

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective July 1, 2017

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	13.58	14.26	14.97	15.72	16.50
Art Gallery Curator	30.76	32.29	33.91	35.60	37.38
Building Attendant	13.26	13.93	14.62	15.35	16.12
Environmental Program Analyst	39.75	41.73	43.82	46.01	48.31
Maintenance Aide	17.73	18.61	19.54	20.52	21.55
Paratransit Driver	15.93	16.73	17.56	18.44	19.36
Police Cadet	13.90	14.59	15.32	16.09	16.89
Program Assistant	21.43	22.50	23.63	24.81	26.05
Recreation Leader	11.60	12.18	12.79	13.43	14.10
Recreation Specialist	14.32	15.03	15.78	16.57	17.40
Sr. Recreation Spec.	17.11	17.97	18.87	19.81	20.80
School Crossing Guard	11.53	N/A	N/A	N/A	N/A

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective March 5, 2018

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	13.58	14.26	14.97	15.72	16.50
Art Gallery Curator	30.76	32.29	33.91	35.60	37.38
Building Attendant	13.26	13.52	14.20	14.91	15.65
Environmental Program Analyst	39.75	41.73	43.82	46.01	48.31
Maintenance Aide	17.73	18.07	18.97	19.92	20.92
Paratransit Driver	15.93	16.24	17.05	17.90	18.80
Police Cadet	13.90	14.59	15.32	16.09	16.89
Program Assistant	21.43	22.50	23.63	24.81	26.05
Recreation Leader	11.60	12.18	12.79	13.43	14.10
Recreation Specialist	14.32	15.03	15.78	16.57	17.40
Sr. Recreation Spec.	17.11	17.97	18.87	19.81	20.80
School Crossing Guard	11.53	N/A	N/A	N/A	N/A
High School Intern	11.00	N/A	N/A	N/A	N/A

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective July 1, 2018

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	13.98	14.68	15.42	16.19	17.00
Art Gallery Curator	31.68	33.26	34.92	36.67	38.50
Background Investigator	36.01	N/A	N/A	N/A	N/A
Building Attendant	13.66	14.34	15.06	15.81	16.61
Env. Program Analyst	40.94	42.98	45.13	47.39	49.76
High School Intern	11.00	N/A	N/A	N/A	N/A
Maintenance Aide	18.26	19.17	20.13	21.13	22.19
Paratransit Driver	16.41	17.23	18.09	19.00	19.94
Police Cadet	14.32	15.03	15.78	16.57	17.40
Program Assistant	22.08	23.18	24.34	25.55	26.83
Recreation Leader	11.95	12.55	13.17	13.83	14.52
Recreation Specialist	14.75	15.48	16.26	17.07	17.92
Sr. Recreation Spec.	17.63	18.51	19.43	20.40	21.43
School Crossing Guard	11.88	N/A	N/A	N/A	N/A

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective March 1, 2019

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	13.98	14.68	15.42	16.19	17.00
Art Gallery Curator	31.68	33.26	34.92	36.67	38.50
Background Investigator	36.01	N/A	N/A	N/A	N/A
Building Attendant	13.66	14.34	15.06	15.81	16.61
Env. Program Analyst	40.94	42.98	45.13	47.39	49.76
Maintenance Aide	18.26	19.17	20.13	21.13	22.19
Paratransit Driver	16.41	17.23	18.09	19.00	19.94
Police Cadet	14.32	15.03	15.78	16.57	17.40
Program Assistant	22.08	23.18	24.34	25.55	26.83
Recreation Leader	12.00	12.60	13.23	13.89	14.59
Recreation Specialist	14.75	15.48	16.26	17.07	17.92
School Crossing Guard	12.00	N/A	N/A	N/A	N/A
Sr. Recreation Spec.	17.63	18.51	19.43	20.40	21.43
Student Intern	12.00	N/A	N/A	N/A	N/A

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective July 1, 2019

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	14.40	15.12	15.88	16.67	17.51
Art Gallery Curator	32.63	34.26	35.97	37.77	39.66
Background Investigator	37.09	N/A	N/A	N/A	N/A
Building Attendant	14.07	14.77	15.51	16.29	17.10
Env. Program Analyst	42.17	44.27	46.49	48.81	51.25
Maintenance Aide	18.80	19.74	20.73	21.77	22.86
Paratransit Driver	20.47	21.49	22.57	23.70	24.88
Police Cadet	14.75	15.48	16.26	17.07	17.92
Program Assistant	22.74	23.87	25.07	26.32	27.64
Recreation Leader	12.36	12.98	13.63	14.31	15.02
Recreation Specialist	15.19	15.95	16.75	17.58	18.46
School Crossing Guard	12.36	N/A	N/A	N/A	N/A
Sr. Recreation Spec.	18.16	19.06	20.02	21.02	22.07
Student Intern	12.36	N/A	N/A	N/A	N/A

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective January 1, 2020

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	14.40	15.12	15.88	16.67	17.51
Art Gallery Curator	32.63	34.26	35.97	37.77	39.66
Background Investigator	37.09	N/A	N/A	N/A	N/A
Building Attendant	14.07	14.77	15.51	16.29	17.10
Env. Program Analyst	42.17	44.27	46.49	48.81	51.25
Maintenance Aide	18.80	19.74	20.73	21.77	22.86
Paratransit Driver	20.47	21.49	22.57	23.70	24.88
Police Cadet	14.75	15.48	16.26	17.07	17.92
Program Assistant	22.74	23.87	25.07	26.32	27.64
Recreation Leader	13.00	13.65	14.34	15.05	15.80
Recreation Specialist	15.19	15.95	16.75	17.58	18.46
School Crossing Guard	13.00	N/A	N/A	N/A	N/A
Sr. Recreation Spec.	18.16	19.06	20.02	21.02	22.07
Student Intern	13.00	N/A	N/A	N/A	N/A

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective January 1, 2021

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	14.40	15.12	15.88	16.67	17.51
Art Gallery Curator	32.63	34.26	35.97	37.77	39.66
Background Investigator	37.09	N/A	N/A	N/A	N/A
Building Attendant	14.07	14.77	15.51	16.29	17.10
Env. Program Analyst	42.17	44.27	46.49	48.81	51.25
Maintenance Aide	18.80	19.74	20.73	21.77	22.86
Paratransit Driver	20.47	21.49	22.57	23.70	24.88
Police Cadet	14.75	15.48	16.26	17.07	17.92
Program Assistant	22.74	23.87	25.07	26.32	27.64
Recreation Leader	14.00	14.70	15.44	16.21	17.02
Recreation Specialist	15.19	15.95	16.75	17.58	18.46
School Crossing Guard	14.00	N/A	N/A	N/A	N/A
Sr. Recreation Spec.	18.16	19.06	20.02	21.02	22.07
Student Intern	14.00	N/A	N/A	N/A	N/A

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective January 1, 2022

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	15.00	15.75	16.54	17.36	18.23
Art Gallery Curator	33.61	35.29	37.05	38.90	40.85
Background Investigator	38.20	N/A	N/A	N/A	N/A
Building Attendant	15.00	15.75	16.54	17.37	18.23
Env. Program Analyst	45.19	47.45	49.82	52.31	54.93
Maintenance Aide	19.37	20.34	21.35	22.42	23.54
Paratransit Driver	21.08	22.14	23.24	24.41	25.63
Police Cadet	15.19	15.95	16.74	17.58	18.46
Program Assistant	23.42	24.59	25.82	27.11	28.47
Recreation Leader	15.00	15.75	16.54	17.37	18.23
Recreation Specialist	15.64	16.43	17.25	18.11	19.02
School Crossing Guard	15.00	N/A	N/A	N/A	N/A
Sr. Recreation Spec.	18.70	19.64	20.62	21.65	22.73
Student Intern	15.00	N/A	N/A	N/A	N/A

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective January 1, 2023 - RESO 2022-164

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	15.50	16.28	17.09	17.94	18.84
Art Gallery Curator	33.61	35.29	37.05	38.90	40.85
Background Investigator	38.20	N/A	N/A	N/A	N/A
Building Attendant	15.50	16.28	17.09	17.94	18.84
Env. Program Analyst	45.19	47.45	49.82	52.31	54.93
Maintenance Aide	19.37	20.34	21.35	22.42	23.54
Paratransit Driver	21.08	22.14	23.24	24.41	25.63
Police Cadet	15.50	16.28	17.09	17.94	18.84
Program Assistant	23.42	24.59	25.82	27.11	28.47
Recreation Leader	15.50	16.28	17.09	17.94	18.84
Recreation Specialist	15.64	16.43	17.25	18.11	19.02
School Crossing Guard	15.50	N/A	N/A	N/A	N/A
Sr. Recreation Spec.	18.70	19.64	20.62	21.65	22.73
Student Intern	15.50	N/A	N/A	N/A	N/A

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective July 1, 2023 (RESO 2023-076; Adopted 05/15/23)

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

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	16.28	17.09	17.94	18.84	19.78
Art Gallery Curator	35.29	37.05	38.90	40.85	42.89
Background Investigator	40.11	N/A	N/A	N/A	N/A
Building Attendant	16.28	17.09	17.94	18.84	19.78
Env. Program Analyst	47.45	49.82	52.31	54.93	57.68
Maintenance Aide	20.34	21.35	22.42	23.54	24.72
Paratransit Driver	22.13	23.24	24.40	25.62	26.90
Police Cadet	16.28	17.09	17.94	18.84	19.78
Program Assistant	24.59	25.82	27.11	28.47	29.89
Recreation Leader	16.28	17.09	17.94	18.84	19.78
Recreation Specialist	16.43	17.25	18.11	19.02	19.97
School Crossing Guard	16.28	N/A	N/A	N/A	N/A
Sr. Recreation Spec.	19.64	20.62	21.65	22.73	23.87
Student Intern	16.28	N/A	N/A	N/A	N/A

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective January 1, 2025 (RESO 2025-002; Adopted 01/21/25)

Position	Step A	Step B	Step C	Step D	Step E
Administrative Intern	16.50	17.33	18.19	19.10	20.06
Art Gallery Curator	35.29	37.05	38.90	40.85	42.89
Background Investigator	40.11	N/A	N/A	N/A	N/A
Building Attendant	16.50	17.33	18.19	19.10	20.06
Env. Program Analyst	47.45	49.82	52.31	54.93	57.68
Maintenance Aide	20.34	21.35	22.42	23.54	24.72
Paratransit Driver	22.13	23.24	24.40	25.62	26.90
Police Cadet	16.50	17.33	18.19	19.10	20.06
Program Assistant	24.59	25.82	27.11	28.47	29.89
Recreation Leader	16.50	17.33	18.19	19.10	20.06
Recreation Specialist	16.66	17.49	18.37	19.29	20.25
School Crossing Guard	16.50	N/A	N/A	N/A	N/A
Sr. Recreation Spec.	19.64	20.62	21.65	22.73	23.87
Student Intern	16.50	N/A	N/A	N/A	N/A

CITY OF SAN PABLO

HOURLY RANGE FOR PART-TIME POSITIONS

Effective July1, 2025 (RESO 2025-081; 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