

City of San Pablo

CONFIDENTIAL EMPLOYEES

Effective July 1, 2017

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Fiscal Clerk II	5,229	32.18	5,490	33.79	5,765	35.48	6,053	37.25	6,356	39.11
Deputy City Clerk	5,849	35.99	6,141	37.79	6,448	39.68	6,771	41.67	7,109	43.75
Executive Assistant	6,141	37.79	6,448	39.68	6,770	41.66	7,109	43.75	7,464	45.93
Management Analyst	6,601	40.62	6,931	42.65	7,278	44.79	7,642	47.03	8,024	49.38
Management Assistant	6,000	36.92	6,300	38.77	6,615	40.71	6,946	42.74	7,293	44.88
Secretary to the City Attorney	5,685	34.98	5,969	36.73	6,268	38.57	6,581	40.50	6,910	42.52
Sr. Management Analyst	7,852	48.32	8,244	50.73	8,656	53.27	9,089	55.93	9,544	58.73

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

CONFIDENTIAL EMPLOYEES

Effective July 1, 2019

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Accounting Technician	5,547	34.14	5,824	35.84	6,116	37.63	6,421	39.52	6,742	41.49
Deputy City Clerk	6,205	38.19	6,516	40.10	6,841	42.10	7,184	44.21	7,543	46.42
Executive Assistant to the City Manager	6,515	40.09	6,840	42.09	7,182	44.20	7,542	46.41	7,919	48.73
HR Technician	5,547	34.14	5,824	35.84	6,116	37.63	6,421	39.52	6,742	41.49
Legal Assistant	6,515	40.09	6,840	42.09	7,182	44.20	7,542	46.41	7,919	48.73
Management Analyst	7,003	43.09	7,353	45.25	7,721	47.51	8,107	49.89	8,512	52.38
Sr. Management Analyst	8,330	51.26	8,746	53.82	9,184	56.51	9,643	59.34	10,125	62.31

City of San Pablo

CONFIDENTIAL EMPLOYEES

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

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Accounting Technician	5,713	35.16	5,999	36.92	6,299	38.76	6,614	40.70	6,945	42.74
Deputy City Clerk	6,392	39.33	6,711	41.30	7,047	43.36	7,399	45.53	7,769	47.81
Executive Assistant to the City Manager	6,710	41.29	7,046	43.36	7,398	45.53	7,768	47.80	8,156	50.19
HR Technician	5,713	35.16	5,999	36.92	6,299	38.76	6,614	40.70	6,945	42.74
Legal Assistant	6,710	41.29	7,046	43.36	7,398	45.53	7,768	47.80	8,156	50.19
Management Analyst	7,213	44.39	7,574	46.61	7,952	48.94	8,350	51.38	8,767	53.95
Sr. Management Analyst	8,580	52.80	9,009	55.44	9,459	58.21	9,932	61.12	10,429	64.18

City of San Pablo

CONFIDENTIAL EMPLOYEES

Effective July 1, 2023 (RESO 2023-108; Adopted 07/17/23 - Class & Comp. Plan)

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Accounting Technician	6,488	39.93	6,812	41.92	7,153	44.02	7,511	46.22	7,886	48.53
Assistant City Clerk	9,743	59.96	10,230	62.95	10,742	66.10	11,279	69.41	11,843	72.88
Accountant	7,430	45.72	7,802	48.01	8,192	50.41	8,601	52.93	9,031	55.58
Deputy City Clerk	7,258	44.67	7,621	46.90	8,002	49.24	8,402	51.71	8,822	54.29
HR Technician	6,488	39.93	6,812	41.92	7,153	44.02	7,511	46.22	7,886	48.53
Paralegal	8,001	49.24	8,401	51.70	8,821	54.28	9,262	57.00	9,725	59.85
Paralegal II	8,822	54.29	9,263	57.01	9,727	59.86	10,213	62.85	10,724	65.99
Management Analyst	8,191	50.40	8,600	52.92	9,030	55.57	9,482	58.35	9,956	61.27
Sr. Management Analyst	9,743	59.96	10,230	62.95	10,742	66.10	11,279	69.41	11,843	72.88

City of San Pablo

CONFIDENTIAL EMPLOYEES

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

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Accounting Technician	6,618	40.72	6,949	42.76	7,296	44.90	7,661	47.14	8,044	49.50
Assistant City Clerk	9,938	61.16	10,435	64.21	10,956	67.42	11,504	70.80	12,079	74.34
Accountant	7,579	46.64	7,958	48.97	8,355	51.42	8,773	53.99	9,212	56.69
Deputy City Clerk	7,403	45.56	7,773	47.84	8,162	50.23	8,570	52.74	8,999	55.38
HR Technician	6,618	40.72	6,949	42.76	7,296	44.90	7,661	47.14	8,044	49.50
Paralegal	8,161	50.22	8,569	52.73	8,997	55.37	9,447	58.14	9,920	61.04
Paralegal II	8,999	55.38	9,449	58.15	9,921	61.05	10,417	64.11	10,938	67.31
Management Analyst	8,355	51.41	8,772	53.98	9,211	56.68	9,671	59.52	10,155	62.49
Sr. Management Analyst	9,938	61.16	10,435	64.21	10,956	67.42	11,504	70.79	12,079	74.33

Per Terms of Employment Section 2.1 - General Increase

City of San Pablo

CONFIDENTIAL EMPLOYEES

Effective January 1, 2025 (RESO 2024-079; Adopted 06/17/24)

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Accounting Technician	6,750	41.54	7,088	43.62	7,442	45.80	7,814	48.09	8,205	50.49
Assistant City Clerk	10,137	62.38	10,643	65.50	11,176	68.77	11,734	72.21	12,321	75.82
Accountant	7,730	47.57	8,117	49.95	8,523	52.45	8,949	55.07	9,396	57.82
Deputy City Clerk	7,551	46.47	7,929	48.79	8,325	51.23	8,742	53.79	9,179	56.48
HR Technician	6,750	41.54	7,088	43.62	7,442	45.80	7,814	48.09	8,205	50.49
Paralegal	8,324	51.23	8,740	53.79	9,177	56.48	9,636	59.30	10,118	62.26
Paralegal II	9,179	56.48	9,638	59.31	10,120	62.27	10,626	65.39	11,157	68.66
Management Analyst	8,522	52.44	8,948	55.06	9,395	57.82	9,865	60.71	10,358	63.74
Sr. Management Analyst	10,136	62.38	10,643	65.50	11,175	68.77	11,734	72.21	12,321	75.82

Per Terms of Employment Section 2.1 - General Increase