

## FAQ's re: 2019 SUCCESSOR LABOR NEGOTIATIONS

The City's goal in labor negotiations is to secure long-term health benefits for employees, offer a fair wage increase that is within the existing budget, and ensure we can deliver critical services to our community now and into the future.

Link to Labor Update: <https://www.oaklandca.gov/documents/2019-labor-negotiations>

Q. What is the City's current wage offer?

A. The City is offering a 4% wage increase over two years (2% in July 2019 and 2% in July 2020), plus a 1% revenue trigger bonus in February 2021.

IFPTE, Local 21's current wage proposal is 10.5% over two years (5.5% in July 2019 and 5% in July 2020).

SEIU, Local 1021's wage proposal is 12-13.5% over three years (4%-4.5% in July 2019; 4%-4.5% in July 2020; and 4%-4.5% in July 2021).

The City reached agreement with IBEW, Local 1245 and CMEA for 4% over two years. The City also reached agreement with OPOA for 2.5% over two years and 2% over one year with IAFF, Local 55.

Additionally, in the current labor agreements that expire on June 30, the 1% revenue trigger was met, and thus, all eligible employees will receive a 1% wage increase effective the first pay period after January 1, 2019.

Q. Is the City offering equity adjustments for employees?

A. The City commissioned a Compensation Study based on comparable jurisdictions analyzing total compensation. The results of the Study showed most benchmark classifications to be above or within market. The few classifications that were below are being considered for equity increases to help address market position. The Study can be found attached to this document.

Q. Is the City seeking to increase employee contributions for health insurance?

A. **No.** The City will continue to provide fully paid family health care (Kaiser) at a cost of approximately \$25,000 per employee per year. The City will absorb all Kaiser rate increases.

Q. Is the City trying to reduce retiree health benefits?

A. **No.** The City will continue to pay the PEMHCA minimum (currently \$136) for CalPERS-vested employees plus \$425.42 if you retire from the City of Oakland with 10+ years of service.

Q. Is the City increasing employees' pension contributions?

A. **No.** Classic Miscellaneous employees contribute 8% towards their pension and the City currently pays 41.1%. The City's costs for Miscellaneous pensions are projected to increase more than 43% by FY 2023-24.

Q. Is the City reducing or eliminating pensions?

A. **No.** The City will continue to absorb all pension rate increases.

Q. Is the City reducing employees' right to negotiate over pension changes?

A. **No.** The City contracts with CalPERS for pension benefits and CalPERS determines which premium pays are considered "pensionable." The City's proposal to one union states that it defers to CalPERS regulations on what is "pensionable." Other labor agreements already contain this language.

Q. Is the City proposing to eliminate baby bonding paid leave for Local 21 members?

A. **No.** The City passed its own proposal early in the negotiations to make baby bonding leave an ongoing paid benefit to eligible employees.

Q. Is the City refusing to provide new mothers with lactation rooms and/or breaks for these purposes?

A. **No.** The City maintains two lactation rooms in 150 and 1 Frank Ogawa Plaza. The City is also creating a lactation room in 250 Frank Ogawa Plaza. The City also offered to draft a Lactation Policy that would apply to all City employees in compliance with state and federal law.

Q. Is the City reducing paid holidays?

A. **No.** The City wants to swap Admissions Day for Cesar Chavez Day.

Q. Is the City proposing to limit vacation and sick leave cash out?

A. **No.** The City passed proposals regarding vacation and sick leave cash out because of the legal principal called “constructive receipt.” Constructive receipt is a tax term that requires individuals to pay taxes on income (including vacation and sick leave accruals that have a cash value) despite the fact that it has not been physically received. The City’s proposal is required by the law and protects employees from significant tax penalties when they cash in sick and vacation leave.

Q. Is the City eliminating an employee’s ability to cash out sick leave?

A. **No.** The City has not proposed eliminating employees’ ability to cash out sick leave. Instead, and in compliance with constructive receipt principals set forth above, employees will be allowed to convert sick leave into vacation leave which they can cash out.

Q. Is the City trying to weaken Civil Service protections for hiring and promotions?

A. **No.** All Civil Service protections for employees will remain - there are no proposed changes. The City has identified reasonable hiring efficiencies that will save time and reduce bias. The City of Oakland has one of the most restrictive certification rules (Rule of Four) for all civil service positions. The proposal is to increase the certification rule from 4 ranks to 10 ranks, which allows for the department to have a larger hiring pool and reduces bias against those who may not test well. The City has also proposed “rule of the list” for high-level managers. Expanding the certification rule reflects best practices and is an industry norm.

Q. Is the City refusing to acknowledge or address the vacancy issues?

A. The City of Oakland fills the majority of its vacancies with current City employees. Since January 2019, approximately 70% of vacancies were filled in this manner. The City has implemented hiring process efficiencies but is also seeking reasonable rule changes (see above) to help fill vacancies. The City of Oakland compares favorably to other jurisdictions in terms of vacancy rates. See the recent Staffing Report attached to this document.

Q. Is the City proposing to cut overtime and call-back pay?

A. **No.** The City passed a proposal re-asserting its practice that overtime be paid on actual hours worked in compliance with California and federal law. As for call-back pay, the City submitted a proposal re-asserting its practice that

allows employees to receive a minimum of 2.5 hours of pay when they are called back to the worksite after leaving for the day.

Q. Is the City proposing to cut premium pay for licensed professionals?

A. The current Local 21 MOU allows Engineers to receive a 5% premium and 10% premium if certain licenses are obtained. The City has proposed to eliminate the 10% premium which only impacts one employee in the entire City. However, the City proposed to “grandfather” him in and allow him to continue to earn a 10% premium. All other eligible employees will still receive the 5% premium and there is no reduction.

Q. Is the City proposing to eliminate fair salary-step advancement for employees?

A. **No.** In light of the intense competition for public sector talent, the City seeks to provide salary increases at more than one step per year, with City Administrator approval, to ensure retention of highly skilled employees.

Q. Is the City asking for unlimited step increases for employees?

A. **No.** In light of the intense competition for public sector talent, the City seeks to provide salary increases at more than one step per year, with City Administrator approval, to ensure retention of highly skilled employees.

## Background Data

The following provides more details and data re: comparable compensation rates, vacancy rates, the labor market, recruitment, retention, separation rates, tenure, and the financial constraints the City is facing.

### Oakland's Wage Increases for Non-sworn (Civilian) Employees:

Over the last four years, City of Oakland has provided 3.5% average wage increase, totaling 14% over that time. Oakland is tied with San Jose as the highest wage increases.

Jurisdiction	Last 4 years	
	Avg	Total
City of Oakland	3.50%	14.00%
City of San Jose	3.50%	14.00%
San Francisco	3.13%	12.50%
City of Concord	2.88%	11.50%
County of Alameda	2.56%	10.25%
Contra Costa County	2.50%	10.00%
City of San Leandro	2.25%	9.00%
City of Vallejo	1.63%	6.50%
City of Fremont	1.50%	6.00%
City of Alameda	1.50%	6.00%
City of Berkeley	0.75%	3.00%
City of Hayward	0.75%	3.00%
City of Richmond	0.50%	2.00%

### Vacancy Rate in Oakland Compared to the Region

- Oakland's staff vacancy rate is about 2% below other public agencies in the region:

**Table 6: Survey Agencies Vacancy Rates**

Comparator Agencies	No. of Depts	No. of Budgeted positions	No. of vacant positions	Vacancy Rate
City of Berkeley*	18	1496	234	15.64%
City of Concord	10	422	33	7.82%
Contra Costa County	23	10641	1946	18.29%
City of Fremont	14	937	94	10.03%
City of Hayward	13	933	115	12.33%
City of Richmond	24	753	71	9.43%
City & County of San Francisco**	49	37132	6500	17.51%
City of San Jose	23	6413	761	11.87%
<b>Regional Vacancy Rate Average</b>		<b>58727</b>	<b>9754</b>	<b>16.61%</b>
<b>City of Oakland</b>	<b>23</b>	<b>4455.17</b>	<b>645.66</b>	<b>14.49%</b>
<small>*Vacancy data as of September 2018. Current data not available.</small>				
<small>**Vacancy data reported on an annual basis; available July 2019</small>				

- Another factor to consider regarding the City’s vacancy rate, is that over the past two years, the City has created more than 300 new positions to be filled, which accounts for a 6.7% increase in the total workforce. These include additional illegal dumping crews, new litter enforcement officers, paving crews, and staff for the new Department of Transportation.
- Hiring has been brisk over the past two years. In 2017 and 2018, the City has hired more than 530 full-time employees and approximately 1,000 temporary part-time. The latter is typically seasonal assistance and has higher turnover.
- In November 2014, the City had 3,448 filled budgeted positions. In March 2019, that number was 3,810, an increase of 10.5% in filled budgeted positions.

**Tight Labor Market + Low Unemployment = Staff Shortages**

- Oakland’s staffing shortages are not unique in the region, or even the world. According to [HR Drive](#): “It’s nearly unanimous in study after study: the talent shortage is the top concern for employers across the globe going into 2019.”
- Local governments and private-sector companies across the state, nation, and globe are facing challenges attracting and retaining qualified employees for two key reasons: historically low unemployment and high demand for talent, exacerbated by the effect of an aging workforce. This means competition for talent is fierce.
- Unemployment across the nation is at a 50-year low at 3.8% (latest Bureau of Labor Statistics). In California, the unemployment rate is 4.2% (California Employment Development Department). For the San Francisco, Oakland and Richmond region, the unemployment rate is 2.8%.

- These conditions are a significant issue when recruiting for qualified and diverse candidates in the public sector and have an impact on the number of applications the City is receiving for vacancies. Several recruitments have extended the deadline to apply due to a low number of qualified applicants.

## **Recruitment Successes**

In the past several months, HRM has focused on assisting departments hire for hard-to-recruit positions or positions with a high number of vacancies:

- Since November 2018, eight (8) Building Inspectors, 45 Police Officer Trainees (including 42 in the current class), six (6) Head Start or Early Head Start Instructors, and 21 Public Works Maintenance Workers have been hired.
- The City set forth an aggressive recruitment plan after the passage of Measure D (Library tax measure) which has led to 108 positions being filled since November 2018.
- Significantly, the City of Oakland is fully staffed with Police Communication Dispatchers, Head Start Instructors and IT professionals.

The City remains focused on growing its own to fill full-time positions. During the first quarter of 2019, nearly 70% of the full-time positions filled were with current City of Oakland employees. This helps departments with minimizing training time and retaining talent. It also incentivizes staff to seek internal and external training and career development opportunities. It should be noted that while internal promotions are exceptionally beneficial for the health of our organization and workforce, they result in a net-zero gain from the vacancy perspective in that each promotion creates another vacancy elsewhere.

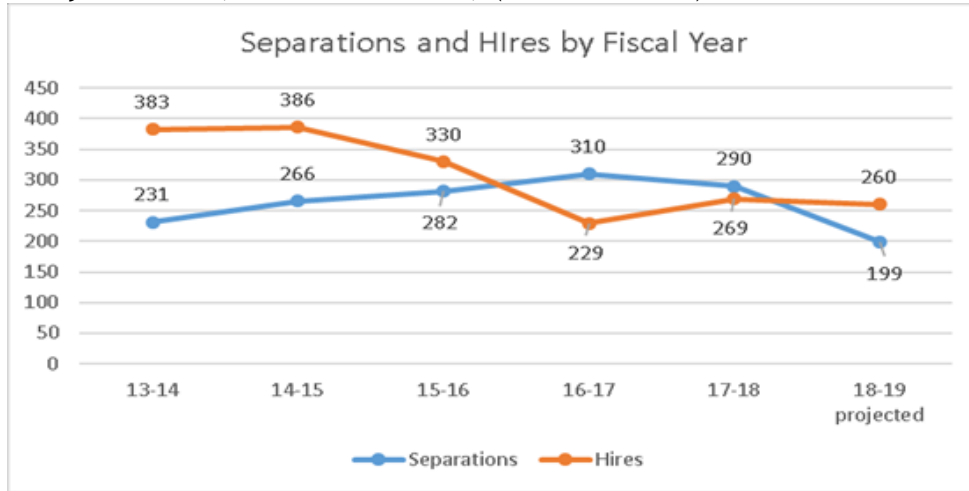
## **Recruitment Strategies**

The City is employing various strategies to tackle this challenge—some have had immediate positive impact, and others will show results over a longer term. For example:

- Improving efficiency: After a thorough review of the hiring process—which is governed by Civil Service Rules, the City Charter, and labor agreements—the City reduced the number of steps involved in the process by nearly 40%. This streamlining effort has reduced the time it takes to open a recruitment by 30-45% on average.
- Filling vacant positions in HR to increase recruitment capacity.
- Hiring an outside recruitment consultant to add capacity.
- Conducting continuous recruitments for positions that are difficult to fill.
- Partnering with SEIU, Local 1021 to allow Public Works and DOT to hire workers provisionally while the recruitment and testing process is underway to fill the positions permanently.

## **Retaining and Developing Existing Employees**

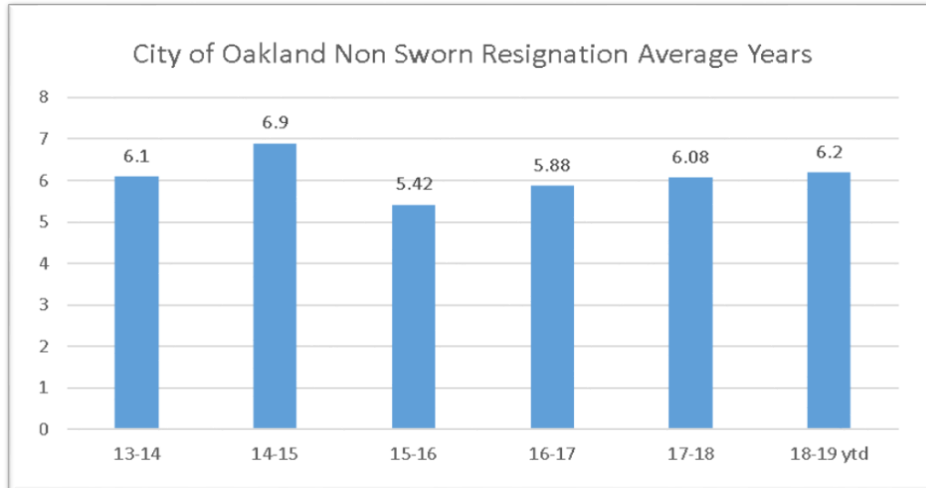
To reduce the overall vacancy rate, City hiring needs to outpace separations. As shown in the chart below, over the last five years, the number of hires tracks closely to the number of separations, which includes retirements, resignations, terminations and other reasons. However, for FY18-19, the number of all separations is projected to significantly decrease, from 290 to 199, (31% decrease).



**Tenure**--According to the Bureau of Labor statistics, the national rate of tenure with a public-sector employer is 6.8 years (private sector is 4.2 years), which includes all separations. Over the last five years, all separated full-time City of Oakland employees average 12.7 years of service with the current fiscal year increasing to 14.25 years, far surpassing the national average.

**Voluntary Resignation Rates**--A typical resignation rate for local government during normal economic times ranges between 4.5% to 5.5%. Given the historically low unemployment, it would be anticipated that the rate would be significantly higher, perhaps 6-8 percent. The rate for non-sworn full-time City of Oakland employees is projected to be four percent (4%) this fiscal year. Of those non-public safety employees that do resign, they average over 6 years of service.





### Compensation Study Highlights

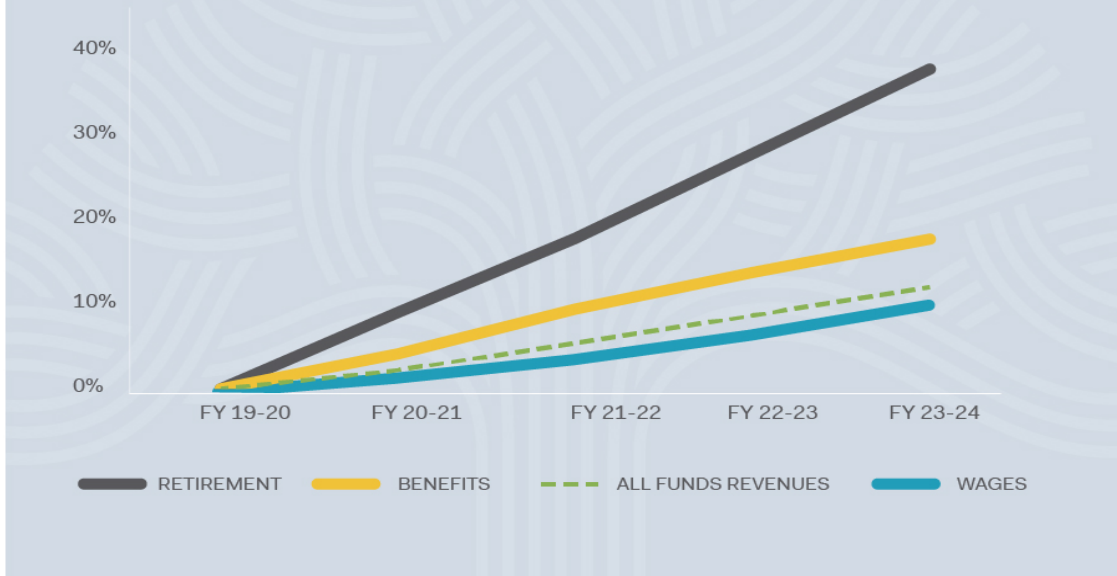
The City of Oakland surveyed 10 local jurisdictions regarding **total compensation** (wages, retirement, health benefits and allowances): Alameda County, Berkeley, Concord, Contra Costa County, Fremont, Hayward, Richmond, San Francisco, San Jose and Vallejo. Premium pays were not included.

There were over 40 benchmark classifications represented by SEIU, Local 1021 and IFPTE, Local 21 that were surveyed. If the classification was within five percent above or below the average, it was considered within market. Of the classifications surveyed, almost all were within or above market. The few classifications that were below are being considered for equity increases to help address market position.

### The State of City's Finances: Expenses are Outpacing Revenues

- While Oakland's economic growth continues to be stable, expenses are projected to increase faster than revenues, at 2-3 times the rate of inflation (see recently published [Five-Year Forecast](#)).
- Rising expenses are being driven primarily by rising personnel costs related to medical benefits and pensions, and increases to other fixed costs like fuel, utilities, and insurance.
- Looking back over the past seven years, the cost of living has risen by about 22%, yet the cost of medical benefits have increased 37% and pension rates have skyrocketed by 115% in comparison. Despite these steep increases, the City has absorbed the rising costs without passing them along to City employees.
- These trends are projected to continue into the future, as shown in the figure below:

## Employee Costs Outpace Revenues



- Looking ahead, if no corrective action is taken to balance expenses with revenues, the Forecast shows operating deficits in all five years.
- For FY 2019-20, the shortfall is projected to be \$49 million (\$24.5 million in the General Purpose Fund alone). The five-year average shortfall is \$44 million.

### Making the Hard Decisions Now to Secure the Future

- In addition to the projected shortfalls in the years ahead, current projections of the City's total unfunded liability for retirement benefit obligations—including CalPERS, retired police and fire, and retiree medical benefits—are \$2.7 billion.
- The City must continue to exercise budgetary discipline to secure Oakland's long-term financial health.
- Our goal in labor negotiations is to secure long-term health benefits for employees, offer a fair wage increase that is within the existing budget, and ensure we can deliver critical services to our community now and into the future.

CITY OF OAKLAND COMPENSATION SURVEY

Classification	N	Alameda County	Berkeley	Concord	Contra Costa County	Fremont	Hayward	Richmond	San Francisco (City and County)	San Jose	Vallejo	MEDIAN	MEAN	Oakland adjusted to 40 hour week	OAKLAND TO MEDIAN	OAKLAND TO MEAN
Account Clerk III	10	\$ 9,170	\$ 10,718	\$ 9,943	\$ 8,166	\$ 10,628	\$ 9,654	\$ 9,832	\$ 9,135	\$ 13,731	\$ 9,585	\$ 9,743	\$ 10,056	\$ 9,907	1.65%	-1.51%
Accountant III	10	\$ 10,960	\$ 13,368	\$ 14,111	\$ 11,142	\$ 14,617	\$ 13,997	\$ 14,359	\$ 12,775	\$ 19,331	\$ 11,795	\$ 13,683	\$ 13,645	\$ 14,046	2.59%	2.85%
Administrative Analyst II	10	\$ 14,030	\$ 14,133	\$ 14,987	\$ 13,188	\$ 14,939	\$ 13,883	\$ 12,992	\$ 12,508	\$ 16,814	\$ 13,557	\$ 13,956	\$ 14,113	\$ 12,967	-7.63%	-8.84%
Administrative Assistant II	10	\$ 9,398	\$ 10,576	\$ 11,266	\$ 7,582	\$ 10,426	\$ 9,011	\$ 9,495	\$ 8,520	\$ 12,903	\$ 9,205	\$ 9,447	\$ 9,838	\$ 10,143	6.87%	3.01%
Case Manager II	ISD	\$ 11,069			\$ 11,659	\$ 11,597	\$ 12,031		\$ 14,453			ISD	ISD	\$ 12,051	ISD	ISD
Criminalist II	ISD	\$ 12,916			\$ 14,452							ISD	ISD	\$ 14,784	ISD	ISD
Deputy City Attorney II	8		\$ 17,380	\$ 18,734	\$ 18,298	\$ 20,160	\$ 16,181	\$ 20,281	\$ 14,453	\$ 21,662	\$ 16,152	\$ 18,516	\$ 18,605	\$ 19,040	2.75%	2.29%
Deputy City Attorney III	7		\$ 20,789		\$ 20,916	\$ 22,203	\$ 19,159	\$ 22,375		\$ 24,146	\$ 20,207	\$ 20,916	\$ 21,400	\$ 20,774	-0.68%	-3.01%
Engineer, Assistant I	8	\$ 11,394	\$ 13,272	\$ 13,229	\$ 11,177	\$ 13,401		\$ 10,963	\$ 11,749	\$ 17,667	\$ 12,489	\$ 12,882	\$ 12,882	\$ 13,131	4.89%	1.90%
Civil Engineer	10	\$ 15,443	\$ 17,370	\$ 17,648	\$ 12,363	\$ 16,189	\$ 14,571	\$ 14,908	\$ 14,833	\$ 21,185	\$ 12,571	\$ 15,175	\$ 15,708	\$ 16,069	5.56%	2.24%
Equipment Supervisor	7	\$ 12,808	\$ 13,333		\$ 10,930			\$ 13,061	\$ 12,619	\$ 18,398	\$ 10,621	\$ 12,808	\$ 13,110	\$ 14,151	9.49%	7.36%
Human Resources Analyst	10	\$ 13,293	\$ 14,681	\$ 14,987	\$ 11,488	\$ 14,939	\$ 13,883	\$ 12,741	\$ 12,012	\$ 16,814	\$ 13,557	\$ 13,720	\$ 13,839	\$ 12,967	-5.81%	-6.73%
Information Systems Specialist II	7	\$ 13,953	\$ 13,051		\$ 10,669		\$ 12,117		\$ 11,604	\$ 16,545	\$ 10,844	\$ 12,117	\$ 12,686	\$ 13,612	10.98%	6.80%
Librarian, Supervising	7	\$ 13,160	\$ 14,640		\$ 13,008		\$ 13,322	\$ 14,359	\$ 13,179	\$ 16,545		\$ 13,322	\$ 14,030	\$ 15,411	13.55%	8.96%
Management Assistant	6	\$ 14,030	\$ 15,584		\$ 14,998			\$ 12,992	\$ 11,951	\$ 19,331		\$ 14,514	\$ 14,814	\$ 14,431	-0.58%	-2.66%
Neighborhood Services Coordinator	ISD						\$ 10,971	\$ 14,477		\$ 14,308		ISD	ISD	\$ 11,495	ISD	ISD
Planner II	10	\$ 11,741	\$ 13,819	\$ 13,592	\$ 12,279	\$ 12,718	\$ 13,689	\$ 12,888	\$ 11,796	\$ 16,869	\$ 11,308	\$ 12,803	\$ 13,070	\$ 12,249	-4.53%	-6.71%
Public Works Supervisor I	9	\$ 12,808	\$ 12,425	\$ 14,400	\$ 11,248	\$ 12,334		\$ 12,332	\$ 9,632	\$ 18,482	\$ 10,192	\$ 12,334	\$ 12,650	\$ 13,279	7.12%	4.74%
Real Estate Agent	5				\$ 11,667	\$ 16,765	\$ 12,621		\$ 13,517	\$ 17,784		\$ 13,517	\$ 14,471	\$ 14,495	6.74%	0.16%
Recreation Supervisor	6		\$ 13,129	\$ 11,295		\$ 11,634		\$ 11,588	\$ 11,310	\$ 16,517		\$ 11,611	\$ 12,579	\$ 13,655	14.97%	7.89%
Urban Economic Analyst II	7	\$ 10,794		\$ 14,295		\$ 15,900	\$ 13,665	\$ 12,992		\$ 21,081	\$ 11,308	\$ 13,665	\$ 14,291	\$ 13,113	-4.21%	-8.98%

# CITY OF OAKLAND COMPENSATION SURVEY

OAKLAND

Unit	HRS/ Wk	Max Mo Salary	Prof Devel (not TR)	EE RET	CONT	NET CASH	ER RET NORMAL	ER RET UAL	ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP		
Account Clerk III	UH1	40 \$ 5,579	\$38	8.00%	-\$446	\$ 5,170	11.30%	\$ 631	27.51%	\$ 1,535	\$ 2,165	\$1,997	\$106	\$22	\$2,125	\$ 9,907
Accountant III	UH1	40 \$ 8,561	\$38	8.00%	-\$685	\$ 7,913	11.30%	\$ 968	27.51%	\$ 2,355	\$ 3,323	\$1,997	\$106	\$22	\$2,125	\$ 14,046
Administrative Analyst II	UH1	40 \$ 7,783	\$38	8.00%	-\$623	\$ 7,198	11.30%	\$ 880	27.51%	\$ 2,141	\$ 3,021	\$1,997	\$106	\$22	\$2,125	\$ 12,987
Administrative Assistant II	UH1	40 \$ 5,749	\$38	8.00%	-\$460	\$ 5,327	11.30%	\$ 650	27.51%	\$ 1,581	\$ 2,231	\$1,997	\$106	\$22	\$2,125	\$ 10,143
Case Manager II	UH1	40 \$ 7,123	\$38	8.00%	-\$570	\$ 6,591	11.30%	\$ 805	27.51%	\$ 1,960	\$ 2,765	\$1,997	\$106	\$22	\$2,125	\$ 12,051
Criminalist II	UH1	40 \$ 9,092	\$38	8.00%	-\$727	\$ 8,402	11.30%	\$ 1,028	27.51%	\$ 2,501	\$ 3,529	\$1,997	\$106	\$22	\$2,125	\$ 14,784
Deputy City Attorney II	UH1	40 \$ 12,196	\$0	8.00%	-\$975	\$ 11,211	11.30%	\$ 1,377	27.51%	\$ 3,352	\$ 4,729	\$1,997	\$106	\$22	\$2,125	\$ 19,040
Deputy City Attorney III	UH1	40 \$ 13,435	\$0	8.00%	-\$1,075	\$ 12,360	11.30%	\$ 1,518	27.51%	\$ 3,696	\$ 5,214	\$1,997	\$106	\$22	\$2,125	\$ 20,774
Engineer, Assistant I	UH1	37.5 \$ 7,890	\$52	8.00%	-\$631	\$ 7,311	11.30%	\$ 892	27.51%	\$ 2,171	\$ 3,062	\$1,998	\$106	\$22	\$2,126	\$ 13,131
Civil Engineer (Office) Equipment Supervisor	UH1	40 \$ 10,007	\$52	8.00%	-\$801	\$ 9,259	11.30%	\$ 1,131	27.51%	\$ 2,753	\$ 3,884	\$1,997	\$106	\$22	\$2,125	\$ 16,069
Human Resources Analyst	UH1	40 \$ 8,637	\$38	8.00%	-\$691	\$ 7,983	11.30%	\$ 976	27.51%	\$ 2,376	\$ 3,352	\$1,997	\$106	\$22	\$2,125	\$ 14,151
Information Systems Specialist II	UH1	40 \$ 7,783	\$38	8.00%	-\$623	\$ 7,198	11.30%	\$ 880	27.51%	\$ 2,141	\$ 3,021	\$1,997	\$106	\$22	\$2,125	\$ 12,987
Librarian, Supervising	UH1	40 \$ 8,248	\$38	8.00%	-\$660	\$ 7,625	11.30%	\$ 932	27.51%	\$ 2,269	\$ 3,201	\$1,997	\$106	\$22	\$2,125	\$ 13,612
Management Assistant	UM2	40 \$ 9,544	\$38	8.00%	-\$763	\$ 8,818	11.30%	\$ 1,079	27.51%	\$ 2,625	\$ 3,704	\$1,997	\$106	\$22	\$2,125	\$ 15,411
Neighborhood Services Coordinator	UH1	40 \$ 8,832	\$46	8.00%	-\$707	\$ 8,171	11.30%	\$ 998	27.51%	\$ 2,430	\$ 3,428	\$1,997	\$106	\$22	\$2,125	\$ 14,431
Planner II	UH1	40 \$ 6,723	\$38	8.00%	-\$538	\$ 6,222	11.30%	\$ 760	27.51%	\$ 1,849	\$ 2,609	\$1,997	\$106	\$22	\$2,125	\$ 11,495
Public Works Supervisor I	UH1	40 \$ 7,266	\$38	8.00%	-\$581	\$ 6,722	11.30%	\$ 821	27.51%	\$ 1,999	\$ 2,820	\$1,997	\$106	\$22	\$2,125	\$ 12,249
Real Estate Agent	UH1	40 \$ 8,008	\$38	8.00%	-\$641	\$ 7,405	11.30%	\$ 905	27.51%	\$ 2,203	\$ 3,108	\$1,997	\$106	\$22	\$2,125	\$ 13,279
Recreation Supervisor	UH1	40 \$ 8,873	\$32	8.00%	-\$710	\$ 8,216	11.30%	\$ 1,003	27.51%	\$ 2,441	\$ 3,444	\$1,997	\$106	\$22	\$2,125	\$ 14,495
Urban Economic Analyst II	UH1	40 \$ 7,478	\$38	8.00%	-\$598	\$ 6,917	11.30%	\$ 845	27.51%	\$ 2,057	\$ 4,015	\$1,997	\$106	\$22	\$2,125	\$ 13,685
Urban Economic Analyst II	UH1	40 \$ 7,123	\$38	8.00%	-\$570	\$ 6,591	11.30%	\$ 805	27.51%	\$ 1,960	\$ 2,765	\$1,997	\$106	\$22	\$2,125	\$ 13,113

CITY OF OAKLAND COMPENSATION SURVEY

ALAMEDA CO		Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET %	CONT	NET CASH	ER RET %	NORMAL	UUAL	ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP	
Survey Class							%	\$		%	\$	\$							
Account Clerk III	Accounting Technician	r15	40	\$ 5,630	\$58	4.81%	-\$271	\$ 5,417	13.16%	\$ 741	12.90%	\$ 726	\$ 1,467	\$ 1,953	\$ 62	\$0	\$ 2,015	\$ 9,170	
Accountant III	Senior Accountant	r15	40	\$ 7,049	\$58	4.81%	-\$339	\$ 6,789	13.16%	\$ 928	12.90%	\$ 909	\$ 1,837	\$ 1,953	\$ 62	\$0	\$ 2,015	\$ 10,960	
Administrative Analyst II	Administrative Services Officer	u50	40	\$ 9,485	\$58	4.81%	-\$456	\$ 9,087	13.16%	\$ 1,248	12.90%	\$1,224	\$ 2,472	\$ 1,953	\$ 62	\$0	\$ 2,015	\$ 14,030	
Administrative Assistant II	Administrative Assistant	010	40	\$ 5,907	\$58	7.81%	-\$461	\$ 5,504	10.16%	\$ 600	12.90%	\$ 762	\$ 1,362	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 9,398	
Case Manager II	Social Worker II	005	37.5	\$ 7,285	\$58	7.81%	-\$567	\$ 6,756	10.16%	\$ 738	12.90%	\$ 937	\$ 1,675	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 11,069	
Criminalist II	Criminalist II	011	80	\$ 8,765	\$58	7.81%	-\$685	\$ 8,139	10.16%	\$ 891	12.90%	\$1,131	\$ 2,021	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 12,916	
Deputy City Attorney II	NO MATCH	NM																	
Deputy City Attorney III	NO MATCH	NM																	
Engineer, Assistant I	Junior Engineer	077	40	\$ 7,547	\$58	7.81%	-\$589	\$ 7,016	10.16%	\$ 767	12.90%	\$ 974	\$ 1,740	\$ 1,986	\$ 62	\$0	\$ 2,048	\$ 11,394	
Civil Engineer	Associate Civil Engineer	077	40	\$ 10,837	\$58	7.81%	-\$846	\$ 10,049	10.16%	\$ 1,101	12.90%	\$1,398	\$ 2,499	\$ 1,986	\$ 62	\$0	\$ 2,048	\$ 15,443	
Equipment Supervisor	Public Works Fleet Supervisor	r44	40	\$ 8,516	\$58	4.81%	-\$410	\$ 8,165	13.16%	\$ 1,121	12.90%	\$1,099	\$ 2,219	\$ 1,953	\$ 62	\$0	\$ 2,015	\$ 12,808	
Human Resources Analyst	Human Resources Analyst II	r50	40	\$ 8,901	\$58	4.81%	-\$428	\$ 8,531	13.16%	\$ 1,171	12.90%	\$1,148	\$ 2,320	\$ 1,953	\$ 62	\$0	\$ 2,015	\$ 13,293	
Information Systems Specialist II	Technical Support Analyst	r15	40	\$ 9,424	\$58	4.81%	-\$453	\$ 9,029	13.16%	\$ 1,240	12.90%	\$1,216	\$ 2,456	\$ 1,953	\$ 62	\$0	\$ 2,015	\$ 13,953	
Librarian, Supervising	Library Manager I	r15	40	\$ 8,795	\$58	4.81%	-\$423	\$ 8,430	13.16%	\$ 1,157	12.90%	\$1,135	\$ 2,292	\$ 1,953	\$ 62	\$0	\$ 2,015	\$ 13,160	
Management Assistant	Administrative Services Officer	r50	40	\$ 9,485	\$58	4.81%	-\$456	\$ 9,087	13.16%	\$ 1,248	12.90%	\$1,224	\$ 2,472	\$ 1,953	\$ 62	\$0	\$ 2,015	\$ 14,030	
Neighborhood Services Coordinator	NO MATCH	NM																	
Planner II	Planner II	011	37.5	\$ 7,811	\$58	7.81%	-\$610	\$ 7,259	10.16%	\$ 794	12.90%	\$1,008	\$ 1,801	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 11,741	
Public Works Supervisor I	Field Maintenance Supervisor	r44	40	\$ 8,516	\$58	4.81%	-\$410	\$ 8,165	13.16%	\$ 1,121	12.90%	\$1,099	\$ 2,219	\$ 1,953	\$ 62	\$0	\$ 2,015	\$ 12,808	
Real Estate Agent	NO MATCH	NM																	
Recreation Supervisor	NO MATCH	NM																	
Urban Economic Analyst II	Economic Development Analyst	u50	40	\$ 6,918	\$58	4.81%	-\$333	\$ 6,643	13.16%	\$ 910	12.90%	\$ 892	\$ 1,803	\$ 1,953	\$ 62	\$0	\$ 2,015	\$ 10,794	

Notes

CITY OF OAKLAND COMPENSATION SURVEY

BERKELEY

	Matching Class	UNIT	HRS	Max Mio Salary	Prof Devel (not TR)	EE RET CONT	NET CASH	ER RET Total	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						%	\$	%	\$				
Account Clerk III	Accounting Office Specialist III	SEIU 1021	40	\$ 6,570	\$0	8.00%	-\$526 \$ 6,044	29.40% \$ 1,931.58	\$2,066	\$ 151	\$0	\$2,216	\$ 10,718
Accountant III	Accountant II	SEIU 1021 Comm Svcs & PT Rec Leaders	40	\$ 8,618	\$0	8.00%	-\$689 \$ 7,929	29.40% \$ 2,533.81	\$2,066	\$ 151	\$0	\$2,216	\$ 13,368
Administrative Analyst II	Associate Management Analyst	SEIU 1021 Comm Svcs & PT Rec Leaders	40	\$ 9,209	\$0	8.00%	-\$737 \$ 8,472	29.40% \$ 2,707.45	\$2,066	\$ 151	\$0	\$2,216	\$ 14,133
Administrative Assistant II	Office Specialist III	SEIU 1021 M&C	40	\$ 6,460	\$0	8.00%	-\$517 \$ 5,944	29.40% \$ 1,899.36	\$2,066	\$ 151	\$0	\$2,216	\$ 10,576
Case Manager II	NO MATCH	NM											
Criminalist II	NO MATCH	NM											
Deputy City Attorney II	Deputy City Attorney II	UNREP	40	\$ 11,719	\$0	8.00%	-\$937 \$ 10,781	29.40% \$ 3,445.25	\$2,066	\$ 151	\$0	\$2,216	\$ 17,380
Deputy City Attorney III	Deputy City Attorney III	UNREP	40	\$ 14,353	\$0	8.00%	-\$1,148 \$ 13,205	29.40% \$ 4,219.90	\$2,066	\$ 151	\$0	\$2,216	\$ 20,789
Engineer, Assistant I	Junior Public Works Engineer	PEU 1	40	\$ 8,529	\$0	8.00%	-\$682 \$ 7,846	29.40% \$ 2,507.45	\$2,066	\$ 170	\$0	\$2,236	\$ 13,272
Civil Engineer	Associate Civil Engineer	PEU 1	40	\$ 11,696	\$0	8.00%	-\$936 \$ 10,760	29.40% \$ 3,438.59	\$2,066	\$ 170	\$0	\$2,236	\$ 17,370
Equipment Supervisor	Mechanic Supervisor	SEIU 1021 M&C	40	\$ 8,591	\$0	8.00%	-\$687 \$ 7,903	29.40% \$ 2,525.67	\$2,066	\$ 151	\$0	\$2,216	\$ 13,333
Human Resources Analyst	Associate HR Analyst	UNREP	40	\$ 9,633	\$0	8.00%	-\$771 \$ 8,862	29.40% \$ 2,832.08	\$2,066	\$ 151	\$0	\$2,216	\$ 14,681
Information Systems Specialist II	Information Systems Specialist	SEIU 1021 Comm Svcs & PT Rec Leaders	40	\$ 8,373	\$0	8.00%	-\$670 \$ 7,704	29.40% \$ 2,461.79	\$2,066	\$ 151	\$0	\$2,216	\$ 13,051
Librarian, Supervising	Supervising Librarian	SEIU 1021 Comm Svcs & PT Rec Leaders	40	\$ 9,601	\$0	8.00%	-\$768 \$ 8,833	29.40% \$ 2,822.65	\$2,066	\$ 151	\$0	\$2,216	\$ 14,640
Management Assistant	Senior Management Analyst	PEU 1	40	\$ 10,315	\$0	8.00%	-\$825 \$ 9,490	29.40% \$ 3,032.74	\$2,066	\$ 170	\$0	\$2,236	\$ 15,584
Neighborhood Services Coordinator	NO MATCH	NM											
Planner II	Associate Planner	SEIU 1021 Comm Svcs & PT Rec Leaders	40	\$ 8,967	\$0	8.00%	-\$717 \$ 8,249	29.40% \$ 2,636.23	\$2,066	\$ 151	\$0	\$2,216	\$ 13,819
Public Works Supervisor I	Public Works Supervisor	SEIU 1021 M&C	40	\$ 7,889	\$0	8.00%	-\$631 \$ 7,258	29.40% \$ 2,319.46	\$2,066	\$ 151	\$0	\$2,216	\$ 12,425
Real Estate Agent	NO MATCH	NM											
Recreation Supervisor	Recreation Program Supervisor	PEU 1	40	\$ 8,418	\$0	8.00%	-\$673 \$ 7,745	29.40% \$ 2,475.04	\$2,066	\$ 170	\$0	\$2,236	\$ 13,129
Urban Economic Analyst II	NO MATCH	NM											

CITY OF OAKLAND COMPENSATION SURVEY

CONCORD

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET %	CONT	NET CASH	ER RET NORMAL %	ER RET UAL %	ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
Account Clerk III	Accounts Payable Team Leader	ATC	40	\$ 5,873	\$0	8.00%	-\$469.85	\$5,403	10.08%	\$ 592	\$2,149	\$ 1,789	\$132.20	\$0	\$1,921	\$ 9,943
Accountant III	Accountant II	PROF	40	\$ 8,609	\$430	8.00%	-\$688.75	\$8,351	10.08%	\$ 868	\$3,150	\$ 1,789	\$132.20	\$0	\$1,921	\$14,111
Administrative Analyst II	Administrative Analyst	MGMT	40	\$ 9,565	\$0	8.00%	-\$765.23	\$8,800	10.08%	\$ 964	\$3,500	\$ 1,789	\$132.20	\$0	\$1,921	\$14,987
Administrative Assistant II	Administrative Assistant	PROF	40	\$ 6,600	\$330	8.00%	-\$527.96	\$6,402	10.08%	\$ 665	\$2,415	\$ 1,789	\$132.20	\$0	\$1,921	\$11,266
Case Manager II	NO MATCH	NM														
Criminalist II	NO MATCH	NM														
Deputy City Attorney II	Deputy City Attorney	MGMT	40	\$ 12,309	\$0	8.00%	-\$984.68	\$11,324	10.08%	\$ 1,241	\$3,263	\$ 1,789	\$132.20	\$0	\$1,921	\$18,734
Deputy City Attorney III	NO MATCH	NM														
Engineer, Assistant I	Junior Engineer	PROF	40	\$ 7,986	\$399	8.00%	-\$638.90	\$7,747	10.08%	\$ 805	\$2,617	\$ 1,789	\$132.20	\$0	\$1,921	\$13,229
Civil Engineer	Associate Civil Engineer	PROF	40	\$ 11,107	\$555	8.00%	-\$888.58	\$10,774	10.08%	\$ 1,120	\$2,945	\$ 1,789	\$132.20	\$0	\$1,921	\$17,648
Equipment Supervisor	NO MATCH	NM														
Human Resources Analyst II	Human Resources Analyst	MGMT	40	\$ 9,565	\$0	8.00%	-\$765.23	\$8,800	10.08%	\$ 964	\$3,500	\$ 1,789	\$132.20	\$0	\$1,921	\$14,987
Information Systems Specialist II	NO MATCH	NM														
Librarian, Supervising	NO MATCH	NM														
Management Assistant	NO MATCH	NM														
Neighborhood Services Coordinator	NO MATCH	NM														
Planner II	Associate Planner	PROF	40	\$ 8,242	\$412	8.00%	-\$659.39	\$7,995	10.08%	\$ 831	\$2,185	\$ 1,789	\$132.20	\$0	\$1,921	\$13,592
Public Works Supervisor I	Public Works Supervisor	PROF	40	\$ 8,813	\$441	8.00%	-\$705.05	\$8,549	10.08%	\$ 888	\$2,336	\$ 1,789	\$132.20	\$0	\$1,921	\$14,400
Real Estate Agent	NO MATCH	NM														
Recreation Supervisor	Recreation & Special Events Program Coordinator	ATC	40	\$ 6,862	\$0	8.00%	-\$548.98	\$6,313	10.08%	\$ 692	\$2,511	\$ 1,789	\$132.20	\$0	\$1,921	\$11,295
Urban Economic Analyst II	Economic Development Specialist	PROF	40	\$ 8,739	\$437	8.00%	-\$699.14	\$8,477	10.08%	\$ 881	\$3,198	\$ 1,789	\$132.20	\$0	\$1,921	\$14,295

CITY OF OAKLAND COMPENSATION SURVEY

CONTRA COSTA CO	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET	CONT	NET CASH	ER RET	NORMAL	ER RET	UUAL	ER RET	HEALTH	DENTAL	VISION	TOTAL	TOTAL COMP
						%	\$	\$	%	\$	%	\$	(Kaiser family)		\$	\$	\$	\$
Account Clerk III	Account Clerk-Advanced	Local 2700	40	\$ 4,803	\$63	12.70%	-\$810	\$ 4,256	15.70%	\$ 754	13.43%	\$ 645	\$ 1,399	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 8,166
Accountant III	Accountant-Advanced	Local 21 - Non-Supervisory Management	40	\$ 7,107	\$63	12.70%	-\$902	\$ 6,267	15.70%	\$ 1,116	13.43%	\$ 954	\$ 2,070	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 11,142
Administrative Analyst II	Management Analyst	Management - Mgmt Classes, Classified & Exempt	40	\$ 8,692	\$63	12.70%	-\$1,104	\$ 7,651	15.70%	\$ 1,385	13.43%	\$ 1,167	\$ 2,532	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 13,188
Administrative Assistant II	Clerk-Senior	Local 2700 - General Clerical Unit	40	\$ 4,350	\$63	12.70%	-\$552	\$ 3,860	15.70%	\$ 683	13.43%	\$ 584	\$ 1,267	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 7,582
Case Manager II	Social Worker III	Local 1021 - Social Services Rank & File Unit	40	\$ 7,407	\$63	12.70%	-\$941	\$ 6,529	15.70%	\$ 1,163	13.43%	\$ 995	\$ 2,158	\$ 1,955	\$ 77	\$0	\$ 2,032	\$ 11,659
Criminalist II	Deputy Sheriff - Criminalist II	DSA - Deputy Sheriff's Sworn Rank & File Unit	40	\$ 9,719	\$0	12.70%	-\$1,234	\$ 8,485	15.70%	\$ 1,526	13.43%	\$ 1,305	\$ 2,831	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 14,452
Deputy City Attorney II	Deputy County Counsel - Standard	Management - Mgmt Classes, Classified & Exempt	40	\$ 12,649	\$63	12.70%	-\$1,606	\$ 11,106	15.70%	\$ 1,986	13.43%	\$ 1,699	\$ 3,685	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 18,298
Deputy City Attorney III	Deputy County Counsel - Advanced	MGMT	40	\$ 14,677	\$63	12.70%	-\$1,863	\$ 12,876	15.70%	\$ 2,304	13.43%	\$ 1,971	\$ 4,275	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 20,916
Engineer Assistant I	Engineer-Entry Level	Local 21 - Unit C	40	\$ 7,134	\$63	12.70%	-\$906	\$ 6,291	15.70%	\$ 1,120	13.43%	\$ 958	\$ 2,078	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 11,177
Civil Engineer	Engineer-Project Level	WCE - Professional Engineers' Unit	40	\$ 9,574		12.70%	-\$1,216	\$ 8,358	15.70%	\$ 1,503	13.43%	\$ 1,286	\$ 2,789				\$ 1,902	\$ 12,363
Equipment Supervisor	Fleet Service Center Supervisor	Local 21 - Supervisory Management	40	\$ 6,943	\$63	12.70%	-\$882	\$ 6,124	15.70%	\$ 1,090	13.43%	\$ 982	\$ 2,023	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 10,930
Human Resources Analyst	Human Resources Consultant	Management - Mgmt Classes, Classified & Exempt	40	\$ 7,375	\$63	12.70%	-\$936	\$ 6,501	15.70%	\$ 1,156	13.43%	\$ 990	\$ 2,148	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 11,488
Information Systems Specialist II	Information Systems Specialist III	Local 856 - General Services & Maintenance Unit	40	\$ 6,865	\$63	12.70%	-\$872	\$ 6,056	15.70%	\$ 1,078	13.43%	\$ 922	\$ 2,000	\$ 1,685	\$ 77	\$0	\$ 1,762	\$ 10,689
Librarian, Supervising	Central Library Manager	Local 21 - Supervisory Management	40	\$ 8,553	\$63	12.70%	-\$1,086	\$ 7,529	15.70%	\$ 1,343	13.43%	\$ 1,149	\$ 2,491	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 13,008
Management Assistant	St. Management Analyst	Management - Mgmt Classes, Classified & Exempt	40	\$ 10,094	\$63	12.70%	-\$1,282	\$ 8,875	15.70%	\$ 1,585	13.43%	\$ 1,356	\$ 2,940	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 14,988
Neighborhood Services Planner II	NO MATCH	NM	40	\$ 7,988	\$63	12.70%	-\$1,014	\$ 7,036	15.70%	\$ 1,254	13.43%	\$ 1,073	\$ 2,327	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 12,279
Public Works Supervisor I	Public Works Maintenance Supervisor	Local 21 - Supervisory Management	40	\$ 7,189	\$63	12.70%	-\$913	\$ 6,339	15.70%	\$ 1,129	13.43%	\$ 966	\$ 2,094	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 11,248
Real Estate Agent	Associate Real Property Agent	Local 21 - Unit C	40	\$ 7,514	\$63	12.70%	-\$954	\$ 6,623	15.70%	\$ 1,180	13.43%	\$ 1,009	\$ 2,189	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 11,667
Recreation Supervisor	NO MATCH	NM																
Urban Economic Analyst II	NO MATCH	NM																



CITY OF OAKLAND COMPENSATION SURVEY

FREMONT																
	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET %	CONT %	NET CASH	ER RET NORMAL %	ER RET UAL %	ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
Account Clerk III	Senior Accounting Specialist	CFEA	40	\$ 6,551	\$0	8.00%	-\$524	\$ 6,027	9.82%	\$ 643	19.60%	\$ 1,284	\$ 1,997	\$ 30	\$ 2,150	\$ 10,628
Accountant III	Accountant	FAME	40	\$ 9,628	\$0	8.00%	-\$770	\$ 8,858	9.82%	\$ 945	19.60%	\$ 1,887	\$ 1,997	\$ 30	\$ 2,156	\$ 14,617
Administrative Analyst II	Management Analyst II	FAME	40	\$ 9,877	\$0	8.00%	-\$790	\$ 9,087	9.82%	\$ 970	19.60%	\$ 1,936	\$ 1,997	\$ 30	\$ 2,156	\$ 14,939
Administrative Assistant II	Administrative Assistant	CFEA	40	\$ 6,395	\$0	8.00%	-\$512	\$ 5,883	9.82%	\$ 628	19.60%	\$ 1,254	\$ 1,997	\$ 30	\$ 2,150	\$ 10,426
Case Manager II	Case Manager	CFEA	40	\$ 7,300	\$0	8.00%	-\$584	\$ 6,716	9.82%	\$ 717	19.60%	\$ 1,431	\$ 1,997	\$ 30	\$ 2,150	\$ 11,597
Criminalist II	NO MATCH	NM														
Deputy City Attorney II	Deputy City Attorney	Unrep	40	\$ 13,911	\$0	8.00%	-\$1,113	\$ 12,798	9.82%	\$1,366	19.60%	\$ 2,727	\$ 1,997	\$ 30	\$ 2,156	\$ 20,160
Deputy City Attorney III	Senior Deputy City Attorney	Unrep	40	\$ 15,490	\$0	8.00%	-\$1,239	\$ 14,251	9.82%	\$1,521	19.60%	\$ 3,037	\$ 1,997	\$ 30	\$ 2,156	\$ 22,203
Engineer, Assistant I	Engineer I - Civil	PETA	40	\$ 8,689	\$0	8.00%	-\$695	\$ 7,994	9.82%	\$ 853	19.60%	\$ 1,703	\$ 1,997	\$ 30	\$ 2,156	\$ 13,401
Civil Engineer	Associate Civil Engineer	PETA	40	\$ 10,843	\$0	8.00%	-\$867	\$ 9,976	9.82%	\$1,065	19.60%	\$ 2,126	\$ 1,997	\$ 30	\$ 2,156	\$ 16,189
Equipment Supervisor	NO MATCH	NM														
Human Resources Analyst	Human Resource Analyst II	Unrep	40	\$ 9,877	\$0	8.00%	-\$790	\$ 9,087	9.82%	\$ 970	19.60%	\$ 1,936	\$ 1,997	\$ 30	\$ 2,156	\$ 14,939
Information Systems Specialist II	NO MATCH	NM														
Librarian, Supervising	NO MATCH	NM														
Management Assistant	NO MATCH	NM														
Neighborhood Services Coordinator	NO MATCH	NM														
Planner II	Planner II	CFEA	40	\$ 8,166	\$0	8.00%	-\$653	\$ 7,513	9.82%	\$ 802	19.60%	\$ 1,601	\$ 1,997	\$ 30	\$ 2,150	\$ 12,718
Public Works Supervisor I	Street Field Supervisor	Op Eng 3	40	\$ 7,835	\$0	8.00%	-\$627	\$ 7,208	9.82%	\$ 769	19.60%	\$ 1,536	\$ 1,997	\$ 22	\$ 2,194	\$ 12,334
Real Estate Agent	Real Property Agent	CFEA	40	\$ 11,293	\$0	8.00%	-\$903	\$ 10,390	9.82%	\$1,109	19.60%	\$ 2,214	\$ 1,997	\$ 30	\$ 2,150	\$ 16,765
Recreation Supervisor	Recreation Supervisor I	CFEA	40	\$ 7,328	\$0	8.00%	-\$586	\$ 6,742	9.82%	\$ 720	19.60%	\$ 1,437	\$ 1,997	\$ 30	\$ 2,150	\$ 11,634
Urban Economic Analyst II	Economic Development Coordinator	FAME	40	\$ 10,620	\$0	8.00%	-\$850	\$ 9,770	9.82%	\$1,043	19.60%	\$ 2,082	\$ 1,997	\$ 30	\$ 2,156	\$ 15,900

CITY OF OAKLAND COMPENSATION SURVEY

HAYWARD

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET	CONT	NET CASH	ER RET	TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						%	\$		%	\$					
Account Clerk III	Senior Account Clerk	SEIU Local 1021	40	\$ 6,113	\$0	12.50%	-\$764	\$ 5,349	22.90%	\$ 1,400	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 9,654
Accountant III	Senior Accountant	HAME Local 1021	40	\$ 9,643	\$42	11.00%	-\$1,061	\$ 8,624	24.40%	\$ 2,353	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 13,997
Administrative Analyst II	Management Analyst II	HAME	40	\$ 9,551	\$42	11.00%	-\$1,051	\$ 8,542	24.40%	\$ 2,330	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 13,883
Administrative Assistant II	Secretary	SEIU Local 1021	40	\$ 5,590	\$0	12.50%	-\$699	\$ 4,891	22.90%	\$ 1,280	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 9,011
Case Manager II	Family Counselor	IFPTE	40	\$ 7,918	\$21	11.00%	-\$671	\$ 7,068	24.40%	\$ 1,932	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 12,031
Criminalist II	NO MATCH	NM													
Deputy City Attorney II	Deputy City Attorney II	UNREP-exempt	40	\$11,398	\$42	11.00%	-\$1,254	\$10,186	24.40%	\$ 2,781	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 16,181
Deputy City Attorney III	Assistant City Attorney	UNREP-exempt	40	\$13,792	\$42	11.00%	-\$1,517	\$12,317	24.40%	\$ 3,365	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 19,159
Engineer, Assistant I	NO MATCH	NM													
Civil Engineer	Associate Civil Engineer	IFPTE	40	\$ 9,960	\$21	11.00%	-\$1,096	\$ 8,885	24.40%	\$ 2,430	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 14,571
Equipment Supervisor	NO MATCH	NM													
Human Resources Analyst	Human Resources Analyst II	UNREP-exempt	40	\$ 9,551	\$42	11.00%	-\$1,051	\$ 8,542	24.40%	\$ 2,330	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 13,883
Information Systems Specialist II	Information Technology Technician II	IFPTE	40	\$ 7,987	\$21	11.00%	-\$679	\$ 7,129	24.40%	\$ 1,949	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 12,117
Librarian, Supervising	Supervising Librarian I	HAME	40	\$ 9,100	\$42	11.00%	-\$1,001	\$ 8,141	24.40%	\$ 2,220	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 13,322
Management Assistant	NO MATCH	NM													
Neighborhood Services Coordinator	Crime Prevention Specialist II	SEIU Local 1021	40	\$ 7,185	\$0	12.50%	-\$898	\$ 6,287	22.90%	\$ 1,645	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 10,971
Planner II	Associate Planner	IFPTE	40	\$ 9,251	\$21	11.00%	-\$1,018	\$ 8,254	24.40%	\$ 2,257	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 13,689
Public Works Supervisor I	NO MATCH	NM													
Real Estate Agent	Real Property Associate	IFPTE	40	\$ 8,393	\$21	11.00%	-\$923	\$ 7,490	24.40%	\$ 2,048	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 12,621
Recreation Supervisor	NO MATCH	NM													
Urban Economic Analyst II	Economic Development Specialist	IFPTE	40	\$ 9,232	\$21	11.00%	-\$1,015	\$ 8,237	24.40%	\$ 2,253	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 13,665

HAYWARD

CITY OF OAKLAND COMPENSATION SURVEY

HAYWARD

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET %	CONT	NET CASH	ER RET %	TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
Account Clerk III	Senior Account Clerk	SEIU Local 1021	40	\$ 6,113	\$0	12.50%	-\$764	\$ 5,349	22.90%	\$ 1,400	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 9,654
Accountant III	Senior Accountant	HAME	40	\$ 9,643	\$42	11.00%	-\$1,061	\$ 8,624	24.40%	\$ 2,353	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 13,997
Administrative Analyst II	Management Analyst II	HAME	40	\$ 9,551	\$42	11.00%	-\$1,051	\$ 8,542	24.40%	\$ 2,330	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 13,883
Administrative Assistant II	Secretary	SEIU Local 1021	40	\$ 5,590	\$0	12.50%	-\$699	\$ 4,891	22.90%	\$ 1,280	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 9,011
Case Manager II	Family Counselor	IFPTE	40	\$ 7,918	\$21	11.00%	-\$671	\$ 7,068	24.40%	\$ 1,932	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 12,031
Criminalist II	NO MATCH	NM													
Deputy City Attorney II	Deputy City Attorney II	UNREP2	40	\$11,398	\$42	11.00%	-\$1,254	\$10,186	24.40%	\$ 2,781	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 16,181
Deputy City Attorney III	Assistant City Attorney	UNREP2	40	\$13,792	\$42	11.00%	-\$1,517	\$12,317	24.40%	\$ 3,365	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 19,159
Engineer, Assistant I	NO MATCH	NM													
Civil Engineer	Associate Civil Engineer	IFPTE	40	\$ 9,960	\$21	11.00%	-\$1,096	\$ 8,885	24.40%	\$ 2,430	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 14,571
Equipment Supervisor	NO MATCH	NM													
Human Resources Analyst	Human Resources Analyst II	UNREP2	40	\$ 9,551	\$42	11.00%	-\$1,051	\$ 8,542	24.40%	\$ 2,330	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 13,883
Information Systems Specialist II	Information Technology Technician II	IFPTE	40	\$ 7,987	\$21	11.00%	-\$879	\$ 7,129	24.40%	\$ 1,949	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 12,117
Librarian, Supervising	Supervising Librarian I	HAME	40	\$ 9,100	\$42	11.00%	-\$1,001	\$ 8,141	24.40%	\$ 2,220	\$ 1,798	\$ 148	\$ 14	\$ 1,960	\$ 13,322
Management Assistant	NO MATCH	NM													
Neighborhood Services Coordinator	Crime Prevention Specialist II	SEIU Local 1021	40	\$ 7,185	\$0	12.50%	-\$898	\$ 6,287	22.90%	\$ 1,645	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 10,971
Planner II	Associate Planner	IFPTE	40	\$ 9,251	\$21	11.00%	-\$1,018	\$ 8,254	24.40%	\$ 2,257	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 13,689
Public Works Supervisor I	NO MATCH	NM													
Real Estate Agent	Real Property Associate	IFPTE	40	\$ 8,393	\$21	11.00%	-\$923	\$ 7,490	24.40%	\$ 2,048	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 12,621
Recreation Supervisor	NO MATCH	NM													
Urban Economic Analyst II	Economic Development Specialist	IFPTE	40	\$ 9,232	\$21	11.00%	-\$1,015	\$ 8,237	24.40%	\$ 2,253	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 13,665

CITY OF OAKLAND COMPENSATION SURVEY

RICHMOND

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET CONT	NET CASH	ER RET Normal	ER RET UAAL	ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						\$		\$	\$					\$	\$
Account Clerk III	Senior Accounting Assistant	SEIU	37.5	\$ 5,795	\$63	8.00%	-\$464 \$ 5,394	12.51%	\$ 725.06	\$ 1,837	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 9,832
Accountant III	Senior Accountant	LC 21	37.5	\$ 9,233	\$63	8.00%	-\$739 \$ 8,557	12.51%	\$ 1,155.10	\$ 2,927	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 14,359
Administrative Analyst II	Administrative Services Analyst	LC 21	37.5	\$ 8,195	\$63	8.00%	-\$656 \$ 7,602	12.51%	\$ 1,025.27	\$ 2,598	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 12,992
Administrative Assistant II	Office Specialist	SEIU	37.5	\$ 5,539	\$63	8.00%	-\$443 \$ 5,159	12.51%	\$ 693.03	\$ 1,756	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 9,495
Case Manager II	NO MATCH	NM													
Criminalist II	NO MATCH	NM													
Deputy City Attorney II	Deputy City Attorney II	EXEC	37.5	\$ 13,729	\$63	8.00%	-\$1,098 \$ 12,693	12.51%	\$ 1,717.64	\$ 4,353	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 20,281
Deputy City Attorney III	Assistant City Attorney	EXEC	37.5	\$ 15,319	\$63	8.00%	-\$1,226 \$ 14,156	12.51%	\$ 1,916.59	\$ 4,857	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 22,375
Engineer, Assistant I	Engineer I	SEIU	37.5	\$ 6,654	\$63	8.00%	-\$532 \$ 6,184	12.51%	\$ 832.47	\$ 2,109	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 10,963
Civil Engineer	Associate Civil Engineer	LC 21	37.5	\$ 9,650	\$63	8.00%	-\$772 \$ 8,940	12.51%	\$ 1,207.27	\$ 3,059	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 14,908
Equipment Supervisor	Equipment Supervisor	LC 21	\$ 40	\$ 8,247	\$63	8.00%	-\$660 \$ 7,650	12.51%	\$ 1,031.78	\$ 2,615	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 13,061
Human Resources Analyst	Personnel Analyst II	LC 21	37.5	\$ 8,004	\$63	8.00%	-\$640 \$ 7,426	12.51%	\$ 1,001.39	\$ 2,538	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 12,741
Information Systems Specialist II	NO MATCH	NM													
Librarian Supervising	Administrative Librarian	LC 21	37.5	\$ 9,233	\$63	8.00%	-\$739 \$ 8,557	12.51%	\$ 1,155.10	\$ 2,927	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 14,359
Management Assistant	Associate Administrative Analyst	LC 21	37.5	\$ 8,195	\$63	8.00%	-\$656 \$ 7,602	12.51%	\$ 1,025.27	\$ 2,598	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 12,992
Neighborhood Services Coordinator	Coordinator of Neighborhood Services	LC 21	40	\$ 9,322	\$63	8.00%	-\$746 \$ 8,639	12.51%	\$ 1,166.28	\$ 2,955	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 14,477
Planner II	Planner II	SEIU	37.5	\$ 8,116	\$63	8.00%	-\$649 \$ 7,529	12.51%	\$ 1,015.40	\$ 2,573	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 12,888
Public Works Supervisor I	Construction and Maintenance Supervisor	LC 21	40	\$ 7,694	\$63	8.00%	-\$616 \$ 7,141	12.51%	\$ 962.60	\$ 2,439	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 12,332
Real Estate Agent	NO MATCH	NM													
Recreation Supervisor	Recreation Supervisor	LC 21	40	\$ 7,129	\$63	8.00%	-\$570 \$ 6,621	12.51%	\$ 891.91	\$ 2,260	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 11,588
Urban Economic Analyst II	Redevelopment Specialist II	LC 21	37.5	\$ 8,195	\$63	8.00%	-\$656 \$ 7,602	12.51%	\$ 1,025.27	\$ 2,598	\$ 1,997	\$ 1,997	\$ 1,997	\$ 2,137	\$ 12,992

RICHMOND

CITY OF OAKLAND COMPENSATION SURVEY

SAN FRANCISCO		Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET %	CONT	NET CASH	ER RET %	Total	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
Account Clerk III	Senior Account Clerk	SEIU 1021	40	\$ 6,292	\$0	11.00%	-\$692	\$ 5,600	19.81%	\$ 1,246	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 9,135	
Accountant III	Accountant III	Professional & Tech Engrs, Local 21	40	\$ 9,191	\$167	11.00%	-\$1,011	\$ 8,347	19.81%	\$ 1,821	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 12,775	
Administrative Analyst II	Administrative Analyst	SEIU 1021	40	\$ 9,191	\$0	11.00%	-\$1,011	\$ 8,180	19.81%	\$ 1,821	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 12,608	
Administrative Assistant II	Senior Clerk Typist	SEIU 1021	40	\$ 5,779	\$0	11.00%	-\$636	\$ 5,143	19.81%	\$ 1,145	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 8,520	
Case Manager II	NO MATCH	NM														
Criminalist II	Criminalist II	Professional & Tech Engrs, Local 21	40	\$10,636	\$167	11.50%	-\$1,223	\$ 9,580	19.31%	\$ 2,054	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 14,453	
Deputy City Attorney II	NO MATCH	NM														
Deputy City Attorney III	NO MATCH	NM														
Engineer, Assistant I	Junior Engineer	Professional & Tech Engrs, Local 21	40	\$ 8,335	\$167	11.00%	-\$917	\$ 7,585	19.81%	\$ 1,651	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 11,749	
Civil Engineer	Associate Engineer	Professional & Tech Engrs, Local 21	40	\$10,955	\$167	11.50%	-\$1,260	\$ 9,862	19.31%	\$ 2,115	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 14,833	
Equipment Supervisor	Automotive Mechanic Assistant Supervisor	Automotive Machinists, Local 1414	40	\$ 9,159	\$50	11.00%	-\$1,007	\$ 8,201	19.81%	\$ 1,814	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 12,619	
Human Resources Analyst	Human Resource Analyst	Professional & Tech Engrs, Local 21	40	\$ 8,554	\$167	11.00%	-\$941	\$ 7,780	19.81%	\$ 1,695	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 12,012	
Information Systems Specialist II	IS Administrator II	Professional & Tech Engrs, Local 21	40	\$ 8,214	\$167	11.00%	-\$904	\$ 7,477	19.81%	\$ 1,627	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 11,604	
Librarian, Supervising Management Assistant	Librarian III, Senior Management Assistant	SEIU 1021	40	\$ 9,668	\$0	11.00%	-\$1,063	\$ 8,604	19.81%	\$ 1,915	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 13,179	
Neighborhood Services Coordinator	NO MATCH	NM														
Planner II	Planner II	Professional & Tech Engrs, Local 21	40	\$ 8,374	\$167	11.00%	-\$921	\$ 7,620	19.81%	\$ 1,659	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 11,796	
Public Works Supervisor I	General Laborer Supervisor I	Laborers, Local 261	40	\$ 6,624	\$100	11.00%	-\$729	\$ 5,995	19.81%	\$ 1,312	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 9,652	
Real Estate Agent	Real Property Officer	Professional & Tech Engrs, Local 21	40	\$ 9,852	\$167	11.50%	-\$1,133	\$ 8,886	19.31%	\$ 1,902	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 13,517	
Recreation Supervisor	Recreation Supervisor	SEIU 1021	40	\$ 8,108	\$0	11.00%	-\$892	\$ 7,216	19.81%	\$ 1,606	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 11,310	
Urban Economic Analyst II	NO MATCH	NM														

Notes

CITY OF OAKLAND COMPENSATION SURVEY

SAN JOSE

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET		NET CASH	ER RET NORMAL		ER RET UAL	ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP		
						%	\$		%	\$									
Account Clerk III	Principal Account Clerk	MIEF	40	\$ 5,873	\$83	6.85%	-\$402	\$ 5,554	18.61%	\$ 1,093	80.55%	\$4,730	\$ 5,823	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 13,731	
Accountant III	Senior Accountant	CMP	40	\$ 8,684	\$83	6.85%	-\$595	\$ 8,172	18.61%	\$ 1,616	80.55%	\$6,995	\$ 8,611	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 19,331	
Administrative Analyst II	Analyst II	MIEF	40	\$ 7,420	\$83	6.85%	-\$508	\$ 6,995	18.61%	\$ 1,381	80.55%	\$6,977	\$ 7,358	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 16,814	
Administrative Assistant II	Principal Office Specialist	MIEF	40	\$ 5,457	\$83	6.85%	-\$374	\$ 5,166	18.61%	\$ 1,015	80.55%	\$4,395	\$ 5,411	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 12,903	
Case Manager II	NO MATCH	NM																	
Criminalist II	NO MATCH	NM																	
Deputy City Attorney II	Deputy City Attorney II	ALP	40	\$ 9,850	\$83	6.85%	-\$675	\$ 9,258	18.61%	\$ 1,833	80.55%	\$7,934	\$ 9,767	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 21,652	
Deputy City Attorney III	Deputy City Attorney III	ALP	40	\$ 11,102	\$83	6.85%	-\$760	\$ 10,425	18.61%	\$ 2,066	80.55%	\$8,942	\$ 11,009	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 24,146	
Engineer, Assistant I	Engineer I	AEA	40	\$ 7,928	\$125	6.85%	-\$543	\$ 7,510	18.61%	\$ 1,475	80.55%	\$6,386	\$ 7,962	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 17,867	
Civil Engineer	Associate Engineer	AEA	40	\$ 9,594	\$125	6.85%	-\$657	\$ 9,062	18.61%	\$ 1,785	80.55%	\$7,728	\$ 9,513	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 21,185	
Equipment Supervisor	Equipment Maintenance Supervisor	MNT	40	\$ 8,258		6.85%	-\$566	\$ 7,692	18.61%	\$ 1,537	80.55%	\$6,651	\$ 8,188	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 18,398	
Human Resources Analyst	Analyst II	MIEF	40	\$ 7,420	\$83	6.85%	-\$508	\$ 6,995	18.61%	\$ 1,381	80.55%	\$5,977	\$ 7,358	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 16,814	
Information Systems Specialist II	Network Technician III	MIEF	40	\$ 7,285	\$83	6.85%	-\$499	\$ 6,869	18.61%	\$ 1,356	80.55%	\$5,868	\$ 7,224	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 16,545	
Librarian, Supervising	Senior Librarian	CMP	40	\$ 7,285	\$83	6.85%	-\$499	\$ 6,869	18.61%	\$ 1,356	80.55%	\$5,868	\$ 7,224	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 16,545	
Management Assistant	Senior Analyst	CMP	40	\$ 8,684	\$83	6.85%	-\$595	\$ 8,172	18.61%	\$ 1,616	80.55%	\$6,995	\$ 8,611	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 19,331	
Neighborhood Services Coordinator	Crime Prevention Specialist	MIEF	40	\$ 6,162	\$83	6.85%	-\$422	\$ 5,823	18.61%	\$ 1,147	80.55%	\$4,963	\$ 6,110	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 14,308	
Planner II	Planner II	MIEF	40	\$ 7,448	\$83	6.85%	-\$510	\$ 7,021	18.61%	\$ 1,386	80.55%	\$5,999	\$ 7,386	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 16,869	
Public Works Supervisor I	Maintenance Supervisor	AMSP	40	\$ 8,258	\$83	6.85%	-\$666	\$ 7,775	18.61%	\$ 1,537	80.55%	\$6,651	\$ 8,188	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 18,482	
Real Estate Agent	Real Property Agent II	MIEF	40	\$ 7,907	\$83	6.85%	-\$542	\$ 7,449	18.61%	\$ 1,472	80.55%	\$6,369	\$ 7,841	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 17,784	
Recreation Supervisor	Recreation Supervisor	CMP	40	\$ 7,271	\$83	6.85%	-\$498	\$ 6,857	18.61%	\$ 1,353	80.55%	\$5,857	\$ 7,210	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 16,517	
Urban Economic Analyst II	Economic Development Officer	CMP	40	\$ 9,563	\$83	6.85%	-\$655	\$ 8,991	18.61%	\$ 1,780	80.55%	\$7,703	\$ 9,482	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 21,081	

SAN JOSE

CITY OF OAKLAND COMPENSATION SURVEY

VALLEJO

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET CONT	NET CASH	ER RET NORMAL	ER RET UAL	ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						%	\$	%	\$						
Account Clerk III	Accounting Technician	IBEW	40	\$ 5,943	\$0	9.00%	\$ -5535	22.63%	\$ 1,345	\$ 1,942	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 9,585
Accountant III	Senior Accountant	IBEW	40	\$ 7,609	\$0	9.00%	\$ -6685	22.63%	\$ 1,721	\$ 2,486	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 11,795
Administrative Analyst II	Administrative Analyst II	CAMP	40	\$ 8,937	\$0	9.00%	\$ -804	22.63%	\$ 2,022	\$ 2,920	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 13,557
Administrative Assistant II	Administrative Secretary	IBEW	40	\$ 5,656	\$0	9.00%	\$ -509	22.63%	\$ 1,280	\$ 1,848	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 9,205
Case Manager II	No Match	NM													
Criminalist II	No Match	NM													
Deputy City Attorney II	Deputy City Attorney II	CAMP	40	\$ 10,893	\$0	9.00%	\$ -980	22.63%	\$ 2,464	\$ 3,559	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 16,152
Deputy City Attorney III	Assistant City Attorney I	CAMP	40	\$ 13,950	\$0	9.00%	\$ -1,255	22.63%	\$ 3,156	\$ 4,558	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 20,207
Engineer, Assistant I	No Match	NM	40												
Civil Engineer	Associate Civil Engineer	IBEW	40	\$ 8,194	\$0	9.00%	\$ -737	22.63%	\$ 1,854	\$ 2,677	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 12,571
Equipment Supervisor	Equipment Maint Sup	IBEW	40	\$ 6,724	\$0	9.00%	\$ -605	22.63%	\$ 1,521	\$ 2,197	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 10,621
Human Resources Analyst	Personnel Analyst II	CAMP	40	\$ 8,937	\$0	9.00%	\$ -804	22.63%	\$ 2,022	\$ 2,920	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 13,557
Information Systems Specialist II	Information Services Specialist	IBEW	40	\$ 6,892	\$0	9.00%	\$ -620	22.63%	\$ 1,559	\$ 2,252	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 10,844
Librarian, Supervising	No Match	NM													
Management Assistant	No Match	NM													
Neighborhood Services Coordinator	No Match	NM													
Planner II	Associate Planner	IBEW	40	\$ 7,241	\$0	9.00%	\$ -652	22.63%	\$ 1,638	\$ 2,366	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 11,308
Public Works Supervisor I	Public Works Supervisor	IBEW	40	\$ 6,400	\$0	9.00%	\$ -576	22.63%	\$ 1,448	\$ 2,091	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 10,192
Real Estate Agent	No Match	NM													
Recreation Supervisor	No Match	NM													
Urban Economic Analyst II	Community Development Analyst II	IBEW	40	\$ 7,241	\$0	9.00%	\$ -652	22.63%	\$ 1,638	\$ 2,366	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 11,308

VALLEJO

**CITY OF OAKLAND COMPENSATION SURVEY**

<b>Classification</b>	<b>N</b>	<b>Alameda County</b>	<b>Berkeley</b>	<b>Concord</b>	<b>Contra Costa County</b>	<b>Fremont</b>	<b>Hayward</b>	<b>Richmond</b>	<b>San Francisco (City and County)</b>	<b>San Jose</b>	<b>Vallejo</b>	<b>MEDIAN</b>	<b>MEAN</b>	<b>Oakland adjusted to 40 hour week</b>	<b>OAKLAND TO MEDIAN</b>	<b>OAKLAND TO MEAN</b>
<b>Account Clerk II</b>	10	\$ 8,177	\$ 9,550	\$ 8,379	\$ 7,387	\$ 9,858	\$ 8,994	\$ 9,094	\$ 8,109	\$ 12,647	\$ 7,711	\$ 8,686	\$ 8,991	\$ 8,982	3.29%	-0.09%
<b>Administrative Assistant I</b>	10	\$ 7,783	\$ 9,408	\$ 8,379	\$ 6,903	\$ 9,490	\$ 8,636	\$ 8,974	\$ 7,910	\$ 10,852	\$ 7,146	\$ 8,507	\$ 8,548	\$ 9,540	10.82%	10.40%
<b>Animal Control Officer</b>	7	\$ 8,769	\$ 9,948		\$ 9,352	\$ 9,707	\$ 9,398		\$ 8,707	\$ 13,490		\$ 9,398	\$ 9,910	\$ 9,792	4.02%	-1.20%
<b>Auto Equipment Mechanic</b>	8	\$ 10,167			\$ 9,738	\$ 11,823	\$ 10,623	\$ 9,577	\$ 10,753	\$ 12,374	\$ 9,392	\$ 10,395	\$ 10,556	\$ 11,669	10.92%	9.54%
<b>Construction Inspector (field)</b>	6			\$ 11,667			\$ 11,692	\$ 10,519	\$ 11,134	\$ 16,044	\$ 10,192	\$ 11,400	\$ 11,875	\$ 11,219	-1.62%	-5.84%
<b>Custodian</b>	6	\$ 7,358	\$ 8,499	\$ 7,559	\$ 6,456			\$ 8,251	\$ 7,938			\$ 7,748	\$ 7,677	\$ 8,133	4.73%	5.60%
<b>Early Head Start Instructor</b>	ISD				\$ 7,022	\$ 8,577			\$ 7,333			ISD	ISD	\$ 8,225	ISD	ISD
<b>Fire Prevention Bureau Inspector, Civil</b>	ISD		\$ 13,115			\$ 12,594			\$ 16,234		\$ 10,621	ISD	ISD	\$ 12,952	ISD	ISD
<b>Heavy Equipment Operator</b>	9	\$ 11,171	\$ 10,817	\$ 9,562	\$ 10,079		\$ 9,861	\$ 9,577	\$ 12,182	\$ 15,347	\$ 9,205	\$ 10,079	\$ 10,867	\$ 11,456	12.02%	5.14%
<b>Help Desk Specialist</b>	6	\$ 9,977		\$ 8,847			\$ 10,308	\$ 10,750	\$ 10,018		\$ 8,843	\$ 9,998	\$ 9,791	\$ 10,099	1.00%	3.05%
<b>Librarian II</b>	7	\$ 9,694	\$ 12,511		\$ 9,583		\$ 11,032	\$ 11,509	\$ 12,102	\$ 16,314		\$ 11,509	\$ 11,821	\$ 13,047	11.79%	9.40%
<b>Park Attendant</b>	6				\$ 6,290	\$ 9,875	\$ 8,367	\$ 8,251	\$ 7,422		\$ 7,862	\$ 8,056	\$ 8,011	\$ 7,671	-5.02%	-4.43%
<b>Parking Control Technician</b>	ISD							\$ 8,826		\$ 11,234		ISD	ISD	\$ 9,017	ISD	ISD
<b>Police Services Technician II</b>	6	\$ 8,769			\$ 9,835	\$ 10,146		\$ 9,756	\$ 9,208	\$ 15,575		\$ 9,796	\$ 10,548	\$ 9,977	1.82%	-5.72%
<b>Public Works Maintenance Worker</b>	9	\$ 8,115	\$ 9,364	\$ 7,934	\$ 8,074	\$ 9,853	\$ 9,247	\$ 9,069		\$ 11,704	\$ 7,563	\$ 9,069	\$ 8,992	\$ 9,147	0.86%	1.70%
<b>Revenue Assistant</b>	ISD				\$ 8,250		\$ 9,654		\$ 8,109		\$ 9,022	ISD	ISD	\$ 10,385	ISD	ISD
<b>Sewer Maintenance Worker</b>	6		\$ 9,815	\$ 8,847			\$ 9,995		\$ 9,710	\$ 12,802	\$ 8,172	\$ 9,762	\$ 9,890	\$ 9,771	0.09%	-1.22%
<b>Specialty Combination Inspector</b>	9	\$ 12,095	\$ 13,550		\$ 11,433	\$ 13,927	\$ 12,119	\$ 11,875	\$ 14,188	\$ 18,801	\$ 11,308	\$ 12,119	\$ 13,255	\$ 14,143	14.31%	6.28%



## CITY OF OAKLAND COMPENSATION SURVEY

OAKLAND

	UNIT	HRS/wk	Max Mo Salary	Prof Devel (not TR)	EE RET CONT		NET CASH	ER RET NORMAL		ER RET UAAL		ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
					%	\$		%	\$	%	\$						
Account Clerk II	TC	37.5	\$ 4,940	\$0	8.00%	-\$395	\$ 4,544	11.30%	\$ 558	27.51%	\$1,359	\$ 1,917	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 8,982
Administrative Assistant I	TC	40	\$ 5,333	\$13	8.00%	-\$427	\$ 4,918	11.30%	\$ 603	27.51%	\$1,467	\$ 2,070	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 9,540
Animal Control Officer	TC	40	\$ 5,523	\$0	8.00%	-\$442	\$ 5,081	11.30%	\$ 624	27.51%	\$1,519	\$ 2,144	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 9,792
Auto Equipment Mechanic	TC	40	\$ 6,866	\$13	8.00%	-\$549	\$ 6,329	11.30%	\$ 776	27.51%	\$1,889	\$ 2,665	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 11,669
Construction Inspector (field)	TC	40	\$ 6,542	\$13	8.00%	-\$523	\$ 6,031	11.30%	\$ 739	27.51%	\$1,800	\$ 2,539	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 11,219
Custodian	TC	40	\$ 4,328	\$0	8.00%	-\$346	\$ 3,981	11.30%	\$ 489	27.51%	\$1,190	\$ 1,680	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 8,133
Early Head Start Instructor	TC	40	\$ 4,385	\$13	8.00%	-\$351	\$ 4,047	11.30%	\$ 496	27.51%	\$1,206	\$ 1,702	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 8,225
Fire Prevention Bureau Inspector, Civil	TC	40	\$ 7,790	\$13	8.00%	-\$623	\$ 7,180	11.30%	\$ 880	27.51%	\$2,143	\$ 3,024	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 12,952
Heavy Equipment Operator	TC	37.5	\$ 6,713	\$13	8.00%	-\$537	\$ 6,188	11.30%	\$ 759	27.51%	\$1,847	\$ 2,605	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 11,456
Help Desk Specialist	TC	40	\$ 5,735	\$13	8.00%	-\$459	\$ 5,289	11.30%	\$ 648	27.51%	\$1,578	\$ 2,226	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 10,099
Librarian II	TC	40	\$ 7,859	\$13	8.00%	-\$629	\$ 7,243	11.30%	\$ 888	27.51%	\$2,162	\$ 3,050	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 13,047
Park Attendant	TC	40	\$ 3,986	\$13	8.00%	-\$319	\$ 3,680	11.30%	\$ 451	27.51%	\$1,097	\$ 1,547	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 7,671
Parking Control Technician	TC	40	\$ 4,965	\$0	8.00%	-\$397	\$ 4,568	11.30%	\$ 561	27.51%	\$1,366	\$ 1,927	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 9,017
Police Services Technician II	TC	40	\$ 5,656	\$0	8.00%	-\$453	\$ 5,204	11.30%	\$ 639	27.51%	\$1,556	\$ 2,195	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 9,977
Public Works Maintenance Worker	TC	37.5	\$ 5,059	\$0	8.00%	-\$405	\$ 4,654	11.30%	\$ 572	27.51%	\$1,392	\$ 1,963	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 9,147
Revenue Assistant	TC	40	\$ 5,951	\$0	8.00%	-\$476	\$ 5,474	11.30%	\$ 673	27.51%	\$1,637	\$ 2,309	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 10,385
Sewer Maintenance Worker	TC	40	\$ 5,499	\$13	8.00%	-\$440	\$ 5,071	11.30%	\$ 621	27.51%	\$1,513	\$ 2,134	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 9,771
Specialty Combination Inspector	TC	37.5	\$ 8,649	\$13	8.00%	-\$692	\$ 7,999	11.30%	\$ 977	27.51%	\$2,379	\$ 3,357	\$ 1,997	\$ 106	\$ 22	\$ 2,125	\$ 14,143

CITY OF OAKLAND COMPENSATION SURVEY

ALAMEDA CO																		
Survey Class	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET CONT		NET CASH	ER RET NORMAL		ER RET UAAL		ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						%	\$		%	\$	%	\$						
Account Clerk II	Account Clerk II	SEIU	37.5	\$ 4,915	\$58	7.81%	-\$384	\$ 4,589	10.16%	\$ 499	12.90%	\$ 634	\$1,133	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 8,177
Administrative Assistant I	Clerk II	SEIU	37.5	\$ 4,594	\$58	7.81%	-\$359	\$ 4,294	10.16%	\$ 467	12.90%	\$ 593	\$1,059	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 7,783
Animal Control Officer	Sheriff's Technician	SEIU	40	\$ 5,396	\$58	7.81%	-\$421	\$ 5,033	10.16%	\$ 548	12.90%	\$ 696	\$1,244	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 8,769
Auto Equipment Mechanic	Auto Mechanic	BTC	40	\$ 6,545	\$42	7.81%	-\$511	\$ 6,076	10.16%	\$ 665	12.90%	\$ 844	\$1,509	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 10,167
Construction Inspector (field)	No Match	NM																
Custodian	Janitor	SEIU	37.5	\$ 4,249	\$58	7.81%	-\$332	\$ 3,976	10.16%	\$ 432	12.90%	\$ 548	\$ 980	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 7,358
Early Head Start Instructor	No Match	NM																
Fire Prevention Bureau Inspector, Civil	No Match	NM																
Heavy Equipment Operator	Heavy Equipment Operator	BTC	40	\$ 7,361	\$42	7.81%	-\$575	\$ 6,828	10.16%	\$ 748	12.90%	\$ 950	\$1,698	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 11,171
Help Desk Specialist	Technical Support Specialist II	SEIU	37.5	\$ 6,378	\$58	7.81%	-\$498	\$ 5,938	10.16%	\$ 648	12.90%	\$ 823	\$1,471	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 9,977
Librarian II	Librarian II	SEIU	37.5	\$ 6,147	\$58	7.81%	-\$480	\$ 5,726	10.16%	\$ 625	12.90%	\$ 793	\$1,418	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 9,694
Park Attendant	No Match	NM																
Parking Control Technician	No Match	NM																
Police Services Technician II	Sheriff's Technician	SEIU	40	\$ 5,396	\$58	7.81%	-\$421	\$ 5,033	10.16%	\$ 548	12.90%	\$ 696	\$1,244	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 8,769
Public Works Maintenance Worker	Laborer	BTC	40	\$ 4,878	\$42	7.81%	-\$381	\$ 4,538	10.16%	\$ 496	12.90%	\$ 629	\$1,125	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 8,115
Revenue Assistant	No Match	NM																
Sewer Maintenance Worker	No Match	NM																
Specialty Combination Inspector	Building Inspector II	SEIU	40	\$ 8,098	\$58	7.81%	-\$632	\$ 7,524	10.16%	\$ 823	12.90%	\$ 1,045	\$1,867	\$ 2,009	\$ 62	\$0	\$ 2,071	\$ 12,095

CITY OF OAKLAND COMPENSATION SURVEY

BERKELEY

Survey Class	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET CONT		NET CASH	ER RET Total		HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						%	\$		%	\$					
<b>Account Clerk II</b>	Accounting Office Specialist II	SEIU 1021 M&C	40	\$ 5,667	\$0	8.00%	-\$453	\$ 5,214	29.4%	\$1,666.16	\$2,066	\$ 151	\$0	\$ 2,216	<b>\$9,550</b>
<b>Administrative Assistant I</b>	Office Specialist II	SEIU 1021 M&C	40	\$ 5,558	\$0	8.00%	-\$445	\$ 5,113	29.4%	\$1,633.94	\$2,066	\$ 151	\$0	\$ 2,216	<b>\$9,408</b>
<b>Animal Control Officer</b>	Animal Control Officer	SEIU 1021 M&C	40	\$ 5,975	\$0	8.00%	-\$478	\$ 5,497	29.4%	\$1,756.74	\$2,066	\$ 151	\$0	\$ 2,216	<b>\$9,948</b>
<b>Auto Equipment Mechanic</b>	NO MATCH	NM													
<b>Construction Inspector (field)</b>	NO MATCH	NM													
<b>Custodian</b>	Janitor	SEIU 1021 M&C	40	\$ 4,855	\$0	8.00%	-\$388	\$ 4,467	29.4%	\$1,427.50	\$ 2,066	\$ 151	\$0	\$ 2,216	<b>\$8,499</b>
<b>Early Head Start Instructor</b>	NO MATCH	NM													
<b>Fire Prevention Bureau Inspector, Civil</b>	Fire Prevention Inspector	SEIU 1021 Comm Svcs & PT Rec Leaders	40	\$ 8,422	\$0	8.00%	-\$674	\$ 7,749	29.4%	\$2,476.19	\$ 2,066	\$ 151	\$0	\$ 2,216	<b>\$13,115</b>
<b>Heavy Equipment Operator</b>	Construction Equipment Operator	SEIU 1021	40	\$ 6,647	\$0	8.00%	-\$532	\$ 6,115	29.4%	\$1,954.21	\$ 2,066	\$ 151	\$0	\$ 2,216	<b>\$10,817</b>
<b>Help Desk Specialist</b>	No Match	NM													
<b>Librarian II</b>	Librarian II	SEIU 1021 Comm Svcs & PT Rec Leaders	40	\$ 7,956	\$0	8.00%	-\$636	\$ 7,319	29.4%	\$2,339.02	\$ 2,066	\$ 151	\$0	\$ 2,216	<b>\$12,511</b>
<b>Park Attendant</b>	No Match	NM													
<b>Parking Control Technician</b>	No Match	NM													
<b>Police Services Technician II</b>	No Match	NM													
<b>Public Works Maintenance Worker</b>	Laborer	SEIU 1021 M&C	40	\$ 5,524	\$0	8.00%	-\$442	\$ 5,082	29.4%	\$1,624.06	\$ 2,066	\$ 151	\$0	\$ 2,216	<b>\$9,364</b>
<b>Revenue Assistant</b>	No Match	NM													
<b>Sewer Maintenance Worker</b>	Skilled Laborer	SEIU 1021 M&C	40	\$ 5,872	\$0	8.00%	-\$470	\$ 5,402	29.4%	\$1,726.43	\$ 2,066	\$ 151	\$0	\$ 2,216	<b>\$9,815</b>
<b>Specialty Combination Inspector</b>	Buidling Inspector I	SEIU 1021 Comm Svcs & PT Rec Leaders	40	\$ 8,759	\$0	8.00%	-\$701	\$ 8,058	29.4%	\$2,575.12	\$ 2,066	\$ 151	\$0	\$ 2,216	<b>\$13,550</b>

CITY OF OAKLAND COMPENSATION SURVEY

CONCORD

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET CONT		NET CASH	ER RET NORMAL		ER RET UAL		ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						%	\$		%	\$	%	\$						
<b>Account Clerk II</b>	Account Clerk II	ATC	40	\$ 4,728	\$0	8.00%	-\$378	\$ 4,349	10.08%	\$477	26.51%	\$ 1,253	\$ 1,730	\$ 1,789	\$132.20	\$0	\$1,921	\$ 8,379
<b>Administrative Assistant I</b>	Administrative Clerk I	ATC	40	\$ 4,728	\$0	8.00%	-\$378	\$ 4,349	10.08%	\$477	26.51%	\$ 1,253	\$ 1,730	\$ 1,789	\$132.20	\$0	\$1,921	\$ 8,379
<b>Animal Control Officer</b>	NO MATCH	NM																
<b>Auto Equipment Mechanic</b>	NO MATCH	NM																
<b>Construction Inspector (field)</b>	Construction Inspector	ATC	40	\$ 7,135	\$0	8.00%	-\$571	\$ 6,564	10.08%	\$719	26.51%	\$ 1,891	\$ 2,611	\$ 1,789	\$132.20	\$0	\$1,921	\$ 11,667
<b>Custodian</b>	Custodian	F&O	40	\$ 4,127	\$0	8.00%	-\$330	\$ 3,797	10.08%	\$416	26.51%	\$ 1,094	\$ 1,510	\$ 1,789	\$132.20	\$0	\$1,921	\$ 7,559
<b>Early Head Start Instructor</b>	NO MATCH	NM																
<b>Fire Prevention Bureau Inspector, Civil</b>	NO MATCH	NM																
<b>Heavy Equipment Operator</b>	Heavy Equipment Operator I	ATC	40	\$ 5,593	\$0	8.00%	-\$447	\$ 5,146	10.08%	\$564	26.51%	\$ 1,483	\$ 2,047	\$ 1,789	\$132.20	\$0	\$1,921	\$ 9,562
<b>Help Desk Specialist</b>	Information Systems Technician I	ATC	40	\$ 5,071	\$0	8.00%	-\$406	\$ 4,665	10.08%	\$511	26.51%	\$ 1,344	\$ 1,855	\$ 1,789	\$132.20	\$0	\$1,921	\$ 8,847
<b>Librarian II</b>	No Match	NM																
<b>Park Attendant</b>	No Match	NM																
<b>Parking Control Technician</b>	No Match	NM																
<b>Police Services Technician II</b>	No Match	NM																
<b>Public Works Maintenance Worker</b>	Maint Worker I	F&O	40	\$ 4,402	\$0	8.00%	-\$352	\$ 4,050	10.08%	\$444	26.51%	\$ 1,167	\$ 1,611	\$ 1,789	\$132.20	\$0	\$1,921	\$ 7,934
<b>Revenue Assistant</b>	No Match	NM																
<b>Sewer Maintenance Worker</b>	Maint Worker II	F&O	40	\$ 5,071	\$0	8.00%	-\$406	\$ 4,665	10.08%	\$511	26.51%	\$ 1,344	\$ 1,855	\$ 1,789	\$132.20	\$0	\$1,921	\$ 8,847
<b>Specialty Combination Inspector</b>	No Match	NM																

CITY OF OAKLAND COMPENSATION SURVEY

CONTRA COSTA CO																		
	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET CONT		NET CASH	ER RET NORMAL		ER RET UAAL		ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						%	\$		%	\$	%	\$						
Account Clerk II	Account Clerk - Experienced	Local 2700 - General Clerical Unit	40	\$ 4,199	\$63	12.70%	-\$533	\$ 3,728	15.70%	\$ 659	13.43%	\$ 864	\$1,223	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 7,387
Administrative Assistant I	Clerk-Experienced	Local 2700 - General Clerical Unit	40	\$ 3,825	\$63	12.70%	-\$486	\$ 3,402	15.70%	\$ 601	13.43%	\$ 814	\$1,114	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 6,903
Animal Control Officer	Animal Services Officer	Local 1 - Agricultural & Animal Control Unit	40	\$ 5,721	\$63	12.70%	-\$726	\$ 5,057	15.70%	\$ 698	13.43%	\$ 768	\$1,667	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 9,352
Auto Equipment Mechanic	Equipment Mechanic	Local 856 - General Services & Maintenance Unit	40	\$ 6,129	\$63	12.70%	-\$778	\$ 5,413	15.70%	\$ 962	13.43%	\$ 823	\$1,785	\$ 1,685	\$ 77	\$0	\$ 1,762	\$ 9,738
Construction Inspector (field)	No Match	NM																
Custodian	Custodian II	Local 856 - General Services & Maintenance Unit	40	\$ 3,587	\$63	12.70%	-\$455	\$ 3,194	15.70%	\$ 563	13.43%	\$ 482	\$1,045	\$ 1,685	\$ 77	\$0	\$ 1,762	\$ 6,456
Early Head Start Instructor	Infant/Toddler Teacher - Project	Bargaining Unit: Local 1 - Family and Children's Services Unit	40	\$ 3,917	\$63	12.70%	-\$497	\$ 3,482	15.70%	\$ 615	13.43%	\$ 526	\$1,141	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 7,022
Fire Prevention Bureau Inspector, Civil	No Match	No Match																
Heavy Equipment Operator	Maint Worker IV	Local 856 - General Services & Maintenance Unit	40	\$ 6,393	\$63	12.70%	-\$812	\$ 5,643	15.70%	\$ 1,004	13.43%	\$ 859	\$1,862	\$ 1,685	\$ 77	\$0	\$ 1,762	\$ 10,079
Help Desk Specialist	No Match	NM																
Librarian II	Librarian	Local 1 - Library Unit	40	\$ 5,900	\$63	12.70%	-\$749	\$ 5,214	15.70%	\$ 926	13.43%	\$ 792	\$1,719	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 9,583
Park Attendant	Groundskeeper	Local 856 - General Services & Maintenance Unit	40	\$ 3,458	\$63	12.70%	-\$439	\$ 3,081	15.70%	\$ 543	13.43%	\$ 484	\$1,007	\$ 1,685	\$ 77	\$0	\$ 1,762	\$ 6,280
Parking Control Technician	No Match	NM																
Police Services Technician II	Sheriff Community Svc Officer	DSA - Deputy Sheriff's Non-Sworn Rank & File Unit	40	\$ 6,144	\$0	12.70%	-\$780	\$ 5,364	15.70%	\$ 965	13.43%	\$ 825	\$1,790	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 9,835
Public Works Maintenance Worker	Maintenance Worker II	Local 856 - General Services & Maintenance Unit	40	\$ 4,840	\$63	12.70%	-\$615	\$ 4,288	15.70%	\$ 760	13.43%	\$ 650	\$1,410	\$ 1,685	\$ 77	\$0	\$ 1,762	\$ 8,074
Revenue Assistant	Tax Compliance Officer	Local 1 - Investigative Unit	40	\$ 4,868	\$63	12.70%	-\$618	\$ 4,312	15.70%	\$ 764	13.43%	\$ 654	\$1,418	\$ 1,825	\$ 77	\$0	\$ 1,902	\$ 8,250
Sewer Maintenance Worker	No Match	NM																
Specialty Combination Inspector	Building Inspector II	Local 856 - General Services & Maintenance Unit	40	\$ 7,441	\$63	12.70%	-\$945	\$ 6,558	15.70%	\$ 1,168	13.43%	\$ 999	\$2,168	\$ 1,685	\$ 77	\$0	\$ 1,762	\$ 11,433

CITY OF OAKLAND COMPENSATION SURVEY

FREMONT

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET		NET CASH	ER RET		ER RET UAAL		ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						%	\$		%	\$	%	\$						
<b>Account Clerk II</b>	Accounting Specialist II	CFEA	40	\$ 5,958	\$0	8.00%	-\$476	\$ 5,479	9.82%	\$ 585	19.60%	\$1,168	\$ 1,752	\$ 1,997	\$ 122	\$ 30	\$ 2,150	\$ 9,858
<b>Administrative Assistant I</b>	Office Specialist II	CFEA	40	\$ 5,971	\$0	8.00%	-\$454	\$ 5,218	9.82%	\$ 557	19.60%	\$1,112	\$ 1,669	\$ 1,997	\$ 122	\$ 30	\$ 2,150	\$ 9,490
<b>Animal Control Officer</b>	Animal Services Officer	CFEA	40	\$ 5,839	\$0	8.00%	-\$467	\$ 5,372	9.82%	\$ 573	19.60%	\$1,145	\$ 1,718	\$ 1,997	\$ 122	\$ 30	\$ 2,150	\$ 9,707
<b>Auto Equipment Mechanic</b>	Fleet Mechanic I	Op Eng 3	40	\$ 7,440	\$0	8.00%	-\$595	\$ 6,844	9.82%	\$ 730	19.60%	\$1,458	\$ 2,189	\$ 1,997	\$ 175	\$ 22	\$ 2,194	\$ 11,823
<b>Construction Inspector (field)</b>	NO MATCH	NM																
<b>Custodian</b>	NO MATCH	NM																
<b>Early Head Start Instructor</b>	Tiny Tot Specialist	CFEA	40	\$ 4,966	\$0	8.00%	-\$397	\$ 4,569	9.82%	\$ 488	19.60%	\$ 973	\$ 1,481	\$ 1,997	\$ 122	\$ 30	\$ 2,150	\$ 8,577
<b>Fire Prevention Bureau Inspector, Civil</b>	Fire Prevention Inspector	CFEA	40	\$ 8,070	\$0	8.00%	-\$646	\$ 7,424	9.82%	\$ 792	19.60%	\$1,582	\$ 2,374	\$ 1,997	\$ 122	\$ 30	\$ 2,150	\$ 12,594
<b>Heavy Equipment Operator</b>	NO MATCH	NM																
<b>Help Desk Specialist</b>	NO MATCH	NM																
<b>Librarian II</b>	NO MATCH	NM																
<b>Park Attendant</b>	Park Maintenance Worker I	Op Eng 3	40	\$ 5,934	\$0	8.00%	-\$475	\$ 5,460	9.82%	\$ 583	19.60%	\$1,163	\$ 1,746	\$ 1,997	\$ 175	\$ 22	\$ 2,194	\$ 9,875
<b>Parking Control Technician</b>	NO MATCH	NM																
<b>Police Services Technician II</b>	Community Service Officer	Teamsters Local 856	40	\$ 6,296	\$0	8.00%	-\$504	\$ 5,792	9.82%	\$ 618	19.60%	\$1,234	\$ 1,852	\$ 1,997	\$0	\$0	\$ 1,997	\$ 10,146
<b>Public Works Maintenance Worker</b>	Street Maintenance Worker I	Op Eng 3	40	\$ 5,934	\$0	8.00%	-\$475	\$ 5,460	9.82%	\$ 583	19.60%	\$1,163	\$ 1,746	\$ 1,997	\$ 175	\$0	\$ 2,172	\$ 9,853
<b>Revenue Assistant</b>	NO MATCH	NM																
<b>Sewer Maintenance Worker</b>	NO MATCH	NM																
<b>Specialty Combination Inspector</b>	Building Inspector I	CFEA	40	\$ 9,100	\$0	8.00%	-\$728	\$ 8,372	9.82%	\$ 893	19.60%	\$1,784	\$ 2,677	\$ 1,997	\$ 122	\$ 30	\$ 2,150	\$ 13,927

CITY OF OAKLAND COMPENSATION SURVEY

HAYWARD

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET CONT		NET CASH		ER RET TOTAL		HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFIT S	TOTAL COMP
						%	\$	%	\$	%	\$					
Account Clerk II	Account Clerk	SEIU Local 1021 Clerical	40	\$ 5,576	\$0	12.50%	-\$697	\$ 4,879	22.90%	\$ 1,277	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 8,994	
Administrative Assistant I	Administrative Clerk II	SEIU Local 1021 Clerical	40	\$ 5,285	\$0	12.50%	-\$661	\$ 4,624	22.90%	\$ 1,210	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 8,636	
Animal Control Officer	Animal Control Officer	SEIU Local 1021 Clerical	40	\$ 5,905	\$0	12.50%	-\$738	\$ 5,167	22.90%	\$ 1,352	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 9,398	
Auto Equipment Mechanic	Equipment Mechanic II	SEIU Local 1021 Maintenance	40	\$ 6,902	\$0	12.50%	-\$863	\$ 6,039	22.90%	\$ 1,581	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 10,623	
Construction Inspector (field)	Construction Inspector	IFPTE Local 21	40	\$ 7,646	\$21	11.00%	-\$841	\$ 6,826	24.40%	\$ 1,868	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 11,692	
Custodian	NO MATCH	NM														
Early Head Start Instructor	NO MATCH	NM														
Fire Prevention Bureau Inspector, Civil	NO MATCH	NM														
Heavy Equipment Operator	Equipment Operator	SEIU Local 1021 Maintenance	40	\$ 6,282	\$0	12.50%	-\$785	\$ 5,496	22.90%	\$ 1,438	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 9,861	
Help Desk Specialist	Information Systems Support Technician	IFPTE Local 21	40	\$ 6,533	\$21	11.00%	-\$719	\$ 5,835	24.40%	\$ 1,584	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 10,308	
Librarian II	Librarian II	IFPTE Local 21	40	\$ 7,115	\$21	11.00%	-\$783	\$ 6,353	24.40%	\$ 1,736	\$ 1,997	\$ 148	\$ 14	\$ 2,160	\$ 11,032	
Park Attendant	Laborer	SEIU Local 1021 Maintenance	40	\$ 5,067	\$0	12.50%	-\$633	\$ 4,433	22.90%	\$ 1,160	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 8,367	
Parking Control Technician	No Match															
Police Services Technician II	No Match															
Public Works Maintenance Worker	Maintenance Worker	SEIU Local 1021 Maintenance	40	\$ 5,782	\$0	12.50%	-\$723	\$ 5,060	22.90%	\$ 1,324	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 9,247	
Revenue Assistant	Senior Customer Account Clerk	SEIU Local 1021 Clerical	40	\$ 6,113	\$0	12.50%	-\$764	\$ 5,349	22.90%	\$ 1,400	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 9,654	
Sewer Maintenance Worker	Utility Worker - Sewer	SEIU Local 1021 Maintenance	40	\$ 6,391	\$0	12.50%	-\$799	\$ 5,592	22.90%	\$ 1,463	\$ 1,997	\$ 129	\$ 14	\$ 2,141	\$ 9,895	
Specialty Combination Inspector	Building Inspector	IFPTE Local 21	40	\$ 7,989	\$21	11.00%	-\$879	\$ 7,131	24.40%	\$ 1,949	\$ 1,997	\$ 148	\$ 14	\$ 2,180	\$ 12,119	

CITY OF OAKLAND COMPENSATION SURVEY

RICHMOND																		
	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET	CONT	NET CASH	ER RET Normal	ER RET UAAL	ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP		
						%	\$		%	\$	%	\$						
Account Clerk II	Accounting Assistant II	SEIU	37.5	\$ 5,235	\$83	8.00%	-\$419	\$ 4,879	12.51%	\$ 655.01	19.19%	\$ 1,004.79	\$ 1,680	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 9,094
Administrative Assistant I	Office Assistant II	SEIU	37.5	\$ 5,144	\$83	8.00%	-\$411	\$ 4,795	12.51%	\$ 643.53	19.19%	\$ 987.18	\$ 1,631	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 8,974
Animal Control Officer	No Match	NM																
Auto Equipment Mechanic	Equipment Mechanic III	SEIU	40	\$ 5,602	\$83	8.00%	-\$448	\$ 5,218	12.51%	\$ 700.87	19.19%	\$ 1,075.14	\$ 1,778	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 9,577
Construction Inspector (field)	Construction Inspector I	SEIU	40	\$ 6,317	\$83	8.00%	-\$505	\$ 5,874	12.51%	\$ 790.32	19.19%	\$ 1,212.36	\$ 2,003	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 10,519
Custodian	Utility Worker I	SEIU	40	\$ 4,595	\$83	8.00%	-\$368	\$ 4,290	12.51%	\$ 574.88	19.19%	\$ 881.87	\$ 1,457	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 9,251
Early Head Start Instructor	No Match	NM																
Fire Prevention Bureau Inspector, Civil	No Match	NM																
Heavy Equipment Operator	Equipment Operator	SEIU	40	\$ 5,602	\$83	8.00%	-\$448	\$ 5,218	12.51%	\$ 700.87	19.19%	\$ 1,075.14	\$ 1,778	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 9,577
Help Desk Specialist	Information Technology Assistant	SEIU	37.5	\$ 6,493	\$83	8.00%	-\$519	\$ 6,036	12.51%	\$ 812.32	19.19%	\$ 1,246.11	\$ 2,058	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 10,750
Librarian II	Librarian II	SEIU	37.5	\$ 7,069	\$83	8.00%	-\$568	\$ 6,566	12.51%	\$ 884.37	19.19%	\$ 1,356.64	\$ 2,241	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 11,509
Park Attendant	Groundskeeper-Gardener	SEIU	40	\$ 4,595	\$83	8.00%	-\$368	\$ 4,290	12.51%	\$ 574.88	19.19%	\$ 881.87	\$ 1,457	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 8,251
Parking Control Technician	Parking Enforcement Representative	SEIU	40	\$ 5,032	\$83	8.00%	-\$403	\$ 4,692	12.51%	\$ 629.55	19.19%	\$ 965.74	\$ 1,595	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 8,826
Police Services Technician II	Crime Prevention Specialist	SEIU	40	\$ 5,738	\$83	8.00%	-\$459	\$ 5,341	12.51%	\$ 717.88	19.19%	\$ 1,101.24	\$ 1,819	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 9,758
Public Works Maintenance Worker	Maintenance Worker II	SEIU	40	\$ 5,216	\$83	8.00%	-\$417	\$ 4,861	12.51%	\$ 652.57	19.19%	\$ 1,001.05	\$ 1,654	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 9,069
Revenue Assistant	No Match	NM																
Sewer Maintenance Worker	No Match	NM																
Specialty Combination Inspector	Building Inspector	SEIU	40	\$ 7,347	\$83	8.00%	-\$568	\$ 6,822	12.51%	\$ 919.18	19.19%	\$ 1,410.04	\$ 2,329	\$ 1,997	\$ 123	\$ 16	\$ 2,137	\$ 11,876



CITY OF OAKLAND COMPENSATION SURVEY

SAN FRANCISCO

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET CONT		NET CASH	ER RET Total		HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						%	\$		%	\$					
<b>Account Clerk II</b>	Account Clerk	SEIU 1021	40	\$ 5,436	\$0	11.00%	-\$598	\$ 4,838	19.81%	\$ 1,077	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 8,109
<b>Administrative Assistant I</b>	Clerk Typist	SEIU 1021	40	\$ 5,269	\$0	11.00%	-\$560	\$ 4,690	19.81%	\$ 1,044	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 7,910
<b>Animal Control Officer</b>	Animal Control Officer	Teamsters, Local 856 Health Workers	40	\$ 5,796	\$167	11.00%	-\$638	\$ 5,325	19.81%	\$ 1,148	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 8,707
<b>Auto Equipment Mechanic</b>	Automotive Mechanic	Automotive Machinists, Local 1414	40	\$ 7,601	\$50	11.00%	-\$836	\$ 6,815	19.81%	\$ 1,506	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 10,753
<b>Construction Inspector (field)</b>	Assistant Construction Inspector	Professional & Tech Engrs, Local 21	40	\$ 7,822	\$167	11.00%	-\$860	\$ 7,128	19.81%	\$ 1,549	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 11,134
<b>Custodian</b>	Custodian	SEIU 1021 Miscellaneous	40	\$ 5,293	\$0	11.00%	-\$582	\$ 4,711	19.81%	\$ 1,049	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 7,938
<b>Early Head Start Instructor</b>	Child Care Specialist	SEIU 1021 Miscellaneous	40	\$ 4,652	\$0	7.50%	-\$349	\$ 4,303	23.31%	\$ 1,084	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 7,333
<b>Fire Prevention Bureau Inspector, Civil</b>	Fire Safety Inspector II	Professional & Tech Engrs, Local 21	40	\$ 12,129	\$167	11.50%	-\$1,395	\$ 10,901	19.31%	\$ 2,342	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 16,234
<b>Heavy Equipment Operator</b>	Operating Engineer	Operating Engineers, Local 5	40	\$ 8,836	\$0	11.00%	-\$972	\$ 7,864	19.81%	\$ 1,750	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 12,182
<b>Help Desk Specialist</b>	IT Operations Support Administrator II	Professional & Tech Engrs, Local 21	40	\$ 6,890	\$167	11.00%	-\$758	\$ 6,299	19.81%	\$ 1,365	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 10,018
<b>Librarian II</b>	Librarian II	SEIU 1021 Miscellaneous	40	\$ 8,769	\$0	11.00%	-\$965	\$ 7,804	19.81%	\$ 1,737	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 12,102
<b>Park Attendant</b>	Apprentice Gardener	Laborers, Local 261	40	\$ 4,643	\$100	7.50%	-\$348	\$ 4,395	23.31%	\$ 1,082	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 7,422
<b>Parking Control Technician</b>	No Match	NM													
<b>Police Services Technician II</b>	Community Police Services Aide	SEIU 1021 Miscellaneous	40	\$ 6,353	\$0	11.00%	-\$699	\$ 5,654	19.81%	\$ 1,258	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 9,208
<b>Public Works Maintenance Worker</b>	No Match	NM													
<b>Revenue Assistant</b>	Assessment Clerk	SEIU 1021	40	\$ 5,436	\$0	11.00%	-\$598	\$ 4,838	19.81%	\$ 1,077	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 8,109
<b>Sewer Maintenance Worker</b>	Sewer Maintenance Worker	Laborers, Local 261	40	\$ 6,689	\$100	11.00%	-\$736	\$ 6,053	19.81%	\$ 1,325	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 9,710
<b>Specialty Combination Inspector</b>	Building Inspector	Building Inspectors -	40	\$ 10,554	\$0	11.50%	-\$1,214	\$ 9,340	19.31%	\$ 2,038	\$ 1,430	\$ 166	\$0	\$ 1,596	\$ 14,188

Notes

CITY OF OAKLAND COMPENSATION SURVEY

SAN JOSE

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Devel (not TR)	EE RET CONT		NET CASH		ER RET NORMAL		ER RET UAAL		ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						%	\$	%	\$	%	\$	%	\$						
<b>Account Clerk II</b>	Senior Account Clerk	MEF	40	\$ 5,328	\$83	6.85%	-\$365	\$ 5,047	18.61%	\$ 992	80.55%	\$ 4,292	\$5,284	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 12,647	
<b>Administrative Assistant I</b>	Office Specialist II	MEF	40	\$ 4,427	\$83	6.85%	-\$303	\$ 4,207	18.61%	\$ 824	80.55%	\$ 3,566	\$4,390	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 10,852	
<b>Animal Control Officer</b>	Animal Services Officer, Senior	MEF	40	\$ 5,751	\$83	6.85%	-\$394	\$ 5,441	18.61%	\$ 1,070	80.55%	\$ 4,633	\$5,703	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 13,490	
<b>Auto Equipment Mechanic</b>	Equipment Mechanic Assistant II	OE3	40	\$ 5,195	\$83	6.85%	-\$356	\$ 4,922	18.61%	\$ 967	80.55%	\$ 4,184	\$5,151	\$ 1,782	\$ 162	\$0	\$ 1,944	\$ 12,374	
<b>Construction Inspector (field)</b>	Associate Construction Inspector	MEF	40	\$ 7,034	\$83	6.85%	-\$482	\$ 6,635	18.61%	\$ 1,309	80.55%	\$ 5,666	\$6,975	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 16,044	
<b>Custodian</b>	NO MATCH	NM																	
<b>Early Head Start Instructor</b>	NO MATCH	NM																	
<b>Fire Prevention Bureau Inspector, Civil</b>	NO MATCH	NM																	
<b>Heavy Equipment Operator</b>	Heavy Equipment Operator	MEF	40	\$ 6,684	\$83	6.85%	-\$458	\$ 6,309	18.61%	\$ 1,244	80.55%	\$ 5,384	\$6,628	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 15,347	
<b>Help Desk Specialist</b>	NO MATCH	NM																	
<b>Librarian II</b>	Librarian II	MEF	40	\$ 7,169	\$83	6.85%	-\$491	\$ 6,761	18.61%	\$ 1,334	80.55%	\$ 5,775	\$7,109	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 16,314	
<b>Park Attendant</b>	No Match	NM																	
<b>Parking Control Technician</b>	Parking & Traffic Control Officer	OE3	40	\$ 4,623	\$83	6.85%	-\$317	\$ 4,389	18.61%	\$ 860	80.55%	\$ 3,724	\$4,584	\$ 1,782	\$ 162	\$0	\$ 1,944	\$ 11,234	
<b>Police Services Technician II</b>	Community Services Officer II	MEF	40	\$ 6,798	\$83	6.85%	-\$466	\$ 6,416	18.61%	\$ 1,265	80.55%	\$ 5,476	\$6,741	\$ 1,782	\$ 162	\$ 8	\$ 1,952	\$ 15,575	
<b>Public Works Maintenance Worker</b>	Maintenance Worker I	OE3	40	\$ 4,859	\$83	6.85%	-\$333	\$ 4,609	18.61%	\$ 904	80.55%	\$ 3,914	\$4,818	\$ 1,782	\$ 162	\$0	\$ 1,944	\$ 11,704	
<b>Revenue Assistant</b>	NO MATCH	NM																	
<b>Sewer Maintenance Worker</b>	Maintenance Worker II	OE3	40	\$ 5,410	\$83	6.85%	-\$371	\$ 5,122	18.61%	\$ 1,007	80.55%	\$ 4,358	\$5,364	\$ 1,782	\$ 162	\$0	\$ 1,944	\$ 12,802	
<b>Specialty Combination Inspector</b>	Building Inspector/Combo	INS	40	\$ 8,422	\$83	6.85%	-\$577	\$ 7,929	18.61%	\$ 1,567	80.55%	\$ 6,784	\$8,352	\$ 1,782	\$ 162	\$0	\$ 1,944	\$ 18,801	

CITY OF OAKLAND COMPENSATION SURVEY

VALLEJO

	Matching Class	UNIT	HRS	Max Mo Salary	Prof Deve (not TR)	EE RET CONT		NET CASH		ER RET NORMAL		ER RET UAAL		ER RET TOTAL	HEALTH (Kaiser family)	DENTAL	VISION	TOTAL BENEFITS	TOTAL COMP
						%	\$	%	\$	%	\$								
Account Clerk II	Accounting Clerk II	IBEW	40	\$ 4,530	\$0	9.00%	-\$408	\$ 4,123	10.05%	\$ 455	22.63%	\$ 1,025	\$1,480	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 7,711	
Administrative Assistant I	Administrative Clerk II	IBEW	40	\$ 4,104	\$0	9.00%	-\$369	\$ 3,735	10.05%	\$ 412	22.63%	\$ 929	\$1,341	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 7,146	
Animal Control Officer	No Match	NM																	
Auto Equipment Mechanic	Equipment Mechanic II	IBEW	40	\$ 5,797	\$0	9.00%	-\$522	\$ 5,276	10.05%	\$ 582	22.63%	\$ 1,312	\$1,894	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 9,392	
Construction Inspector (field)	Construction Inspector	IBEW	40	\$ 6,400	\$0	9.00%	-\$576	\$ 5,824	10.05%	\$ 643	22.63%	\$ 1,448	\$2,091	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 10,192	
Custodian	No Match	NM																	
Early Head Start Instructor	No Match	NM																	
Fire Prevention Bureau Inspector, Civil	Fire Prevention Inspector (Non-Safety)	IBEW	40	\$ 6,724	\$0	9.00%	-\$605	\$ 6,119	10.05%	\$ 678	22.63%	\$ 1,521	\$2,197	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 10,621	
Heavy Equipment Operator	Heavy Equipment Operator	IBEW	40	\$ 5,656	\$0	9.00%	-\$509	\$ 5,147	10.05%	\$ 568	22.63%	\$ 1,280	\$1,848	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 9,205	
Help Desk Specialist	Information Systems Support Technician I	IBEW	40	\$ 5,384	\$0	9.00%	-\$485	\$ 4,899	10.05%	\$ 541	22.63%	\$ 1,218	\$1,759	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 8,843	
Librarian II	No Match	NM																	
Park Attendant	Maintenance Worker I	IBEW	40	\$ 4,644	\$0	9.00%	-\$418	\$ 4,226	10.05%	\$ 467	22.63%	\$ 1,051	\$1,517	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 7,862	
Parking Control Technician	No Match	NM																	
Police Services Technician II	No Match	NM																	
Public Works Maintenance Worker	Public Works Maint Worker	IBEW	40	\$ 4,419	\$0	9.00%	-\$398	\$ 4,022	10.05%	\$ 444	22.63%	\$ 1,000	\$1,444	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 7,563	
Revenue Assistant	Revenue Collections Technician	IBEW	40	\$ 5,518	\$0	9.00%	-\$497	\$ 5,022	10.05%	\$ 554	22.63%	\$ 1,249	\$1,803	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 9,022	
Sewer Maintenance Worker	Public Works Maintenance Worker II	IBEW	40	\$ 4,878	\$0	9.00%	-\$439	\$ 4,439	10.05%	\$ 490	22.63%	\$ 1,104	\$1,594	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 8,172	
Specialty Combination Inspector	Building Inspector II	IBEW	40	\$ 7,241	\$0	9.00%	-\$652	\$ 6,590	10.05%	\$ 728	22.63%	\$ 1,638	\$2,366	\$ 1,498	\$ 179	\$ 23	\$ 1,700	\$ 11,308	