

FY25/26

CLASSIFICATION & COMPENSATION PLAN



City Council

Arturo Cruz, Mayor

Elizabeth Pabon-Alvarado, Vice Mayor

Abel Pineda, Council Member

Patricia Ponce, Council Member

Rita Xavier, Council Member

CLASSIFICATION & COMPENSATION PLAN

I. ESTABLISHMENT OF PLAN

As per the City of San Pablo's Personnel Rules adopted by Resolution 2014-031. Section 2.03 establishes the authority of the City Manager to prepare a Classification Plan (hereafter referred to as "the Plan") as follows:

"The Personnel Officer [City Manager], or such person as has been delegated the responsibilities thereof, shall be responsible for the following:

Classification Plan. Prepare a classification plan, including class specifications and revisions of the plan."

The Plan should be reevaluated on a yearly basis and maintained in such a manner so as not to cause inefficiencies in the operation of City business.

The Plan provides a complete inventory of all positions budgeted for City service and contains commensurate Salary Range Schedules and Job Descriptions for each budgeted position.

II. COMPOSITION OF PLAN

The Plan contains the following general sections:

1) **Employee Allocation List** – The list contains the following Information:

1. FTE Count budgeted for the fiscal year.
2. Department to which each position is allocated
3. Job Classification/Position Title
4. Labor Unit/Employee Group

Positions listed as "N/A" in the FTE column in Section XI have not been budgeted for the fiscal year.

2) **Salary Range Schedules** - Contains the range in salary steps for each budgeted position in City service. Salary Range Schedules are organized by Employee Group (e.g. Association of Intermediate Employees (AIE), Operating Engineers, Local 3 (OE3), San Pablo Police Employees Association (SPPEA), San Pablo Police Employees Association Management Unit (SPPEA Mgmt.), Confidential Employees, Division Managers, Executive Management, Contract Employees, Part Time Employees)

3) **Class Specifications (job descriptions)** – For each budgeted position, the Plan contains a description of the nature of the work and of the relative responsibility of each budgeted position. These also include examples of work which are illustrative of the duties of the positions assigned to the class, requirements of work in terms of knowledge, abilities and skills necessary for the performance of the work, and a statement of experience and training desirable for recruitment into the class.

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- 4) Organizational Chart – The Plan contains a chart that depicts where class specifications are located by department and budgeted FTE. The Organizational Chart does not depict Part-time position as departments hire part-time positions in established classifications as needed not too exceed budgeted allocation for part-time help.

III. USE OF PLAN

The Plan shall be used:

- 1) In preparing public announcements of examinations for vacancies using the Classification Specifications;
- 2) As a guide in preparing examinations which may be used to appraise the qualifications of applicants for work in specific classes by keeping updated Classification Specifications;
- 3) In determining salaries to be paid for various types of work and establishing and maintaining an equitable compensation plan;
- 4) In determining salaries & benefit items in the budgets for the various departments of the City;
- 5) In providing uniform job terminology which is clearly understandable to City officers, employees and the general public; and

IV. DEVELOPMENT AND MAINTENANCE OF SALARY RANGE SCHEDULES

Development and maintenance of salary ranges shall be conducted as follows:

- 1) Salary ranges shall be linked directly to the Plan and shall be determined with due regard to ranges of pay of other classes, relative particular occupational categories, prevailing rates for similar employment in the surrounding labor market, rates of pay in other similar size and/or proximate jurisdictions, the financial policies of the City and other economic considerations. The minimum and maximum and intermediate steps of each salary range shall be those rates in the basic salary schedule which most nearly reflect these factors.
- 2) As appropriate, the City Manager may make or direct to be made, such comparative studies as he/she may deem necessary, of the factors affecting the level of salary ranges.
- 3) On the basis of information derived from such studies, the City Manager shall recommend to the City Council adoption of such changes in the salary ranges as are pertinent to maintaining the fairness and adequacy of the Plan.
- 4) General salary increases affecting all City employees shall not become effective until approved by Resolution of the City Council.

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- 5) Prior to commencement of each Fiscal Year the City Manager shall provide the City Council with a review and report on the City's Classification & Compensation Plan. Amendments to the Plan shall be considered at that time.

V. SALARY ADVANCEMENT SCHEDULE

The salary ranges are intended to furnish administrative flexibility in recognizing individual differences between positions and in providing employee incentives and rewarding employees for meritorious service.

Employees are eligible to receive salary increases and are eligible for promotion from one job level to another based on qualifications and job performance.

The City's Personnel Rules, Section 6.02, *Normal Advancement*, establishes the process and schedule for advancement through the salary ranges.

VI. CLASS SPECIFICATIONS/ JOB DESCRIPTIONS

The job descriptions in the Plan and their various parts shall be used as a guide in the classification of positions and have the following force and effect:

The job descriptions are descriptive and not restrictive. They are intended to indicate the kinds of duties that are allocated to the position and shall not be construed as declaring to any extent, or in any way, what the minimum or maximum duties or responsibilities of any position shall be, or as limiting or in any way modifying the power of any appointing authority or administrative officer to assign, direct and control the work of employees under his supervision. The use of particular expression or illustration shall not be held to exclude others not mentioned that are of similar kind and quality.

VII. PART-TIME EMPLOYEES

All employees of the City who are hired on a part-time basis shall be paid hourly for the work performed for the City in accordance with the position the employee is assigned to as listed in the Part Time Salary Range Schedule.

Employees in the Part-time Salary Range Schedule may be granted salary increases in accordance with the full-time advancement schedule established in Section 6.02, *Normal Advancement* of the City's Personnel Rules, subject to recommendation by the Department Head or Division Manager and with approval of the City Manager.

VIII. MAINTENANCE OF PLAN

The City Manager shall be responsible for the proper maintenance of the Plan so that it shall reflect continuously on a current basis, the duties being performed by each employee in the City.

The City Manager shall make necessary amendments to the Plan, including the addition of required new classes, revision of existing classes and deletion of

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obsolete classes and shall make recommendation to the City Council on such changes.

Changes and reallocations within the Plan shall be made as follows:

- 1) The City Manager shall analyze or cause to be analyzed the duties and responsibilities to be assumed by incumbents of proposed new positions and using such appraisal as a basis, make a recommendation to the City Council for consideration of such changes as are necessary.
- 2) Changes in the duties and responsibilities of a position involving either the addition, reduction, or modification of assignments shall be reported to the City Manager by the Department Head/ Division Manager concerned. If the changes are determined to be permanent, the City Manager shall make a recommendation to the City Council to amend such job description as needed.
- 3) Prior to the beginning of each Fiscal Year, the City Manager shall review or cause to be reviewed, the classification of positions and audit duties and responsibilities and on the basis of his appraisal, recommend to the City Council such changes as are necessary to keep the Plan up to date and in step with current conditions.

IX. EFFECT OF PLAN

Position titles shall be used in all personnel, accounting, budgeting payroll, appropriation, and financial records. No person shall be appointed to or employed in a position in the City under a position title not included in the Plan.

In the event of a conflict between any sections of the Plan and provisions contained in a collective bargaining agreement entered into by the City and its employees, the provision contained in such collective bargaining provision shall prevail.

X. CONFORMITY TO STATE & FEDERAL LAW

Notwithstanding any provision of the Codified Ordinances of the City, the provisions of the State of California, and the United States Fair Labor Standards Act of 1938 as amended shall apply and control on matters, of minimum wages and overtime where such provisions are made applicable to the City by such Acts.

CLASSIFICATION & COMPENSATION PLAN

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XI. EMPLOYEE ALLOCATION LIST

CLASSIFICATION & COMPENSATION PLAN

FTE	Department	Job Classification	Labor Unit
ELECTED OFFICIALS (City Council, City Clerk & City Treasurer)			
1.00	City Council	Council Member	N/A
1.00	City Council	Council Member	N/A
1.00	City Council	Vice Mayor	N/A
1.00	City Council	Council Member	N/A
1.00	City Council	Mayor	N/A
1.00	City Clerk	Elected City Clerk	N/A
1.00	City Treasurer	Elected Treasurer	N/A
7.00	Department Total FTE Count		

CITY ATTORNEY			
1.00	City Attorney	City Attorney	Contract Employee
1.00	City Attorney	Paralegal II	Confidential
2.00	Department Total FTE Count		

CITY MANAGER'S OFFICE			
1.00	City Manager's Office	City Manager	Contract Employee
1.00	City Manager's Office	Assistant City Manager	Exec. Mgmt.
1.00	City Manager's Office	Econ Develop & Housing Mgr.	Division Managers
1.00	City Manager's Office	Human Resources/Risk Mgr.	Division Managers
1.00	City Manager's Office	Mgr. of Council Services	Division Managers
3.00	City Manager's Office	Management Analyst	Confidential
1.00	City Manager's Office	Administrative Clerk I	OE3
0.50	City Manager's Office	Program Assistant	N/A
9.00	Department Total FTE Count (9.5 FTE Including Part-Time)		

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FTE	Department	Job Classification	Labor Unit
ADMINISTRATIVE SERVICES			
1.00	Administrative Services	Administrative Services Director	Executive Mgmt.
1.00	Administrative Services	Accounting Manager	Division Managers
1.00	Administrative Services	Management Analyst	Confidential
1.00	Administrative Services	Accountant	Confidential
2.00	Administrative Services	Accounting Technician	Confidential
1.00	Administrative Services	Fiscal Clerk II	OE3
2.00	Administrative Services	Info. Technician	AIE
2.00	Administrative Services	Info. Tech. Administrator	AIE
1.00	Administrative Services	Info. Tech. Manager	Division Managers
12.00	Department Total FTE Count		

PUBLIC WORKS DEPARTMENT			
1.00	Public Works	PW Director/City Engineer	Exec. Mgmt.
1.00	Public Works	Sr. Civil Engineer	Div. Managers
1.00	Public Works	Management Analyst	AIE
1.00	Public Works	Main. Ops. Superintendent	AIE
2.00	Public Works	Associate Engineer	AIE
1.00	Public Works	Env. Program Analyst	AIE
1.00	Public Works	Env. Programs Manager	Division Managers
1.00	Public Works	Administrative Clerk I	OE3
N/A	Public Works	Sr. Env. Programs Analyst	AIE
2.00	Public Works	Maintenance Supervisor	AIE
6.00	Public Works	Maintenance Worker I	OE3
5.00	Public Works	Maintenance Worker II	OE3
1.00	Public Works	Sr. Administrative Clerk	OE3
1.00	Public Works	Sr. PW Inspector	OE3
2.00	Public Works	Sr. Maintenance Worker	OE3
1.00	Public Works	Engineering Aide	OE3
0.50	Public Works	Env. Program Analyst	Part Time
0.50	Public Works	Maintenance Aide	Part Time
27.00	Department Total FTE Count (28 FTE Including Part-Time)		

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FTE	Department	Job Classification	Labor Unit
COMMUNITY DEVELOPMENT			
1.00	Community Development	Comm. Development Director	Exec. Mgmt.
1.00	Community Development	Chief Building Official	Division Managers
1.00	Community Development	Planning Manager	Division Managers
2.00	Community Development	Assistant Planner	AIE
1.00	Community Development	Administrative Clerk I	OE3
1.00	Community Development	Admin. Secretary	OE3
1.00	Community Development	Senior Building Inspector	OE3
1.00	Community Development	Senior Permit Technician	OE3
2.00	Community Development	Permit Technician	OE3
1.00	Community Development	Planning Aide	OE3
1.00	Community Development	Associate Planner	AIE
13.00	Department Total FTE Count		

COMMUNITY SERVICES			
1.00	Community Services	Comm. Servs. Director	Exec. Mgmt.
2.00	Community Services	Comm. Servs. Manager	Division Managers
2.00	Community Services	Comm. Servs. Supervisor	AIE
1.00	Community Services	Comm. Servs. Coordinator I	AIE
4.00	Community Services	Comm. Servs. Coordinator II	AIE
1.00	Community Services	Sr. Administrative Clerk	OE3
2.00	Community Services	Paratransit Driver (FT)	OE3
5.60	Community Services	Administrative Intern	Part Time
0.40	Community Services	Art Gallery Curator	Part Time
0.50	Community Services	Para Transit Driver (PT)	Part Time
1.00	Community Services	Program Assistant	Part Time
6.00	Community Services	Building Attendant	Part Time
11.01	Community Services	Recreation Leader	Part Time
2.0	Community Services	Recreation Specialist	Part Time
1.00	Community Services	Sr. Recreation Specialist	Part Time
13.00	Department Total FTE Count (40.51 FTE Including Part-time)		

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FTE	Department	Job Classification	Labor Unit
POLICE DEPARTMENT			
1.00	Police Department	Chief of Police	Exec. Mgmt.
2.00	Police Department	Police Captain	SPPEA Mgmt. (Sworn)
4.00	Police Department	Police Lieutenant	SPPEA Mgmt. (Sworn)
10.00	Police Department	Police Sergeant	SPPEA (Sworn)
1.00	Police Department	Building Inspector	OE3
1.00	Police Department	Police Executive Assistant	SPPEA (Non-sworn)
1.00	Police Department	Sr. Maintenance Worker	OE3
6.00	Police Department	Police Admin. Clerk	SPPEA (Non-sworn)
1.00	Police Department	Police Cadet	Part time
1.00	Police Department	Police Support Servs. Manger	SPPEA Mgmt. (Non-sworn)
1.00	Police Department	Police Support Servs. Supervisor	SPPEA (Non-sworn)
12.00	Police Department	Police Services Tech.	SPPEA (Non-sworn)
43.00	Police Department	Police Officer	SPPEA (Sworn)
1.00	Police Department	Crossing Guard	Part Time
0.50	Police Department	Background Investigator	Part Time
83.00	Department Total FTE Count	(84.50 FTE Including Part-time)	

CITY TOTALS	
159.0	Full Time FTE + (7 Elected)
30.51	Part-Time FTE
189.51	Total FTE Count

XII. SALARY RANGE SCHEDULES

CLASSIFICATION & COMPENSATION PLAN

ASSOCIATION OF INTERMEDIATE EMPLOYEES

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

	Step A		Step B		Step C		Step D		Step E	
	Monthly	Hourly								
Assistant Engineer	8,827	54.3218	9,269	57.0379	9,732	59.8897	10,219	62.8842	10,730	66.0284
Assistant Planner	8,603	52.9435	9,033	55.5907	9,485	58.3702	9,959	61.2888	10,457	64.3532
Associate Engineer	9,711	59.7578	10,196	62.7457	10,706	65.8830	11,241	69.1771	11,803	72.6360
Associate Planner	9,464	58.2385	9,937	61.1505	10,434	64.2080	10,955	67.4184	11,503	70.7893
Community Services Coordinator I	6,407	39.4304	6,728	41.4019	7,064	43.4720	7,417	45.6456	7,788	47.9279
Community Services Coordinator II	7,064	43.4690	7,417	45.6424	7,788	47.9245	8,177	50.3207	8,586	52.8368
Community Services Supervisor	8,909	54.8218	9,354	57.5629	9,822	60.4410	10,313	63.4631	10,828	66.6362
Environmental Program Analyst	8,592	52.8730	9,021	55.5167	9,473	58.2925	9,946	61.2071	10,443	64.2675
I.T. Administrator *	9,259	56.9757	9,721	59.8245	10,208	62.8157	10,718	65.9565	11,254	69.2543
I.T. Supervisor	10,694	65.8092	11,229	69.0997	11,790	72.5547	12,380	76.1824	12,999	79.9915
I.T. Technician *	7,902	48.6293	8,297	51.0608	8,712	53.6138	9,148	56.2945	9,605	59.1093
Maintenance Supervisor	9,281	57.1150	9,745	59.9707	10,233	62.9693	10,744	66.1177	11,281	69.4236
Management Analyst	8,739	53.7769	9,176	56.4657	9,634	59.2890	10,116	62.2535	10,622	65.3661
Sr. Environmental Program Analyst	10,394	63.9630	10,914	67.1612	11,459	70.5192	12,032	74.0452	12,634	77.7474
Sr. Management Analyst	10,394	62.6715	10,914	67.1612	11,459	70.5192	12,032	74.0452	12,634	77.7474

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

Per MOU 7.1 All classifications increased by 2%

CLASSIFICATION & COMPENSATION PLAN

City of San Pablo

CONFIDENTIAL EMPLOYEES

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

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Accounting Technician	6,885	42.3698	7,229	44.4883	7,591	46.7127	7,970	49.0483	8,369	51.5007
Assistant City Clerk	10,339	63.6264	10,856	66.8077	11,399	70.1481	11,969	73.6555	12,567	77.3383
Accountant	7,885	48.5218	8,279	50.9479	8,693	53.4953	9,128	56.1700	9,584	58.9785
Deputy City Clerk	7,702	47.3990	8,087	49.7690	8,492	52.2574	8,916	54.8703	9,362	57.6138
HR Technician	6,885	42.3698	7,229	44.4883	7,591	46.7127	7,970	49.0483	8,369	51.5007
Paralegal	8,491	52.2496	8,915	54.8621	9,361	57.6052	9,829	60.4854	10,320	63.5097
Paralegal II	9,362	57.6146	9,830	60.4953	10,322	63.5201	10,838	66.6961	11,380	70.0309
Management Analyst	8,692	53.4897	9,127	56.1642	9,583	58.9724	10,062	61.9211	10,565	65.0171
Sr. Management Analyst	10,339	63.6259	10,856	66.8072	11,399	70.1475	11,969	73.6549	12,567	77.3376
<i>Per Terms of Employment Section 2.1 - General Increase</i>										

CLASSIFICATION & COMPENSATION PLAN

City of San Pablo

CONTRACT EMPLOYEES

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

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
City Manager	-	-	-	-	-	-	-	-	26,730	164.4943
City Attorney	-	-	-	-	-	-	-	-	24,375	149.9977
Per Employment Agreement & Resolution # 2022-111										

CLASSIFICATION & COMPENSATION PLAN

City of San Pablo

DIVISION MANAGERS

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

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Accounting Manager	11,563	71.1587	12,141	74.7166	12,749	78.4525	13,386	82.3751	14,055	86.4938
Chief Building Official/Plan Checker	13,631	83.8852	14,313	88.0794	15,029	92.4834	15,780	97.1076	16,569	101.9630
Community Services Manager	10,286	63.2955	10,800	66.4603	11,340	69.7833	11,907	73.2725	12,502	76.9361
Economic Development and Housing Manager	12,970	79.8140	13,618	83.8046	14,299	87.9949	15,014	92.3946	15,765	97.0144
Environmental Programs Manager	11,683	71.8927	12,267	75.4874	12,880	79.2617	13,524	83.2248	14,200	87.3861
Human Resources/Risk Manager	14,267	87.7953	14,980	92.1851	15,729	96.7944	16,516	101.6341	17,341	106.7158
Information Technology Manager	13,135	80.8300	13,792	84.8715	14,481	89.1151	15,205	93.5708	15,966	98.2493
Maintenance & Operations Superintendent	10,955	67.4150	11,503	70.7857	12,078	74.3250	12,682	78.0413	13,316	81.9433
Manager of Council Services, Elections and Records	12,280	75.5671	12,894	79.3455	13,538	83.3128	14,215	87.4784	14,926	91.8523
Planning Manager	14,011	86.2245	14,712	90.5357	15,448	95.0625	16,220	99.8157	17,031	104.8064
Sr. Civil Engineer	12,549	77.2261	13,177	81.0874	13,836	85.1418	14,527	89.3989	15,254	93.8689

Per Terms of Employment Section 2.1 - General Salaries

CLASSIFICATION & COMPENSATION PLAN

City of San Pablo

EXECUTIVE MANAGEMENT

Effective January 1, 2025 (RESO 2025-###; Adopted: 06/16/2025)

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Asst City Manager	19,835	122.0607	20,827	128.1637	21,868	134.5719	22,961	141.3005	24,109	148.3655
Public Works Director/ City Engineer	17,967	110.5653	18,865	116.0936	19,808	121.8983	20,799	127.9932	21,839	134.3928
Administrative Services Director	17,967	110.5653	18,865	116.0936	19,808	121.8983	20,799	127.9932	21,839	134.3928
Community Services Director	16,589	102.0872	17,419	107.1916	18,290	112.5511	19,204	118.1787	20,164	124.0876
Community Development Director	17,155	105.5683	18,013	110.8467	18,913	116.3890	19,859	122.2085	20,852	128.3189
*Annual work schedule is based on 2080 hours										
Chief of Police*	21,536	124.2440	22,612	130.4562	23,743	136.9790	24,930	143.8280	26,177	151.0194
Per Schedule of Benefits Section 2.1 General Salaries										

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City of San Pablo

OPERATING ENGINEERS LOCAL UNION, NO. 3

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

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Administrative Clerk I	4,693	28,8808	4,928	30,3249	5,174	31,8411	5,433	33,4332	5,705	35,1048
Administrative Clerk II	5,190	31,9359	5,449	33,5327	5,722	35,2093	6,008	36,9698	6,308	38,8183
Administrative Secretary	6,519	40,1173	6,845	42,1232	7,187	44,2293	7,547	46,4408	7,924	48,7628
Building Inspector	8,000	49,2308	8,400	51,6923	8,820	54,2769	9,261	56,9908	9,724	59,8403
Engineering Aide	5,902	36,3179	6,197	38,1338	6,507	40,0405	6,832	42,0425	7,173	44,1446
Engineering Technician	8,114	49,9295	8,519	52,4260	8,945	55,0473	9,392	57,7996	9,862	60,6896
Fiscal Clerk I	5,400	33,2304	5,670	34,8920	5,953	36,6366	6,251	38,4684	6,564	40,3918
Fiscal Clerk II (Non-Confidential)	5,940	36,5509	6,236	38,3784	6,548	40,2974	6,876	42,3122	7,220	44,4278
Maintenance Worker I	5,639	34,6997	5,921	36,4347	6,217	38,2564	6,528	40,1693	6,854	42,1777
Maintenance Worker II	6,202	38,1691	6,513	40,0775	6,838	42,0814	7,180	44,1854	7,539	46,3947
Paratransit Driver	4,128	25,4050	4,335	26,6753	4,551	28,0091	4,779	29,4095	5,018	30,8800
Permit Technician I	6,254	38,4862	6,567	40,4105	6,895	42,4310	7,240	44,5526	7,602	46,7802
Permit Technician II	6,880	42,3374	7,224	44,4543	7,585	46,6770	7,964	49,0109	8,362	51,4614
Planning Aide	6,432	39,5829	6,754	41,5620	7,092	43,6401	7,446	45,8221	7,818	48,1132
Public Works Inspector	8,210	50,5253	8,621	53,0515	9,052	55,7041	9,505	58,4893	9,980	61,4138
Sr. Administrative Clerk	5,951	36,6221	6,249	38,4532	6,561	40,3759	6,889	42,3947	7,234	44,5144
Sr. Building Inspector	8,796	54,1305	9,236	56,8371	9,698	59,6789	10,183	62,6629	10,692	65,7960
Sr Center Svcs Aide - Soc Services	4,644	28,5766	4,876	30,0055	5,120	31,5057	5,376	33,0810	5,644	34,7351
Sr Center Svcs Aide - Transportation	4,644	28,5766	4,876	30,0055	5,120	31,5057	5,376	33,0810	5,644	34,7351
Sr. Maintenance Worker	6,839	42,0850	7,181	44,1892	7,540	46,3987	7,917	48,7186	8,313	51,1546
Sr. Permit Technician	7,226	44,4669	7,587	46,6903	7,967	49,0248	8,365	51,4760	8,783	54,0498
Sr. Public Works Inspector	8,796	54,1305	9,236	56,8371	9,698	59,6789	10,183	62,6629	10,692	65,7960
Per MOU Article 6.1 General Increases										

CLASSIFICATION & COMPENSATION PLAN

City of San Pablo SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective July 1, 2025 (RESO 2025-###; 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

CLASSIFICATION & COMPENSATION PLAN

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective July1, 2025 (RESO 2025-###; Adopted 06/16/25)

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	18.8232	19.8139	20.8568	21.9545	23.1100
Art Gallery Curator	35.9932	37.7929	39.6825	41.6666	43.7500
Background Investigator	40.9141	N/A	N/A	N/A	N/A
Building Attendant	17.6585	18.5879	19.5662	20.5960	21.6800
Env. Program Analyst	48.3985	50.8184	53.3593	56.0273	58.8287
Maintenance Aide	20.7440	21.7812	22.8703	24.0138	25.2145
Paratransit Driver	22.5767	23.7055	24.8908	26.1353	27.4421
Police Cadet	16.8300	17.6715	18.5551	19.4828	20.4570
Program Assistant	25.0824	26.3365	27.6533	29.0360	30.4878
Recreation Leader	16.8300	17.6715	18.5551	19.4828	20.4570
Recreation Specialist	18.0332	18.9823	19.9814	21.0330	22.1400
School Crossing Guard	16.8300	N/A	N/A	N/A	N/A
Sr. Recreation Spec.	20.5093	21.5887	22.7250	23.9210	25.1800
Student Intern	20.0600	N/A	N/A	N/A	N/A

XIII. Class Specifications / Job Descriptions

(found at: www.SanPabloCa.Gov/JobDescriptions)

CLASSIFICATION & COMPENSATION PLAN

xv. Organizational Chart

