

City of San Pablo

Sep 2025



Employee Of the Month



Paola Cubias

Paola's start with our department was nothing short of unique. From the moment she accepted the position, she hit the ground running taking on the challenge of transforming a long-held vision into a reality. That vision was the San Pablo Scholarship Pilot Program.

In under six months, Paola took hopes, ideas, and aspirations and helped built an entire program. She developed marketing strategies, created the application process, and even designed a system to review applications all while familiarizing herself with the complexities of all other program areas she over sees, our Team for Youth Grant, the funding source for our Beacon Community Schools Initiative, and program evaluation and being new to the local government work.

Thanks to Paola's hard work, dedication, and drive, what once was just a dream has now supported nearly 300 San Pablo youth in pursuing post-secondary education. The most recent Scholarship event in August brought together almost 200 youth, guests, and community supporters to celebrate this year's Scholars

Beyond her programmatic contributions, Paola brings energy, creativity, and critical thinking to our team. She serves as our Master of Ceremonies, constantly sparks innovation with her thought-provoking questions, and plays a key role in program evaluation always asking: What is the purpose? What is our goal? What outcomes are we aiming for?

For all these reasons and more, we proudly nominate Paola as September's Employee of the Month. Her commitment and impact deserve recognition!