54.79
Assistant Planner	6,965	42.86	7,314	45.01	7,679	47.26	8,063	49.62	8,466	52.10	8,678	53.40
Associate Engineer	7,862	48.38	8,255	50.80	8,668	53.34	9,101	56.01	9,556	58.81	9,795	60.28
Associate Planner	7,662	47.15	8,045	49.51	8,447	51.98	8,870	54.58	9,313	57.31	9,546	58.74
Community Services Coordinator I	5,187	31.92	5,447	33.52	5,719	35.19	6,005	36.95	6,305	38.80	6,463	39.77
Community Services Coordinator II	5,719	35.19	6,005	36.95	6,305	38.80	6,620	40.74	6,951	42.78	7,125	43.85
Community Services Supervisor	7,212	44.38	7,573	46.60	7,952	48.93	8,349	51.38	8,767	53.95	8,986	55.30
Environmental Program Analyst	6,956	42.81	7,304	44.95	7,669	47.19	8,052	49.55	8,455	52.03	8,666	53.33
I.T.Administrator *	7,496	46.13	7,871	48.43	8,264	50.86	8,677	53.40	9,111	56.07	9,339	57.47
I.T. Supervisor	8,658	53.28	9,091	55.94	9,545	58.74	10,023	61.68	10,524	64.76	10,787	66.38
I.T. Technician *	6,398	39.37	6,718	41.34	7,053	43.41	7,406	45.58	7,776	47.85	7,971	49.05
Maintenance Supervisor	6,307	38.81	6,623	40.76	6,954	42.79	7,302	44.93	7,667	47.18	7,858	48.36
Management Analyst	7,075	43.54	7,429	45.71	7,800	48.00	8,190	50.40	8,600	52.92	8,815	54.24
Sr. Environmental Program Analyst	8,415	51.78	8,836	54.37	9,278	57.09	9,741	59.95	10,228	62.94	10,484	64.52
Sr. Management Analyst	8,415	51.78	8,836	54.37	9,278	57.09	9,741	59.95	10,228	62.94	10,484	64.52

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

# City of San Pablo

## ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective July 1, 2021 (RESO 2021-062; Adopted 05/17/21)

	Step A		Step B		Step C		Step D		Step E		Step F	
	Monthly	Hourly										
Assistant Engineer	7,361	45.30	7,729	47.56	8,115	49.94	8,521	52.44	8,947	55.06	9,171	56.44
Assistant Planner	7,174	44.15	7,533	46.36	7,910	48.67	8,305	51.11	8,720	53.66	8,938	55.00
Associate Engineer	8,098	49.83	8,502	52.32	8,928	54.94	9,374	57.69	9,843	60.57	10,089	62.08
Associate Planner	7,892	48.56	8,286	50.99	8,701	53.54	9,136	56.22	9,592	59.03	9,832	60.51
Community Services Coordinator I	5,343	32.88	5,610	34.52	5,891	36.25	6,185	38.06	6,495	39.97	6,657	40.97
Community Services Coordinator II	5,890	36.25	6,185	38.06	6,494	39.96	6,819	41.96	7,160	44.06	7,339	45.16
Community Services Supervisor	7,429	45.72	7,800	48.00	8,190	50.40	8,600	52.92	9,030	55.57	9,255	56.96
Environmental Program Analyst	7,165	44.09	7,523	46.29	7,899	48.61	8,294	51.04	8,709	53.59	8,926	54.93
I.T.Administrator *	7,721	47.51	8,107	49.89	8,512	52.38	8,938	55.00	9,384	57.75	9,619	59.19
I.T. Supervisor	8,918	54.88	9,363	57.62	9,832	60.50	10,323	63.53	10,839	66.70	11,110	68.37
I.T. Technician *	6,590	40.55	6,919	42.58	7,265	44.71	7,628	46.94	8,010	49.29	8,210	50.52
Maintenance Supervisor	6,497	39.98	6,821	41.98	7,163	44.08	7,521	46.28	7,897	48.60	8,094	49.81
Management Analyst	7,287	44.84	7,651	47.09	8,034	49.44	8,436	51.91	8,858	54.51	9,079	55.87
Sr. Environmental Program Analyst	8,667	53.34	9,101	56.00	9,556	58.81	10,034	61.75	10,535	64.83	10,799	66.45
Sr. Management Analyst	8,667	53.34	9,101	56.00	9,556	58.81	10,034	61.75	10,535	64.83	10,799	66.45

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

# City of San Pablo

## ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective July 1, 2022 (RESO 2022-110; Adopted 07/05/22)

	Step A		Step B		Step C		Step D		Step E		Step F	
	Monthly	Hourly										
Assistant Engineer	7,729	47.56	8,115	49.94	8,521	52.44	8,947	55.06	9,395	57.81	9,630	59.26
Assistant Planner	7,533	46.36	7,910	48.67	8,305	51.11	8,720	53.66	9,156	56.35	9,385	57.76
Associate Engineer	8,502	52.32	8,928	54.94	9,374	57.69	9,843	60.57	10,335	63.60	10,593	65.19
Associate Planner	8,286	50.99	8,701	53.54	9,136	56.22	9,592	59.03	10,072	61.98	10,324	63.53
Community Services Coordinator I	5,610	34.52	5,891	36.25	6,185	38.06	6,495	39.97	6,819	41.96	6,990	43.01
Community Services Coordinator II	6,185	38.06	6,494	39.96	6,819	41.96	7,160	44.06	7,518	46.26	7,706	47.42
Community Services Supervisor	7,800	48.00	8,190	50.40	8,600	52.92	9,030	55.57	9,481	58.35	9,718	59.80
Environmental Program Analyst	7,523	46.29	7,899	48.61	8,294	51.04	8,709	53.59	9,144	56.27	9,373	57.68
I.T.Administrator *	8,107	49.89	8,512	52.38	8,938	55.00	9,384	57.75	9,854	60.64	10,100	62.15
I.T. Supervisor	9,363	57.62	9,832	60.50	10,323	63.53	10,839	66.70	11,381	70.04	11,666	71.79
I.T. Technician *	6,919	42.58	7,265	44.71	7,628	46.94	8,010	49.29	8,410	51.75	8,620	53.05
Maintenance Supervisor	8,126	50.01	8,533	52.51	8,959	55.13	9,407	57.89	9,878	60.79	10,125	62.31
Management Analyst	7,651	47.09	8,034	49.44	8,436	51.91	8,858	54.51	9,300	57.23	9,533	58.66
Sr. Environmental Program Analyst	9,101	56.00	9,556	58.81	10,034	61.75	10,535	64.83	11,062	68.07	11,339	69.78
Sr. Management Analyst	9,101	56.00	9,556	58.81	10,034	61.75	10,535	64.83	11,062	68.07	11,339	69.78

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

# City of San Pablo

## ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective July 1, 2023 (RESO 2023-108; Adopted 07/17/23)

	Monthly	Step A		Step B		Step C		Step D		Step E		Step F	
		Hourly	Monthly	Hourly									
Assistant Engineer	8,115	49.94	8,521	52.44	8,947	55.06	9,395	57.81	9,864	60.70	10,111	62.22	
Assistant Planner	7,910	48.67	8,305	51.11	8,720	53.66	9,156	56.35	9,614	59.16	9,854	60.64	
Associate Engineer	8,928	54.94	9,374	57.69	9,843	60.57	10,335	63.60	10,852	66.78	11,123	68.45	
Associate Planner	8,701	53.54	9,136	56.22	9,592	59.03	10,072	61.98	10,576	65.08	10,840	66.71	
Community Services Coordinator I	5,891	36.25	6,185	38.06	6,495	39.97	6,819	41.96	7,160	44.06	7,339	45.16	
Community Services Coordinator II	6,494	39.96	6,819	41.96	7,160	44.06	7,518	46.26	7,894	48.58	8,091	49.79	
Community Services Supervisor	8,190	50.40	8,600	52.92	9,030	55.57	9,481	58.35	9,955	61.26	10,204	62.79	
Environmental Program Analyst	7,899	48.61	8,294	51.04	8,709	53.59	9,144	56.27	9,601	59.09	9,841	60.56	
I.T.Administrator *	8,512	52.38	8,938	55.00	9,384	57.75	9,854	60.64	10,346	63.67	10,605	65.26	
I.T. Supervisor	9,832	60.50	10,323	63.53	10,839	66.70	11,381	70.04	11,950	73.54	12,249	75.38	
I.T. Technician *	7,265	44.71	7,628	46.94	8,010	49.29	8,410	51.75	8,831	54.34	9,051	55.70	
Maintenance Supervisor	8,533	52.51	8,959	55.13	9,407	57.89	9,878	60.79	10,372	63.83	10,631	65.42	
Management Analyst	8,034	49.44	8,436	51.91	8,858	54.51	9,300	57.23	9,765	60.10	10,010	61.60	
Sr. Environmental Program Analyst	9,556	58.81	10,034	61.75	10,535	64.83	11,062	68.07	11,615	71.48	11,906	73.26	
Sr. Management Analyst	9,556	58.81	10,034	61.75	10,535	64.83	11,062	68.07	11,615	71.48	11,906	73.26	

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

Per MOU 7.3 Salary Steps dif between E/F = 2.5%

# City of San Pablo

## ASSOCIATION OF INTERMEDIATE EMPLOYEES

Effective July 1, 2024 (RESO 2024-079; Adopted 06/17/24)

	Step A		Step B		Step C		Step D		Step E	
	Monthly	Hourly								
Assistant Engineer	8,649	53.22	9,082	55.89	9,536	58.68	10,012	61.61	10,519	64.73
Assistant Planner	8,430	51.87	8,851	54.47	9,294	57.19	9,758	60.05	10,252	63.09
Associate Engineer	9,515	58.55	9,990	61.48	10,490	64.55	11,014	67.78	11,572	71.21
Associate Planner	9,273	57.06	9,736	59.92	10,223	62.91	10,734	66.06	11,278	69.40
Community Services Coordinator I	6,278	38.63	6,592	40.57	6,922	42.59	7,268	44.72	7,642	47.02
Community Services Coordinator II	6,921	42.59	7,267	44.72	7,630	46.96	8,012	49.30	8,418	51.80
Community Services Supervisor	8,729	53.71	9,165	56.40	9,623	59.22	10,105	62.18	10,616	65.33
Environmental Program Analyst	8,418	51.81	8,839	54.40	9,281	57.12	9,745	59.97	10,239	63.01
I.T. Administrator *	9,072	55.83	9,525	58.62	10,001	61.55	10,502	64.62	11,033	67.90
I.T. Supervisor	10,478	64.48	11,002	67.70	11,552	71.09	12,130	74.64	12,744	78.42
I.T. Technician *	7,743	47.65	8,130	50.03	8,536	52.53	8,963	55.16	9,417	57.95
Maintenance Supervisor	9,094	55.96	9,548	58.76	10,026	61.70	10,527	64.78	11,060	68.06
Management Analyst	8,562	52.69	8,990	55.33	9,440	58.09	9,912	61.00	10,414	64.08
Sr. Environmental Program Analyst	10,184	62.67	10,693	65.81	11,228	69.10	11,789	72.55	12,386	76.22
Sr. Management Analyst	10,184	62.67	10,693	65.81	11,228	69.10	11,789	72.55	12,386	76.22

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

Per MOU 7.1 - 1.5% increase; 7.3 - Step F increased by 2.5%; Step A rates are eliminated; salary rates shift left to restore 5-Step (A-E) Salary Schedule