

# City of San Pablo

## DIVISION MANAGERS

Effective December 2017

	<b>Step A</b>	Hrly Rate	<b>Step B</b>	Hrly Rate	<b>Step C</b>	Hrly Rate	<b>Step D</b>	Hrly Rate	<b>Step E</b>	Hrly Rate
Assistant to the City Manager	9,692	59.64	10,176	62.62	10,685	65.76	11,220	69.04	11,781	72.50
Sr. Civil Engineer	9,018	55.50	9,469	58.27	9,943	61.18	10,440	64.24	10,962	67.46

# City of San Pablo

## DIVISION MANAGERS

Effective July 1, 2018

	<b>Step A</b>	Hrly Rate	<b>Step B</b>	Hrly Rate	<b>Step C</b>	Hrly Rate	<b>Step D</b>	Hrly Rate	<b>Step E</b>	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

# City of San Pablo

## DIVISION MANAGERS

Effective February 1, 2019

	<b>Step A</b>	Hrly Rate	<b>Step B</b>	Hrly Rate	<b>Step C</b>	Hrly Rate	<b>Step D</b>	Hrly Rate	<b>Step E</b>	Hrly Rate
Accounting Manager	8,409	51.75	8,829	54.33	9,271	57.05	9,734	59.90	10,221	62.90
Community Services Manager	7,933	48.82	8,330	51.26	8,746	53.82	9,184	56.52	9,643	59.34
Human Resources Manager	10,109	62.21	10,615	65.32	11,146	68.59	11,703	72.02	12,288	75.62
Information Technology Manager	10,109	62.21	10,615	65.32	11,146	68.59	11,703	72.02	12,288	75.62
Maintenance & Operations Superintendent	7,933	48.82	8,330	51.26	8,746	53.82	9,184	56.52	9,643	59.34
Planning Manager	10,109	62.21	10,615	65.32	11,146	68.59	11,703	72.02	12,288	75.62
Sr. Civil Engineer	9,289	57.16	9,753	60.02	10,241	63.02	10,753	66.17	11,291	69.48

# City of San Pablo

## DIVISION MANAGERS

Effective July 1, 2021 (RESO 2020-090; Adopted 07/06/20)

	<b>Step A</b>	Hrly Rate	<b>Step B</b>	Hrly Rate	<b>Step C</b>	Hrly Rate	<b>Step D</b>	Hrly Rate	<b>Step E</b>	Hrly Rate
Accounting Manager	8,921	54.90	9,367	57.64	9,835	60.53	10,327	63.55	10,843	66.73
Chief Building Official/Plan Checker	11,312	69.61	11,877	73.09	12,471	76.74	13,095	80.58	13,749	84.61
Community Services Manager	8,416	51.79	8,837	54.38	9,279	57.10	9,743	59.96	10,230	62.96
Human Resources Manager	10,725	66.00	11,261	69.30	11,824	72.77	12,416	76.40	13,036	80.22
Information Technology Manager	10,725	66.00	11,261	69.30	11,824	72.77	12,416	76.40	13,036	80.22
Maintenance & Operations Superintendent	8,416	51.79	8,837	54.38	9,279	57.10	9,743	59.96	10,230	62.96
Planning Manager	10,725	66.00	11,261	69.30	11,824	72.77	12,416	76.40	13,036	80.22
Sr. Civil Engineer	9,855	60.65	10,348	63.68	10,865	66.86	11,408	70.20	11,979	73.71

# City of San Pablo

## DIVISION MANAGERS

Effective July 1, 2021 (RESO 2021-086; Adopted 06/21/21)

	<b>Step A</b>	Hrly Rate	<b>Step B</b>	Hrly Rate	<b>Step C</b>	Hrly Rate	<b>Step D</b>	Hrly Rate	<b>Step E</b>	Hrly Rate
Accounting Manager	9,189	56.55	9,648	59.37	10,130	62.34	10,637	65.46	11,169	68.73
Chief Building Official/Plan Checker	11,651	71.70	12,233	75.28	12,845	79.05	13,487	83.00	14,162	87.15
Community Services Manager	8,669	53.35	9,102	56.01	9,558	58.82	10,035	61.76	10,537	64.84
Human Resources Manager	11,047	67.98	11,599	71.38	12,179	74.95	12,788	78.70	13,427	82.63
Information Technology Manager	11,047	67.98	11,599	71.38	12,179	74.95	12,788	78.70	13,427	82.63
Maintenance & Operations Superintendent	8,669	53.35	9,102	56.01	9,558	58.82	10,035	61.76	10,537	64.84
Planning Manager	11,047	67.98	11,599	71.38	12,179	74.95	12,788	78.70	13,427	82.63
Sr. Civil Engineer	10,150	62.46	10,658	65.59	11,191	68.87	11,750	72.31	12,338	75.93

# City of San Pablo

## DIVISION MANAGERS

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

	<b>Step A</b>	Hrly Rate	<b>Step B</b>	Hrly Rate	<b>Step C</b>	Hrly Rate	<b>Step D</b>	Hrly Rate	<b>Step E</b>	Hrly Rate
Accounting Manager	9,648	59.37	10,130	62.34	10,637	65.46	11,169	68.73	11,727	72.17
Chief Building Official/Plan Checker	12,233	75.28	12,845	79.05	13,487	83.00	14,162	87.15	14,870	91.51
Community Services Manager	9,231	56.80	9,692	59.64	10,177	62.63	10,686	65.76	11,220	69.05
Environmental Programs Manager *	10,485	64.52	11,009	67.75	11,559	71.13	12,137	74.69	12,744	78.43
Human Resources Manager	11,640	71.63	12,222	75.21	12,833	78.97	13,474	82.92	14,148	87.07
Information Technology Manager	12,024	73.99	12,625	77.69	13,256	81.58	13,919	85.65	14,615	89.94
Maintenance & Operations Superintendent	9,832	60.50	10,323	63.53	10,839	66.70	11,381	70.04	11,950	73.54
Planning Manager	12,575	77.38	13,203	81.25	13,864	85.31	14,557	89.58	15,285	94.06
Sr. Civil Engineer	11,262	69.31	11,825	72.77	12,417	76.41	13,038	80.23	13,689	84.24

\*Revised 03/20/23 - RESO 2023-036

# City of San Pablo

## DIVISION MANAGERS

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

	<b>Step A</b>	Hrly Rate	<b>Step B</b>	Hrly Rate	<b>Step C</b>	Hrly Rate	<b>Step D</b>	Hrly Rate	<b>Step E</b>	Hrly Rate
Accounting Manager	10,130	62.34	10,637	65.46	11,169	68.73	11,727	72.17	12,314	75.78
Chief Building Official/Plan Checker	12,845	79.05	13,487	83.00	14,162	87.15	14,870	91.51	15,613	96.08
Community Services Manager	9,692	59.64	10,177	62.63	10,686	65.76	11,220	69.05	11,781	72.50
Environmental Programs Manager	11,009	67.75	11,559	71.13	12,137	74.69	12,744	78.42	13,381	82.35
Human Resources/Risk Manager*	12,222	75.21	12,833	78.97	13,474	82.92	14,148	87.07	14,856	91.42
Information Technology Manager	12,625	77.69	13,256	81.58	13,919	85.65	14,615	89.94	15,346	94.43
Maintenance & Operations Superintendent	10,323	63.53	10,839	66.70	11,381	70.04	11,950	73.54	12,548	77.22
Planning Manager	13,203	81.25	13,864	85.31	14,557	89.58	15,285	94.06	16,049	98.76
Sr. Civil Engineer	11,825	72.77	12,417	76.41	13,038	80.23	13,689	84.24	14,374	88.45

\*Adopted March 4, 2024; Reso #2024-033

# City of San Pablo

## DIVISION MANAGERS

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

	<b>Step A</b>	Hrly Rate	<b>Step B</b>	Hrly Rate	<b>Step C</b>	Hrly Rate	<b>Step D</b>	Hrly Rate	<b>Step E</b>	Hrly Rate
Accounting Manager	10,333	63.59	10,850	66.77	11,392	70.11	11,962	73.61	12,560	77.29
Chief Building Official/Plan Checker	13,102	80.63	13,757	84.66	14,445	88.89	15,167	93.34	15,926	98.00
Community Services Manager	9,886	60.84	10,380	63.88	10,899	67.07	11,444	70.43	12,017	73.95
Economic Development and Housing Manager*	12,466	76.71	13,089	80.55	13,744	84.58	14,431	88.81	15,153	93.25
Environmental Programs Manager	11,229	69.10	11,790	72.56	12,380	76.18	12,999	79.99	13,649	83.99
Human Resources/Risk Manager**	13,713	84.39	14,398	88.61	15,118	93.04	15,874	97.69	16,668	102.57
Information Technology Manager	12,877	79.25	13,521	83.21	14,197	87.37	14,907	91.74	15,652	96.32
Maintenance & Operations Superintendent	10,530	64.80	11,056	68.04	11,609	71.44	12,189	75.01	12,799	78.76
Planning Manager	13,467	82.88	14,141	87.02	14,848	91.37	15,590	95.94	16,370	100.74
Sr. Civil Engineer	12,062	74.23	12,665	77.94	13,298	81.84	13,963	85.93	14,661	90.22

*Per Terms of Employment Section 2.1 - General Salaries*

\* Revised July 8, 2024; (Reso 2024-101; Adopted 07/15/24)

\*\*Revised October 8, 2024; (Reso 2024-131; Adopted 10/21/24)

# City of San Pablo

## DIVISION MANAGERS

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

	<b>Step A</b>	Hrly Rate	<b>Step B</b>	Hrly Rate	<b>Step C</b>	Hrly Rate	<b>Step D</b>	Hrly Rate	<b>Step E</b>	Hrly Rate
Accounting Manager	10,540	64.86	11,067	68.10	11,620	71.51	12,201	75.08	12,811	78.84
Chief Building Official/Plan Checker	13,364	82.24	14,032	86.35	14,734	90.67	15,471	95.20	16,244	99.96
Community Services Manager	10,084	62.05	10,588	65.16	11,117	68.42	11,673	71.84	12,257	75.43
Economic Development and Housing Manager	12,715	78.25	13,351	82.16	14,019	86.27	14,720	90.58	15,456	95.11
Environmental Programs Manager	11,453	70.48	12,026	74.01	12,627	77.71	13,259	81.59	13,922	85.67
Human Resources/Risk Manager	13,987	86.07	14,686	90.38	15,421	94.90	16,192	99.64	17,001	104.62
Information Technology Manager	13,135	80.83	13,792	84.87	14,481	89.12	15,205	93.57	15,966	98.25
Maintenance & Operations Superintendent	10,740	66.09	11,277	69.40	11,841	72.87	12,433	76.51	13,055	80.34
Planning Manager	13,737	84.53	14,424	88.76	15,145	93.20	15,902	97.86	16,697	102.75
Sr. Civil Engineer	12,303	75.71	12,918	79.50	13,564	83.47	14,242	87.65	14,955	92.03

Per Terms of Employment Section 2.1 - General Salaries