

**SALARY SCHEDULE**  
(Revised 7/1/2016)

**City of San Pablo**

**PUBLIC EMPLOYEES' UNION, LOCAL ONE**

**Effective July 1, 2016**

	<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
Administrative Clerk I	3,461	21.30	3,634	22.37	3,816	23.48	4,007	24.66	4,207	25.89
Administrative Clerk II	3,812	23.46	4,003	24.63	4,203	25.87	4,413	27.16	4,634	28.52
Administrative Secretary	4,810	29.60	5,051	31.08	5,303	32.64	5,569	34.27	5,847	35.98
Building Inspector	5,904	36.33	6,199	38.15	6,509	40.05	6,834	42.06	7,176	44.16
Engineering Aide	4,355	26.80	4,572	28.14	4,801	29.54	5,041	31.02	5,293	32.57
Engineering Technician	5,407	33.27	5,677	34.94	5,961	36.68	6,259	38.52	6,572	40.44
Fiscal Clerk I	3,984	24.52	4,184	25.75	4,393	27.03	4,612	28.38	4,843	29.80
Maintenance Worker I	3,958	24.36	4,156	25.58	4,364	26.86	4,582	28.20	4,812	29.61
Maintenance Worker II	4,577	28.16	4,805	29.57	5,046	31.05	5,298	32.60	5,563	34.23
Maintenance Worker III	4,807	29.58	5,047	31.06	5,300	32.61	5,565	34.24	5,843	35.96
Paratransit Driver	2,845	17.51	2,987	18.38	3,136	19.30	3,293	20.26	3,458	21.28
Permit Technician	5,077	31.24	5,330	32.80	5,597	34.44	5,877	36.16	6,171	37.97
Planning Aide	4,355	26.80	4,572	28.14	4,801	29.54	5,041	31.02	5,293	32.57
Public Works Inspector	6,059	37.28	6,362	39.15	6,680	41.11	7,014	43.16	7,365	45.32
Senior Center Services Aide	3,427	21.09	3,598	22.14	3,778	23.25	3,967	24.41	4,166	25.63
Sr. Admin. Clerk	4,372	26.90	4,591	28.25	4,820	29.66	5,061	31.15	5,314	32.70
Sr. Maintenance Worker	5,047	31.06	5,299	32.61	5,564	34.24	5,842	35.95	6,134	37.75
Sr. Permit Technician	5,332	32.81	5,599	34.45	5,879	36.18	6,173	37.98	6,481	39.88
Sr. Public Works Inspector	6,491	39.94	6,815	41.94	7,156	44.04	7,514	46.24	7,889	48.55

# City of San Pablo

## OPERATING ENGINEERS LOCAL UNION, NO. 3

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
Administrative Clerk I	3,671	22.59	3,854	23.72	4,047	24.90	4,249	26.15	4,462	27.46
Administrative Clerk II	4,059	24.98	4,262	26.23	4,475	27.54	4,699	28.91	4,934	30.36
Administrative Secretary	5,099	31.38	5,354	32.95	5,622	34.59	5,903	36.32	6,198	38.14
Building Inspector	6,258	38.51	6,571	40.44	6,899	42.46	7,244	44.58	7,606	46.81
Engineering Aide	4,616	28.41	4,847	29.83	5,089	31.32	5,343	32.88	5,611	34.53
Engineering Technician	5,988	36.85	6,287	38.69	6,602	40.63	6,932	42.66	7,278	44.79
Fiscal Clerk I	4,223	25.99	4,435	27.29	4,656	28.65	4,889	30.09	5,134	31.59
Fiscal Clerk II (Non-Confidential)	4,646	28.59	4,878	30.02	5,122	31.52	5,378	33.10	5,647	34.75
Maintenance Worker I	4,196	25.82	4,406	27.11	4,626	28.47	4,857	29.89	5,100	31.39
Maintenance Worker II	4,851	29.85	5,094	31.35	5,348	32.91	5,616	34.56	5,897	36.29
Maintenance Worker III	5,095	31.36	5,350	32.92	5,618	34.57	5,899	36.30	6,194	38.11
Paratransit Driver	3,015	18.56	3,166	19.48	3,324	20.46	3,491	21.48	3,665	22.55
Permit Technician	5,381	33.12	5,650	34.77	5,933	36.51	6,229	38.33	6,541	40.25
Planning Aide	4,616	28.41	4,847	29.83	5,089	31.32	5,343	32.88	5,611	34.53
Public Works Inspector	6,422	39.52	6,743	41.50	7,081	43.57	7,435	45.75	7,806	48.04
Sr. Administrative Clerk	4,655	28.64	4,887	30.08	5,132	31.58	5,388	33.16	5,658	34.82
Sr Center Svcs Aide - Soc Services	3,633	22.35	3,814	23.47	4,005	24.65	4,205	25.88	4,415	27.17
Sr Center Svcs Aide - Transportation	3,633	22.35	3,814	23.47	4,005	24.65	4,205	25.88	4,415	27.17
Sr. Maintenance Worker	5,349	32.92	5,617	34.57	5,898	36.29	6,193	38.11	6,502	40.01
Sr. Permit Technician	5,652	34.78	5,935	36.52	6,231	38.35	6,543	40.26	6,870	42.28
Sr. Public Works Inspector	6,880	42.34	7,224	44.46	7,585	46.68	7,965	49.01	8,363	51.46

# City of San Pablo

## OPERATING ENGINEERS LOCAL UNION, NO. 3

**Effective March 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
Administrative Clerk I	3,671	22.59	3,854	23.72	4,047	24.90	4,249	26.15	4,462	27.46
Administrative Clerk II	4,059	24.98	4,262	26.23	4,475	27.54	4,699	28.91	4,934	30.36
Administrative Secretary	5,099	31.38	5,354	32.95	5,622	34.59	5,903	36.32	6,198	38.14
Building Inspector	6,258	38.51	6,571	40.44	6,899	42.46	7,244	44.58	7,606	46.81
Engineering Aide	4,616	28.41	4,847	29.83	5,089	31.32	5,343	32.88	5,611	34.53
Engineering Technician	5,988	36.85	6,287	38.69	6,602	40.63	6,932	42.66	7,278	44.79
Fiscal Clerk I	4,223	25.99	4,435	27.29	4,656	28.65	4,889	30.09	5,134	31.59
Fiscal Clerk II (Non-Confidential)	4,646	28.59	4,878	30.02	5,122	31.52	5,378	33.10	5,647	34.75
Maintenance Worker I	4,410	27.14	4,631	28.50	4,862	29.92	5,105	31.42	5,361	32.99
Maintenance Worker II	4,851	29.85	5,094	31.35	5,348	32.91	5,616	34.56	5,897	36.29
Paratransit Driver	3,015	18.56	3,166	19.48	3,324	20.46	3,491	21.48	3,665	22.55
Permit Technician I	4,892	30.10	5,137	31.61	5,393	33.19	5,663	34.85	5,946	36.59
Permit Technician II	5,381	33.12	5,650	34.77	5,933	36.51	6,229	38.33	6,541	40.25
Planning Aide	4,616	28.41	4,847	29.83	5,089	31.32	5,343	32.88	5,611	34.53
Public Works Inspector	6,422	39.52	6,743	41.50	7,081	43.57	7,435	45.75	7,806	48.04
Sr. Administrative Clerk	4,655	28.64	4,887	30.08	5,132	31.58	5,388	33.16	5,658	34.82
Sr Center Svcs Aide - Soc Services	3,633	22.35	3,814	23.47	4,005	24.65	4,205	25.88	4,415	27.17
Sr Center Svcs Aide - Transportation	3,633	22.35	3,814	23.47	4,005	24.65	4,205	25.88	4,415	27.17
Sr. Maintenance Worker	5,349	32.92	5,617	34.57	5,898	36.29	6,193	38.11	6,502	40.01
Sr. Permit Technician	5,652	34.78	5,935	36.52	6,231	38.35	6,543	40.26	6,870	42.28
Sr. Public Works Inspector	6,880	42.34	7,224	44.46	7,585	46.68	7,965	49.01	8,363	51.46

# City of San Pablo

## OPERATING ENGINEERS LOCAL UNION, NO. 3

Effective July 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
Administrative Clerk I	3,781	23.27	3,970	24.43	4,169	25.65	4,377	26.94	4,596	28.28
Administrative Clerk II	4,181	25.73	4,390	27.02	4,610	28.37	4,840	29.78	5,082	31.27
Administrative Secretary	5,252	32.32	5,515	33.94	5,790	35.63	6,080	37.42	6,384	39.29
Building Inspector	6,445	39.66	6,767	41.65	7,106	43.73	7,461	45.91	7,834	48.21
Engineering Aide	4,755	29.26	4,992	30.72	5,242	32.26	5,504	33.87	5,779	35.57
Engineering Technician	6,167	37.95	6,476	39.85	6,799	41.84	7,139	43.93	7,496	46.13
Fiscal Clerk I	4,350	26.77	4,568	28.11	4,796	29.52	5,036	30.99	5,288	32.54
Fiscal Clerk II (Non-Confidential)	4,785	29.45	5,024	30.92	5,276	32.47	5,539	34.09	5,816	35.79
Maintenance Worker I	4,543	27.96	4,770	29.35	5,008	30.82	5,259	32.36	5,522	33.98
Maintenance Worker II	4,997	30.75	5,247	32.29	5,509	33.90	5,785	35.60	6,074	37.38
Paratransit Driver	3,326	20.47	3,492	21.49	3,667	22.57	3,850	23.69	4,043	24.88
Permit Technician I	5,039	31.01	5,290	32.56	5,555	34.18	5,833	35.89	6,124	37.69
Permit Technician II	5,543	34.11	5,820	35.81	6,111	37.61	6,416	39.49	6,737	41.46
Planning Aide	4,755	29.26	4,992	30.72	5,242	32.26	5,504	33.87	5,779	35.57
Public Works Inspector	6,615	40.71	6,945	42.74	7,293	44.88	7,657	47.12	8,040	49.48
Sr. Administrative Clerk	4,794	29.50	5,034	30.98	5,286	32.53	5,550	34.16	5,828	35.86
Sr Center Svcs Aide - Soc Services	3,741	23.02	3,928	24.17	4,125	25.38	4,331	26.65	4,547	27.98
Sr Center Svcs Aide - Transportation	3,741	23.02	3,928	24.17	4,125	25.38	4,331	26.65	4,547	27.98
Sr. Maintenance Worker	5,510	33.91	5,785	35.60	6,074	37.38	6,378	39.25	6,697	41.21
Sr. Permit Technician	5,822	35.82	6,113	37.62	6,418	39.50	6,739	41.47	7,076	43.55
Sr. Public Works Inspector	7,087	43.61	7,441	45.79	7,813	48.08	8,204	50.48	8,614	53.01

# City of San Pablo

## OPERATING ENGINEERS LOCAL UNION, NO. 3

**Effective July 1, 2020 (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
Administrative Clerk I	3,894	23.97	4,089	25.16	4,294	26.42	4,508	27.74	4,734	29.13
Administrative Clerk II	4,306	26.50	4,522	27.83	4,748	29.22	4,985	30.68	5,234	32.21
Administrative Secretary	5,410	33.29	5,680	34.95	5,964	36.70	6,262	38.54	6,575	40.46
Building Inspector	6,639	40.85	6,970	42.90	7,319	45.04	7,685	47.29	8,069	49.66
Engineering Aide	4,897	30.14	5,142	31.64	5,399	33.23	5,669	34.89	5,953	36.63
Engineering Technician	6,352	39.09	6,670	41.05	7,003	43.10	7,354	45.25	7,721	47.52
Fiscal Clerk I	4,481	27.58	4,705	28.95	4,940	30.40	5,187	31.92	5,447	33.52
Fiscal Clerk II (Non-Confidential)	4,929	30.33	5,175	31.85	5,434	33.44	5,706	35.11	5,991	36.87
Maintenance Worker I	4,679	28.79	4,913	30.23	5,159	31.75	5,417	33.33	5,687	35.00
Maintenance Worker II	5,147	31.67	5,404	33.26	5,674	34.92	5,958	36.67	6,256	38.50
Paratransit Driver	3,426	21.08	3,597	22.14	3,777	23.24	3,966	24.40	4,164	25.62
Permit Technician I	5,190	31.94	5,449	33.53	5,722	35.21	6,008	36.97	6,308	38.82
Permit Technician II	5,709	35.13	5,994	36.89	6,294	38.73	6,609	40.67	6,939	42.70
Planning Aide	4,897	30.14	5,142	31.64	5,399	33.23	5,669	34.89	5,953	36.63
Public Works Inspector	6,813	41.93	7,154	44.02	7,511	46.22	7,887	48.54	8,281	50.96
Sr. Administrative Clerk	4,938	30.39	5,185	31.91	5,445	33.50	5,717	35.18	6,003	36.94
Sr Center Svcs Aide - Soc Services	3,853	23.71	4,046	24.90	4,248	26.14	4,461	27.45	4,684	28.82
Sr Center Svcs Aide - Transportation	3,853	23.71	4,046	24.90	4,248	26.14	4,461	27.45	4,684	28.82
Sr. Maintenance Worker	5,675	34.92	5,959	36.67	6,257	38.50	6,569	40.43	6,898	42.45
Sr. Permit Technician	5,996	36.90	6,296	38.74	6,611	40.68	6,941	42.72	7,288	44.85
Sr. Public Works Inspector	7,299	44.92	7,664	47.16	8,047	49.52	8,450	52.00	8,872	54.60

# City of San Pablo

## OPERATING ENGINEERS LOCAL UNION, NO. 3

**Effective July 1, 2021 (RESO 2021-094; Adopted 07/06/21)**

	<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
Administrative Clerk I	4,011	24.68	4,212	25.92	4,422	27.22	4,644	28.58	4,876	30.00
Administrative Clerk II	4,436	27.30	4,657	28.66	4,890	30.09	5,135	31.60	5,392	33.18
Administrative Secretary	5,572	34.29	5,851	36.00	6,143	37.80	6,450	39.69	6,773	41.68
Building Inspector	6,838	42.08	7,180	44.18	7,539	46.39	7,916	48.71	8,311	51.15
Engineering Aide	5,044	31.04	5,296	32.59	5,561	34.22	5,839	35.93	6,131	37.73
Engineering Technician	6,543	40.26	6,870	42.28	7,213	44.39	7,574	46.61	7,953	48.94
Fiscal Clerk I	4,615	28.40	4,846	29.82	5,088	31.31	5,343	32.88	5,610	34.52
Fiscal Clerk II (Non-Confidential)	5,077	31.24	5,330	32.80	5,597	34.44	5,877	36.16	6,171	37.97
Maintenance Worker I	4,819	29.66	5,060	31.14	5,313	32.70	5,579	34.33	5,858	36.05
Maintenance Worker II	5,301	32.62	5,566	34.25	5,845	35.97	6,137	37.77	6,444	39.65
Paratransit Driver	3,529	21.71	3,705	22.80	3,890	23.94	4,085	25.14	4,289	26.39
Permit Technician I	5,345	32.89	5,613	34.54	5,893	36.27	6,188	38.08	6,497	39.98
Permit Technician II	5,880	36.19	6,174	38.00	6,483	39.90	6,807	41.89	7,148	43.98
Planning Aide	5,044	31.04	5,296	32.59	5,561	34.22	5,839	35.93	6,131	37.73
Public Works Inspector	7,018	43.18	7,368	45.34	7,737	47.61	8,124	49.99	8,530	52.49
Sr. Administrative Clerk	5,086	31.30	5,341	32.87	5,608	34.51	5,888	36.24	6,183	38.05
Sr Center Svcs Aide - Soc Services	3,969	24.42	4,167	25.65	4,376	26.93	4,595	28.27	4,824	29.69
Sr Center Svcs Aide - Transportation	3,969	24.42	4,167	25.65	4,376	26.93	4,595	28.27	4,824	29.69
Sr. Maintenance Worker	5,845	35.97	6,137	37.77	6,444	39.66	6,767	41.64	7,105	43.72
Sr. Permit Technician	6,176	38.01	6,485	39.91	6,809	41.90	7,150	44.00	7,507	46.20
Sr. Public Works Inspector	7,518	46.27	7,894	48.58	8,289	51.01	8,703	53.56	9,138	56.24

# City of San Pablo

## OPERATING ENGINEERS LOCAL UNION, NO. 3

**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
Administrative Clerk I	4,212	25.92	4,422	27.22	4,644	28.58	4,876	30.00	5,120	31.50
Administrative Clerk II	4,657	28.66	4,890	30.09	5,135	31.60	5,392	33.18	5,661	34.84
Administrative Secretary	5,851	36.00	6,143	37.80	6,450	39.69	6,773	41.68	7,111	43.76
Building Inspector	7,180	44.18	7,539	46.39	7,916	48.71	8,311	51.15	8,727	53.70
Engineering Aide	5,296	32.59	5,561	34.22	5,839	35.93	6,131	37.73	6,438	39.62
Engineering Technician	7,281	44.81	7,646	47.05	8,028	49.40	8,429	51.87	8,851	54.47
Fiscal Clerk I	4,846	29.82	5,088	31.31	5,343	32.88	5,610	34.52	5,891	36.25
Fiscal Clerk II (Non-Confidential)	5,330	32.80	5,597	34.44	5,877	36.16	6,171	37.97	6,479	39.87
Maintenance Worker I	5,060	31.14	5,313	32.70	5,579	34.33	5,858	36.05	6,151	37.85
Maintenance Worker II	5,566	34.25	5,845	35.97	6,137	37.77	6,444	39.65	6,766	41.64
Paratransit Driver	3,705	22.80	3,890	23.94	4,085	25.14	4,289	26.39	4,503	27.71
Permit Technician I	5,613	34.54	5,893	36.27	6,188	38.08	6,497	39.98	6,822	41.98
Permit Technician II	6,174	38.00	6,483	39.90	6,807	41.89	7,148	43.98	7,505	46.18
Planning Aide	5,773	35.52	6,061	37.30	6,364	39.16	6,682	41.12	7,017	43.18
Public Works Inspector	7,368	45.34	7,737	47.61	8,124	49.99	8,530	52.49	8,956	55.12
Sr. Administrative Clerk	5,341	32.87	5,608	34.51	5,888	36.24	6,183	38.05	6,492	39.95
Sr Center Svcs Aide - Soc Services	4,167	25.65	4,376	26.93	4,595	28.27	4,824	29.69	5,066	31.17
Sr Center Svcs Aide - Transportation	4,167	25.65	4,376	26.93	4,595	28.27	4,824	29.69	5,066	31.17
Sr. Maintenance Worker	6,137	37.77	6,444	39.66	6,767	41.64	7,105	43.72	7,460	45.91
Sr. Permit Technician	6,485	39.91	6,809	41.90	7,150	44.00	7,507	46.20	7,882	48.51
Sr. Public Works Inspector	7,894	48.58	8,289	51.01	8,703	53.56	9,138	56.24	9,595	59.05

# City of San Pablo

## OPERATING ENGINEERS LOCAL UNION, NO. 3

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

	<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
Administrative Clerk I	4,422	27.22	4,644	28.58	4,876	30.00	5,120	31.50	5,376	33.08
Administrative Clerk II	4,890	30.09	5,135	31.60	5,392	33.18	5,661	34.84	5,944	36.58
Administrative Secretary	6,143	37.80	6,450	39.69	6,773	41.68	7,111	43.76	7,467	45.95
Building Inspector	7,539	46.39	7,916	48.71	8,311	51.15	8,727	53.70	9,163	56.39
Engineering Aide	5,561	34.22	5,839	35.93	6,131	37.73	6,438	39.62	6,760	41.60
Engineering Technician	7,646	47.05	8,028	49.40	8,429	51.87	8,851	54.47	9,293	57.19
Fiscal Clerk I	5,088	31.31	5,343	32.88	5,610	34.52	5,891	36.25	6,185	38.06
Fiscal Clerk II (Non-Confidential)	5,597	34.44	5,877	36.16	6,171	37.97	6,479	39.87	6,803	41.87
Maintenance Worker I	5,313	32.70	5,579	34.33	5,858	36.05	6,151	37.85	6,459	39.75
Maintenance Worker II	5,845	35.97	6,137	37.77	6,444	39.65	6,766	41.64	7,104	43.72
Paratransit Driver	3,890	23.94	4,085	25.14	4,289	26.39	4,503	27.71	4,729	29.10
Permit Technician I	5,893	36.27	6,188	38.08	6,497	39.98	6,822	41.98	7,163	44.08
Permit Technician II	6,483	39.90	6,807	41.89	7,148	43.98	7,505	46.18	7,880	48.49
Planning Aide	6,061	37.30	6,364	39.16	6,682	41.12	7,017	43.18	7,367	45.34
Public Works Inspector	7,737	47.61	8,124	49.99	8,530	52.49	8,956	55.12	9,404	57.87
Sr. Administrative Clerk	5,608	34.51	5,888	36.24	6,183	38.05	6,492	39.95	6,816	41.95
Sr. Building Inspector*	8,289	51.01	8,703	53.56	9,138	56.24	9,595	59.05	10,075	62.00
Sr Center Svcs Aide - Soc Services	4,376	26.93	4,595	28.27	4,824	29.69	5,066	31.17	5,319	32.73
Sr Center Svcs Aide - Transportation	4,376	26.93	4,595	28.27	4,824	29.69	5,066	31.17	5,319	32.73
Sr. Maintenance Worker	6,444	39.66	6,767	41.64	7,105	43.72	7,460	45.91	7,833	48.20
Sr. Permit Technician	6,809	41.90	7,150	44.00	7,507	46.20	7,882	48.51	8,277	50.93
Sr. Public Works Inspector	8,289	51.01	8,703	53.56	9,138	56.24	9,595	59.05	10,075	62.00

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

# City of San Pablo

## OPERATING ENGINEERS LOCAL UNION, NO. 3

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
Administrative Clerk I	4,511	27.76	4,736	29.15	4,973	30.60	5,222	32.13	5,483	33.74
Administrative Clerk II	4,988	30.70	5,237	32.23	5,499	33.84	5,774	35.53	6,063	37.31
Administrative Secretary	6,266	38.56	6,579	40.49	6,908	42.51	7,254	44.64	7,616	46.87
Building Inspector	7,689	47.32	8,074	49.69	8,478	52.17	8,901	54.78	9,346	57.52
Engineering Aide	5,672	34.91	5,956	36.65	6,254	38.49	6,567	40.41	6,895	42.43
Engineering Technician	7,798	47.99	8,188	50.39	8,598	52.91	9,028	55.56	9,479	58.33
Fiscal Clerk I	5,190	31.94	5,450	33.54	5,722	35.21	6,008	36.97	6,309	38.82
Fiscal Clerk II (Non-Confidential)	5,709	35.13	5,994	36.89	6,294	38.73	6,609	40.67	6,939	42.70
Maintenance Worker I	5,420	33.35	5,691	35.02	5,975	36.77	6,274	38.61	6,588	40.54
Maintenance Worker II	5,962	36.69	6,260	38.52	6,573	40.45	6,901	42.47	7,246	44.59
Paratransit Driver	3,968	24.42	4,166	25.64	4,375	26.92	4,593	28.27	4,823	29.68
Permit Technician I	6,011	36.99	6,312	38.84	6,627	40.78	6,959	42.82	7,307	44.96
Permit Technician II	6,613	40.69	6,943	42.73	7,290	44.86	7,655	47.11	8,038	49.46
Planning Aide	6,182	38.05	6,492	39.95	6,816	41.95	7,157	44.04	7,515	46.24
Public Works Inspector	7,892	48.56	8,286	50.99	8,700	53.54	9,135	56.22	9,592	59.03
Sr. Administrative Clerk	5,720	35.20	6,006	36.96	6,306	38.81	6,622	40.75	6,953	42.79
Sr. Building Inspector	8,455	52.03	8,877	54.63	9,321	57.36	9,787	60.23	10,277	63.24
Sr Center Svcs Aide - Soc Services	4,463	27.47	4,687	28.84	4,921	30.28	5,167	31.80	5,425	33.39
Sr Center Svcs Aide - Transportation	4,463	27.47	4,687	28.84	4,921	30.28	5,167	31.80	5,425	33.39
Sr. Maintenance Worker	6,573	40.45	6,902	42.47	7,247	44.60	7,609	46.83	7,990	49.17
Sr. Permit Technician	6,945	42.74	7,293	44.88	7,657	47.12	8,040	49.48	8,442	51.95
Sr. Public Works Inspector	8,455	52.03	8,877	54.63	9,321	57.36	9,787	60.23	10,277	63.24

Per MOU Article 6.1 General Increases

# City of San Pablo

## OPERATING ENGINEERS LOCAL UNION, NO. 3

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
Administrative Clerk I	4,601	28.31	4,831	29.73	5,073	31.22	5,326	32.78	5,593	34.42
Administrative Clerk II	5,088	31.31	5,342	32.88	5,609	34.52	5,890	36.24	6,184	38.06
Administrative Secretary	6,391	39.33	6,711	41.30	7,046	43.36	7,399	45.53	7,769	47.81
Building Inspector	7,843	48.27	8,235	50.68	8,647	53.21	9,079	55.87	9,533	58.67
Engineering Aide	5,786	35.61	6,075	37.39	6,379	39.26	6,698	41.22	7,033	43.28
Engineering Technician	7,954	48.95	8,352	51.40	8,770	53.97	9,208	56.67	9,669	59.50
Fiscal Clerk I	5,294	32.58	5,559	34.21	5,837	35.92	6,129	37.71	6,435	39.60
Fiscal Clerk II (Non-Confidential)	5,823	35.83	6,114	37.63	6,420	39.51	6,741	41.48	7,078	43.56
Maintenance Worker I	5,528	34.02	5,805	35.72	6,095	37.51	6,400	39.38	6,719	41.35
Maintenance Worker II	6,081	37.42	6,385	39.29	6,704	41.26	7,039	43.32	7,391	45.49
Paratransit Driver	4,047	24.91	4,250	26.15	4,462	27.46	4,685	28.83	4,920	30.27
Permit Technician I	6,131	37.73	6,438	39.62	6,760	41.60	7,098	43.68	7,453	45.86
Permit Technician II	6,745	41.51	7,082	43.58	7,436	45.76	7,808	48.05	8,199	50.45
Planning Aide	6,306	38.81	6,621	40.75	6,952	42.78	7,300	44.92	7,665	47.17
Public Works Inspector	8,049	49.53	8,452	52.01	8,874	54.61	9,318	57.34	9,784	60.21
Sr. Administrative Clerk	5,834	35.90	6,126	37.70	6,432	39.58	6,754	41.56	7,092	43.64
Sr. Building Inspector	8,624	53.07	9,055	55.72	9,508	58.51	9,983	61.43	10,482	64.51
Sr Center Svcs Aide - Soc Services	4,553	28.02	4,780	29.42	5,019	30.89	5,270	32.43	5,534	34.05
Sr Center Svcs Aide - Transportation	4,553	28.02	4,780	29.42	5,019	30.89	5,270	32.43	5,534	34.05
Sr. Maintenance Worker	6,705	41.26	7,040	43.32	7,392	45.49	7,762	47.76	8,150	50.15
Sr. Permit Technician	7,084	43.60	7,438	45.77	7,810	48.06	8,201	50.47	8,611	52.99
Sr. Public Works Inspector	8,624	53.07	9,055	55.72	9,508	58.51	9,983	61.43	10,482	64.51

Per MOU Article 6.1 General Increases