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OFFICE OF THE CITY CLERK  
OAKLAND

APPROVED AS TO FORM AND LEGALITY

  
CITY ATTORNEY'S OFFICE

**OAKLAND CITY COUNCIL**  
**ORDINANCE NO. 13891 C.M.S.**

**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO AMEND THE SALARY FOR THE COUNCIL MEMBER, CITY ATTORNEY, AND CITY AUDITOR IN ACCORDANCE WITH THE OAKLAND PUBLIC ETHICS COMMISSION'S CHARTER-MANDATED SALARY ADJUSTMENTS.**

**WHEREAS**, Oakland City Charter section 207 charges the City Council with fixing the compensation of all City employees, officers and officials unless otherwise provided by the Charter; and

**WHEREAS**, Ordinance No. 12187 C.M.S., the "Salary Ordinance," sets forth a salary schedule reflecting all classifications of employment within the City including those of city employees and city officers; and

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:**

**SECTION 1.** Ordinance No. 12187 C.M.S. "The Salary Ordinance" is hereby amended as set forth below. Additions are indicated by underscoring and deletions are indicated by ~~strike-through~~ type; portions of ordinances not cited or not shown in underscoring or strike-through are not changed.

**SECTION 2.** The following classification is amended as of July 4, 2026 in Ordinance No. 12187 C.M.S. in the Unit UX1.75.001 Pay Grade Table to read as follows:

| Classification Title | Class # | Step   | Salary                            |
|----------------------|---------|--------|-----------------------------------|
| Council Member       | EO100   | Step 1 | <del>9066.91</del> <u>9520.26</u> |

**SECTION 3.** The following classification is amended as of July 4, 2026 in Ordinance No. 12187 C.M.S. in the Unit UX1.75.004 Pay Grade Table to read as follows:

| <b>Classification Title</b> | <b>Class #</b> | <b>Step</b> | <b>Salary</b>                         |
|-----------------------------|----------------|-------------|---------------------------------------|
| City Attorney               | EM123          | Step 4      | <del>26,746.57</del> <u>28,190.88</u> |

**SECTION 4.** The following classification is amended as of July 4, 2026 in Ordinance No. 12187 C.M.S. in the Unit UX1.75.003 Pay Grade Table to read as follows:

| <b>Classification Title</b> | <b>Class #</b> | <b>Step</b> | <b>Salary</b>                         |
|-----------------------------|----------------|-------------|---------------------------------------|
| City Auditor                | EM125          | Step 3      | <del>18,884.35</del> <u>19,904.10</u> |

**SECTION 5.** As amended, the Salary Schedule of the Salary Ordinance is set forth in Attachment A as below:

**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

City of Oakland Salary Schedule

Print Date: February 18, 2026

| Job Class Title, Code & Type     | Grade | Normal | Ord |
|----------------------------------|-------|--------|-----|
| Effective Date    Status    Type | Hours | Num    |     |

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|                                |            |    |       |
|--------------------------------|------------|----|-------|
| Account Clerk I, PPT AF048 PPT | SD1.75.005 | 75 | 13703 |
| 01-MAR-25    CC    H           |            |    |       |
| Step 1    24.81                |            |    |       |
| Step 2    26.14                |            |    |       |
| Step 3    27.50                |            |    |       |
| Step 4    28.96                |            |    |       |
| Step 5    30.48                |            |    |       |

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|                            |            |    |       |
|----------------------------|------------|----|-------|
| Account Clerk II AF020 FTE | SD1.75.022 | 75 | 13703 |
| 01-MAR-25    CC    H       |            |    |       |
| Step 1    29.13            |            |    |       |
| Step 2    30.67            |            |    |       |
| Step 3    32.27            |            |    |       |
| Step 4    33.97            |            |    |       |
| Step 5    35.76            |            |    |       |

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|                             |            |    |       |
|-----------------------------|------------|----|-------|
| Account Clerk III AF030 FTE | UH1.75.002 | 75 | 13703 |
| 01-MAR-25    CC    M        |            |    |       |
| Step 1    5701.21           |            |    |       |
| Step 2    6001.71           |            |    |       |
| Step 3    6317.17           |            |    |       |
| Step 4    6649.65           |            |    |       |
| Step 5    6999.19           |            |    |       |

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|                        |            |    |       |
|------------------------|------------|----|-------|
| Accountant I AF002 FTE | SD1.75.052 | 75 | 13703 |
| 01-MAR-25    CC    H   |            |    |       |
| Step 1    39.77        |            |    |       |
| Step 2    41.87        |            |    |       |
| Step 3    44.08        |            |    |       |
| Step 4    46.42        |            |    |       |
| Step 5    48.85        |            |    |       |

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|                         |            |    |       |
|-------------------------|------------|----|-------|
| Accountant II AF021 FTE | SD1.75.058 | 75 | 13703 |
| 01-MAR-25    CC    H    |            |    |       |
| Step 1    45.74         |            |    |       |
| Step 2    48.14         |            |    |       |
| Step 3    50.66         |            |    |       |
| Step 4    53.34         |            |    |       |
| Step 5    56.14         |            |    |       |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

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|                          |            |    |       |
|--------------------------|------------|----|-------|
| Accountant III AF031 FTE | UH1.75.025 | 75 | 13703 |
| 01-MAR-25 CC M           |            |    |       |
| Step 1                   | 8746.83    |    |       |
| Step 2                   | 9208.40    |    |       |
| Step 3                   | 9693.17    |    |       |
| Step 4                   | 10203.23   |    |       |
| Step 5                   | 10740.69   |    |       |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|                                         |            |    |       |
|-----------------------------------------|------------|----|-------|
| Accounting Analyst, Principal AF065 FTE | U31.75.019 | 75 | 13703 |
| 01-MAR-25 CC M                          |            |    |       |
| Min                                     | 12454.39   |    |       |
| Max                                     | 15292.87   |    |       |

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|                                 |            |    |       |
|---------------------------------|------------|----|-------|
| Accounting Supervisor SC101 FTE | UH1.75.014 | 75 | 13703 |
| 01-MAR-25 CC M                  |            |    |       |
| Step 1                          | 9753.22    |    |       |
| Step 2                          | 10264.72   |    |       |
| Step 3                          | 10806.67   |    |       |
| Step 4                          | 11375.03   |    |       |
| Step 5                          | 11973.82   |    |       |

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|                                 |            |    |       |
|---------------------------------|------------|----|-------|
| Accounting Technician AF049 FTE | SD1.75.050 | 75 | 13703 |
| 01-MAR-25 CC H                  |            |    |       |
| Step 1                          | 38.72      |    |       |
| Step 2                          | 40.76      |    |       |
| Step 3                          | 42.90      |    |       |
| Step 4                          | 45.16      |    |       |
| Step 5                          | 47.53      |    |       |

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|                                                 |            |    |       |
|-------------------------------------------------|------------|----|-------|
| Admin Assistant to City Administrator SS176 FTE | TW1.75.002 | 75 | 13703 |
| 01-MAR-25 CC M                                  |            |    |       |
| Step 1                                          | 5431.76    |    |       |
| Step 2                                          | 5717.96    |    |       |
| Step 3                                          | 6018.37    |    |       |
| Step 4                                          | 6335.02    |    |       |
| Step 5                                          | 6669.94    |    |       |

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|                                          |            |    |       |
|------------------------------------------|------------|----|-------|
| Administrative Assistant I, PT SS100 PTS | SI1.75.011 | 75 | 13703 |
| 01-MAR-25 CU H                           |            |    |       |
| Step 1                                   | 31.42      |    |       |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 2 33.11  
Step 3 34.84  
Step 4 36.67  
Step 5 38.60

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Administrative Analyst I AP103 FTE TW1.75.023 75 13703  
01-MAR-25 CC M  
Step 1 6869.71  
Step 2 7230.83  
Step 3 7610.96  
Step 4 8012.21  
Step 5 8434.58

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Administrative Analyst I, PPT AP104 PPT TW1.75.023 75 13703  
01-MAR-25 CC M  
Step 1 6869.71  
Step 2 7230.83  
Step 3 7610.96  
Step 4 8012.21  
Step 5 8434.58

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Administrative Analyst I, PT AP105 PTS TL1.75.011 75 13703  
01-MAR-25 CU M  
Step 1 6602.55  
Step 2 6952.93  
Step 3 7315.99  
Step 4 7700.16  
Step 5 8109.66

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Administrative Analyst II AP106 FTE TW1.75.024 75 13703  
01-MAR-25 CC M  
Step 1 7953.05  
Step 2 8371.21  
Step 3 8812.58  
Step 4 9275.08  
Step 5 9765.00

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Administrative Analyst II, PPT AP102 PPT TW1.75.024 75 13703  
01-MAR-25 CC M  
Step 1 7953.05  
Step 2 8371.21

**ATTACHMENT A  
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City of Oakland  
Salary Schedule

February 18, 2026

Step 3 8812.58  
Step 4 9275.08  
Step 5 9765.00

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Administrative Analyst II, PPT (CONF) AP107 PPT TA1.75.013 75 13703

01-MAR-25 CC M

Step 1 7953.05  
Step 2 8371.21  
Step 3 8812.58  
Step 4 9275.08  
Step 5 9765.00

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Administrative Assistant I SS102 FTE SD1.75.029 75 13703

01-MAR-25 CC H

Step 1 31.44  
Step 2 33.11  
Step 3 34.85  
Step 4 36.69  
Step 5 38.62

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Administrative Assistant I, PPT SS103 PPT SD1.75.028 75 13703

01-MAR-25 CC H

Step 1 31.44  
Step 2 33.11  
Step 3 34.85  
Step 4 36.69  
Step 5 38.62

---

Administrative Assistant II SS104 FTE TW1.75.003 75 13703

01-MAR-25 CC M

Step 1 5874.84  
Step 2 6184.27  
Step 3 6510.45  
Step 4 6853.32  
Step 5 7212.93

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Administrative Assistant II (CONF) SS106 FTE TA1.75.014 75 13703

01-MAR-25 CC M

Step 1 5931.89  
Step 2 6244.33  
Step 3 6573.65

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 4 6919.86

Step 5 7282.94

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Administrative Assistant II, PPT SS105 PPT TW1.75.003 75 13703

01-MAR-25 CC M

Step 1 5874.84

Step 2 6184.27

Step 3 6510.45

Step 4 6853.32

Step 5 7212.93

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Administrative Services Manager I MA103 FTE UM2.75.016 75 13703

01-MAR-25 CC M

Step 1 10755.95

Step 2 11322.24

Step 3 11919.01

Step 4 12546.23

Step 5 13205.92

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Administrative Services Manager II EM100 FTE UM2.75.019 75 13703

01-MAR-25 CC M

Min 12450.81

Max 15288.50

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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African American Museum Curator Spec PPT AP108 PPT SD1.75.033 75 13703

01-MAR-25 CU H

Step 1 32.05

Step 2 33.74

Step 3 35.52

Step 4 37.39

Step 5 39.35

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Agency Director, Administrative Services EM102 FTE UK1.75.029 75 13703

01-MAR-25 CU M

Min 18037.42

Max 22143.82

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Agency Director, Econ & Comm Dev EM104 FTE UK1.75.030 75 13703

01-MAR-25 CU M

Min 18938.13

Max 23252.09

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

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|                                  |           |            |          |
|----------------------------------|-----------|------------|----------|
| Agency Director, Life Enrichment | EM106 FTE | UK1.75.030 | 75 13703 |
| 01-MAR-25                        | CU M      |            |          |
| Min                              | 18938.13  |            |          |
| Max                              | 23252.09  |            |          |

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|                       |           |            |          |
|-----------------------|-----------|------------|----------|
| Animal Care Attendant | TR203 FTE | SC1.80.062 | 80 13703 |
| 01-MAR-25             | CC H      |            |          |
| Step 1                | 25.52     |            |          |
| Step 2                | 26.86     |            |          |
| Step 3                | 28.27     |            |          |
| Step 4                | 29.77     |            |          |
| Step 5                | 31.33     |            |          |

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|                            |           |            |          |
|----------------------------|-----------|------------|----------|
| Animal Care Attendant, PPT | TR202 PPT | SC1.80.062 | 80 13703 |
| 01-MAR-25                  | CC H      |            |          |
| Step 1                     | 25.52     |            |          |
| Step 2                     | 26.86     |            |          |
| Step 3                     | 28.27     |            |          |
| Step 4                     | 29.77     |            |          |
| Step 5                     | 31.33     |            |          |

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| Job Class Title, Code & Type | Grade | Normal Ord |
|------------------------------|-------|------------|
| Effective Date Status Type   | Hours | Num        |

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|                           |           |            |          |
|---------------------------|-----------|------------|----------|
| Animal Care Attendant, PT | TR201 PTS | SI1.80.060 | 80 13703 |
| 01-MAR-25                 | CU H      |            |          |
| Step 1                    | 25.52     |            |          |
| Step 2                    | 26.86     |            |          |
| Step 3                    | 28.27     |            |          |
| Step 4                    | 29.77     |            |          |
| Step 5                    | 31.33     |            |          |

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|                                 |           |            |          |
|---------------------------------|-----------|------------|----------|
| Animal Care Services Supervisor | SC263 FTE | UH1.80.025 | 80 13703 |
| 01-MAR-25                       | CC M      |            |          |
| Step 1                          | 6970.61   |            |          |
| Step 2                          | 7336.55   |            |          |
| Step 3                          | 7723.00   |            |          |
| Step 4                          | 8130.25   |            |          |
| Step 5                          | 8556.80   |            |          |

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|                        |           |            |          |
|------------------------|-----------|------------|----------|
| Animal Control Officer | PS100 FTE | SC1.80.012 | 80 13703 |
| 01-MAR-25              | CC H      |            |          |
| Step 1                 | 32.56     |            |          |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 2 34.29  
Step 3 36.09  
Step 4 38.00  
Step 5 39.98

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Animal Control Officer, PPT PS195 PPT SC1.80.012 80 13703  
01-MAR-25 CC H  
Step 1 32.56  
Step 2 34.29  
Step 3 36.09  
Step 4 38.00  
Step 5 39.98

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Animal Control Supervisor SC103 FTE UH1.80.025 80 13703  
01-MAR-25 CC M  
Step 1 6970.61  
Step 2 7336.55  
Step 3 7723.00  
Step 4 8130.25  
Step 5 8556.80

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Animal Shelter Operations Manager SC102 FTE UH1.75.013 75 13703  
01-MAR-25 CC M  
Step 1 9381.25  
Step 2 9875.35  
Step 3 10394.03  
Step 4 10941.39  
Step 5 11517.50

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Application Developer II AP335 FTE TW1.75.012 75 13703  
01-MAR-25 CC M  
Step 1 8847.93  
Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

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Application Developer III AP336 FTE TW1.75.016 75 13703  
01-MAR-25 CC M  
Step 1 10755.93  
Step 2 11322.25

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

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Step 3 11919.01

Step 4 12546.24

Step 5 13205.91

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Aquatics Program Coordinator SC104 FTE TW1.75.007 75 13703

01-MAR-25 CC M

Step 1 6933.81

Step 2 7297.15

Step 3 7682.81

Step 4 8086.75

Step 5 8513.00

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Arboricultural Inspector AP100 FTE UH1.80.024 80 13703

01-MAR-25 CC M

Step 1 8425.03

Step 2 8868.33

Step 3 9335.07

Step 4 9825.25

Step 5 10343.18

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Architect ET100 FTE TF1.75.012 75 13703

01-MAR-25 CC M

Step 1 10226.08

Step 2 10765.35

Step 3 11331.49

Step 4 11926.73

Step 5 12555.48

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Architectural Assistant (Field) ET102 FTE TF1.80.001 80 13703

01-MAR-25 CC M

Step 1 7572.23

Step 2 7970.52

Step 3 8388.98

Step 4 8829.81

Step 5 9295.20

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Architectural Assistant (Office) ET105 FTE TF1.75.006 75 13703

01-MAR-25 CC M

Step 1 7572.23

Step 2 7970.52

Step 3 8388.98

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 4 8829.81  
Step 5 9295.20

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Architectural Assistant, PPT ET103 PPT TF1.75.006 75 13703  
01-MAR-25 CC M  
Step 1 7572.23  
Step 2 7970.52  
Step 3 8388.98  
Step 4 8829.81  
Step 5 9295.20

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Architectural Associate (Field) ET104 FTE TF1.75.016 75 13703  
01-MAR-25 CC M  
Step 1 8785.02  
Step 2 9248.24  
Step 3 9733.80  
Step 4 10246.23  
Step 5 10785.50

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Archivist SC256 FTE TW1.75.009 75 13703  
01-MAR-25 CC M  
Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91  
Step 5 9385.82

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Assistant Chief of Fire Department EM113 FTE UU1.80.001 80 13703  
05-JUL-25 BE M  
Step 1 22460.01

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Assistant City Administrator EM128 FTE UK1.75.053 75 13703  
01-MAR-25 CU M  
Min 17857.67  
Max 26786.61

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Assistant Director, Parks & Recreation EM109 FTE U31.75.024 75 13703  
01-MAR-25 CU M  
Min 15895.87  
Max 19518.12

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**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Assistant Director, Planning & Building EM269 FTE UP1.75.021 75 13703  
01-MAR-25 BE M  
Min 16691.82  
Max 20492.68

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Assistant Director, Public Works Agency EM110 FTE U31.75.025 75 13703  
01-MAR-25 BE M  
Min 16691.82  
Max 20492.67

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Assistant Human Resources Director EM267 FTE UK2.75.027 75 13703  
01-MAR-25 BE M  
Min 16691.82  
Max 20492.68

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Assistant to the City Administrator EM117 FTE U31.75.019 75 13703  
01-MAR-25 CU M  
Min 12454.39  
Max 15292.87

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Assistant to the Director EM118 FTE UM1.75.019 75 13703  
01-MAR-25 CU M  
Min 12450.82  
Max 15288.48

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Assistant to the Director, PPT EM119 PPT UM1.75.019 75 13703  
01-MAR-25 CU M  
Min 12450.82  
Max 15288.48

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Associate Director, Library Services EM241 FTE UM1.75.024 75 13703  
01-MAR-25 BE M  
Min 15891.34  
Max 19512.52

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Auto Equipment Mechanic TR100 FTE SB1.80.009 80 13703  
01-MAR-25 CC H  
Step 1 40.47  
Step 2 42.62  
Step 3 44.84  
Step 4 47.22

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

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Step 5 49.70

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|                                  |            |    |       |
|----------------------------------|------------|----|-------|
| Auto Equipment Painter TR101 FTE | SB1.80.009 | 80 | 13703 |
| 01-MAR-25 CC H                   |            |    |       |
| Step 1                           | 40.47      |    |       |
| Step 2                           | 42.62      |    |       |
| Step 3                           | 44.84      |    |       |
| Step 4                           | 47.22      |    |       |
| Step 5                           | 49.70      |    |       |

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|                                         |            |    |       |
|-----------------------------------------|------------|----|-------|
| Auto Equipment Service Worker TR102 FTE | SC1.80.010 | 80 | 13703 |
| 01-MAR-25 CC H                          |            |    |       |
| Step 1                                  | 30.87      |    |       |
| Step 2                                  | 32.51      |    |       |
| Step 3                                  | 34.19      |    |       |
| Step 4                                  | 36.00      |    |       |
| Step 5                                  | 37.91      |    |       |

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|                                             |            |    |       |
|---------------------------------------------|------------|----|-------|
| Automotive Body Repair Supervisor SC105 FTE | UH1.80.010 | 80 | 13703 |
| 01-MAR-25 CC M                              |            |    |       |
| Step 1                                      | 8023.82    |    |       |
| Step 2                                      | 8446.02    |    |       |
| Step 3                                      | 8890.55    |    |       |
| Step 4                                      | 9357.41    |    |       |
| Step 5                                      | 9850.64    |    |       |

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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|                           |             |     |       |
|---------------------------|-------------|-----|-------|
| Battalion Chief PS102 FTE | FQ1.104.017 | 104 | 13703 |
| 05-JUL-25 CC M            |             |     |       |
| Step 1                    | 18002.75    |     |       |

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|                           |            |    |       |
|---------------------------|------------|----|-------|
| Battalion Chief PS180 FTE | FQ1.80.017 | 80 | 13703 |
| 05-JUL-25 CC M            |            |    |       |
| Step 1                    | 18002.75   |    |       |

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|                            |            |    |       |
|----------------------------|------------|----|-------|
| Benefits Analyst AP111 FTE | TW1.75.009 | 75 | 13703 |
| 01-MAR-25 CC M             |            |    |       |
| Step 1                     | 7644.23    |    |       |
| Step 2                     | 8046.14    |    |       |
| Step 3                     | 8470.37    |    |       |
| Step 4                     | 8914.91    |    |       |
| Step 5                     | 9385.82    |    |       |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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|                      |       |     |            |    |       |
|----------------------|-------|-----|------------|----|-------|
| Benefits Coordinator | SC258 | FTE | UM2.75.012 | 75 | 13703 |
| 01-MAR-25            | CC    | M   |            |    |       |
| Step 1               |       |     | 8847.93    |    |       |
| Step 2               |       |     | 9314.76    |    |       |
| Step 3               |       |     | 9803.95    |    |       |
| Step 4               |       |     | 10321.55   |    |       |
| Step 5               |       |     | 10863.50   |    |       |

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|                         |       |     |            |    |       |
|-------------------------|-------|-----|------------|----|-------|
| Benefits Representative | AP112 | FTE | TW1.75.006 | 75 | 13703 |
| 01-MAR-25               | CC    | M   |            |    |       |
| Step 1                  |       |     | 6602.95    |    |       |
| Step 2                  |       |     | 6950.05    |    |       |
| Step 3                  |       |     | 7315.42    |    |       |
| Step 4                  |       |     | 7701.08    |    |       |
| Step 5                  |       |     | 8107.05    |    |       |

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|                              |       |     |            |    |       |
|------------------------------|-------|-----|------------|----|-------|
| Benefits Representative, PPT | AP113 | PPT | TW1.75.006 | 75 | 13703 |
| 01-MAR-25                    | CC    | M   |            |    |       |
| Step 1                       |       |     | 6602.95    |    |       |
| Step 2                       |       |     | 6950.05    |    |       |
| Step 3                       |       |     | 7315.42    |    |       |
| Step 4                       |       |     | 7701.08    |    |       |
| Step 5                       |       |     | 8107.05    |    |       |

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|                                  |       |        |     |
|----------------------------------|-------|--------|-----|
| Job Class Title, Code & Type     | Grade | Normal | Ord |
| Effective Date    Status    Type | Hours | Num    |     |

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|                             |       |     |            |    |       |
|-----------------------------|-------|-----|------------|----|-------|
| Benefits Representative, PT | AP114 | PTS | TL1.75.021 | 75 | 13703 |
| 01-MAR-25                   | CU    | M   |            |    |       |
| Step 1                      |       |     | 6866.40    |    |       |
| Step 2                      |       |     | 7227.35    |    |       |
| Step 3                      |       |     | 7607.29    |    |       |
| Step 4                      |       |     | 8008.34    |    |       |
| Step 5                      |       |     | 8430.50    |    |       |

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|                     |       |     |            |    |       |
|---------------------|-------|-----|------------|----|-------|
| Benefits Supervisor | SC265 | FTE | U31.75.037 | 75 | 13703 |
| 01-MAR-25           | CC    | M   |            |    |       |
| Step 1              |       |     | 9754.30    |    |       |
| Step 2              |       |     | 10267.79   |    |       |
| Step 3              |       |     | 10809.69   |    |       |
| Step 4              |       |     | 11377.98   |    |       |
| Step 5              |       |     | 11976.70   |    |       |

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**ATTACHMENT A  
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Benefits Technician AP115 FTE      TW1.75.002    75 13703  
01-MAR-25    CC            M  
Step 1    5431.76  
Step 2    5717.96  
Step 3    6018.37  
Step 4    6335.02  
Step 5    6669.94

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Blacksmith Welder TR103 FTE      SB1.80.010    80 13703  
01-MAR-25    CC            H  
Step 1    41.20  
Step 2    43.36  
Step 3    45.64  
Step 4    48.07  
Step 5    50.58

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Budget & Grants Administrator AF040 FTE      TW1.75.014    75 13703  
01-MAR-25    CU            M  
Step 1    9755.24  
Step 2    10268.79  
Step 3    10810.74  
Step 4    11379.09  
Step 5    11977.87

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Budget & Grants Administrator, PPT AF056 PPT      TW1.75.014    75 13703  
01-MAR-25    BE            M  
Step 1    9755.24  
Step 2    10268.79  
Step 3    10810.74  
Step 4    11379.09  
Step 5    11977.87

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| Job Class Title, Code & Type     | Grade | Normal | Ord |
|----------------------------------|-------|--------|-----|
| Effective Date    Status    Type | Hours | Num    |     |

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|                                       |            |    |       |
|---------------------------------------|------------|----|-------|
| Budget & Management Analyst AF063 FTE | U31.75.037 | 75 | 13703 |
| 01-MAR-25    CC            M          |            |    |       |
| Step 1    9754.30                     |            |    |       |
| Step 2    10267.79                    |            |    |       |
| Step 3    10809.69                    |            |    |       |
| Step 4    11377.98                    |            |    |       |
| Step 5    11976.70                    |            |    |       |

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|                                                  |            |    |       |
|--------------------------------------------------|------------|----|-------|
| Budget & Management Analyst, Assistant AF055 FTE | TW1.75.006 | 75 | 13703 |
|--------------------------------------------------|------------|----|-------|

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**ATTACHMENT A  
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01-MAR-25 CC M  
Step 1 6602.95  
Step 2 6950.05  
Step 3 7315.42  
Step 4 7701.08  
Step 5 8107.05

---

Budget & Management Analyst, Principal MA163 FTE UP1.75.030 75 13703  
01-MAR-25 BE M  
Min 12449.60  
Max 15287.00

---

Budget & Management Analyst, Senior AF064 FTE U31.75.038 75 13703  
01-MAR-25 CC M  
Step 1 10754.89  
Step 2 11321.13  
Step 3 11917.84  
Step 4 12545.00  
Step 5 13204.62

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Budget & Operations Analyst III AF047 FTE UM2.75.014 75 13703  
01-MAR-25 CC M  
Step 1 9755.25  
Step 2 10268.80  
Step 3 10810.75  
Step 4 11379.09  
Step 5 11977.88

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Budget Administrator EM172 FTE UK2.75.026 75 13703  
01-MAR-25 BE M  
Min 17526.37  
Max 21518.15

---

| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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Budget Administrator, Assistant EM265 FTE UP1.75.020 75 13703  
01-MAR-25 BE M  
Min 13726.22  
Max 16853.83

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Business Analyst I AP116 FTE TW1.75.007 75 13703  
01-MAR-25 CC M  
Step 1 6933.81

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City of Oakland  
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Step 2 7297.15  
Step 3 7682.81  
Step 4 8086.75  
Step 5 8513.00

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Business Analyst II AP117 FTE TW1.75.011 75 13703  
01-MAR-25 CC M  
Step 1 8427.75  
Step 2 8870.25  
Step 3 9337.09  
Step 4 9830.36  
Step 5 10347.96

---

Business Analyst III AP118 FTE TW1.75.015 75 13703  
01-MAR-25 CC M  
Step 1 10244.41  
Step 2 10782.32  
Step 3 11350.65  
Step 4 11947.43  
Step 5 12576.66

---

Business Analyst IV AP433 FTE UM2.75.019 75 13703  
01-MAR-25 CC M  
Min 12450.81  
Max 15288.50

---

Buyer SS193 FTE TW1.75.009 75 13703  
01-MAR-25 CC M  
Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91  
Step 5 9385.82

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| Job Class Title, Code & Type | Grade      | Normal | Ord   |
|------------------------------|------------|--------|-------|
| Effective Date Status Type   | Hours      | Num    |       |
| Buyer, Senior AP456 FTE      | TW1.75.011 | 75     | 13703 |
| 01-MAR-25 CC M               |            |        |       |
| Step 1 8427.75               |            |        |       |
| Step 2 8870.25               |            |        |       |
| Step 3 9337.09               |            |        |       |
| Step 4 9830.36               |            |        |       |
| Step 5 10347.96              |            |        |       |

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|                         |            |          |
|-------------------------|------------|----------|
| CIS MACRO PPT PP189 PPT | SC1.80.066 | 80 13703 |
| 01-MAR-25 CC H          |            |          |
| Step 1 36.28            |            |          |
| Step 2 38.18            |            |          |
| Step 3 40.20            |            |          |
| Step 4 42.31            |            |          |
| Step 5 44.54            |            |          |

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|                        |            |          |
|------------------------|------------|----------|
| CIS MACRO PT PP190 PTS | SI1.80.062 | 80 13703 |
| 01-MAR-25 CU H         |            |          |
| Step 1 36.28           |            |          |
| Step 2 38.18           |            |          |
| Step 3 40.20           |            |          |
| Step 4 42.31           |            |          |
| Step 5 44.54           |            |          |

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|                         |            |          |
|-------------------------|------------|----------|
| CPRA Attorney MA165 FTE | TM1.75.023 | 75 13703 |
| 01-MAR-25 CC M          |            |          |
| Min 15136.24            |            |          |
| Max 18582.86            |            |          |

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|                               |            |          |
|-------------------------------|------------|----------|
| CPRB Policy Analyst AP400 FTE | UM2.75.017 | 75 13703 |
| 01-MAR-25 CC M                |            |          |
| Step 1 11293.83               |            |          |
| Step 2 11888.56               |            |          |
| Step 3 12513.74               |            |          |
| Step 4 13173.44               |            |          |
| Step 5 13865.59               |            |          |

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|                                       |            |          |
|---------------------------------------|------------|----------|
| Cable Operations Technician TC101 FTE | TW1.75.012 | 75 13703 |
| 01-MAR-25 CC M                        |            |          |
| Step 1 8847.93                        |            |          |
| Step 2 9314.78                        |            |          |
| Step 3 9803.96                        |            |          |
| Step 4 10321.56                       |            |          |
| Step 5 10863.52                       |            |          |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|                                            |            |          |
|--------------------------------------------|------------|----------|
| Cable TV Assistant Producer, PPT AP120 PPT | TW1.75.004 | 75 13703 |
| 01-MAR-25 CC M                             |            |          |
| Step 1 5989.93                             |            |          |

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Step 2 6304.57  
Step 3 6635.43  
Step 4 6984.56  
Step 5 7353.99

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|                                           |            |          |
|-------------------------------------------|------------|----------|
| Cable TV Assistant Producer, PT AP121 PTS | TL1.75.009 | 75 13703 |
| 01-MAR-25 CU M                            |            |          |
| Step 1                                    | 5988.31    |          |
| Step 2                                    | 6304.93    |          |
| Step 3                                    | 6634.22    |          |
| Step 4                                    | 6986.71    |          |
| Step 5                                    | 7354.00    |          |

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|                                              |            |          |
|----------------------------------------------|------------|----------|
| Cable TV Operations Chief Engineer TC137 FTE | TW1.75.014 | 75 13703 |
| 01-MAR-25 CC M                               |            |          |
| Step 1                                       | 9755.24    |          |
| Step 2                                       | 10268.79   |          |
| Step 3                                       | 10810.74   |          |
| Step 4                                       | 11379.09   |          |
| Step 5                                       | 11977.87   |          |

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|                             |            |          |
|-----------------------------|------------|----------|
| Cable TV Producer TC102 FTE | TW1.75.012 | 75 13703 |
| 01-MAR-25 CC M              |            |          |
| Step 1                      | 8847.93    |          |
| Step 2                      | 9314.78    |          |
| Step 3                      | 9803.96    |          |
| Step 4                      | 10321.56   |          |
| Step 5                      | 10863.52   |          |

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|                                                    |            |          |
|----------------------------------------------------|------------|----------|
| Cable TV Production & Operations Manager TC136 FTE | TW1.75.016 | 75 13703 |
| 01-MAR-25 CC M                                     |            |          |
| Step 1                                             | 10755.93   |          |
| Step 2                                             | 11322.25   |          |
| Step 3                                             | 11919.01   |          |
| Step 4                                             | 12546.24   |          |
| Step 5                                             | 13205.91   |          |

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|                                         |            |          |
|-----------------------------------------|------------|----------|
| Cable TV Production Assistant TC103 FTE | SC1.75.002 | 75 13703 |
| 01-MAR-25 CC H                          |            |          |
| Step 1                                  | 27.47      |          |
| Step 2                                  | 28.91      |          |
| Step 3                                  | 30.45      |          |
| Step 4                                  | 32.05      |          |
| Step 5                                  | 33.73      |          |

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| Job Class Title, Code & Type                 | Grade      | Normal | Ord   |
|----------------------------------------------|------------|--------|-------|
| Effective Date    Status    Type             | Hours      | Num    |       |
| Cable TV Production Assistant, PPT AP122 PPT | SC1.75.002 | 75     | 13703 |
| 01-MAR-25    CC    H                         |            |        |       |
| Step 1    27.47                              |            |        |       |
| Step 2    28.91                              |            |        |       |
| Step 3    30.45                              |            |        |       |
| Step 4    32.05                              |            |        |       |
| Step 5    33.73                              |            |        |       |
| Cable TV Production Assistant, PT AP123 PTS  | SI1.75.004 | 75     | 13703 |
| 01-MAR-25    CU    H                         |            |        |       |
| Step 1    24.97                              |            |        |       |
| Step 2    26.31                              |            |        |       |
| Step 3    27.68                              |            |        |       |
| Step 4    29.14                              |            |        |       |
| Step 5    30.65                              |            |        |       |
| Cable TV Stage Manager, PT AP439 PTS         | TL1.75.014 | 75     | 13703 |
| 01-MAR-25    CU    M                         |            |        |       |
| Step 1    7942.90                            |            |        |       |
| Step 2    8362.96                            |            |        |       |
| Step 3    8802.00                            |            |        |       |
| Step 4    9266.36                            |            |        |       |
| Step 5    9753.97                            |            |        |       |
| Cable TV Station Manager MA106 FTE           | UM1.75.022 | 75     | 13703 |
| 01-MAR-25    BE    M                         |            |        |       |
| Min 14413.65                                 |            |        |       |
| Max 17697.87                                 |            |        |       |
| Camp Caretaker TR105 FTE                     | SC1.80.042 | 80     | 13703 |
| 01-MAR-25    CC    H                         |            |        |       |
| Step 1    36.82                              |            |        |       |
| Step 2    38.76                              |            |        |       |
| Step 3    40.80                              |            |        |       |
| Step 4    42.95                              |            |        |       |
| Step 5    45.19                              |            |        |       |
| Camp Director, PT PP105 PTS                  | UG1.80.018 | 80     | 13703 |
| 01-MAR-25    CU    H                         |            |        |       |
| Step 1    19.68                              |            |        |       |

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Step 2 20.42  
Step 3 21.27  
Step 4 22.04  
Step 5 22.82

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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|                           |       |     |            |    |       |
|---------------------------|-------|-----|------------|----|-------|
| Camp Food Service Mgr, PT | SC109 | PTS | UG1.80.020 | 80 | 13703 |
| 01-MAR-25                 | CU    | H   |            |    |       |
| Step 1                    | 20.15 |     |            |    |       |
| Step 2                    | 20.95 |     |            |    |       |
| Step 3                    | 21.74 |     |            |    |       |
| Step 4                    | 22.56 |     |            |    |       |
| Step 5                    | 23.30 |     |            |    |       |

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|                            |       |     |            |    |       |
|----------------------------|-------|-----|------------|----|-------|
| Camp Manager Assistant, PT | AP124 | PTS | UG1.80.018 | 80 | 13703 |
| 01-MAR-25                  | CU    | H   |            |    |       |
| Step 1                     | 19.68 |     |            |    |       |
| Step 2                     | 20.42 |     |            |    |       |
| Step 3                     | 21.27 |     |            |    |       |
| Step 4                     | 22.04 |     |            |    |       |
| Step 5                     | 22.82 |     |            |    |       |

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|                  |       |     |            |    |       |
|------------------|-------|-----|------------|----|-------|
| Camp Manager, PT | SC110 | PTS | UG1.80.027 | 80 | 13703 |
| 01-MAR-25        | CU    | H   |            |    |       |
| Step 1           | 26.24 |     |            |    |       |
| Step 2           | 27.25 |     |            |    |       |
| Step 3           | 28.40 |     |            |    |       |
| Step 4           | 29.38 |     |            |    |       |
| Step 5           | 30.46 |     |            |    |       |

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|                      |         |     |            |    |       |
|----------------------|---------|-----|------------|----|-------|
| Camp Supervisor, PPT | SC111   | PPT | UH1.80.010 | 80 | 13703 |
| 01-MAR-25            | CC      | M   |            |    |       |
| Step 1               | 8023.82 |     |            |    |       |
| Step 2               | 8446.02 |     |            |    |       |
| Step 3               | 8890.55 |     |            |    |       |
| Step 4               | 9357.41 |     |            |    |       |
| Step 5               | 9850.64 |     |            |    |       |

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|                              |         |     |            |    |       |
|------------------------------|---------|-----|------------|----|-------|
| Capital Imp Proj Coord, Asst | AP448   | FTE | TW1.75.012 | 75 | 13703 |
| 01-MAR-25                    | CC      | M   |            |    |       |
| Step 1                       | 8847.93 |     |            |    |       |
| Step 2                       | 9314.78 |     |            |    |       |

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Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

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Capital Improvement Project Coordinator SC112 FTE UM2.75.017 75 13703  
01-MAR-25 CC M  
Step 1 11293.83  
Step 2 11888.56  
Step 3 12513.74  
Step 4 13173.44  
Step 5 13865.59

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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|                                      |             |     |       |
|--------------------------------------|-------------|-----|-------|
| Captain of Fire Department PS103 FTE | FQ1.104.014 | 104 | 13703 |
| 05-JUL-25 CC M                       |             |     |       |
| Step 1 14967.62                      |             |     |       |

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|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Captain of Fire Department PS104 FTE | FQ1.80.014 | 80 | 13703 |
| 05-JUL-25 CC M                       |            |    |       |
| Step 1 14967.62                      |            |    |       |

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|                             |            |    |       |
|-----------------------------|------------|----|-------|
| Captain of Police PS106 FTE | UN2.80.009 | 80 | 13703 |
| 05-JUL-25 CC M              |            |    |       |
| Step 1 20865.64             |            |    |       |

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|                                    |            |    |       |
|------------------------------------|------------|----|-------|
| Captain of Police (PERS) PS107 FTE | UN2.80.008 | 80 | 13703 |
| 05-JUL-25 CC M                     |            |    |       |
| Step 1 20109.19                    |            |    |       |

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|                     |            |    |       |
|---------------------|------------|----|-------|
| Carpenter TR112 FTE | SB1.80.017 | 80 | 13703 |
| 01-MAR-25 CC H      |            |    |       |
| Step 1 42.02        |            |    |       |
| Step 2 44.23        |            |    |       |
| Step 3 46.56        |            |    |       |
| Step 4 49.01        |            |    |       |
| Step 5 51.60        |            |    |       |

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|                          |            |    |       |
|--------------------------|------------|----|-------|
| Case Manager I AP126 FTE | TW1.75.005 | 75 | 13703 |
| 01-MAR-25 CC M           |            |    |       |
| Step 1 6288.33           |            |    |       |
| Step 2 6619.19           |            |    |       |
| Step 3 6968.32           |            |    |       |

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Step 4 7333.68

Step 5 7721.38

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| Job Class Title, Code & Type  | Grade      | Normal Hours | Ord Num |
|-------------------------------|------------|--------------|---------|
| Case Manager I, PPT AP406 PPT | TW1.75.005 | 75           | 13703   |
| 01-MAR-25 CC M                |            |              |         |
| Step 1 6288.33                |            |              |         |
| Step 2 6619.19                |            |              |         |
| Step 3 6968.32                |            |              |         |
| Step 4 7333.68                |            |              |         |
| Step 5 7721.38                |            |              |         |

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|                              |            |    |       |
|------------------------------|------------|----|-------|
| Case Manager I, PT AP413 PTS | TL1.75.023 | 75 | 13703 |
| 01-MAR-25 CU M               |            |    |       |
| Step 1 6287.72               |            |    |       |
| Step 2 6618.54               |            |    |       |
| Step 3 6967.64               |            |    |       |
| Step 4 7332.96               |            |    |       |
| Step 5 7720.62               |            |    |       |

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|                           |            |    |       |
|---------------------------|------------|----|-------|
| Case Manager II AP127 FTE | TW1.75.008 | 75 | 13703 |
| 01-MAR-25 CC M            |            |    |       |
| Step 1 7278.87            |            |    |       |
| Step 2 7662.52            |            |    |       |
| Step 3 8066.44            |            |    |       |
| Step 4 8490.67            |            |    |       |
| Step 5 8937.23            |            |    |       |

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|                                |            |    |       |
|--------------------------------|------------|----|-------|
| Case Manager II, PPT AP411 PPT | TW1.75.008 | 75 | 13703 |
| 01-MAR-25 CC M                 |            |    |       |
| Step 1 7278.87                 |            |    |       |
| Step 2 7662.52                 |            |    |       |
| Step 3 8066.44                 |            |    |       |
| Step 4 8490.67                 |            |    |       |
| Step 5 8937.23                 |            |    |       |

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|                               |            |    |       |
|-------------------------------|------------|----|-------|
| Case Manager II, PT AP412 PTS | TL1.75.026 | 75 | 13703 |
| 01-MAR-25 CU M                |            |    |       |
| Step 1 7278.16                |            |    |       |
| Step 2 7661.78                |            |    |       |
| Step 3 8065.65                |            |    |       |
| Step 4 8489.84                |            |    |       |

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Step 5 8936.35

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Case Manager, Supervising SC113 FTE UH1.75.010 75 13703

01-MAR-25 CC M

Step 1 8023.82

Step 2 8446.02

Step 3 8890.55

Step 4 9357.41

Step 5 9850.64

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Case Manager, Supervising, PPT AP414 PPT UH1.75.010 75 13703

01-MAR-25 CC M

Step 1 8023.82

Step 2 8446.02

Step 3 8890.55

Step 4 9357.41

Step 5 9850.64

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Cashier AF003 FTE SD1.75.017 75 13703

01-MAR-25 CC H

Step 1 27.80

Step 2 29.26

Step 3 30.79

Step 4 32.44

Step 5 34.12

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Chief Conservator EM235 FTE UM2.75.019 75 13703

01-MAR-25 BE M

Min 12450.81

Max 15288.50

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Chief of Fire EM105 FTE UR1.80.052 80 13703

05-JUL-25 CU M

Min 18149.97

Max 27224.98

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Chief of Party TR114 FTE UH1.80.043 80 13703

01-MAR-25 CC M

Step 1 9004.08

Step 2 9479.22

Step 3 9978.27

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Step 4 10503.32

Step 5 11056.59

Step 6 11074.22

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Chief of Police EM122 FTE UN1.80.002 80 13703

05-JUL-25 CU M

Min 23375.34

Max 29903.33

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Chief of Police, Assistant EM237 FTE UN1.80.001 80 13703

05-JUL-25 BE M

Min 21225.82

Max 26066.88

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Chief of Violence Prevention EM266 FTE UK1.75.046 75 13703

01-MAR-25 CU M

Min 15023.07

Max 22534.60

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City Administrator ET108 FTE UK1.75.061 75 13703

01-MAR-25 CU M

Min 29335.03

Max 36668.78

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City Administrator Analyst MA109 FTE U31.75.035 75 13703

01-MAR-25 CU M

Min 7475.88

Max 11213.83

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City Architect, Assistant ET107 FTE UM2.75.029 75 13703

01-MAR-25 CC M

Step 1 12569.61

Step 2 13232.32

Step 3 13927.26

Step 4 14660.95

Step 5 15433.37

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**City Attorney EM123 FTE UX1.75.004 75 XXXXX**

**04-JUL-26 CU M**

**Step 4 28190.88 26746.57**

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**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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|                                    |            |    |       |
|------------------------------------|------------|----|-------|
| City Attorney, Assistant EM124 FTE | UK2.75.028 | 75 | 13703 |
| 01-MAR-25                          | CU         | M  |       |
| Min                                | 19323.19   |    |       |
| Max                                | 23723.04   |    |       |

---

|                                                                                                                       |                                          |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| <b>City Auditor EM125 FTE</b><br><b>04-JUL-26</b> <b>CU</b> <b>M</b><br><b>Step 3</b> <b>19904.10</b> <b>18884.35</b> | <b>UX1.75.003</b> <b>75</b> <b>XXXXX</b> |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------|

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|                                   |            |    |       |
|-----------------------------------|------------|----|-------|
| City Auditor, Assistant EM115 FTE | UM1.75.020 | 75 | 13703 |
| 01-MAR-25                         | CU         | M  |       |
| Min                               | 13073.96   |    |       |
| Max                               | 16051.69   |    |       |

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|                      |            |    |       |
|----------------------|------------|----|-------|
| City Clerk EM126 FTE | UK1.75.038 | 75 | 13703 |
| 01-MAR-25            | CU         | M  |       |
| Min                  | 16691.82   |    |       |
| Max                  | 20492.66   |    |       |

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|                                 |            |    |       |
|---------------------------------|------------|----|-------|
| City Clerk, Assistant EM127 FTE | UM1.75.016 | 75 | 13703 |
| 01-MAR-25                       | CU         | M  |       |
| Step 1                          | 10755.93   |    |       |
| Step 2                          | 11322.24   |    |       |
| Step 3                          | 11919.02   |    |       |
| Step 4                          | 12546.23   |    |       |
| Step 5                          | 13205.90   |    |       |

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|                                             |            |    |       |
|---------------------------------------------|------------|----|-------|
| City Cncl Constituent Liaison PPT AP132 PPT | TW1.75.006 | 75 | 13703 |
| 01-MAR-25                                   | CU         | M  |       |
| Step 1                                      | 6602.95    |    |       |
| Step 2                                      | 6950.05    |    |       |
| Step 3                                      | 7315.42    |    |       |
| Step 4                                      | 7701.08    |    |       |
| Step 5                                      | 8107.05    |    |       |

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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|                                            |            |    |       |
|--------------------------------------------|------------|----|-------|
| City Cncl Constituent Liaison PT AP133 PTS | UG1.80.032 | 80 | 13703 |
| 01-MAR-25                                  | CU         | H  |       |
| Step 1                                     | 38.11      |    |       |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 2 40.11  
Step 3 39.81  
Step 4 44.45  
Step 5 46.77

---

City Council Administrative Assistant SS110 FTE TA1.75.003 75 13703

01-MAR-25 CU M

Step 1 5703.76  
Step 2 6004.16  
Step 3 6320.79  
Step 4 6653.70  
Step 5 7002.82

---

City Council Constituent Liaison AP131 FTE TW1.75.006 75 13703

01-MAR-25 CU M

Step 1 6602.95  
Step 2 6950.05  
Step 3 7315.42  
Step 4 7701.08  
Step 5 8107.05

---

City Council Intern AP134 FTE TW1.75.004 75 13703

01-MAR-25 CU M

Step 1 5989.93  
Step 2 6304.57  
Step 3 6635.43  
Step 4 6984.56  
Step 5 7353.99

---

City Council Intern, PPT AP135 PPT TW1.75.004 75 13703

01-MAR-25 CU M

Step 1 5989.93  
Step 2 6304.57  
Step 3 6635.43  
Step 4 6984.56  
Step 5 7353.99

---

City Council Intern, PT SS111 PTS UG1.80.031 80 13703

01-MAR-25 CU H

Step 1 34.56  
Step 2 36.38  
Step 3 38.27  
Step 4 40.34  
Step 5 42.45

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

| Job Class Title, Code & Type                | Grade      | Normal | Ord   |
|---------------------------------------------|------------|--------|-------|
| Effective Date    Status    Type            | Hours      | Num    |       |
| City Council Office Administrator MA108 FTE | UM2.75.010 | 75     | 13703 |
| 01-MAR-25    CC    M                        |            |        |       |
| Step 1    8025.86                           |            |        |       |
| Step 2    8448.04                           |            |        |       |
| Step 3    8892.58                           |            |        |       |
| Step 4    9361.46                           |            |        |       |
| Step 5    9854.72                           |            |        |       |
| City Council PSE 14 SS114 FTE               | TA1.75.035 | 75     | 13703 |
| 01-MAR-25    CU    M                        |            |        |       |
| Min    2865.84                              |            |        |       |
| Max    9652.79                              |            |        |       |
| City Council PSE 14, PPT SS112 PPT          | TA1.75.034 | 75     | 13703 |
| 01-MAR-25    CU    M                        |            |        |       |
| Min    2865.84                              |            |        |       |
| Max    8394.43                              |            |        |       |
| City Council PSE 14, PT SS113 PTS           | TL1.75.001 | 75     | 13703 |
| 01-MAR-25    CU    M                        |            |        |       |
| Min    2826.31                              |            |        |       |
| Max    8071.59                              |            |        |       |
| City Council PSE-51 AP138 FTE               | TA1.75.037 | 75     | 13703 |
| 01-MAR-25    CU    M                        |            |        |       |
| Min    4763.47                              |            |        |       |
| Max    10864.45                             |            |        |       |
| City Council Policy Analyst AP130 FTE       | TW1.75.012 | 75     | 13703 |
| 01-MAR-25    CU    M                        |            |        |       |
| Step 1    8847.93                           |            |        |       |
| Step 2    9314.78                           |            |        |       |
| Step 3    9803.96                           |            |        |       |
| Step 4    10321.56                          |            |        |       |
| Step 5    10863.52                          |            |        |       |
| Job Class Title, Code & Type                | Grade      | Normal | Ord   |
| Effective Date    Status    Type            | Hours      | Num    |       |
| City Council Policy Analyst, PPT AP136 PPT  | TW1.75.012 | 75     | 13703 |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CU M  
Step 1 8847.93  
Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

---

City Council Policy Analyst, PT AP137 PTS UG1.80.033 80 13703

01-MAR-25 CU H  
Step 1 51.04  
Step 2 53.77  
Step 3 56.61  
Step 4 59.54  
Step 5 62.70

---

City Councilmember's Assistant AP139 FTE TA1.75.012 75 13703

01-MAR-25 CU M  
Step 1 8847.93  
Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

---

City Councilmember's Assistant, PPT AP140 PPT TA1.75.012 75 13703

01-MAR-25 CU M  
Step 1 8847.93  
Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

---

City Councilmember's Assistant, PT AP141 PTS TL1.75.006 75 13703

01-MAR-25 CU M  
Min 4697.37  
Max 8112.58

---

City Land Surveyor TR115 FTE UM2.80.017 80 13703

01-MAR-25 CC M  
Step 1 11293.83  
Step 2 11888.56  
Step 3 12513.73  
Step 4 13173.44  
Step 5 13865.59

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

| Job Class Title, Code & Type            | Grade    | Normal     | Ord       |
|-----------------------------------------|----------|------------|-----------|
| Effective Date                          | Status   | Type       | Hours Num |
| <hr/>                                   |          |            |           |
| Citywide Records Manager SC239 FTE      |          | UM1.75.014 | 75 13703  |
| 01-MAR-25                               | CC       | M          |           |
| Step 1                                  | 9755.25  |            |           |
| Step 2                                  | 10268.78 |            |           |
| Step 3                                  | 10810.75 |            |           |
| Step 4                                  | 11379.10 |            |           |
| Step 5                                  | 11977.88 |            |           |
| <hr/>                                   |          |            |           |
| Claims Investigator II AL020 FTE        |          | TW1.75.010 | 75 13703  |
| 01-MAR-25                               | CC       | M          |           |
| Step 1                                  | 8025.85  |            |           |
| Step 2                                  | 8448.05  |            |           |
| Step 3                                  | 8892.58  |            |           |
| Step 4                                  | 9361.47  |            |           |
| Step 5                                  | 9854.71  |            |           |
| <hr/>                                   |          |            |           |
| Claims Investigator III IS103 FTE       |          | UH1.75.013 | 75 13703  |
| 01-MAR-25                               | CC       | M          |           |
| Step 1                                  | 9381.25  |            |           |
| Step 2                                  | 9875.35  |            |           |
| Step 3                                  | 10394.03 |            |           |
| Step 4                                  | 10941.39 |            |           |
| Step 5                                  | 11517.50 |            |           |
| <hr/>                                   |          |            |           |
| Clean City Specialist, Senior PP111 FTE |          | TW1.75.009 | 75 13703  |
| 01-MAR-25                               | CC       | M          |           |
| Step 1                                  | 7644.23  |            |           |
| Step 2                                  | 8046.14  |            |           |
| Step 3                                  | 8470.37  |            |           |
| Step 4                                  | 8914.91  |            |           |
| Step 5                                  | 9385.82  |            |           |
| <hr/>                                   |          |            |           |
| Clean Community Specialist PP112 FTE    |          | TW1.75.005 | 75 13703  |
| 01-MAR-25                               | CC       | M          |           |
| Step 1                                  | 6288.33  |            |           |
| Step 2                                  | 6619.19  |            |           |
| Step 3                                  | 6968.32  |            |           |
| Step 4                                  | 7333.68  |            |           |
| Step 5                                  | 7721.38  |            |           |
| <hr/>                                   |          |            |           |
| Clean Community Supervisor SC116 FTE    |          | UH1.75.012 | 75 13703  |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CC M

Step 1 8845.89

Step 2 9310.71

Step 3 9801.92

Step 4 10317.50

Step 5 10859.44

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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Code Enforcement Inspector, Assistant IS104 FTE SD1.75.050 75 13703

01-MAR-25 CC H

Step 1 38.72

Step 2 40.76

Step 3 42.90

Step 4 45.16

Step 5 47.53

---

Collections Officer AF032 FTE SD1.75.056 75 13703

01-MAR-25 CC H

Step 1 42.60

Step 2 44.97

Step 3 47.31

Step 4 49.81

Step 5 52.43

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Comm Rest Emer Planning Coor SC118 FTE UM2.75.013 75 13703

01-MAR-25 CC M

Step 1 9290.42

Step 2 9779.61

Step 3 10295.17

Step 4 10837.11

Step 5 11407.52

---

Community Action Agency Manager MA145 FTE UM2.75.019 75 13703

01-MAR-25 CC M

Min 12450.81

Max 15288.50

---

Community Dev District Coordinator SC119 FTE TW1.75.011 75 13703

01-MAR-25 CC M

Step 1 8427.75

Step 2 8870.25

Step 3 9337.09

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 4 9830.36  
Step 5 10347.96

---

Community Dev Prg Supervisor SC120 FTE UH1.75.009 75 13703  
01-MAR-25 CC M  
Step 1 7640.19  
Step 2 8044.11  
Step 3 8466.30  
Step 4 8912.86  
Step 5 9381.76

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Community Development Program Coord SC121 FTE TW1.75.014 75 13703  
01-MAR-25 CC M  
Step 1 9755.24  
Step 2 10268.79  
Step 3 10810.74  
Step 4 11379.09  
Step 5 11977.87

---

Community Housing Services Manager EM232 FTE UM2.75.019 75 13703  
01-MAR-25 CC M  
Min 12450.81  
Max 15288.50

---

Community Intervention Specialist MACRO PP186 FTE SC1.80.066 80 13703  
01-MAR-25 CC H  
Step 1 36.28  
Step 2 38.18  
Step 3 40.20  
Step 4 42.31  
Step 5 44.54

---

Community Liaison AP143 FTE TW1.75.012 75 13703  
01-MAR-25 CC M  
Step 1 8847.93  
Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

---

Complaint Investigator II AP146 FTE TW1.75.012 75 13703

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CC M  
Step 1 8847.93  
Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

---

Complaint Investigator III AP144 FTE TW1.75.015 75 13703

01-MAR-25 CC M  
Step 1 10244.41  
Step 2 10782.32  
Step 3 11350.65  
Step 4 11947.43  
Step 5 12576.66

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Complaint Investigator III, PPT AP145 PPT TW1.75.015 75 13703

01-MAR-25 CC M  
Step 1 10244.41  
Step 2 10782.32  
Step 3 11350.65  
Step 4 11947.43  
Step 5 12576.66

---

Computer Operations Supervisor SC123 FTE UM2.75.013 75 13703

01-MAR-25 CC M  
Step 1 9290.42  
Step 2 9779.61  
Step 3 10295.17  
Step 4 10837.11  
Step 5 11407.52

---

Computer Operator SS115 FTE SD1.75.027 75 13703

01-MAR-25 CC H  
Step 1 30.46  
Step 2 32.05  
Step 3 33.74  
Step 4 35.52  
Step 5 37.39

---

Computer Operator, Senior SS116 FTE SD1.75.039 75 13703

01-MAR-25 CC H

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 1 34.32  
Step 2 36.13  
Step 3 38.04  
Step 4 40.05  
Step 5 42.14

---

Concrete Finisher TR116 FTE SB1.80.009 80 13703  
01-MAR-25 CC H  
Step 1 40.47  
Step 2 42.62  
Step 3 44.84  
Step 4 47.22  
Step 5 49.70

---

Construction & Maint Superintendent MA111 FTE UH1.80.018 80 13703  
01-MAR-25 CC M  
Step 1 11854.06  
Step 2 12477.22  
Step 3 13134.86  
Step 4 13827.02  
Step 5 14553.69

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Construction & Maint. Mech., PPT TR205 PPT SB1.80.017 80 13703  
01-MAR-25 CC H  
Step 1 42.02  
Step 2 44.23  
Step 3 46.56  
Step 4 49.01  
Step 5 51.60

---

Construction & Maintenance Leader TR197 FTE SC1.80.052 80 13703  
01-MAR-25 CC H  
Step 1 47.83  
Step 2 50.29  
Step 3 52.99  
Step 4 55.81  
Step 5 58.72

---

Construction & Maintenance Mechanic TR118 FTE SB1.80.017 80 13703  
01-MAR-25 CC H  
Step 1 42.02

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

Step 2 44.23  
Step 3 46.56  
Step 4 49.01  
Step 5 51.60

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|                                   |          |     |            |    |       |
|-----------------------------------|----------|-----|------------|----|-------|
| Construction & Maintenance Supv I | SC124    | FTE | UH1.80.013 | 80 | 13703 |
| 01-MAR-25                         | CC       | M   |            |    |       |
| Step 1                            | 9288.38  |     |            |    |       |
| Step 2                            | 9777.57  |     |            |    |       |
| Step 3                            | 10291.10 |     |            |    |       |
| Step 4                            | 10833.05 |     |            |    |       |
| Step 5                            | 11403.45 |     |            |    |       |

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|                                    |          |     |            |    |       |
|------------------------------------|----------|-----|------------|----|-------|
| Construction & Maintenance Supv II | MA112    | FTE | UH1.80.017 | 80 | 13703 |
| 01-MAR-25                          | CC       | M   |            |    |       |
| Step 1                             | 11289.76 |     |            |    |       |
| Step 2                             | 11884.52 |     |            |    |       |
| Step 3                             | 12509.69 |     |            |    |       |
| Step 4                             | 13167.34 |     |            |    |       |
| Step 5                             | 13861.52 |     |            |    |       |

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|                          |          |     |            |    |       |
|--------------------------|----------|-----|------------|----|-------|
| Construction Coordinator | SC251    | FTE | TF1.80.002 | 80 | 13703 |
| 01-MAR-25                | CC       | M   |            |    |       |
| Step 1                   | 8785.02  |     |            |    |       |
| Step 2                   | 9248.23  |     |            |    |       |
| Step 3                   | 9733.80  |     |            |    |       |
| Step 4                   | 10246.22 |     |            |    |       |
| Step 5                   | 10785.50 |     |            |    |       |

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|                                  |       |        |     |
|----------------------------------|-------|--------|-----|
| Job Class Title, Code & Type     | Grade | Normal | Ord |
| Effective Date    Status    Type | Hours | Num    |     |

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|                                       |       |     |            |    |       |
|---------------------------------------|-------|-----|------------|----|-------|
| Construction Inspection Supv (Office) | SC126 | FTE | UH1.75.020 | 75 | 13703 |
| 01-MAR-25                             | CC    | M   |            |    |       |

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|                                |       |     |            |    |       |
|--------------------------------|-------|-----|------------|----|-------|
| Construction Inspector (Field) | IS106 | FTE | SC1.80.063 | 80 | 13703 |
| 01-MAR-25                      | CC    | H   |            |    |       |
| Step 1                         | 39.75 |     |            |    |       |
| Step 2                         | 41.83 |     |            |    |       |
| Step 3                         | 44.03 |     |            |    |       |
| Step 4                         | 46.35 |     |            |    |       |
| Step 5                         | 48.77 |     |            |    |       |

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|                                 |       |     |            |    |       |
|---------------------------------|-------|-----|------------|----|-------|
| Construction Inspector (Office) | IS123 | FTE | SC1.75.007 | 75 | 13703 |
|---------------------------------|-------|-----|------------|----|-------|

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CC H

Step 1 42.38

Step 2 44.64

Step 3 46.96

Step 4 49.46

Step 5 52.02

---

Construction Inspector Sup (Field) SC125 FTE UH1.80.019 80 13703

01-MAR-25 CC M

Step 1 9381.25

Step 2 9875.35

Step 3 10394.03

Step 4 10941.39

Step 5 11517.50

---

Construction Inspector, Sr (Field) IS107 FTE SC1.80.047 80 13703

01-MAR-25 CC H

Step 1 50.11

Step 2 52.73

Step 3 55.51

Step 4 58.44

Step 5 61.52

---

Construction Inspector, Sr (Office) IS108 FTE SD1.75.061 75 13703

01-MAR-25 CC H

Step 1 50.11

Step 2 52.73

Step 3 55.51

Step 4 58.44

Step 5 61.53

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|

|                |        |      |       |     |
|----------------|--------|------|-------|-----|
| Effective Date | Status | Type | Hours | Num |
|----------------|--------|------|-------|-----|

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Construction Inspector, Supervisor II SC244 FTE UH1.80.017 80 13703

01-MAR-25 CC M

Step 1 11289.76

Step 2 11884.52

Step 3 12509.69

Step 4 13167.34

Step 5 13861.52

---

Contract Compliance Field Technician AP359 FTE SD1.75.036 75 13703

01-MAR-25 CC H

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Step 1 33.26  
Step 2 35.01  
Step 3 36.85  
Step 4 38.79  
Step 5 40.83

---

Contract Compliance Officer AP153 FTE TW1.75.042 75 13703  
01-MAR-25 CC M  
Step 1 8680.58  
Step 2 9136.36  
Step 3 9617.23  
Step 4 10125.27  
Step 5 10658.38

---

Contract Compliance Officer, Assistant AP152 FTE TW1.75.007 75 13703  
01-MAR-25 CC M  
Step 1 6933.81  
Step 2 7297.15  
Step 3 7682.81  
Step 4 8086.75  
Step 5 8513.00

---

Contract Compliance Officer, PPT AP410 PPT TW1.75.042 75 13703  
01-MAR-25 CC M  
Step 1 8680.58  
Step 2 9136.36  
Step 3 9617.23  
Step 4 10125.27  
Step 5 10658.38

---

Contract Compliance Officer, Sr. AP369 FTE TW1.75.014 75 13703  
01-MAR-25 CC M  
Step 1 9755.24  
Step 2 10268.79  
Step 3 10810.74  
Step 4 11379.09  
Step 5 11977.87

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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|                                          |            |    |       |
|------------------------------------------|------------|----|-------|
| Contract Compliance Supervisor SC128 FTE | UH1.75.015 | 75 | 13703 |
| 01-MAR-25 CC M                           |            |    |       |
| Step 1 10240.37                          |            |    |       |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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Step 2 10778.28  
Step 3 11346.61  
Step 4 11943.36  
Step 5 12572.62

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Controller MA113 FTE                      UK2.75.026    75 13703  
01-MAR-25    CU            M  
Min 17526.37  
Max 21518.15

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Controller, Assistant EM217 FTE                      UM2.75.021    75 13703  
01-MAR-25    CC            M  
Min 13727.57  
Max 16855.49

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Cook Supervising SC129 FTE                      UH1.80.003    80 13703  
01-MAR-25    CC            M  
Step 1 5701.72  
Step 2 6002.13  
Step 3 6316.75  
Step 4 6649.65  
Step 5 7000.80

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|                                                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Council Member EO100 FTE                      UX1.75.001    75 <u>XXXXX</u></b><br><b><u>04-JUL-26</u>    CU            M</b><br><b>Step 1 <u>9520.26</u> <u>9066.91</u></b> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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Courier SS207 FTE                      SC1.80.059    80 13703  
01-MAR-25    CC            H  
Step 1 20.73  
Step 2 21.81  
Step 3 22.94  
Step 4 24.14  
Step 5 25.42

---

| Job Class Title, Code & Type     | Grade | Normal | Ord |
|----------------------------------|-------|--------|-----|
| Effective Date    Status    Type | Hours | Num    |     |

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Crime Analyst AP446 FTE                      TW1.75.009    75 13703  
01-MAR-25    CC            M  
Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

Step 5 9385.82

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|                         |            |    |       |
|-------------------------|------------|----|-------|
| Criminalist I PS114 FTE | SD1.75.064 | 75 | 13703 |
|-------------------------|------------|----|-------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | H |
|-----------|----|---|

Step 1 48.38

Step 2 50.92

Step 3 53.61

Step 4 56.42

Step 5 59.39

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|                          |            |    |       |
|--------------------------|------------|----|-------|
| Criminalist II PS112 FTE | TW1.75.026 | 75 | 13703 |
|--------------------------|------------|----|-------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | M |
|-----------|----|---|

Step 1 9522.67

Step 2 10024.08

Step 3 10552.55

Step 4 11108.05

Step 5 11692.69

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|                           |            |    |       |
|---------------------------|------------|----|-------|
| Criminalist III PS113 FTE | UH1.75.026 | 75 | 13703 |
|---------------------------|------------|----|-------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | M |
|-----------|----|---|

Step 1 11020.68

Step 2 11601.15

Step 3 12210.75

Step 4 12853.63

Step 5 13529.80

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|                               |            |    |       |
|-------------------------------|------------|----|-------|
| Crossing Guard, PPT PS115 PPT | SC1.80.001 | 80 | 13703 |
|-------------------------------|------------|----|-------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | H |
|-----------|----|---|

Step 1 21.51

Step 2 22.65

Step 3 23.86

Step 4 25.09

Step 5 26.39

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|                              |            |    |       |
|------------------------------|------------|----|-------|
| Crossing Guard, PT PS116 PTS | SI1.80.007 | 80 | 13703 |
|------------------------------|------------|----|-------|

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|-----------|----|---|
| 01-MAR-25 | CU | H |
|-----------|----|---|

Step 1 21.51

Step 2 22.65

Step 3 23.86

Step 4 25.09

Step 5 26.39

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|                              |        |        |           |
|------------------------------|--------|--------|-----------|
| Job Class Title, Code & Type | Grade  | Normal | Ord       |
| Effective Date               | Status | Type   | Hours Num |

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|                          |         |     |            |    |       |
|--------------------------|---------|-----|------------|----|-------|
| Cultural Arts Specialist | AP154   | FTE | TW1.75.009 | 75 | 13703 |
| 01-MAR-25                | CC      | M   |            |    |       |
| Step 1                   | 7644.23 |     |            |    |       |
| Step 2                   | 8046.14 |     |            |    |       |
| Step 3                   | 8470.37 |     |            |    |       |
| Step 4                   | 8914.91 |     |            |    |       |
| Step 5                   | 9385.82 |     |            |    |       |

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|                              |         |     |            |    |       |
|------------------------------|---------|-----|------------|----|-------|
| Cultural Arts Specialist, PT | AP155   | PTS | TL1.75.014 | 75 | 13703 |
| 01-MAR-25                    | CU      | M   |            |    |       |
| Step 1                       | 7942.90 |     |            |    |       |
| Step 2                       | 8362.96 |     |            |    |       |
| Step 3                       | 8802.00 |     |            |    |       |
| Step 4                       | 9266.36 |     |            |    |       |
| Step 5                       | 9753.97 |     |            |    |       |

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|                                        |          |     |            |    |       |
|----------------------------------------|----------|-----|------------|----|-------|
| Curator African Amer Museum Lib, Chief | EM131    | FTE | UM1.75.019 | 75 | 13703 |
| 01-MAR-25                              | CU       | M   |            |    |       |
| Min                                    | 12450.82 |     |            |    |       |
| Max                                    | 15288.48 |     |            |    |       |

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|                                 |         |     |            |    |       |
|---------------------------------|---------|-----|------------|----|-------|
| Custodial Services Supervisor I | SC130   | FTE | UH1.80.006 | 80 | 13703 |
| 01-MAR-25                       | CC      | M   |            |    |       |
| Step 1                          | 6600.92 |     |            |    |       |
| Step 2                          | 6948.02 |     |            |    |       |
| Step 3                          | 7313.37 |     |            |    |       |
| Step 4                          | 7699.06 |     |            |    |       |
| Step 5                          | 8102.98 |     |            |    |       |

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|                                  |         |     |            |    |       |
|----------------------------------|---------|-----|------------|----|-------|
| Custodial Services Supervisor II | SC131   | FTE | UH1.80.009 | 80 | 13703 |
| 01-MAR-25                        | CC      | M   |            |    |       |
| Step 1                           | 7640.19 |     |            |    |       |
| Step 2                           | 8044.11 |     |            |    |       |
| Step 3                           | 8466.30 |     |            |    |       |
| Step 4                           | 8912.86 |     |            |    |       |
| Step 5                           | 9381.76 |     |            |    |       |

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|           |       |     |            |    |       |
|-----------|-------|-----|------------|----|-------|
| Custodian | TR120 | FTE | SC1.80.062 | 80 | 13703 |
| 01-MAR-25 | CC    | H   |            |    |       |
| Step 1    | 25.52 |     |            |    |       |
| Step 2    | 26.86 |     |            |    |       |
| Step 3    | 28.27 |     |            |    |       |
| Step 4    | 29.77 |     |            |    |       |

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Step 5 31.33

| Job Class Title, Code & Type               | Grade      | Normal | Ord   |
|--------------------------------------------|------------|--------|-------|
| Effective Date Status Type Hours Num       |            |        |       |
| Custodian Supervisor SC132 FTE             | UH1.80.002 | 80     | 13703 |
| 01-MAR-25 CC M                             |            |        |       |
| Step 1 5429.73                             |            |        |       |
| Step 2 5715.93                             |            |        |       |
| Step 3 6016.35                             |            |        |       |
| Step 4 6332.99                             |            |        |       |
| Step 5 6665.87                             |            |        |       |
| Custodian, PPT TR121 PPT                   | SC1.80.062 | 80     | 13703 |
| 01-MAR-25 CC H                             |            |        |       |
| Step 1 25.52                               |            |        |       |
| Step 2 26.86                               |            |        |       |
| Step 3 28.27                               |            |        |       |
| Step 4 29.77                               |            |        |       |
| Step 5 31.33                               |            |        |       |
| Custodian, PT TR122 PTS                    | SI1.80.060 | 80     | 13703 |
| 01-MAR-25 CU H                             |            |        |       |
| Step 1 25.52                               |            |        |       |
| Step 2 26.86                               |            |        |       |
| Step 3 28.27                               |            |        |       |
| Step 4 29.77                               |            |        |       |
| Step 5 31.33                               |            |        |       |
| Custom Application Developer III AP462 FTE | TW1.75.016 | 75     | 13703 |
| 01-MAR-25 CC M                             |            |        |       |
| Step 1 10755.93                            |            |        |       |
| Step 2 11322.25                            |            |        |       |
| Step 3 11919.01                            |            |        |       |
| Step 4 12546.24                            |            |        |       |
| Step 5 13205.91                            |            |        |       |
| Data Analyst AP468 FTE                     | UM2.75.014 | 75     | 13703 |
| 01-MAR-25 CC M                             |            |        |       |
| Step 1 9755.25                             |            |        |       |
| Step 2 10268.80                            |            |        |       |
| Step 3 10810.75                            |            |        |       |
| Step 4 11379.09                            |            |        |       |
| Step 5 11977.88                            |            |        |       |

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|                           |            |    |       |
|---------------------------|------------|----|-------|
| Data Analyst II AP171 FTE | TW1.75.012 | 75 | 13703 |
| 01-MAR-25 CC M            |            |    |       |
| Step 1                    | 8847.93    |    |       |
| Step 2                    | 9314.78    |    |       |
| Step 3                    | 9803.96    |    |       |
| Step 4                    | 10321.56   |    |       |
| Step 5                    | 10863.52   |    |       |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|                            |            |    |       |
|----------------------------|------------|----|-------|
| Data Analyst III AP172 FTE | TW1.75.016 | 75 | 13703 |
| 01-MAR-25 CC M             |            |    |       |
| Step 1                     | 10755.93   |    |       |
| Step 2                     | 11322.25   |    |       |
| Step 3                     | 11919.01   |    |       |
| Step 4                     | 12546.24   |    |       |
| Step 5                     | 13205.91   |    |       |

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|                               |            |    |       |
|-------------------------------|------------|----|-------|
| Data Entry Operator SS117 FTE | SD1.75.012 | 75 | 13703 |
| 01-MAR-25 CC H                |            |    |       |
| Step 1                        | 26.43      |    |       |
| Step 2                        | 27.82      |    |       |
| Step 3                        | 29.28      |    |       |
| Step 4                        | 30.83      |    |       |
| Step 5                        | 32.45      |    |       |

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|                                       |            |    |       |
|---------------------------------------|------------|----|-------|
| Data Entry Operator, Senior SS118 FTE | SD1.75.025 | 75 | 13703 |
| 01-MAR-25 CC H                        |            |    |       |
| Step 1                                | 29.30      |    |       |
| Step 2                                | 30.85      |    |       |
| Step 3                                | 32.46      |    |       |
| Step 4                                | 34.18      |    |       |
| Step 5                                | 35.97      |    |       |

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|                                  |            |    |       |
|----------------------------------|------------|----|-------|
| Database Administrator AP174 FTE | UM2.75.019 | 75 | 13703 |
| 01-MAR-25 CC M                   |            |    |       |
| Min                              | 12450.81   |    |       |
| Max                              | 15288.50   |    |       |

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|                               |            |    |       |
|-------------------------------|------------|----|-------|
| Database Analyst II AP175 FTE | TW1.75.012 | 75 | 13703 |
| 01-MAR-25 CC M                |            |    |       |
| Step 1                        | 8847.93    |    |       |

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Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

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|                                |            |          |
|--------------------------------|------------|----------|
| Database Analyst III AP176 FTE | TW1.75.016 | 75 13703 |
| 01-MAR-25 CC M                 |            |          |
| Step 1 10755.93                |            |          |
| Step 2 11322.25                |            |          |
| Step 3 11919.01                |            |          |
| Step 4 12546.24                |            |          |
| Step 5 13205.91                |            |          |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|                                           |            |          |
|-------------------------------------------|------------|----------|
| Deputy Chief of Fire Department PS117 FTE | UU1.80.003 | 80 13703 |
| 05-JUL-25 CU M                            |            |          |
| Step 1 23820.33                           |            |          |

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|                                  |            |          |
|----------------------------------|------------|----------|
| Deputy Chief of Police EM134 FTE | UN2.80.011 | 80 13703 |
| 05-JUL-25 CU M                   |            |          |
| Step 1 24753.22                  |            |          |

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|                                         |            |          |
|-----------------------------------------|------------|----------|
| Deputy Chief of Police (PERS) EM135 FTE | UN2.80.010 | 80 13703 |
| 05-JUL-25 CU M                          |            |          |
| Step 1 23619.65                         |            |          |

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|                                               |            |          |
|-----------------------------------------------|------------|----------|
| Deputy Chief of Violence Prevention EM271 FTE | U31.75.019 | 75 13703 |
| 01-MAR-25 BE M                                |            |          |
| Min 12454.39                                  |            |          |
| Max 15292.87                                  |            |          |

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|                                     |            |          |
|-------------------------------------|------------|----------|
| Deputy City Administrator EM138 FTE | UK1.75.045 | 75 13703 |
| 01-MAR-25 CU M                      |            |          |
| Min 14656.62                        |            |          |
| Max 21984.94                        |            |          |

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|                                  |            |          |
|----------------------------------|------------|----------|
| Deputy City Attorney I AL010 FTE | TM1.75.001 | 75 13703 |
| 01-MAR-25 CU M                   |            |          |
| Step 1 9290.41                   |            |          |
| Step 2 9779.59                   |            |          |
| Step 3 10295.17                  |            |          |
| Step 4 10837.12                  |            |          |

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Step 5 11407.51

| Job Class Title, Code & Type              | Grade      | Normal | Ord   |
|-------------------------------------------|------------|--------|-------|
| Effective Date Status Type                | Hours      | Num    |       |
| Deputy City Attorney II AL021 FTE         | TM1.75.019 | 75     | 13703 |
| 01-MAR-25 CU M                            |            |        |       |
| Min 12450.82                              |            |        |       |
| Max 15288.49                              |            |        |       |
| Deputy City Attorney II, PPT AL022 PPT    | TM1.75.019 | 75     | 13703 |
| 01-MAR-25 CU M                            |            |        |       |
| Min 12450.82                              |            |        |       |
| Max 15288.49                              |            |        |       |
| Deputy City Attorney III AL030 FTE        | TM1.75.021 | 75     | 13703 |
| 01-MAR-25 CU M                            |            |        |       |
| Min 13727.56                              |            |        |       |
| Max 16855.49                              |            |        |       |
| Deputy City Attorney III, PPT AL031 PPT   | TM1.75.021 | 75     | 13703 |
| 01-MAR-25 CU M                            |            |        |       |
| Min 13727.56                              |            |        |       |
| Max 16855.49                              |            |        |       |
| Deputy City Attorney IV, PPT AL040 PPT    | TM1.75.023 | 75     | 13703 |
| 01-MAR-25 CU M                            |            |        |       |
| Min 15136.24                              |            |        |       |
| Max 18582.86                              |            |        |       |
| Deputy City Attorney IV, Senior MA117 FTE | TM1.75.023 | 75     | 13703 |
| 01-MAR-25 CU M                            |            |        |       |
| Min 15136.24                              |            |        |       |
| Max 18582.86                              |            |        |       |
| Job Class Title, Code & Type              | Grade      | Normal | Ord   |
| Effective Date Status Type                | Hours      | Num    |       |
| Deputy City Attorney V EM136 FTE          | U41.75.025 | 75     | 13703 |
| 01-MAR-25 BE M                            |            |        |       |
| Min 16687.04                              |            |        |       |
| Max 20486.82                              |            |        |       |
| Deputy City Clerk MA118 FTE               | UM2.75.012 | 75     | 13703 |

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01-MAR-25 CC M

Step 1 8847.93

Step 2 9314.76

Step 3 9803.95

Step 4 10321.55

Step 5 10863.50

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Deputy Director Workplace & Empl Stds EM275 FTE UK2.75.020 75 13703

01-MAR-25 BE M

Min 12451.16

Max 15288.49

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Deputy Director, Econ/Workforce Dev EM139 FTE UM1.75.022 75 13703

01-MAR-25 BE M

Min 14413.65

Max 17697.87

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Deputy Director, Housing EM140 FTE UM1.75.024 75 13703

01-MAR-25 BE M

Min 15891.34

Max 19512.52

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Deputy Director, Prg Planning & Dev AP177 FTE UM1.75.022 75 13703

01-MAR-25 BE M

Min 14413.65

Max 17697.87

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Deputy Director/Building Official EM143 FTE UM1.75.024 75 13703

01-MAR-25 BE M

Min 15891.34

Max 19512.52

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Deputy Director/City Planner EM144 FTE UM1.75.024 75 13703

01-MAR-25 BE M

Min 15891.34

Max 19512.52

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Development Project & Program Coord SC241 FTE TW1.75.015 75 13703

01-MAR-25 CC M

Step 1 10244.41

Step 2 10782.32

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Step 3 11350.65  
Step 4 11947.43  
Step 5 12576.66

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Development Specialist III AP252 FTE TW1.75.012 75 13703  
01-MAR-25 CC M  
Step 1 8847.93  
Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

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Development/Redevelop. Program Manager EM233 FTE UM2.75.019 75 13703  
01-MAR-25 CC M  
Min 12450.81  
Max 15288.50

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Director of Animal Services EM234 FTE UK1.75.046 75 13703  
01-MAR-25 CU M  
Min 15023.07  
Max 22534.60

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Director of Contracting & Purchasing EM239 FTE UK1.75.046 75 13703  
01-MAR-25 BE M  
Min 15023.07  
Max 22534.60

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Director of Economic & Workforce Dev EM230 FTE UK1.75.046 75 13703  
01-MAR-25 CU M  
Min 15023.07  
Max 22534.60

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Director of Finance EM103 FTE UK1.75.052 75 13703  
01-MAR-25 CU M  
Min 17422.11  
Max 26133.23

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Director of Housing & Community Dev EM154 FTE UK1.75.046 75 13703  
01-MAR-25 CU M  
Min 15023.07  
Max 22534.60

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|                                        |           |            |    |       |
|----------------------------------------|-----------|------------|----|-------|
| Director of Human Resources Management | EM159 FTE | UK1.75.046 | 75 | 13703 |
| 01-MAR-25                              | CU        | M          |    |       |
| Min                                    | 15023.07  |            |    |       |
| Max                                    | 22534.60  |            |    |       |

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|                            |           |            |    |       |
|----------------------------|-----------|------------|----|-------|
| Director of Human Services | EM153 FTE | UK1.75.046 | 75 | 13703 |
| 01-MAR-25                  | CU        | M          |    |       |
| Min                        | 15023.07  |            |    |       |
| Max                        | 22534.60  |            |    |       |

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|                              |        |        |           |
|------------------------------|--------|--------|-----------|
| Job Class Title, Code & Type | Grade  | Normal | Ord       |
| Effective Date               | Status | Type   | Hours Num |

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|                                    |           |            |    |       |
|------------------------------------|-----------|------------|----|-------|
| Director of Information Technology | EM238 FTE | UK1.75.046 | 75 | 13703 |
| 01-MAR-25                          | BE        | M          |    |       |
| Min                                | 15023.07  |            |    |       |
| Max                                | 22534.60  |            |    |       |

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|                              |           |            |    |       |
|------------------------------|-----------|------------|----|-------|
| Director of Library Services | EM155 FTE | UK1.75.046 | 75 | 13703 |
| 01-MAR-25                    | CU        | M          |    |       |
| Min                          | 15023.07  |            |    |       |
| Max                          | 22534.60  |            |    |       |

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|                                |           |            |    |       |
|--------------------------------|-----------|------------|----|-------|
| Director of Parks & Recreation | EM158 FTE | UK1.75.046 | 75 | 13703 |
| 01-MAR-25                      | CU        | M          |    |       |
| Min                            | 15023.07  |            |    |       |
| Max                            | 22534.60  |            |    |       |

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|                                 |           |            |    |       |
|---------------------------------|-----------|------------|----|-------|
| Director of Planning & Building | EM220 FTE | UK1.75.046 | 75 | 13703 |
| 01-MAR-25                       | CU        | M          |    |       |
| Min                             | 15023.07  |            |    |       |
| Max                             | 22534.60  |            |    |       |

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|                          |           |            |    |       |
|--------------------------|-----------|------------|----|-------|
| Director of Public Works | EM108 FTE | UK1.75.052 | 75 | 13703 |
| 01-MAR-25                | CU        | M          |    |       |
| Min                      | 17422.11  |            |    |       |
| Max                      | 26133.23  |            |    |       |

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|                             |           |            |    |       |
|-----------------------------|-----------|------------|----|-------|
| Director of Race and Equity | EM263 FTE | UK1.75.041 | 75 | 13703 |
| 01-MAR-25                   | CU        | M          |    |       |
| Min                         | 13278.27  |            |    |       |
| Max                         | 19917.34  |            |    |       |

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| Job Class Title, Code & Type            | Grade    | Normal | Ord                 |
|-----------------------------------------|----------|--------|---------------------|
| Effective Date                          | Status   | Type   | Hours Num           |
| <hr/>                                   |          |        |                     |
| Director of Transportation              | EM264    | FTE    | UK1.75.052 75 13703 |
| 01-MAR-25                               | CU       | M      |                     |
| Min                                     | 17422.11 |        |                     |
| Max                                     | 26133.23 |        |                     |
| <hr/>                                   |          |        |                     |
| Director of Workplace & Employment Stnd | EM274    | FTE    | UK1.75.046 75 13703 |
| 01-MAR-25                               | CU       | M      |                     |
| Min                                     | 15023.07 |        |                     |
| Max                                     | 22534.60 |        |                     |
| <hr/>                                   |          |        |                     |
| Disabilities Coordinator                | SC221    | FTE    | TW1.75.005 75 13703 |
| 01-MAR-25                               | CC       | M      |                     |
| Step 1                                  | 6288.33  |        |                     |
| Step 2                                  | 6619.19  |        |                     |
| Step 3                                  | 6968.32  |        |                     |
| Step 4                                  | 7333.68  |        |                     |
| Step 5                                  | 7721.38  |        |                     |
| <hr/>                                   |          |        |                     |
| Disability Access Coordinator           | AP382    | FTE    | UM2.75.016 75 13703 |
| 01-MAR-25                               | CC       | M      |                     |
| Step 1                                  | 10755.95 |        |                     |
| Step 2                                  | 11322.24 |        |                     |
| Step 3                                  | 11919.01 |        |                     |
| Step 4                                  | 12546.23 |        |                     |
| Step 5                                  | 13205.92 |        |                     |
| <hr/>                                   |          |        |                     |
| Disability Benefits Coordinator         | SC106    | FTE    | UM2.75.012 75 13703 |
| 01-MAR-25                               | CC       | M      |                     |
| Step 1                                  | 8847.93  |        |                     |
| Step 2                                  | 9314.76  |        |                     |
| Step 3                                  | 9803.95  |        |                     |
| Step 4                                  | 10321.55 |        |                     |
| Step 5                                  | 10863.50 |        |                     |
| <hr/>                                   |          |        |                     |
| Drafting Technician, Intermediate       | ET110    | FTE    | SD1.75.051 75 13703 |
| 01-MAR-25                               | CC       | H      |                     |
| Step 1                                  | 38.83    |        |                     |
| Step 2                                  | 40.87    |        |                     |
| Step 3                                  | 43.02    |        |                     |
| Step 4                                  | 45.30    |        |                     |
| Step 5                                  | 47.68    |        |                     |

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| Job Class Title, Code & Type                | Grade      | Normal | Ord   |
|---------------------------------------------|------------|--------|-------|
| Effective Date    Status    Type            | Hours      | Num    |       |
| Drafting/Design Technician, Sr ET109 FTE    | SD1.75.062 | 75     | 13703 |
| 01-MAR-25    CC    H                        |            |        |       |
| Step 1    47.29                             |            |        |       |
| Step 2    49.74                             |            |        |       |
| Step 3    52.37                             |            |        |       |
| Step 4    55.13                             |            |        |       |
| Step 5    58.02                             |            |        |       |
| EEO & Civil Rights Director EM258 FTE       | UK1.75.041 | 75     | 13703 |
| 01-MAR-25    CU    M                        |            |        |       |
| Min 13278.27                                |            |        |       |
| Max 19917.34                                |            |        |       |
| Early Childhood Center Director PP113 FTE   | SD1.75.042 | 75     | 13703 |
| 01-MAR-25    CC    H                        |            |        |       |
| Step 1    34.66                             |            |        |       |
| Step 2    36.50                             |            |        |       |
| Step 3    38.43                             |            |        |       |
| Step 4    40.44                             |            |        |       |
| Step 5    42.58                             |            |        |       |
| Early Childhood Education Manager MA171 FTE | UM2.75.016 | 75     | 13703 |
| 01-MAR-25    CC    M                        |            |        |       |
| Step 1    10755.95                          |            |        |       |
| Step 2    11322.24                          |            |        |       |
| Step 3    11919.01                          |            |        |       |
| Step 4    12546.23                          |            |        |       |
| Step 5    13205.92                          |            |        |       |
| Early Head Start Instructor PP174 FTE       | SD1.75.009 | 75     | 13703 |
| 01-MAR-25    CC    H                        |            |        |       |
| Step 1    25.84                             |            |        |       |
| Step 2    27.21                             |            |        |       |
| Step 3    28.65                             |            |        |       |
| Step 4    30.15                             |            |        |       |
| Step 5    31.74                             |            |        |       |
| Early Head Start Instructor, PPT PP179 FTE  | SD1.75.009 | 75     | 13703 |
| 01-MAR-25    CC    H                        |            |        |       |
| Step 1    25.84                             |            |        |       |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 2 27.21  
Step 3 28.65  
Step 4 30.15  
Step 5 31.74

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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|                                     |            |    |       |
|-------------------------------------|------------|----|-------|
| Early Learning Specialist AP465 FTE | TW1.75.008 | 75 | 13703 |
| 01-MAR-25                           | CC         | M  |       |
| Step 1                              | 7278.87    |    |       |
| Step 2                              | 7662.52    |    |       |
| Step 3                              | 8066.44    |    |       |
| Step 4                              | 8490.67    |    |       |
| Step 5                              | 8937.23    |    |       |

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|                                                   |            |    |       |
|---------------------------------------------------|------------|----|-------|
| Electrical Construction & Maint Planner TR124 FTE | TF1.80.004 | 80 | 13703 |
| 01-MAR-25                                         | CC         | M  |       |
| Step 1                                            | 9290.43    |    |       |
| Step 2                                            | 9779.59    |    |       |
| Step 3                                            | 10295.17   |    |       |
| Step 4                                            | 10837.14   |    |       |
| Step 5                                            | 11407.51   |    |       |

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|                                  |            |    |       |
|----------------------------------|------------|----|-------|
| Electrical Engineer II TR125 FTE | TF1.75.014 | 75 | 13703 |
| 01-MAR-25                        | CC         | M  |       |
| Step 1                           | 10340.55   |    |       |
| Step 2                           | 10884.92   |    |       |
| Step 3                           | 11459.39   |    |       |
| Step 4                           | 12061.85   |    |       |
| Step 5                           | 12696.57   |    |       |

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|                                   |            |    |       |
|-----------------------------------|------------|----|-------|
| Electrical Engineer III TR126 FTE | TF1.75.015 | 75 | 13703 |
| 01-MAR-25                         | CC         | M  |       |
| Step 1                            | 11971.47   |    |       |
| Step 2                            | 12601.89   |    |       |
| Step 3                            | 13264.57   |    |       |
| Step 4                            | 13963.85   |    |       |
| Step 5                            | 14697.52   |    |       |

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|                              |            |    |       |
|------------------------------|------------|----|-------|
| Electrical Painter TR127 FTE | SC1.80.044 | 80 | 13703 |
| 01-MAR-25                    | CC         | H  |       |
| Step 1                       | 42.02      |    |       |
| Step 2                       | 44.23      |    |       |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 3 46.56  
Step 4 49.00  
Step 5 51.59

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|                                 |            |    |       |
|---------------------------------|------------|----|-------|
| Electrical Supervisor SC135 FTE | UH1.72.001 | 72 | 13703 |
| 01-MAR-25 CC M                  |            |    |       |
| Step 1                          | 9288.38    |    |       |
| Step 2                          | 9777.57    |    |       |
| Step 3                          | 10291.10   |    |       |
| Step 4                          | 10833.05   |    |       |
| Step 5                          | 11403.45   |    |       |

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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|                       |            |    |       |
|-----------------------|------------|----|-------|
| Electrician TR128 FTE | IE1.72.001 | 72 | 13703 |
| 01-MAR-25 CC H        |            |    |       |
| Step 1                | 51.19      |    |       |
| Step 2                | 52.34      |    |       |
| Step 3                | 53.72      |    |       |
| Step 4                | 55.05      |    |       |
| Step 5                | 56.49      |    |       |

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|                              |            |    |       |
|------------------------------|------------|----|-------|
| Electrician Helper TR129 FTE | IE1.80.001 | 80 | 13703 |
| 01-MAR-25 CC H               |            |    |       |
| Step 1                       | 29.83      |    |       |
| Step 2                       | 31.39      |    |       |
| Step 3                       | 33.04      |    |       |
| Step 4                       | 34.77      |    |       |
| Step 5                       | 36.60      |    |       |

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|                              |            |    |       |
|------------------------------|------------|----|-------|
| Electrician Leader TR130 FTE | IE1.72.003 | 72 | 13703 |
| 01-MAR-25 CC H               |            |    |       |
| Step 1                       | 59.41      |    |       |
| Step 2                       | 60.85      |    |       |
| Step 3                       | 62.29      |    |       |
| Step 4                       | 63.86      |    |       |
| Step 5                       | 65.42      |    |       |

---

|                           |            |    |       |
|---------------------------|------------|----|-------|
| Electrician, PT TR131 PTS | TV1.72.001 | 72 | 13703 |
| 01-MAR-25 CU H            |            |    |       |
| Step 1                    | 49.94      |    |       |
| Step 2                    | 51.05      |    |       |
| Step 3                    | 52.42      |    |       |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 4 53.72

Step 5 55.12

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Electro-Mechanical Machinist TR132 FTE SB1.80.016 80 13703

01-MAR-25 CC H

Step 1 43.95

Step 2 46.27

Step 3 48.70

Step 4 51.25

Step 5 53.98

---

Electronics Supervisor SC136 FTE UH1.80.040 80 13703

01-MAR-25 CC M

Step 1 9347.09

Step 2 9840.36

Step 3 10358.39

Step 4 11477.80

Step 5 11496.09

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Electronics Technician TC107 FTE SB1.80.014 80 13703

01-MAR-25 CC H

Step 1 45.19

Step 2 47.55

Step 3 50.07

Step 4 52.70

Step 5 55.47

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Emergency Food Program Coordinator SC137 FTE TW1.75.012 75 13703

01-MAR-25 CC M

Step 1 8847.93

Step 2 9314.78

Step 3 9803.96

Step 4 10321.56

Step 5 10863.52

---

Emergency Food Program, PPT PP116 PPT TW1.75.012 75 13703

01-MAR-25 CC M

Step 1 8847.93

Step 2 9314.78

Step 3 9803.96

Step 4 10321.56

**ATTACHMENT A  
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Step 5 10863.52

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Emergency Medical Services Coordinator AP179 FTE UM2.75.016 75 13703

01-MAR-25 CC M

Step 1 10755.95

Step 2 11322.24

Step 3 11919.01

Step 4 12546.23

Step 5 13205.92

---

Emergency Medical Svcs Instructor, PT AP386 PTS TL1.75.032 75 13703

01-MAR-25 CU M

Step 1 8847.04

Step 2 9313.86

Step 3 9803.00

Step 4 10320.55

Step 5 10862.47

---

Emergency Medical Svcs Instructor AP180 FTE TW1.75.009 75 13703

01-MAR-25 CC M

Step 1 7644.23

Step 2 8046.14

Step 3 8470.37

Step 4 8914.91

Step 5 9385.82

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Emergency Medical Technician (MACRO) PP187 FTE SC1.80.066 80 13703

01-MAR-25 CC H

Step 1 36.28

Step 2 38.18

Step 3 40.20

Step 4 42.31

Step 5 44.54

---

Emergency Medical Technician MACRO PPT PP191 PPT SC1.80.066 80 13703

01-MAR-25 CC H

Step 1 36.28

Step 2 38.18

Step 3 40.20

Step 4 42.31

Step 5 44.54

**ATTACHMENT A  
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City of Oakland  
Salary Schedule

February 18, 2026

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Emergency Medical Technician MACRO PT PP192 PTS SI1.80.062 80 13703

01-MAR-25 CU H

Step 1 36.28

Step 2 38.18

Step 3 40.20

Step 4 42.31

Step 5 44.54

---

Emergency Planning Coordinator SC138 FTE TW1.75.010 75 13703

01-MAR-25 CC M

Step 1 8025.85

Step 2 8448.05

Step 3 8892.58

Step 4 9361.47

Step 5 9854.71

---

Emergency Planning Coordinator Sr, PT SC261 PTS TL1.75.033 75 13703

01-MAR-25 CU M

Step 1 9289.50

Step 2 9778.64

Step 3 10294.15

Step 4 10836.06

Step 5 11406.39

---

Emergency Planning Coordinator, PPT SC139 PPT TW1.75.010 75 13703

01-MAR-25 CC M

Step 1 8025.85

Step 2 8448.05

Step 3 8892.58

Step 4 9361.47

Step 5 9854.71

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|

|                |        |      |       |     |
|----------------|--------|------|-------|-----|
| Effective Date | Status | Type | Hours | Num |
|----------------|--------|------|-------|-----|

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Emergency Planning Coordinator, PT SC260 PTS TL1.75.031 75 13703

01-MAR-25 CU M

Step 1 8025.05

Step 2 8447.22

Step 3 8891.70

Step 4 9360.55

Step 5 9853.74

---

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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Emergency Planning Coordinator, Sr SC140 FTE TW1.75.013 75 13703

01-MAR-25 CC M

Step 1 9290.41

Step 2 10024.08

Step 3 10295.17

Step 4 10837.12

Step 5 11407.51

---

Emergency Services Manager, Assistant MA120 FTE UM2.75.016 75 13703

01-MAR-25 CC M

Step 1 10755.95

Step 2 11322.24

Step 3 11919.01

Step 4 12546.23

Step 5 13205.92

---

Employee & Labor Relations Analyst, Sr MA158 FTE UP1.75.012 75 13703

01-MAR-25 BE M

Step 1 9292.97

Step 2 9783.31

Step 3 10297.10

Step 4 10840.74

Step 5 11409.96

---

Employee Assist Counselor AP181 FTE TW1.75.010 75 13703

01-MAR-25 CC M

Step 1 8025.85

Step 2 8448.05

Step 3 8892.58

Step 4 9361.47

Step 5 9854.71

---

Employee Assist Counselor, PPT AP182 PPT TW1.75.010 75 13703

01-MAR-25 CC M

Step 1 8025.85

Step 2 8448.05

Step 3 8892.58

Step 4 9361.47

Step 5 9854.71

---

| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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Employee Assist Svcs Coordinator SC141 FTE UM2.75.017 75 13703

**ATTACHMENT A  
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01-MAR-25    CC        M  
Step 1 11293.83  
Step 2 11888.56  
Step 3 12513.74  
Step 4 13173.44  
Step 5 13865.59

---

Employee Fleet & Safety Coordinator SC240 FTE        UM2.75.014    75 13703

01-MAR-25    CC        M  
Step 1 9755.25  
Step 2 10268.80  
Step 3 10810.75  
Step 4 11379.09  
Step 5 11977.88

---

Employee Relations Analyst, Principal MA156 FTE        UK2.75.017    75 13703

01-MAR-25    BE        M  
Step 1 11861.94  
Step 2 12486.58  
Step 3 13143.19  
Step 4 13836.07  
Step 5 14563.06

---

Employee Relations Director EM259 FTE        UK1.75.046    75 13703

01-MAR-25    BE        M  
Min 15023.07  
Max 22534.60

---

Employment Services Representative PP117 FTE        TW1.75.005    75 13703

01-MAR-25    CC        M  
Step 1 6288.33  
Step 2 6619.19  
Step 3 6968.32  
Step 4 7333.68  
Step 5 7721.38

---

Employment Services Supervisor PP118 FTE        UH1.75.012    75 13703

01-MAR-25    CC        M  
Step 1 8845.89  
Step 2 9310.71  
Step 3 9801.92  
Step 4 10317.50  
Step 5 10859.44

---

**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

| Job Class Title, Code & Type                    | Grade    | Normal      | Ord       |
|-------------------------------------------------|----------|-------------|-----------|
| Effective Date                                  | Status   | Type        | Hours Num |
| <hr/>                                           |          |             |           |
| Energy Engineer III TR133 FTE                   |          | TM2.75.001  | 75 13703  |
| 01-MAR-25 CC M                                  |          |             |           |
| Step 1                                          | 12569.60 |             |           |
| Step 2                                          | 13232.30 |             |           |
| Step 3                                          | 13927.26 |             |           |
| Step 4                                          | 14660.95 |             |           |
| Step 5                                          | 15433.38 |             |           |
| <hr/>                                           |          |             |           |
| Enforcement Chief, Public Ethics Comm EM262 FTE |          | U31.75.016  | 75 13703  |
| 01-MAR-25 CU M                                  |          |             |           |
| Step 1                                          | 10759.02 |             |           |
| Step 2                                          | 11325.49 |             |           |
| Step 3                                          | 11922.44 |             |           |
| Step 4                                          | 12549.81 |             |           |
| Step 5                                          | 13209.68 |             |           |
| <hr/>                                           |          |             |           |
| Engineer of Fire Department PS118 FTE           |          | FQ1.104.005 | 104 13703 |
| 05-JUL-25 CC M                                  |          |             |           |
| Step 1                                          | 13199.36 |             |           |
| <hr/>                                           |          |             |           |
| Engineer of Fire Department PS119 FTE           |          | FQ1.80.005  | 80 13703  |
| 05-JUL-25 CC M                                  |          |             |           |
| Step 1                                          | 13199.36 |             |           |
| <hr/>                                           |          |             |           |
| Engineer, Assistant I (Field) ET114 FTE         |          | TF1.75.019  | 75 13703  |
| 01-MAR-25 CC M                                  |          |             |           |
| Step 1                                          | 8140.15  |             |           |
| Step 2                                          | 8568.31  |             |           |
| Step 3                                          | 9018.15  |             |           |
| Step 4                                          | 9492.04  |             |           |
| Step 5                                          | 9992.34  |             |           |
| <hr/>                                           |          |             |           |
| Engineer, Assistant I (Office) ET111 FTE        |          | SD1.75.005  | 75 13703  |
| 01-MAR-25 CC H                                  |          |             |           |
| Step 1                                          | 24.81    |             |           |
| Step 2                                          | 26.14    |             |           |
| Step 3                                          | 27.50    |             |           |
| Step 4                                          | 28.96    |             |           |
| Step 5                                          | 30.48    |             |           |
| <hr/>                                           |          |             |           |
| Job Class Title, Code & Type                    | Grade    | Normal      | Ord       |

**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

| Effective Date                  | Status | Type | Hours      | Num      |
|---------------------------------|--------|------|------------|----------|
| <hr/>                           |        |      |            |          |
| Engineer, Assistant I (Office)  | ET111  | FTE  | TF1.75.019 | 75 13703 |
| 01-MAR-25                       | CC     | M    |            |          |
| Step 1                          |        |      |            | 8140.15  |
| Step 2                          |        |      |            | 8568.31  |
| Step 3                          |        |      |            | 9018.15  |
| Step 4                          |        |      |            | 9492.04  |
| Step 5                          |        |      |            | 9992.34  |
| <hr/>                           |        |      |            |          |
| Engineer, Assistant II (Field)  | ET112  | FTE  | TF1.75.018 | 75 13703 |
| 01-MAR-25                       | CC     | M    |            |          |
| Step 1                          |        |      |            | 9632.77  |
| Step 2                          |        |      |            | 10140.69 |
| Step 3                          |        |      |            | 10673.12 |
| Step 4                          |        |      |            | 11234.98 |
| Step 5                          |        |      |            | 11826.31 |
| <hr/>                           |        |      |            |          |
| Engineer, Assistant II (Office) | ET113  | FTE  | TF1.75.018 | 75 13703 |
| 01-MAR-25                       | CC     | M    |            |          |
| Step 1                          |        |      |            | 9632.77  |
| Step 2                          |        |      |            | 10140.69 |
| Step 3                          |        |      |            | 10673.12 |
| Step 4                          |        |      |            | 11234.98 |
| Step 5                          |        |      |            | 11826.31 |
| <hr/>                           |        |      |            |          |
| Engineer, Civil (Field)         | ET115  | FTE  | TF1.75.003 | 75 13703 |
| 01-MAR-25                       | CC     | M    |            |          |
| Step 1                          |        |      |            | 10993.04 |
| Step 2                          |        |      |            | 11583.95 |
| Step 3                          |        |      |            | 11677.62 |
| Step 4                          |        |      |            | 12820.28 |
| Step 5                          |        |      |            | 13497.14 |
| <hr/>                           |        |      |            |          |
| Engineer, Civil (Office)        | ET116  | FTE  | TF1.75.020 | 75 13703 |
| 01-MAR-25                       | CC     | M    |            |          |
| Step 1                          |        |      |            | 10993.04 |
| Step 2                          |        |      |            | 11572.75 |
| Step 3                          |        |      |            | 12181.36 |
| Step 4                          |        |      |            | 12821.23 |
| Step 5                          |        |      |            | 13497.14 |
| <hr/>                           |        |      |            |          |
| Engineer, Civil Principal       | ET117  | FTE  | UM1.75.042 | 75 13703 |
| 01-MAR-25                       | BE     | M    |            |          |

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**FOR ELECTED OFFICIALS SOA**

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Min 16204.75

Max 19898.65

| Job Class Title, Code & Type               |        |      | Grade | Normal     | Ord      |
|--------------------------------------------|--------|------|-------|------------|----------|
| Effective Date                             | Status | Type | Hours | Num        |          |
| <hr/>                                      |        |      |       |            |          |
| Engineer, Civil Supervising (Field) ET118  |        |      | FTE   | TM2.75.002 | 75 13703 |
| 01-MAR-25                                  | CC     | M    |       |            |          |
| Step 1                                     |        |      |       |            | 13198.08 |
| Step 2                                     |        |      |       |            | 13893.92 |
| Step 3                                     |        |      |       |            | 14623.62 |
| Step 4                                     |        |      |       |            | 15393.99 |
| Step 5                                     |        |      |       |            | 16205.05 |
| <hr/>                                      |        |      |       |            |          |
| Engineer, Civil Supervising (Office) ET119 |        |      | FTE   | TM2.75.002 | 75 13703 |
| 01-MAR-25                                  | CC     | M    |       |            |          |
| Step 1                                     |        |      |       |            | 13198.08 |
| Step 2                                     |        |      |       |            | 13893.92 |
| Step 3                                     |        |      |       |            | 14623.62 |
| Step 4                                     |        |      |       |            | 15393.99 |
| Step 5                                     |        |      |       |            | 16205.05 |
| <hr/>                                      |        |      |       |            |          |
| Engineer, Transportation Supervising ET121 |        |      | FTE   | TM2.75.002 | 75 13703 |
| 01-MAR-25                                  | CC     | M    |       |            |          |
| Step 1                                     |        |      |       |            | 13198.08 |
| Step 2                                     |        |      |       |            | 13893.92 |
| Step 3                                     |        |      |       |            | 14623.62 |
| Step 4                                     |        |      |       |            | 15393.99 |
| Step 5                                     |        |      |       |            | 16205.05 |
| <hr/>                                      |        |      |       |            |          |
| Engineer, Transportation ET122             |        |      | FTE   | TF1.75.020 | 75 13703 |
| 01-MAR-25                                  | CC     | M    |       |            |          |
| Step 1                                     |        |      |       |            | 10993.04 |
| Step 2                                     |        |      |       |            | 11572.75 |
| Step 3                                     |        |      |       |            | 12181.36 |
| Step 4                                     |        |      |       |            | 12821.23 |
| Step 5                                     |        |      |       |            | 13497.14 |
| <hr/>                                      |        |      |       |            |          |
| Engineering Intern, PT SS119               |        |      | PTS   | UG1.80.029 | 80 13703 |
| 01-MAR-25                                  | CU     | H    |       |            |          |
| Step 1                                     |        |      |       |            | 30.57    |
| Step 2                                     |        |      |       |            | 31.29    |
| Step 3                                     |        |      |       |            | 32.14    |
| <hr/>                                      |        |      |       |            |          |

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Engineering Technician I (Field) ET123 FTE SC1.80.024 80 13703  
01-MAR-25 CC H  
Step 1 32.56  
Step 2 34.27  
Step 3 36.08  
Step 4 37.98  
Step 5 39.98

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Engineering Technician I (Office) ET124 FTE SC1.75.005 75 13703  
01-MAR-25 CC H  
Step 1 34.75  
Step 2 36.61  
Step 3 38.50  
Step 4 40.51  
Step 5 42.65

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Engineering Technician II (Office) ET125 FTE SD1.75.071 75 13703  
01-MAR-25 CC H  
Step 1 39.80  
Step 2 41.90  
Step 3 44.09  
Step 4 46.44  
Step 5 48.88

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Engineering Technician, Sr (Field) ET126 FTE SD1.80.003 80 13703  
01-MAR-25 CC H  
Step 1 45.32  
Step 2 47.74  
Step 3 50.22  
Step 4 52.91  
Step 5 55.66

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Engineering Technician, Sr (Office) ET127 FTE SD1.75.072 75 13703  
01-MAR-25 CC H  
Step 1 48.45  
Step 2 50.99  
Step 3 53.67  
Step 4 56.51  
Step 5 59.47

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Environmental Education Specialist SC143 FTE TW1.75.011 75 13703

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01-MAR-25 CC M  
Step 1 8427.75  
Step 2 8870.25  
Step 3 9337.09  
Step 4 9830.36  
Step 5 10347.96

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Environmental Enforcement Officer PP158 FTE SC1.80.051 80 13703

01-MAR-25 CC H  
Step 1 38.10  
Step 2 40.10  
Step 3 42.21  
Step 4 44.43  
Step 5 46.78

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Environmental Program Specialist PP122 FTE TF1.75.009 75 13703

01-MAR-25 CC M  
Step 1 8287.77  
Step 2 8724.75  
Step 3 9182.83  
Step 4 9666.25  
Step 5 10175.00

---

Environmental Program Supervisor SC144 FTE UM2.75.018 75 13703

01-MAR-25 CC M  
Step 1 11858.12  
Step 2 12483.29  
Step 3 13138.93  
Step 4 13831.11  
Step 5 14559.79

---

Environmental Services Intern PP121 FTE TW1.75.004 75 13703

01-MAR-25 CU M  
Step 1 5989.93  
Step 2 6304.57  
Step 3 6635.43  
Step 4 6984.56  
Step 5 7353.99

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Equal Opportunity Specialist AP187 FTE UM2.75.012 75 13703

01-MAR-25 CC M

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 1 8847.93  
Step 2 9314.76  
Step 3 9803.95  
Step 4 10321.55  
Step 5 10863.50

---

|                                        |            |    |       |
|----------------------------------------|------------|----|-------|
| Equipment Body Repair Worker TR134 FTE | SB1.80.009 | 80 | 13703 |
|----------------------------------------|------------|----|-------|

01-MAR-25 CC H

Step 1 40.47  
Step 2 42.62  
Step 3 44.84  
Step 4 47.22  
Step 5 49.70

---

|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Equipment Parts Technician SS201 FTE | SC1.80.054 | 80 | 13703 |
|--------------------------------------|------------|----|-------|

01-MAR-25 CC H

Step 1 34.53  
Step 2 36.37  
Step 3 38.29  
Step 4 40.29  
Step 5 42.42

---

| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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|                                             |            |    |       |
|---------------------------------------------|------------|----|-------|
| Equipment Services Superintendent MA121 FTE | UH1.80.016 | 80 | 13703 |
|---------------------------------------------|------------|----|-------|

01-MAR-25 CC M

Step 1 10751.88  
Step 2 11318.19  
Step 3 11912.92  
Step 4 12540.13  
Step 5 13199.80

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|                                |            |    |       |
|--------------------------------|------------|----|-------|
| Equipment Supervisor SC146 FTE | UH1.80.037 | 80 | 13703 |
|--------------------------------|------------|----|-------|

01-MAR-25 CC M

Step 1 8826.21  
Step 2 9290.61  
Step 3 9779.59  
Step 4 10293.76  
Step 5 10835.71

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|                                |            |    |       |
|--------------------------------|------------|----|-------|
| Equipment Technician TC109 FTE | SB1.80.006 | 80 | 13703 |
|--------------------------------|------------|----|-------|

01-MAR-25 CC H

Step 1 36.25

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

Step 2 38.15  
Step 3 40.16  
Step 4 42.28  
Step 5 44.50

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|                            |            |          |
|----------------------------|------------|----------|
| Ethics Analyst I AP444 FTE | TW1.75.006 | 75 13703 |
| 01-MAR-25 CC M             |            |          |
| Step 1 6602.95             |            |          |
| Step 2 6950.05             |            |          |
| Step 3 7315.42             |            |          |
| Step 4 7701.08             |            |          |
| Step 5 8107.05             |            |          |

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|                             |            |          |
|-----------------------------|------------|----------|
| Ethics Analyst II AP445 FTE | TW1.75.009 | 75 13703 |
| 01-MAR-25 CC M              |            |          |
| Step 1 7644.23              |            |          |
| Step 2 8046.14              |            |          |
| Step 3 8470.37              |            |          |
| Step 4 8914.91              |            |          |
| Step 5 9385.82              |            |          |

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|                              |            |          |
|------------------------------|------------|----------|
| Ethics Analyst III AP457 FTE | UM2.75.012 | 75 13703 |
| 01-MAR-25 CC M               |            |          |
| Step 1 8847.93               |            |          |
| Step 2 9314.76               |            |          |
| Step 3 9803.95               |            |          |
| Step 4 10321.55              |            |          |
| Step 5 10863.50              |            |          |

---

| Job Class Title, Code & Type | Grade | Normal Ord |
|------------------------------|-------|------------|
| Effective Date Status Type   | Hours | Num        |

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|                               |            |          |
|-------------------------------|------------|----------|
| Ethics Investigator MA159 FTE | UM2.75.012 | 75 13703 |
| 01-MAR-25 CC M                |            |          |
| Step 1 8847.93                |            |          |
| Step 2 9314.76                |            |          |
| Step 3 9803.95                |            |          |
| Step 4 10321.55               |            |          |
| Step 5 10863.50               |            |          |

---

|                                                |            |          |
|------------------------------------------------|------------|----------|
| Exec Asst to Asst City Administrator SS121 FTE | U31.75.009 | 75 13703 |
| 01-MAR-25 CU M                                 |            |          |
| Step 1 7646.43                                 |            |          |
| Step 2 8048.45                                 |            |          |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Step 3 8472.82  
Step 4 8917.45  
Step 5 9388.52

---

Exec Asst to the City Council SS125 FTE U31.75.010 75 13703

01-MAR-25 CU M

Step 1 8028.14  
Step 2 8450.45  
Step 3 8895.14  
Step 4 9364.14  
Step 5 9857.54

---

Executive Assistant to the City Attorney SS122 FTE U31.75.010 75 13703

01-MAR-25 CU M

Step 1 8028.14  
Step 2 8450.45  
Step 3 8895.14  
Step 4 9364.14  
Step 5 9857.54

---

Executive Assistant to the City Auditor SS123 FTE U31.75.010 75 13703

01-MAR-25 CU M

Step 1 8028.14  
Step 2 8450.45  
Step 3 8895.14  
Step 4 9364.14  
Step 5 9857.54

---

Executive Assistant to the Director SS124 FTE UM1.75.008 75 13703

01-MAR-25 BE M

Step 1 7278.89  
Step 2 7662.52  
Step 3 8066.45  
Step 4 8490.68  
Step 5 8937.22

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

---

Executive Asst to the Asst City Attorney SS120 FTE UM1.75.009 75 13703

01-MAR-25 CU M

Step 1 7644.23  
Step 2 8046.15  
Step 3 8470.37

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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Step 4 8914.90

Step 5 9385.83

---

Executive Asst to the City Administrator SS126 FTE UP1.75.011 75 13703

01-MAR-25 CU M

Step 1 9633.77

Step 2 10140.54

Step 3 10674.17

Step 4 11236.97

Step 5 11829.06

---

Executive Director CPRA EM229 FTE UK1.75.041 75 13703

01-MAR-25 BE M

Min 13278.27

Max 19917.34

---

Executive Director, Public Ethics Comm EM261 FTE UK1.75.041 75 13703

01-MAR-25 CU M

Min 13278.27

Max 19917.34

---

Exempt Limited Duration Employee AP188 FTE U51.75.034 75 13703

01-MAR-25 CU M

Min 2866.66

Max 23925.05

---

Facilities Complex Manager MA110 FTE UM2.75.017 75 13703

01-MAR-25 CC M

Step 1 11293.83

Step 2 11888.56

Step 3 12513.74

Step 4 13173.44

Step 5 13865.59

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

---

Facilities Complex Manager, Assistant SC100 FTE UH1.75.010 75 13703

01-MAR-25 CC M

Step 1 8023.82

Step 2 8446.02

Step 3 8890.55

Step 4 9357.41

Step 5 9850.64

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

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|                            |            |    |       |
|----------------------------|------------|----|-------|
| Facility Manager MA142 FTE | UM2.75.012 | 75 | 13703 |
| 01-MAR-25 CC M             |            |    |       |
| Step 1                     | 8847.93    |    |       |
| Step 2                     | 9314.76    |    |       |
| Step 3                     | 9803.95    |    |       |
| Step 4                     | 10321.55   |    |       |
| Step 5                     | 10863.50   |    |       |

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|                                       |            |    |       |
|---------------------------------------|------------|----|-------|
| Facility Security Assistant PS120 FTE | SC1.80.013 | 80 | 13703 |
| 01-MAR-25 CC H                        |            |    |       |
| Step 1                                | 30.13      |    |       |
| Step 2                                | 31.72      |    |       |
| Step 3                                | 33.38      |    |       |
| Step 4                                | 35.15      |    |       |
| Step 5                                | 37.00      |    |       |

---

|                                            |            |    |       |
|--------------------------------------------|------------|----|-------|
| Facility Security Assistant, PPT PS121 PPT | SC1.80.013 | 80 | 13703 |
| 01-MAR-25 CC H                             |            |    |       |
| Step 1                                     | 30.13      |    |       |
| Step 2                                     | 31.72      |    |       |
| Step 3                                     | 33.38      |    |       |
| Step 4                                     | 35.15      |    |       |
| Step 5                                     | 37.00      |    |       |

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|                                           |            |    |       |
|-------------------------------------------|------------|----|-------|
| Facility Security Assistant, PT PS122 PTS | SI1.80.018 | 80 | 13703 |
| 01-MAR-25 CU H                            |            |    |       |
| Step 1                                    | 30.13      |    |       |
| Step 2                                    | 31.74      |    |       |
| Step 3                                    | 33.39      |    |       |
| Step 4                                    | 35.16      |    |       |
| Step 5                                    | 37.01      |    |       |

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|                           |            |    |       |
|---------------------------|------------|----|-------|
| Family Advocate PP123 FTE | SD1.75.023 | 75 | 13703 |
| 01-MAR-25 CC H            |            |    |       |
| Step 1                    | 29.23      |    |       |
| Step 2                    | 30.75      |    |       |
| Step 3                    | 32.38      |    |       |
| Step 4                    | 34.08      |    |       |
| Step 5                    | 35.88      |    |       |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Family Child Care Coordinator SC147 FTE TW1.75.009 75 13703

01-MAR-25 CC M

Step 1 7644.23

Step 2 8046.14

Step 3 8470.37

Step 4 8914.91

Step 5 9385.82

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Family Services Specialist PP193 FTE SD1.75.035 75 13703

01-MAR-25 CC H

Step 1 33.82

Step 2 35.59

Step 3 37.46

Step 4 39.44

Step 5 41.51

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Film Coordinator AP189 FTE TW1.75.009 75 13703

01-MAR-25 CC M

Step 1 7644.23

Step 2 8046.14

Step 3 8470.37

Step 4 8914.91

Step 5 9385.82

---

Financial Analyst AF033 FTE UM2.75.016 75 13703

01-MAR-25 CC M

Step 1 10755.95

Step 2 11322.24

Step 3 11919.01

Step 4 12546.23

Step 5 13205.92

---

Financial Analyst, PPT AF054 PPT UM2.75.016 75 13703

01-MAR-25 CC M

Step 1 10755.95

Step 2 11322.24

Step 3 11919.01

Step 4 12546.23

Step 5 13205.92

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Financial Analyst, Principal AF041 FTE UM2.75.019 75 13703

01-MAR-25 CC M

Min 12450.81

Max 15288.50

**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

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| Job Class Title, Code & Type                 | Grade | Normal     | Ord      |
|----------------------------------------------|-------|------------|----------|
| Effective Date    Status    Type             | Hours | Num        |          |
| <hr/>                                        |       |            |          |
| Fire Comm Dispatcher, PPT PS204 PPT          |       | SC1.80.039 | 80 13703 |
| 01-MAR-25    CC    H                         |       |            |          |
| Step 1    50.45                              |       |            |          |
| Step 2    51.74                              |       |            |          |
| Step 3    53.05                              |       |            |          |
| Step 4    54.39                              |       |            |          |
| Step 5    55.83                              |       |            |          |
| <hr/>                                        |       |            |          |
| Fire Communications Dispatcher PS123 FTE     |       | SC1.80.039 | 80 13703 |
| 01-MAR-25    CC    H                         |       |            |          |
| Step 1    50.45                              |       |            |          |
| Step 2    51.74                              |       |            |          |
| Step 3    53.05                              |       |            |          |
| Step 4    54.39                              |       |            |          |
| Step 5    55.83                              |       |            |          |
| <hr/>                                        |       |            |          |
| Fire Communications Dispatcher, Sr PS124 FTE |       | UH1.80.023 | 80 13703 |
| 01-MAR-25    CC    M                         |       |            |          |
| Step 1    8582.03                            |       |            |          |
| Step 2    9034.49                            |       |            |          |
| Step 3    9508.47                            |       |            |          |
| Step 4    10011.19                           |       |            |          |
| Step 5    10537.83                           |       |            |          |
| <hr/>                                        |       |            |          |
| Fire Communications Manager MA162 FTE        |       | UM1.75.027 | 75 13703 |
| 01-MAR-25    BE    M                         |       |            |          |
| Min 12575.33                                 |       |            |          |
| Max 15441.37                                 |       |            |          |
| <hr/>                                        |       |            |          |
| Fire Communications Supervisor SC148 FTE     |       | UH1.80.021 | 80 13703 |
| 01-MAR-25    CC    M                         |       |            |          |
| Step 1    9934.57                            |       |            |          |
| Step 2    10458.80                           |       |            |          |
| Step 3    11009.41                           |       |            |          |
| Step 4    11588.75                           |       |            |          |
| Step 5    12199.17                           |       |            |          |
| <hr/>                                        |       |            |          |
| Fire Department Personnel Officer MA122 FTE  |       | U31.75.017 | 75 13703 |
| 01-MAR-25    CC    M                         |       |            |          |
| Step 1    11297.08                           |       |            |          |

**ATTACHMENT A  
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City of Oakland  
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February 18, 2026

Step 2 11891.98  
Step 3 12517.32  
Step 4 13177.21  
Step 5 13869.58

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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|                       |          |     |            |    |       |
|-----------------------|----------|-----|------------|----|-------|
| Fire Division Manager | EM225    | FTE | UM1.75.039 | 75 | 13703 |
| 01-MAR-25             | BE       | M   |            |    |       |
| Min                   | 14560.65 |     |            |    |       |
| Max                   | 17878.39 |     |            |    |       |

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|                    |          |     |            |    |       |
|--------------------|----------|-----|------------|----|-------|
| Fire Divison Chief | EM224    | FTE | UU1.80.004 | 80 | 13703 |
| 05-JUL-25          | BE       | M   |            |    |       |
| Step 1             | 19480.79 |     |            |    |       |

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|                           |       |     |            |    |       |
|---------------------------|-------|-----|------------|----|-------|
| Fire Equipment Technician | TC143 | FTE | SB1.80.006 | 80 | 13703 |
| 01-MAR-25                 | CC    | H   |            |    |       |
| Step 1                    | 36.25 |     |            |    |       |
| Step 2                    | 38.15 |     |            |    |       |
| Step 3                    | 40.16 |     |            |    |       |
| Step 4                    | 42.28 |     |            |    |       |
| Step 5                    | 44.50 |     |            |    |       |

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|              |          |     |             |     |       |
|--------------|----------|-----|-------------|-----|-------|
| Fire Fighter | PS125    | FTE | FQ1.104.001 | 104 | 13703 |
| 05-JUL-25    | CC       | M   |             |     |       |
| Step 1       | 9031.73  |     |             |     |       |
| Step 2       | 9625.74  |     |             |     |       |
| Step 3       | 10206.74 |     |             |     |       |
| Step 4       | 10768.27 |     |             |     |       |
| Step 5       | 11145.48 |     |             |     |       |
| Step 6       | 11531.39 |     |             |     |       |
| Step 7       | 11884.75 |     |             |     |       |

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|              |          |     |             |     |       |
|--------------|----------|-----|-------------|-----|-------|
| Fire Fighter | PS126    | FTE | FQ1.104.003 | 104 | 13703 |
| 05-JUL-25    | CC       | M   |             |     |       |
| Step 1       | 10768.23 |     |             |     |       |
| Step 2       | 11145.43 |     |             |     |       |
| Step 3       | 11531.35 |     |             |     |       |
| Step 4       | 11884.70 |     |             |     |       |

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|              |       |     |             |     |       |
|--------------|-------|-----|-------------|-----|-------|
| Fire Fighter | PS127 | FTE | FQ1.104.002 | 104 | 13703 |
| 05-JUL-25    | CC    | M   |             |     |       |

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**ATTACHMENT A  
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Step 1 9692.92  
Step 2 10768.23  
Step 3 11145.43  
Step 4 11531.35  
Step 5 11884.70

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| Job Class Title, Code & Type     | Grade | Normal | Ord |
|----------------------------------|-------|--------|-----|
| Effective Date    Status    Type | Hours | Num    |     |

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|                        |            |    |       |
|------------------------|------------|----|-------|
| Fire Fighter PS128 FTE | FQ1.80.001 | 80 | 13703 |
| 05-JUL-25    CC    M   |            |    |       |
| Step 1 9031.73         |            |    |       |
| Step 2 9625.74         |            |    |       |
| Step 3 10206.74        |            |    |       |
| Step 4 10768.27        |            |    |       |
| Step 5 11145.48        |            |    |       |
| Step 6 11531.39        |            |    |       |
| Step 7 11884.75        |            |    |       |

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|                        |            |    |       |
|------------------------|------------|----|-------|
| Fire Fighter PS129 FTE | FQ1.80.002 | 80 | 13703 |
| 05-JUL-25    CC    M   |            |    |       |
| Step 1 9787.90         |            |    |       |
| Step 2 10873.76        |            |    |       |
| Step 3 11254.66        |            |    |       |
| Step 4 11644.35        |            |    |       |
| Step 5 12001.16        |            |    |       |

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|                        |            |    |       |
|------------------------|------------|----|-------|
| Fire Fighter PS130 FTE | FQ1.80.003 | 80 | 13703 |
| 05-JUL-25    CC    M   |            |    |       |
| Step 1 10873.76        |            |    |       |
| Step 2 11254.66        |            |    |       |
| Step 3 11644.35        |            |    |       |
| Step 4 12001.16        |            |    |       |

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|                                  |            |    |       |
|----------------------------------|------------|----|-------|
| Fire Fighter Paramedic PS183 FTE | FQ1.80.022 | 80 | 13703 |
| 05-JUL-25    CC    M             |            |    |       |
| Step 1 10816.82                  |            |    |       |
| Step 2 11396.64                  |            |    |       |
| Step 3 11958.63                  |            |    |       |
| Step 4 12334.65                  |            |    |       |
| Step 5 12722.65                  |            |    |       |
| Step 6 13072.27                  |            |    |       |

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|                                  |             |     |       |
|----------------------------------|-------------|-----|-------|
| Fire Fighter Paramedic PS184 FTE | FQ1.104.022 | 104 | 13703 |
|----------------------------------|-------------|-----|-------|

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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05-JUL-25 CC M  
Step 1 10816.82  
Step 2 11396.64  
Step 3 11958.63  
Step 4 12334.66  
Step 5 12722.65  
Step 6 13072.27

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Fire Fighter Paramedic Trainee PS199 PTS US1.80.002 80 13703  
01-MAR-25 CU H  
Step 1 22.83

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| Job Class Title, Code & Type   | Grade       | Normal Hours | Ord Num |
|--------------------------------|-------------|--------------|---------|
| Fire Fighter Trainee PS131 FTE | US1.104.001 | 104          | 13703   |
| 01-MAR-25 CC H                 |             |              |         |
| Step 1 18.29                   |             |              |         |

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|                                |            |    |       |
|--------------------------------|------------|----|-------|
| Fire Fighter Trainee PS132 FTE | US1.80.001 | 80 | 13703 |
| 01-MAR-25 CU H                 |            |    |       |
| Step 1 19.02                   |            |    |       |

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|                                |             |     |       |
|--------------------------------|-------------|-----|-------|
| Fire Fighter, Relief PS133 FTE | FQ1.104.004 | 104 | 13703 |
| 05-JUL-25 CC M                 |             |     |       |
| Step 1 11884.75                |             |     |       |

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|                                           |             |     |       |
|-------------------------------------------|-------------|-----|-------|
| Fire Fighter/Fire Boat Engineer PS134 FTE | FQ1.104.008 | 104 | 13703 |
| 05-JUL-25 CC M                            |             |     |       |
| Step 1 13844.60                           |             |     |       |

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|                                           |            |    |       |
|-------------------------------------------|------------|----|-------|
| Fire Fighter/Fire Boat Engineer PS135 FTE | FQ1.80.008 | 80 | 13703 |
| 05-JUL-25 CC M                            |            |    |       |
| Step 1 13844.59                           |            |    |       |

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|                                           |             |     |       |
|-------------------------------------------|-------------|-----|-------|
| Fire Fighter/Fire Boat Operator PS136 FTE | FQ1.104.008 | 104 | 13703 |
| 05-JUL-25 CC M                            |             |     |       |
| Step 1 13844.60                           |             |     |       |

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| Job Class Title, Code & Type              | Grade      | Normal Hours | Ord Num |
|-------------------------------------------|------------|--------------|---------|
| Fire Fighter/Fire Boat Operator PS137 FTE | FQ1.80.008 | 80           | 13703   |
| 05-JUL-25 CC M                            |            |              |         |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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Step 1 13844.59

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Fire Inspection Supervisor SC262 FTE      UH1.80.014      80 13703  
 01-MAR-25      CC      M  
 Step 1 9753.22  
 Step 2 10264.72  
 Step 3 10806.67  
 Step 4 11375.03  
 Step 5 11973.82

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Fire Inspector (Civilian) PS142 FTE      SC1.80.046      80 13703  
 01-MAR-25      CC      H  
 Step 1 45.92  
 Step 2 48.37  
 Step 3 50.89  
 Step 4 53.57  
 Step 5 56.39

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Fire Investigation Coordinator PS138 FTE      FQ1.80.011      80 13703  
 05-JUL-25      CC      M  
 Step 1 14468.98

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Fire Investigator PS139 FTE      FQ1.80.007      80 13703  
 05-JUL-25      CC      M  
 Step 1 13632.11

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Fire Investigator PS181 FTE      FQ1.104.021      104 13703  
 05-JUL-25      CC      M  
 Step 1 13632.11

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| Job Class Title, Code & Type         | Grade | Normal | Ord |
|--------------------------------------|-------|--------|-----|
| Effective Date      Status      Type | Hours | Num    |     |

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Fire Marshal (Non-Sworn) MA157 FTE      UM1.75.039      75 13703  
 01-MAR-25      BE      M  
 Min 14560.65  
 Max 17878.39

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Fire Marshal (Sworn) EM168 FTE      UU1.80.005      80 13703  
 05-JUL-25      CC      M  
 Step 1 19234.16

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Fire Marshal (Sworn) EM169 FTE      UU1.104.005      104 13703  
 05-JUL-25      CC      M

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**FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Step 1 19234.16

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Fire Marshal, Assistant (Non-Sworn) MA148 FTE UM2.75.019 75 13703

01-MAR-25 CC M

Min 12450.81

Max 15288.50

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Fire Marshall, Assistant PS140 FTE FQ1.80.016 80 13703

05-JUL-25 CC M

Step 1 16129.62

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Fire Marshall, Assistant SP141 FTE FQ1.80.016 80 13703

05-JUL-25 CC M

Step 1 16129.62

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Fire Personnel Operations Specialist SC245 FTE UH1.75.012 75 13703

01-MAR-25 CC M

Step 1 8845.89

Step 2 9310.71

Step 3 9801.92

Step 4 10317.50

Step 5 10859.44

---

Fire Protection Engineer PS143 FTE TW1.80.013 80 13703

01-MAR-25 CC M

Step 1 11725.90

Step 2 12344.27

Step 3 12993.45

Step 4 13675.98

Step 5 14396.95

---

Fire Safety Education Coordinator PS144 FTE TW1.75.010 75 13703

01-MAR-25 CC M

Step 1 8025.85

Step 2 8448.05

Step 3 8892.58

Step 4 9361.47

Step 5 9854.71

---

Fire Suppression Dist Inspect PT IS124 PTS SI1.80.027 80 13703

01-MAR-25 CU H

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 1 38.10  
Step 2 40.10  
Step 3 42.20  
Step 4 44.42  
Step 5 46.78

---

Fire Suppression District Inspector IS112 FTE SC1.80.051 80 13703

01-MAR-25 CC H

Step 1 38.10  
Step 2 40.10  
Step 3 42.21  
Step 4 44.43  
Step 5 46.78

---

Fireboat Attendant, PT PS200 PTS SI1.80.059 80 13703

01-MAR-25 CU H

Step 1 39.59  
Step 2 41.66  
Step 3 43.86  
Step 4 46.18  
Step 5 48.60

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Fiscal Operations Supervisor SC149 FTE UH1.75.008 75 13703

01-MAR-25 CC M

Step 1 7276.87  
Step 2 7660.51  
Step 3 8062.40  
Step 4 8488.65  
Step 5 8935.21

---

Fleet Compliance Coordinator SC257 FTE UM2.75.014 75 13703

01-MAR-25 CC M

Step 1 9755.25  
Step 2 10268.80  
Step 3 10810.75  
Step 4 11379.09  
Step 5 11977.88

---

Fleet Maintenance Supervisor SC150 FTE UH1.80.010 80 13703

01-MAR-25 CC M

Step 1 8023.82

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 2 8446.02  
Step 3 8890.55  
Step 4 9357.41  
Step 5 9850.64

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|                            |            |          |
|----------------------------|------------|----------|
| Fleet Specialist AP190 FTE | TW1.80.012 | 80 13703 |
| 01-MAR-25 CC M             |            |          |
| Step 1 8847.93             |            |          |
| Step 2 9314.78             |            |          |
| Step 3 9803.96             |            |          |
| Step 4 10321.56            |            |          |
| Step 5 10863.52            |            |          |

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|                                         |            |          |
|-----------------------------------------|------------|----------|
| Food Program Coordinator, PPT SC152 PPT | SD1.80.004 | 80 13703 |
| 01-MAR-25 CC H                          |            |          |
| Step 1 32.59                            |            |          |
| Step 2 34.30                            |            |          |
| Step 3 36.11                            |            |          |
| Step 4 38.00                            |            |          |
| Step 5 40.03                            |            |          |

---

|                                   |            |          |
|-----------------------------------|------------|----------|
| Food Program Driver, PT TR136 PTS | SI1.80.008 | 80 13703 |
| 01-MAR-25 CU H                    |            |          |
| Step 1 20.73                      |            |          |
| Step 2 21.81                      |            |          |
| Step 3 22.93                      |            |          |
| Step 4 24.14                      |            |          |
| Step 5 25.42                      |            |          |

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| Job Class Title, Code & Type | Grade | Normal Ord |
|------------------------------|-------|------------|
| Effective Date Status Type   | Hours | Num        |

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|                                    |            |          |
|------------------------------------|------------|----------|
| Food Program Monitor, PT PP124 PTS | SI1.80.012 | 80 13703 |
| 01-MAR-25 CU H                     |            |          |
| Step 1 22.97                       |            |          |
| Step 2 24.20                       |            |          |
| Step 3 25.48                       |            |          |
| Step 4 26.84                       |            |          |
| Step 5 28.23                       |            |          |

---

|                                        |            |          |
|----------------------------------------|------------|----------|
| Food Program Site Leader, PT PP125 PTS | SI1.80.016 | 80 13703 |
| 01-MAR-25 CU H                         |            |          |
| Step 1 17.83                           |            |          |
| Step 2 18.79                           |            |          |

---

**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 3 19.76  
Step 4 20.81  
Step 5 21.92

---

Food Service Worker TR137 FTE SD1.75.008 75 13703  
01-MAR-25 CC H  
Step 1 25.79  
Step 2 27.13  
Step 3 28.57  
Step 4 30.07  
Step 5 31.66

---

Food Service Worker, PT TR210 PTS SI1.75.024 75 13703  
01-MAR-25 CU H  
Step 1 25.79  
Step 2 27.26  
Step 3 28.70  
Step 4 30.18  
Step 5 31.64

---

Forensic Technician PS196 FTE SC1.80.028 80 13703  
01-MAR-25 CC H  
Step 1 39.14  
Step 2 41.20  
Step 3 43.35  
Step 4 45.63  
Step 5 48.03

---

Gardener Crew Leader TR140 FTE SC1.80.029 80 13703  
01-MAR-25 CC H  
Step 1 35.74  
Step 2 37.63  
Step 3 39.62  
Step 4 41.72  
Step 5 43.90

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Gardener I TR141 FTE SC1.80.048 80 13703  
01-MAR-25 CC H  
Step 1 28.83

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Gardener I, PPT TR143 PPT SC1.80.048 80 13703

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CC H  
Step 1 28.83

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Gardener II TR142 FTE SC1.80.055 80 13703

01-MAR-25 CC H  
Step 1 30.20  
Step 2 31.78  
Step 3 33.42  
Step 4 35.19  
Step 5 37.00

---

Graffiti Abatement Supervisor SC157 FTE UH1.80.014 80 13703

01-MAR-25 CC M  
Step 1 9753.22  
Step 2 10264.72  
Step 3 10806.67  
Step 4 11375.03  
Step 5 11973.82

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Graffiti Specialist PP127 FTE TW1.75.006 75 13703

01-MAR-25 CC M  
Step 1 6602.95  
Step 2 6950.05  
Step 3 7315.42  
Step 4 7701.08  
Step 5 8107.05

---

Grants Coordinator AP405 FTE UM2.75.016 75 13703

01-MAR-25 CC M  
Step 1 10755.95  
Step 2 11322.24  
Step 3 11919.01  
Step 4 12546.23  
Step 5 13205.92

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Graphic Delineator TC110 FTE SD1.75.041 75 13703

01-MAR-25 CC H  
Step 1 34.64  
Step 2 36.47  
Step 3 38.39  
Step 4 40.40

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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Step 5 42.53

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Graphic Design Specialist AP191 FTE TW1.75.008 75 13703  
01-MAR-25 CC M  
Step 1 7278.87  
Step 2 7662.52  
Step 3 8066.44  
Step 4 8490.67  
Step 5 8937.23

---

Graphics Design Coordinator AP192 FTE TW1.75.009 75 13703  
01-MAR-25 CC M  
Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91  
Step 5 9385.82

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Graphics Design Coordinator, PT AP193 PTS TL1.75.015 75 13703  
01-MAR-25 CU M  
Step 1 7949.24  
Step 2 8367.17  
Step 3 8808.32  
Step 4 9270.60  
Step 5 9760.30

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Graphics Design Coordinator, PPT AP194 PPT TW1.75.009 75 13703  
01-MAR-25 CC M  
Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91  
Step 5 9385.82

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Greenskeeper TR144 FTE SC1.80.018 80 13703  
01-MAR-25 CC H  
Step 1 31.04  
Step 2 32.67  
Step 3 34.38  
Step 4 36.19  
Step 5 38.11

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

**ATTACHMENT A  
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|                                  |       |     |            |    |       |
|----------------------------------|-------|-----|------------|----|-------|
| Hazardous Materials Inspector II | IS115 | FTE | SC1.80.064 | 80 | 13703 |
| 01-MAR-25                        | CC    | H   |            |    |       |
| Step 1                           | 49.07 |     |            |    |       |
| Step 2                           | 51.64 |     |            |    |       |
| Step 3                           | 54.34 |     |            |    |       |
| Step 4                           | 57.21 |     |            |    |       |
| Step 5                           | 60.20 |     |            |    |       |

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|                                       |       |     |            |    |       |
|---------------------------------------|-------|-----|------------|----|-------|
| Hazardous Materials Inspector, Senior | IS113 | FTE | SD1.75.066 | 75 | 13703 |
| 01-MAR-25                             | CC    | H   |            |    |       |
| Step 1                                | 51.88 |     |            |    |       |
| Step 2                                | 54.61 |     |            |    |       |
| Step 3                                | 57.47 |     |            |    |       |
| Step 4                                | 60.50 |     |            |    |       |
| Step 5                                | 63.70 |     |            |    |       |

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|                                    |          |     |            |    |       |
|------------------------------------|----------|-----|------------|----|-------|
| Hazardous Materials Prg Supervisor | SC158    | FTE | UH1.75.014 | 75 | 13703 |
| 01-MAR-25                          | CC       | M   |            |    |       |
| Step 1                             | 9753.22  |     |            |    |       |
| Step 2                             | 10264.72 |     |            |    |       |
| Step 3                             | 10806.67 |     |            |    |       |
| Step 4                             | 11375.03 |     |            |    |       |
| Step 5                             | 11973.82 |     |            |    |       |

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|                              |         |     |            |    |       |
|------------------------------|---------|-----|------------|----|-------|
| Head Start Coach Coordinator | PP181   | FTE | TW1.75.005 | 75 | 13703 |
| 01-MAR-25                    | CC      | M   |            |    |       |
| Step 1                       | 6288.33 |     |            |    |       |
| Step 2                       | 6619.19 |     |            |    |       |
| Step 3                       | 6968.32 |     |            |    |       |
| Step 4                       | 7333.68 |     |            |    |       |
| Step 5                       | 7721.38 |     |            |    |       |

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|                           |       |     |            |    |       |
|---------------------------|-------|-----|------------|----|-------|
| Head Start Driver Courier | SS128 | FTE | SC1.75.004 | 75 | 13703 |
| 01-MAR-25                 | CC    | H   |            |    |       |
| Step 1                    | 30.16 |     |            |    |       |
| Step 2                    | 31.75 |     |            |    |       |
| Step 3                    | 33.42 |     |            |    |       |
| Step 4                    | 35.19 |     |            |    |       |
| Step 5                    | 37.03 |     |            |    |       |

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|                                       |         |     |            |    |       |
|---------------------------------------|---------|-----|------------|----|-------|
| Head Start ERSEA & Data Program Coord | PP180   | FTE | TW1.75.005 | 75 | 13703 |
| 01-MAR-25                             | CC      | M   |            |    |       |
| Step 1                                | 6288.33 |     |            |    |       |

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**ATTACHMENT A  
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February 18, 2026

Step 2 6619.19  
Step 3 6968.32  
Step 4 7333.68  
Step 5 7721.38

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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|                                  |       |     |            |    |       |
|----------------------------------|-------|-----|------------|----|-------|
| Head Start Education Coordinator | PP108 | FTE | TW1.75.005 | 75 | 13703 |
| 01-MAR-25                        | CC    | M   |            |    |       |
| Step 1                           |       |     |            |    |       |
| Step 2                           |       |     |            |    |       |
| Step 3                           |       |     |            |    |       |
| Step 4                           |       |     |            |    |       |
| Step 5                           |       |     |            |    |       |

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|                                   |       |     |            |    |       |
|-----------------------------------|-------|-----|------------|----|-------|
| Head Start Facilities Coordinator | SC250 | FTE | TW1.75.005 | 75 | 13703 |
| 01-MAR-25                         | CC    | M   |            |    |       |
| Step 1                            |       |     |            |    |       |
| Step 2                            |       |     |            |    |       |
| Step 3                            |       |     |            |    |       |
| Step 4                            |       |     |            |    |       |
| Step 5                            |       |     |            |    |       |

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|                                       |       |     |            |    |       |
|---------------------------------------|-------|-----|------------|----|-------|
| Head Start Family & Comm Engage Coord | PP182 | FTE | TW1.75.005 | 75 | 13703 |
| 01-MAR-25                             | CC    | M   |            |    |       |
| Step 1                                |       |     |            |    |       |
| Step 2                                |       |     |            |    |       |
| Step 3                                |       |     |            |    |       |
| Step 4                                |       |     |            |    |       |
| Step 5                                |       |     |            |    |       |

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|                                        |       |     |            |    |       |
|----------------------------------------|-------|-----|------------|----|-------|
| Head Start Health & Disabilities Coord | PP183 | FTE | TW1.75.005 | 75 | 13703 |
| 01-MAR-25                              | CC    | M   |            |    |       |
| Step 1                                 |       |     |            |    |       |
| Step 2                                 |       |     |            |    |       |
| Step 3                                 |       |     |            |    |       |
| Step 4                                 |       |     |            |    |       |
| Step 5                                 |       |     |            |    |       |

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|                                     |       |     |            |    |       |
|-------------------------------------|-------|-----|------------|----|-------|
| Head Start Health & Nutrition Coord | SC159 | FTE | TW1.75.005 | 75 | 13703 |
| 01-MAR-25                           | CC    | M   |            |    |       |
| Step 1                              |       |     |            |    |       |
| Step 2                              |       |     |            |    |       |

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Step 3 6968.32  
Step 4 7333.68  
Step 5 7721.38

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|                                 |            |    |       |
|---------------------------------|------------|----|-------|
| Head Start Instructor PP114 FTE | SD1.75.009 | 75 | 13703 |
| 01-MAR-25 CC H                  |            |    |       |
| Step 1 25.84                    |            |    |       |
| Step 2 27.21                    |            |    |       |
| Step 3 28.65                    |            |    |       |
| Step 4 30.15                    |            |    |       |
| Step 5 31.74                    |            |    |       |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Head Start Instructor, PPT PP178 FTE | SD1.75.009 | 75 | 13703 |
| 01-MAR-25 CC H                       |            |    |       |
| Step 1 25.84                         |            |    |       |
| Step 2 27.21                         |            |    |       |
| Step 3 28.65                         |            |    |       |
| Step 4 30.15                         |            |    |       |
| Step 5 31.74                         |            |    |       |

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|                                     |            |    |       |
|-------------------------------------|------------|----|-------|
| Head Start Instructor, PT PP157 PTS | SI1.75.023 | 75 | 13703 |
| 01-MAR-25 CU H                      |            |    |       |
| Step 1 25.84                        |            |    |       |
| Step 2 27.21                        |            |    |       |
| Step 3 28.66                        |            |    |       |
| Step 4 30.15                        |            |    |       |
| Step 5 31.74                        |            |    |       |

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|                                           |            |    |       |
|-------------------------------------------|------------|----|-------|
| Head Start Prgm Planner Monitor AP195 FTE | TW1.75.012 | 75 | 13703 |
| 01-MAR-25 CC M                            |            |    |       |
| Step 1 8847.93                            |            |    |       |
| Step 2 9314.78                            |            |    |       |
| Step 3 9803.96                            |            |    |       |
| Step 4 10321.56                           |            |    |       |
| Step 5 10863.52                           |            |    |       |

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|                                          |            |    |       |
|------------------------------------------|------------|----|-------|
| Head Start Program Coordinator PP128 FTE | TW1.75.005 | 75 | 13703 |
| 01-MAR-25 CC M                           |            |    |       |
| Step 1 6288.33                           |            |    |       |
| Step 2 6619.19                           |            |    |       |
| Step 3 6968.32                           |            |    |       |

**ATTACHMENT A  
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Step 4 7333.68

Step 5 7721.38

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Head Start Program Coordinator, PT PP172 PTS TL1.75.023 75 13703

01-MAR-25 CU M

Step 1 6287.72

Step 2 6618.54

Step 3 6967.64

Step 4 7332.96

Step 5 7720.62

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Head Start Program Operations Manager MA172 FTE UM2.75.016 75 13703

01-MAR-25 CC M

Step 1 10755.95

Step 2 11322.24

Step 3 11919.01

Step 4 12546.23

Step 5 13205.92

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Head Start School Readiness Coordinator PP184 FTE TW1.75.005 75 13703

01-MAR-25 CC M

Step 1 6288.33

Step 2 6619.19

Step 3 6968.32

Step 4 7333.68

Step 5 7721.38

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Head Start Supervisor SC160 FTE UH1.75.012 75 13703

01-MAR-25 CC M

Step 1 8845.89

Step 2 9310.71

Step 3 9801.92

Step 4 10317.50

Step 5 10859.44

---

Head Start/EHS Assistant Instructor PP188 FTE SD1.75.074 75 13703

01-MAR-25 CC H

Step 1 17.65

Step 2 18.52

Step 3 19.45

Step 4 20.42

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Step 5 21.44

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Head Start/EHS Assistant Instructor, PT PP185 PTS SI1.80.001 80 13703

01-MAR-25 CU H

Step 1 17.65

Step 2 18.52

Step 3 19.45

Step 4 20.41

Step 5 21.44

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Head Start/EHS Associate Instructor PP175 FTE SD1.75.073 75 13703

01-MAR-25 CC H

Step 1 20.73

Step 2 21.81

Step 3 22.94

Step 4 24.13

Step 5 25.40

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Head Start/EHS Associate Instructor, PT PP177 PTS SI1.75.025 75 13703

01-MAR-25 CU H

Step 1 20.73

Step 2 21.81

Step 3 22.93

Step 4 24.13

Step 5 25.41

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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Head Start/EHS Substitute Instructor,PPT PP176 PPT SD1.75.073 75 13703

01-MAR-25 CC H

Step 1 20.73

Step 2 21.81

Step 3 22.94

Step 4 24.13

Step 5 25.40

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Health & Human Services Program Planner AP196 FTE UM2.75.012 75 13703

01-MAR-25 CC M

Step 1 8847.93

Step 2 9314.76

Step 3 9803.95

Step 4 10321.55

Step 5 10863.50

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|                           |            |          |
|---------------------------|------------|----------|
| Hearing Officer AP396 FTE | TW1.75.017 | 75 13703 |
| 01-MAR-25 CC M            |            |          |
| Step 1 11293.84           |            |          |
| Step 2 11888.56           |            |          |
| Step 3 12513.73           |            |          |
| Step 4 13173.44           |            |          |
| Step 5 13865.59           |            |          |

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|                                |            |          |
|--------------------------------|------------|----------|
| Hearing Officer, PPT AP397 PPT | TW1.75.017 | 75 13703 |
| 01-MAR-25 CC M                 |            |          |
| Step 1 11293.84                |            |          |
| Step 2 11888.56                |            |          |
| Step 3 12513.73                |            |          |
| Step 4 13173.44                |            |          |
| Step 5 13865.59                |            |          |

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|                               |            |          |
|-------------------------------|------------|----------|
| Hearing Officer, PT AP440 PTS | TL1.75.035 | 75 13703 |
| 01-MAR-25 CU M                |            |          |
| Step 1 11292.73               |            |          |
| Step 2 11887.41               |            |          |
| Step 3 12512.52               |            |          |
| Step 4 13172.14               |            |          |
| Step 5 13864.23               |            |          |

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|                                    |            |          |
|------------------------------------|------------|----------|
| Heavy Equipment Mechanic TR148 FTE | SB1.80.013 | 80 13703 |
| 01-MAR-25 CC H                     |            |          |
| Step 1 42.93                       |            |          |
| Step 2 45.17                       |            |          |
| Step 3 47.55                       |            |          |
| Step 4 50.07                       |            |          |
| Step 5 52.71                       |            |          |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|                                    |            |          |
|------------------------------------|------------|----------|
| Heavy Equipment Operator TR146 FTE | SB1.80.011 | 80 13703 |
| 01-MAR-25 CC H                     |            |          |
| Step 1 39.58                       |            |          |
| Step 2 41.66                       |            |          |
| Step 3 43.86                       |            |          |
| Step 4 46.17                       |            |          |
| Step 5 48.60                       |            |          |

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Heavy Equipment Service Worker TR147 FTE SC1.80.020 80 13703

01-MAR-25 CC H

Step 1 31.42

Step 2 33.08

Step 3 34.82

Step 4 36.65

Step 5 38.58

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Heavy Equipment Supervisor SC162 FTE UH1.80.039 80 13703

01-MAR-25 CC M

Step 1 9730.48

Step 2 10241.80

Step 3 10782.13

Step 4 11349.24

Step 5 11945.40

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Help Desk Specialist AP265 FTE SD1.75.035 75 13703

01-MAR-25 CC H

Step 1 33.82

Step 2 35.59

Step 3 37.46

Step 4 39.44

Step 5 41.51

---

Help Desk Supervisor SC192 FTE UM2.75.012 75 13703

01-MAR-25 CC M

Step 1 8847.93

Step 2 9314.76

Step 3 9803.95

Step 4 10321.55

Step 5 10863.50

---

Home Base Specialist SC267 FTE UH1.75.012 75 13703

01-MAR-25 CC M

Step 1 8845.89

Step 2 9310.71

Step 3 9801.92

Step 4 10317.50

Step 5 10859.44

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Home Base Visitor PP195 FTE SD1.75.023 75 13703

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01-MAR-25    CC        H  
Step 1    29.23  
Step 2    30.75  
Step 3    32.38  
Step 4    34.08  
Step 5    35.88

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Home Management Specialist I AP451 FTE        TW1.75.002    75 13703

01-MAR-25    CC        M  
Step 1    5431.76  
Step 2    5717.96  
Step 3    6018.37  
Step 4    6335.02  
Step 5    6669.94

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Home Management Specialist II AP197 FTE        TW1.75.006    75 13703

01-MAR-25    CC        M  
Step 1    6602.95  
Step 2    6950.05  
Step 3    7315.42  
Step 4    7701.08  
Step 5    8107.05

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Home Management Specialist III AP198 FTE        TW1.75.010    75 13703

01-MAR-25    CC        M  
Step 1    8025.85  
Step 2    8448.05  
Step 3    8892.58  
Step 4    9361.47  
Step 5    9854.71

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Homeless Program Supervisor SC165 FTE        TW1.75.012    75 13703

01-MAR-25    CC        M  
Step 1    8847.93  
Step 2    9314.78  
Step 3    9803.96  
Step 4    10321.56  
Step 5    10863.52

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Housing Development Coordinator I AP449 FTE        TW1.75.005    75 13703

01-MAR-25    CC        M  
Step 1    6288.33  
Step 2    6619.19  
Step 3    6968.32

**ATTACHMENT A  
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City of Oakland  
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Step 4 7333.68

Step 5 7721.38

| Job Class Title, Code & Type        | Grade    | Normal | Ord                 |
|-------------------------------------|----------|--------|---------------------|
| Effective Date                      | Status   | Type   | Hours Num           |
| <hr/>                               |          |        |                     |
| Housing Development Coordinator II  | AP450    | FTE    | TW1.75.008 75 13703 |
| 01-MAR-25                           | CC       | M      |                     |
| Step 1                              | 7278.87  |        |                     |
| Step 2                              | 7662.52  |        |                     |
| Step 3                              | 8066.44  |        |                     |
| Step 4                              | 8490.67  |        |                     |
| Step 5                              | 8937.23  |        |                     |
| <hr/>                               |          |        |                     |
| Housing Development Coordinator III | AP199    | FTE    | TW1.75.011 75 13703 |
| 01-MAR-25                           | CC       | M      |                     |
| Step 1                              | 8427.75  |        |                     |
| Step 2                              | 8870.25  |        |                     |
| Step 3                              | 9337.09  |        |                     |
| Step 4                              | 9830.36  |        |                     |
| Step 5                              | 10347.96 |        |                     |
| <hr/>                               |          |        |                     |
| Housing Development Coordinator IV  | AP200    | FTE    | TW1.75.015 75 13703 |
| 01-MAR-25                           | CC       | M      |                     |
| Step 1                              | 10244.41 |        |                     |
| Step 2                              | 10782.32 |        |                     |
| Step 3                              | 11350.65 |        |                     |
| Step 4                              | 11947.43 |        |                     |
| Step 5                              | 12576.66 |        |                     |
| <hr/>                               |          |        |                     |
| Human Res Analyst, Principal, PPT   | MA124    | FTE    | U31.75.017 75 13703 |
| 01-MAR-25                           | CC       | M      |                     |
| Step 1                              | 11297.08 |        |                     |
| Step 2                              | 11891.98 |        |                     |
| Step 3                              | 12517.32 |        |                     |
| Step 4                              | 13177.21 |        |                     |
| Step 5                              | 13869.58 |        |                     |
| <hr/>                               |          |        |                     |
| Human Res Analyst, Sr Supervising   | MA125    | FTE    | U31.75.027 75 13703 |
| 01-MAR-25                           | CC       | M      |                     |
| Min                                 | 13077.11 |        |                     |
| Max                                 | 16057.52 |        |                     |
| <hr/>                               |          |        |                     |
| Human Res Technician, Senior, PPT   | TC116    | PPT    | TW1.75.006 75 13703 |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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01-MAR-25 CC M  
Step 1 6602.95  
Step 2 6950.05  
Step 3 7315.42  
Step 4 7701.08  
Step 5 8107.05

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| Job Class Title, Code & Type | Grade | Normal Hours | Ord Num |
|------------------------------|-------|--------------|---------|
|------------------------------|-------|--------------|---------|

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|                                  |            |    |       |
|----------------------------------|------------|----|-------|
| Human Resource Analyst AP203 FTE | TW1.75.027 | 75 | 13703 |
| 01-MAR-25 CC M                   |            |    |       |
| Step 1 8549.53                   |            |    |       |
| Step 2 8999.05                   |            |    |       |
| Step 3 9473.52                   |            |    |       |
| Step 4 9970.71                   |            |    |       |
| Step 5 10497.38                  |            |    |       |

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|                                         |            |    |       |
|-----------------------------------------|------------|----|-------|
| Human Resource Analyst (CONF) AP204 FTE | TA1.75.016 | 75 | 13703 |
| 01-MAR-25 CC M                          |            |    |       |
| Step 1 8549.53                          |            |    |       |
| Step 2 8999.05                          |            |    |       |
| Step 3 9473.52                          |            |    |       |
| Step 4 9970.71                          |            |    |       |
| Step 5 10497.38                         |            |    |       |

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|                                             |            |    |       |
|---------------------------------------------|------------|----|-------|
| Human Resource Analyst, Assistant AP205 FTE | TW1.75.025 | 75 | 13703 |
| 01-MAR-25 CC M                              |            |    |       |
| Step 1 7098.17                              |            |    |       |
| Step 2 7471.30                              |            |    |       |
| Step 3 7864.08                              |            |    |       |
| Step 4 8278.66                              |            |    |       |
| Step 5 8715.08                              |            |    |       |

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|                                       |            |    |       |
|---------------------------------------|------------|----|-------|
| Human Resource Analyst, PPT AP367 PPT | TA1.75.016 | 75 | 13703 |
| 01-MAR-25 CC M                        |            |    |       |
| Step 1 8549.53                        |            |    |       |
| Step 2 8999.05                        |            |    |       |
| Step 3 9473.52                        |            |    |       |
| Step 4 9970.71                        |            |    |       |
| Step 5 10497.38                       |            |    |       |

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|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Human Resource Analyst, PT AP201 PTS | TL1.75.013 | 75 | 13703 |
| 01-MAR-25 CU M                       |            |    |       |

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Step 1 7643.18  
Step 2 8046.34  
Step 3 8468.48  
Step 4 8918.09  
Step 5 9384.58

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|                                   |          |     |            |    |       |
|-----------------------------------|----------|-----|------------|----|-------|
| Human Resource Analyst, Principal | MA127    | FTE | U31.75.039 | 75 | 13703 |
| 01-MAR-25                         | CC       | M   |            |    |       |
| Step 1                            | 11861.93 |     |            |    |       |
| Step 2                            | 12486.57 |     |            |    |       |
| Step 3                            | 13143.18 |     |            |    |       |
| Step 4                            | 13836.07 |     |            |    |       |
| Step 5                            | 14563.06 |     |            |    |       |

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|                              |        |        |           |
|------------------------------|--------|--------|-----------|
| Job Class Title, Code & Type | Grade  | Normal | Ord       |
| Effective Date               | Status | Type   | Hours Num |

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|--------------------------------|----------|-----|------------|----|-------|
| Human Resource Analyst, Senior | AP206    | FTE | UM2.75.031 | 75 | 13703 |
| 01-MAR-25                      | CC       | M   |            |    |       |
| Step 1                         | 9701.73  |     |            |    |       |
| Step 2                         | 10213.64 |     |            |    |       |
| Step 3                         | 10750.04 |     |            |    |       |
| Step 4                         | 11317.59 |     |            |    |       |
| Step 5                         | 11911.83 |     |            |    |       |

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|                      |         |     |            |    |       |
|----------------------|---------|-----|------------|----|-------|
| Human Resource Clerk | SS129   | FTE | TA1.75.001 | 75 | 13703 |
| 01-MAR-25            | CC      | M   |            |    |       |
| Step 1               | 5173.96 |     |            |    |       |
| Step 2               | 5445.96 |     |            |    |       |
| Step 3               | 5732.17 |     |            |    |       |
| Step 4               | 6034.62 |     |            |    |       |
| Step 5               | 6351.25 |     |            |    |       |

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|                                      |          |     |            |    |       |
|--------------------------------------|----------|-----|------------|----|-------|
| Human Resource Operations Supervisor | SC167    | FTE | UH1.75.014 | 75 | 13703 |
| 01-MAR-25                            | CC       | M   |            |    |       |
| Step 1                               | 9753.22  |     |            |    |       |
| Step 2                               | 10264.72 |     |            |    |       |
| Step 3                               | 10806.67 |     |            |    |       |
| Step 4                               | 11375.03 |     |            |    |       |
| Step 5                               | 11973.82 |     |            |    |       |

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|                                        |         |     |            |    |       |
|----------------------------------------|---------|-----|------------|----|-------|
| Human Resource Operations Tech, Senior | TC114   | FTE | TW1.75.006 | 75 | 13703 |
| 01-MAR-25                              | CC      | M   |            |    |       |
| Step 1                                 | 6602.95 |     |            |    |       |

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Step 2 6950.05  
Step 3 7315.42  
Step 4 7701.08  
Step 5 8107.05

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Human Resource Operations Technician TC115 FTE TW1.75.019 75 13703

01-MAR-25 CC M

Step 1 5703.76  
Step 2 6004.16  
Step 3 6320.82  
Step 4 6653.70  
Step 5 7002.82

---

Human Resource Systems Analyst AP207 FTE TA1.75.009 75 13703

01-MAR-25 CC M

Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91  
Step 5 9385.82

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Human Resource Systems Analyst, Senior AP202 FTE TA1.75.015 75 13703

01-MAR-25 CC M

Step 1 10244.43  
Step 2 10782.32  
Step 3 11350.65  
Step 4 11947.45  
Step 5 12576.66

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Human Resource Systems Analyst, Supv SC166 FTE U31.75.018 75 13703

01-MAR-25 CC M

Step 1 11861.52  
Step 2 12486.86  
Step 3 13142.70  
Step 4 13835.07  
Step 5 14563.96

---

Human Resource Technician TC117 FTE TW1.75.019 75 13703

01-MAR-25 CC M

Step 1 5703.76  
Step 2 6004.16

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February 18, 2026

Step 3 6320.82

Step 4 6653.70

Step 5 7002.82

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Human Resource Technician, PPT TC118 PPT TW1.75.019 75 13703

01-MAR-25 CC M

Step 1 5703.76

Step 2 6004.16

Step 3 6320.82

Step 4 6653.70

Step 5 7002.82

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Human Resource Technician, Senior TC119 FTE TW1.75.006 75 13703

01-MAR-25 CC M

Step 1 6602.95

Step 2 6950.05

Step 3 7315.42

Step 4 7701.08

Step 5 8107.05

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Human Resource Technician, Supervising SC168 FTE UH1.75.009 75 13703

01-MAR-25 CC M

Step 1 7640.19

Step 2 8044.11

Step 3 8466.30

Step 4 8912.86

Step 5 9381.76

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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Human Resources Manager EM186 FTE UK2.75.023 75 13703

01-MAR-25 CU M

Min 15141.17

Max 18588.87

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Hunger & Homeless Program Supv SC237 FTE UH1.75.014 75 13703

01-MAR-25 CC M

Step 1 9753.22

Step 2 10264.72

Step 3 10806.67

Step 4 11375.03

Step 5 11973.82

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|                                 |            |    |       |
|---------------------------------|------------|----|-------|
| Hydrant Repair Worker TR149 FTE | SB1.80.006 | 80 | 13703 |
| 01-MAR-25                       | CC         | H  |       |
| Step 1                          | 36.25      |    |       |
| Step 2                          | 38.15      |    |       |
| Step 3                          | 40.16      |    |       |
| Step 4                          | 42.28      |    |       |
| Step 5                          | 44.50      |    |       |

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|                                         |            |    |       |
|-----------------------------------------|------------|----|-------|
| Hydrant Repair Worker, Senior TR150 FTE | SB1.80.015 | 80 | 13703 |
| 01-MAR-25                               | CC         | H  |       |
| Step 1                                  | 41.66      |    |       |
| Step 2                                  | 43.86      |    |       |
| Step 3                                  | 46.17      |    |       |
| Step 4                                  | 48.60      |    |       |
| Step 5                                  | 51.16      |    |       |

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|                                           |            |    |       |
|-------------------------------------------|------------|----|-------|
| Info & Referral Specialist, PPT AP208 PPT | TW1.75.001 | 75 | 13703 |
| 01-MAR-25                                 | CC         | M  |       |
| Step 1                                    | 5173.96    |    |       |
| Step 2                                    | 5445.96    |    |       |
| Step 3                                    | 5732.17    |    |       |
| Step 4                                    | 6034.62    |    |       |
| Step 5                                    | 6351.25    |    |       |

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|                                           |            |    |       |
|-------------------------------------------|------------|----|-------|
| Information Referral Specialist AP404 FTE | TW1.75.001 | 75 | 13703 |
| 01-MAR-25                                 | CC         | M  |       |
| Step 1                                    | 5173.96    |    |       |
| Step 2                                    | 5445.96    |    |       |
| Step 3                                    | 5732.17    |    |       |
| Step 4                                    | 6034.62    |    |       |
| Step 5                                    | 6351.25    |    |       |

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Information Representative AP209 FTE | TW1.75.039 | 75 | 13703 |
| 01-MAR-25                            | CC         | M  |       |
| Step 1                               | 6493.35    |    |       |
| Step 2                               | 6657.76    |    |       |
| Step 3                               | 6826.24    |    |       |
| Step 4                               | 6990.67    |    |       |
| Step 5                               | 7173.32    |    |       |

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|                                        |            |    |       |
|----------------------------------------|------------|----|-------|
| Information Sys Spec II, PPT AP390 PPT | TW1.75.011 | 75 | 13703 |
|----------------------------------------|------------|----|-------|

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01-MAR-25 CC M  
Step 1 8427.75  
Step 2 8870.25  
Step 3 9337.09  
Step 4 9830.36  
Step 5 10347.96

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Information System Administrator MA128 FTE UM2.75.019 75 13703  
01-MAR-25 CC M  
Min 12450.81  
Max 15288.50

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Information Systems Manager I SC169 FTE UM2.75.019 75 13703  
01-MAR-25 CC M  
Min 12450.81  
Max 15288.50

---

Information Systems Manager II EM187 FTE UM1.75.022 75 13703  
01-MAR-25 BE M  
Min 14413.65  
Max 17697.87

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Information Systems Specialist I AP242 FTE TW1.75.007 75 13703  
01-MAR-25 CC M  
Step 1 6933.81  
Step 2 7297.15  
Step 3 7682.81  
Step 4 8086.75  
Step 5 8513.00

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Information Systems Specialist II AP243 FTE TW1.75.011 75 13703  
01-MAR-25 CC M  
Step 1 8427.75  
Step 2 8870.25  
Step 3 9337.09  
Step 4 9830.36  
Step 5 10347.96

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Information Systems Specialist III AP241 FTE TW1.75.015 75 13703  
01-MAR-25 CC M  
Step 1 10244.41

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Step 2 10782.32  
Step 3 11350.65  
Step 4 11947.43  
Step 5 12576.66

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|                             |            |    |       |
|-----------------------------|------------|----|-------|
| Inspector General EM270 FTE | UK1.75.041 | 75 | 13703 |
| 01-MAR-25 CU M              |            |    |       |
| Min 13278.27                |            |    |       |
| Max 19917.34                |            |    |       |

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|                                            |            |    |       |
|--------------------------------------------|------------|----|-------|
| Inspector General Policy Analyst AP463 FTE | UM2.75.017 | 75 | 13703 |
| 01-MAR-25 CC M                             |            |    |       |
| Step 1 11293.83                            |            |    |       |
| Step 2 11888.56                            |            |    |       |
| Step 3 12513.74                            |            |    |       |
| Step 4 13173.44                            |            |    |       |
| Step 5 13865.59                            |            |    |       |

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|                                                   |            |    |       |
|---------------------------------------------------|------------|----|-------|
| Inspector General Prog & Perf Audit Mgr MA166 FTE | UM2.75.017 | 75 | 13703 |
| 01-MAR-25 CC M                                    |            |    |       |
| Step 1 11293.83                                   |            |    |       |
| Step 2 11888.56                                   |            |    |       |
| Step 3 12513.74                                   |            |    |       |
| Step 4 13173.44                                   |            |    |       |
| Step 5 13865.59                                   |            |    |       |

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|                                                    |            |    |       |
|----------------------------------------------------|------------|----|-------|
| Inspector General Program & Perf Auditor AP464 FTE | TW1.75.012 | 75 | 13703 |
| 01-MAR-25 CC M                                     |            |    |       |
| Step 1 8847.93                                     |            |    |       |
| Step 2 9314.78                                     |            |    |       |
| Step 3 9803.96                                     |            |    |       |
| Step 4 10321.56                                    |            |    |       |
| Step 5 10863.52                                    |            |    |       |

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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|                                             |             |     |       |
|---------------------------------------------|-------------|-----|-------|
| Inspector, Fire Prevention Bureau PS146 FTE | FQ1.104.006 | 104 | 13703 |
| 05-JUL-25 CC M                              |             |     |       |
| Step 1 13237.56                             |             |     |       |

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|                                             |            |    |       |
|---------------------------------------------|------------|----|-------|
| Inspector, Fire Prevention Bureau PS147 FTE | FQ1.80.006 | 80 | 13703 |
| 05-JUL-25 CC M                              |            |    |       |
| Step 1 13237.56                             |            |    |       |

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|                             |            |    |       |
|-----------------------------|------------|----|-------|
| Intake Technician AP434 FTE | TW1.75.006 | 75 | 13703 |
| 01-MAR-25 CC M              |            |    |       |
| Step 1                      | 6602.95    |    |       |
| Step 2                      | 6950.05    |    |       |
| Step 3                      | 7315.42    |    |       |
| Step 4                      | 7701.08    |    |       |
| Step 5                      | 8107.05    |    |       |

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|                                           |            |    |       |
|-------------------------------------------|------------|----|-------|
| Investment & Operations Manager AF042 FTE | UM2.75.019 | 75 | 13703 |
| 01-MAR-25 CC M                            |            |    |       |
| Min                                       | 12450.81   |    |       |
| Max                                       | 15288.50   |    |       |

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|                                        |            |    |       |
|----------------------------------------|------------|----|-------|
| Irrigation Repair Specialist TR151 FTE | SC1.80.057 | 80 | 13703 |
| 01-MAR-25 CC H                         |            |    |       |
| Step 1                                 | 38.46      |    |       |
| Step 2                                 | 40.49      |    |       |
| Step 3                                 | 42.62      |    |       |
| Step 4                                 | 44.84      |    |       |
| Step 5                                 | 47.22      |    |       |

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|                                             |            |    |       |
|---------------------------------------------|------------|----|-------|
| Irrigation Repair Specialist, PPT TR152 PPT | SC1.80.040 | 80 | 13703 |
| 01-MAR-25 CC H                              |            |    |       |
| Step 1                                      | 38.43      |    |       |
| Step 2                                      | 40.46      |    |       |
| Step 3                                      | 42.57      |    |       |
| Step 4                                      | 44.80      |    |       |
| Step 5                                      | 47.19      |    |       |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|                         |            |    |       |
|-------------------------|------------|----|-------|
| Job Developer AP211 FTE | TW1.75.001 | 75 | 13703 |
| 01-MAR-25 CC M          |            |    |       |
| Step 1                  | 5173.96    |    |       |
| Step 2                  | 5445.96    |    |       |
| Step 3                  | 5732.17    |    |       |
| Step 4                  | 6034.62    |    |       |
| Step 5                  | 6351.25    |    |       |

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|                                    |            |    |       |
|------------------------------------|------------|----|-------|
| Language Interpreter, PT AP441 PTS | TL1.75.009 | 75 | 13703 |
| 01-MAR-25 CU M                     |            |    |       |
| Step 1                             | 5988.31    |    |       |

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Step 2 6304.93  
Step 3 6634.22  
Step 4 6986.71  
Step 5 7354.00

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|                         |       |     |            |    |       |
|-------------------------|-------|-----|------------|----|-------|
| Latent Print Examiner I | PS186 | FTE | SD1.75.058 | 75 | 13703 |
| 01-MAR-25               | CC    | H   |            |    |       |
| Step 1                  | 45.74 |     |            |    |       |
| Step 2                  | 48.14 |     |            |    |       |
| Step 3                  | 50.66 |     |            |    |       |
| Step 4                  | 53.34 |     |            |    |       |
| Step 5                  | 56.14 |     |            |    |       |

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|                          |          |     |            |    |       |
|--------------------------|----------|-----|------------|----|-------|
| Latent Print Examiner II | PS187    | FTE | TW1.75.012 | 75 | 13703 |
| 01-MAR-25                | CC       | M   |            |    |       |
| Step 1                   | 8847.93  |     |            |    |       |
| Step 2                   | 9314.78  |     |            |    |       |
| Step 3                   | 9803.96  |     |            |    |       |
| Step 4                   | 10321.56 |     |            |    |       |
| Step 5                   | 10863.52 |     |            |    |       |

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|                           |          |     |            |    |       |
|---------------------------|----------|-----|------------|----|-------|
| Latent Print Examiner III | PS188    | FTE | UH1.75.015 | 75 | 13703 |
| 01-MAR-25                 | CC       | M   |            |    |       |
| Step 1                    | 10240.37 |     |            |    |       |
| Step 2                    | 10778.28 |     |            |    |       |
| Step 3                    | 11346.61 |     |            |    |       |
| Step 4                    | 11943.36 |     |            |    |       |
| Step 5                    | 12572.62 |     |            |    |       |

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|                               |         |     |            |    |       |
|-------------------------------|---------|-----|------------|----|-------|
| Legal Admin. Assistant (Conf) | SS135   | FTE | TA1.75.005 | 75 | 13703 |
| 01-MAR-25                     | CC      | M   |            |    |       |
| Step 1                        | 6917.16 |     |            |    |       |
| Step 2                        | 7281.10 |     |            |    |       |
| Step 3                        | 7665.15 |     |            |    |       |
| Step 4                        | 8067.03 |     |            |    |       |
| Step 5                        | 8493.52 |     |            |    |       |

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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|                                |         |     |            |    |       |
|--------------------------------|---------|-----|------------|----|-------|
| Legal Administrative Assistant | SS133   | FTE | TW1.75.041 | 75 | 13703 |
| 01-MAR-25                      | CC      | M   |            |    |       |
| Step 1                         | 6917.21 |     |            |    |       |
| Step 2                         | 7281.12 |     |            |    |       |

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Step 3 7665.16  
Step 4 8067.05  
Step 5 8493.52

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Legal Administrative Assistant, Sup SS137 FTE UH1.75.023 75 13703

01-MAR-25 CC M

Step 1 8004.53  
Step 2 8426.53  
Step 3 8868.63  
Step 4 9337.49  
Step 5 9828.72

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Legal Communications Officer MA146 FTE UM1.75.015 75 13703

01-MAR-25 CU M

Step 1 10244.44  
Step 2 10782.32  
Step 3 11350.66  
Step 4 11947.43  
Step 5 12576.67

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Legal Support Supervisor SC170 FTE UH1.75.013 75 13703

01-MAR-25 CC M

Step 1 9381.25  
Step 2 9875.35  
Step 3 10394.03  
Step 4 10941.39  
Step 5 11517.50

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Legislative Recorder AP213 FTE TA1.75.006 75 13703

01-MAR-25 CC M

Step 1 6602.95  
Step 2 6950.05  
Step 3 7315.42  
Step 4 7701.08  
Step 5 8060.78

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Librarian I AP214 FTE SD1.75.046 75 13703

01-MAR-25 CC H

Step 1 42.94  
Step 2 45.19  
Step 3 47.59  
Step 4 50.08  
Step 5 52.74

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

| Job Class Title, Code & Type        | Grade      | Normal | Ord   |
|-------------------------------------|------------|--------|-------|
| Effective Date    Status    Type    | Hours      | Num    |       |
| Librarian I, PPT AP215 PPT          | SD1.75.046 | 75     | 13703 |
| 01-MAR-25    CC    H                |            |        |       |
| Step 1    42.94                     |            |        |       |
| Step 2    45.19                     |            |        |       |
| Step 3    47.59                     |            |        |       |
| Step 4    50.08                     |            |        |       |
| Step 5    52.74                     |            |        |       |
| Librarian I, PT AP216 PTS           | SI1.75.016 | 75     | 13703 |
| 01-MAR-25    CU    H                |            |        |       |
| Step 1    42.94                     |            |        |       |
| Step 2    45.19                     |            |        |       |
| Step 3    47.58                     |            |        |       |
| Step 4    50.08                     |            |        |       |
| Step 5    52.74                     |            |        |       |
| Librarian II AP217 FTE              | SD1.75.053 | 75     | 13703 |
| 01-MAR-25    CC    H                |            |        |       |
| Step 1    47.70                     |            |        |       |
| Step 2    50.22                     |            |        |       |
| Step 3    52.85                     |            |        |       |
| Step 4    55.65                     |            |        |       |
| Step 5    58.59                     |            |        |       |
| Librarian II, PPT AP218 PPT         | SD1.75.053 | 75     | 13703 |
| 01-MAR-25    CC    H                |            |        |       |
| Step 1    47.70                     |            |        |       |
| Step 2    50.22                     |            |        |       |
| Step 3    52.85                     |            |        |       |
| Step 4    55.65                     |            |        |       |
| Step 5    58.59                     |            |        |       |
| Librarian II, PT AP219 PTS          | SI1.75.019 | 75     | 13703 |
| 01-MAR-25    CU    H                |            |        |       |
| Step 1    47.71                     |            |        |       |
| Step 2    50.21                     |            |        |       |
| Step 3    52.86                     |            |        |       |
| Step 4    55.66                     |            |        |       |
| Step 5    58.57                     |            |        |       |
| Librarian, Administrative MA129 FTE | UM2.75.021 | 75     | 13703 |

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City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CC M  
Min 13727.57  
Max 16855.49

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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|                             |            |    |       |
|-----------------------------|------------|----|-------|
| Librarian, Senior AP220 FTE | SD1.75.057 | 75 | 13703 |
| 01-MAR-25 CC H              |            |    |       |
| Step 1 52.73                |            |    |       |
| Step 2 55.50                |            |    |       |
| Step 3 58.43                |            |    |       |
| Step 4 61.49                |            |    |       |
| Step 5 64.74                |            |    |       |

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|                                  |            |    |       |
|----------------------------------|------------|----|-------|
| Librarian, Senior, PPT AP228 PPT | SD1.75.057 | 75 | 13703 |
| 01-MAR-25 CC H                   |            |    |       |
| Step 1 52.73                     |            |    |       |
| Step 2 55.50                     |            |    |       |
| Step 3 58.43                     |            |    |       |
| Step 4 61.49                     |            |    |       |
| Step 5 64.74                     |            |    |       |

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|                                 |            |    |       |
|---------------------------------|------------|----|-------|
| Librarian, Senior, PT AP229 PTS | SI1.75.020 | 75 | 13703 |
| 01-MAR-25 CU H                  |            |    |       |
| Step 1 52.73                    |            |    |       |
| Step 2 55.49                    |            |    |       |
| Step 3 58.46                    |            |    |       |
| Step 4 61.47                    |            |    |       |
| Step 5 64.72                    |            |    |       |

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|                                  |            |    |       |
|----------------------------------|------------|----|-------|
| Librarian, Supervising SC172 FTE | UH1.75.014 | 75 | 13703 |
| 01-MAR-25 CC M                   |            |    |       |
| Step 1 9753.22                   |            |    |       |
| Step 2 10264.72                  |            |    |       |
| Step 3 10806.67                  |            |    |       |
| Step 4 11375.03                  |            |    |       |
| Step 5 11973.82                  |            |    |       |

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|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Librarian, Supervising PPT SC173 PPT | UH1.75.014 | 75 | 13703 |
| 01-MAR-25 CC M                       |            |    |       |
| Step 1 9753.22                       |            |    |       |
| Step 2 10264.72                      |            |    |       |
| Step 3 10806.67                      |            |    |       |

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Step 4 11375.03

Step 5 11973.82

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|                        |            |    |       |
|------------------------|------------|----|-------|
| Library Aide AP221 FTE | SD1.75.002 | 75 | 13703 |
|------------------------|------------|----|-------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | H |
|-----------|----|---|

Step 1 22.36

Step 2 23.53

Step 3 24.77

Step 4 26.08

Step 5 27.45

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|-----------------------------|------------|----|-------|
| Library Aide, PPT AP222 PPT | SD1.75.001 | 75 | 13703 |
|-----------------------------|------------|----|-------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | H |
|-----------|----|---|

Step 1 22.36

Step 2 23.54

Step 3 24.79

Step 4 26.12

Step 5 27.46

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|                            |            |    |       |
|----------------------------|------------|----|-------|
| Library Aide, PT SS138 PTS | SI1.75.001 | 75 | 13703 |
|----------------------------|------------|----|-------|

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|-----------|----|---|
| 01-MAR-25 | CU | H |
|-----------|----|---|

Step 1 22.36

Step 2 23.54

Step 3 24.78

Step 4 26.07

Step 5 27.45

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|-----------------------------|------------|----|-------|
| Library Assistant AP223 FTE | SD1.75.031 | 75 | 13703 |
|-----------------------------|------------|----|-------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | H |
|-----------|----|---|

Step 1 36.00

Step 2 37.91

Step 3 39.88

Step 4 41.98

Step 5 44.20

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|                                  |            |    |       |
|----------------------------------|------------|----|-------|
| Library Assistant, PPT AP227 PPT | SD1.75.030 | 75 | 13703 |
|----------------------------------|------------|----|-------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | H |
|-----------|----|---|

Step 1 36.00

Step 2 37.91

Step 3 39.88

Step 4 41.98

**ATTACHMENT A  
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Step 5 44.20

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|                                 |            |          |
|---------------------------------|------------|----------|
| Library Assistant, PT SS139 PTS | SI1.75.012 | 75 13703 |
| 01-MAR-25 CU H                  |            |          |
| Step 1 36.00                    |            |          |
| Step 2 37.90                    |            |          |
| Step 3 39.87                    |            |          |
| Step 4 41.98                    |            |          |
| Step 5 44.22                    |            |          |

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|                                     |            |          |
|-------------------------------------|------------|----------|
| Library Assistant, Senior AP224 FTE | SD1.75.049 | 75 13703 |
| 01-MAR-25 CC H                      |            |          |
| Step 1 43.78                        |            |          |
| Step 2 46.09                        |            |          |
| Step 3 48.52                        |            |          |
| Step 4 51.07                        |            |          |
| Step 5 53.76                        |            |          |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|                                          |            |          |
|------------------------------------------|------------|----------|
| Library Assistant, Senior, PPT AP225 PPT | SD1.75.048 | 75 13703 |
| 01-MAR-25 CC H                           |            |          |
| Step 1 43.12                             |            |          |
| Step 2 45.38                             |            |          |
| Step 3 47.74                             |            |          |
| Step 4 50.26                             |            |          |
| Step 5 52.92                             |            |          |

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|                                         |            |          |
|-----------------------------------------|------------|----------|
| Library Assistant, Senior, PT AP226 PTS | SI1.75.017 | 75 13703 |
| 01-MAR-25 CU H                          |            |          |
| Step 1 43.78                            |            |          |
| Step 2 46.07                            |            |          |
| Step 3 48.53                            |            |          |
| Step 4 51.05                            |            |          |
| Step 5 53.75                            |            |          |

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|                                         |            |          |
|-----------------------------------------|------------|----------|
| Library Automation Supervisor SC174 FTE | UM2.75.015 | 75 13703 |
| 01-MAR-25 CC M                          |            |          |
| Step 1 10244.43                         |            |          |
| Step 2 10782.32                         |            |          |
| Step 3 11350.66                         |            |          |
| Step 4 11947.43                         |            |          |
| Step 5 12576.67                         |            |          |

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|                            |       |     |            |    |       |
|----------------------------|-------|-----|------------|----|-------|
| Library Program Leader, PT | PP159 | PTS | SI1.80.056 | 80 | 13703 |
| 01-MAR-25                  | CU    | H   |            |    |       |
| Step 1                     | 32.57 |     |            |    |       |
| Step 2                     | 34.26 |     |            |    |       |
| Step 3                     | 36.12 |     |            |    |       |
| Step 4                     | 38.00 |     |            |    |       |
| Step 5                     | 40.00 |     |            |    |       |

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|                               |          |     |            |    |       |
|-------------------------------|----------|-----|------------|----|-------|
| Lieutenant of Fire Department | PS149    | FTE | FQ1.80.008 | 80 | 13703 |
| 05-JUL-25                     | CC       | M   |            |    |       |
| Step 1                        | 13844.59 |     |            |    |       |

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|                               |          |     |             |     |       |
|-------------------------------|----------|-----|-------------|-----|-------|
| Lieutenant of Fire Department | PS150    | FTE | FQ1.104.008 | 104 | 13703 |
| 05-JUL-25                     | CC       | M   |             |     |       |
| Step 1                        | 13844.60 |     |             |     |       |

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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|                      |          |     |            |    |       |
|----------------------|----------|-----|------------|----|-------|
| Lieutenant of Police | PS151    | FTE | PP1.80.007 | 80 | 13703 |
| 05-JUL-25            | CC       | M   |            |    |       |
| Step 1               | 17297.37 |     |            |    |       |

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|                      |          |     |            |    |       |
|----------------------|----------|-----|------------|----|-------|
| Lieutenant of Police | PS193    | FTE | PP1.84.005 | 84 | 13703 |
| 05-JUL-25            | CC       | M   |            |    |       |
| Step 1               | 18162.25 |     |            |    |       |

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|                             |          |     |            |    |       |
|-----------------------------|----------|-----|------------|----|-------|
| Lieutenant of Police (PERS) | PS152    | FTE | PP1.80.006 | 80 | 13703 |
| 05-JUL-25                   | CC       | M   |            |    |       |
| Step 1                      | 16503.65 |     |            |    |       |

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|                             |          |     |            |    |       |
|-----------------------------|----------|-----|------------|----|-------|
| Lieutenant of Police (PERS) | PS194    | FTE | PP1.84.006 | 84 | 13703 |
| 05-JUL-25                   | CC       | M   |            |    |       |
| Step 1                      | 17328.82 |     |            |    |       |

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|                                    |          |     |             |     |       |
|------------------------------------|----------|-----|-------------|-----|-------|
| Lieutenant, Fire Prevention Bureau | PS153    | FTE | FQ1.104.011 | 104 | 13703 |
| 05-JUL-25                          | CC       | M   |             |     |       |
| Step 1                             | 14468.98 |     |             |     |       |

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|                                    |          |     |            |    |       |
|------------------------------------|----------|-----|------------|----|-------|
| Lieutenant, Fire Prevention Bureau | PS154    | FTE | FQ1.80.011 | 80 | 13703 |
| 05-JUL-25                          | CC       | M   |            |    |       |
| Step 1                             | 14468.98 |     |            |    |       |

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| Job Class Title, Code & Type           | Grade  | Normal     | Ord       |
|----------------------------------------|--------|------------|-----------|
| Effective Date                         | Status | Type       | Hours Num |
| <hr/>                                  |        |            |           |
| Lifeguard, PT AP230 PTS                |        | SI1.80.004 | 80 13703  |
| 01-MAR-25                              | CU     | H          |           |
| Step 1                                 | 21.70  |            |           |
| Step 2                                 | 22.85  |            |           |
| Step 3                                 | 24.06  |            |           |
| Step 4                                 | 25.31  |            |           |
| Step 5                                 | 26.65  |            |           |
| <hr/>                                  |        |            |           |
| Literacy Assistant SS140 FTE           |        | SD1.75.031 | 75 13703  |
| 01-MAR-25                              | CC     | H          |           |
| Step 1                                 | 36.00  |            |           |
| Step 2                                 | 37.91  |            |           |
| Step 3                                 | 39.88  |            |           |
| Step 4                                 | 41.98  |            |           |
| Step 5                                 | 44.20  |            |           |
| <hr/>                                  |        |            |           |
| Literacy Assistant, PPT AP231 PPT      |        | SD1.75.031 | 75 13703  |
| 01-MAR-25                              | CC     | H          |           |
| Step 1                                 | 36.00  |            |           |
| Step 2                                 | 37.91  |            |           |
| Step 3                                 | 39.88  |            |           |
| Step 4                                 | 41.98  |            |           |
| Step 5                                 | 44.20  |            |           |
| <hr/>                                  |        |            |           |
| Literacy Assistant, PT AP232 PTS       |        | SI1.75.012 | 75 13703  |
| 01-MAR-25                              | CU     | H          |           |
| Step 1                                 | 36.00  |            |           |
| Step 2                                 | 37.90  |            |           |
| Step 3                                 | 39.87  |            |           |
| Step 4                                 | 41.98  |            |           |
| Step 5                                 | 44.22  |            |           |
| <hr/>                                  |        |            |           |
| Literacy Assistant, Senior SS141 FTE   |        | SD1.75.049 | 75 13703  |
| 01-MAR-25                              | CC     | H          |           |
| Step 1                                 | 43.78  |            |           |
| Step 2                                 | 46.09  |            |           |
| Step 3                                 | 48.52  |            |           |
| Step 4                                 | 51.07  |            |           |
| Step 5                                 | 53.76  |            |           |
| <hr/>                                  |        |            |           |
| Loan Servicing Administrator SC176 FTE |        | TW1.75.014 | 75 13703  |

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City of Oakland  
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01-MAR-25 CC M  
Step 1 9755.24  
Step 2 10268.79  
Step 3 10810.74  
Step 4 11379.09  
Step 5 11977.87

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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|                                     |            |    |       |
|-------------------------------------|------------|----|-------|
| Loan Servicing Specialist AP234 FTE | TW1.75.008 | 75 | 13703 |
| 01-MAR-25 CC M                      |            |    |       |
| Step 1 7278.87                      |            |    |       |
| Step 2 7662.52                      |            |    |       |
| Step 3 8066.44                      |            |    |       |
| Step 4 8490.67                      |            |    |       |
| Step 5 8937.23                      |            |    |       |

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|                                 |            |    |       |
|---------------------------------|------------|----|-------|
| MACRO Program Manager EM276 FTE | UM1.75.021 | 75 | 13703 |
| 01-MAR-25 BE M                  |            |    |       |
| Min 13727.57                    |            |    |       |
| Max 16855.49                    |            |    |       |

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|                            |            |    |       |
|----------------------------|------------|----|-------|
| MACRO Supervisor SC266 FTE | UH1.75.010 | 75 | 13703 |
| 01-MAR-25 CC M             |            |    |       |
| Step 1 8023.82             |            |    |       |
| Step 2 8446.02             |            |    |       |
| Step 3 8890.55             |            |    |       |
| Step 4 9357.41             |            |    |       |
| Step 5 9850.64             |            |    |       |

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|                                |            |    |       |
|--------------------------------|------------|----|-------|
| Maintenance Mechanic TR156 FTE | SB1.80.007 | 80 | 13703 |
| 01-MAR-25 CC H                 |            |    |       |
| Step 1 36.51                   |            |    |       |
| Step 2 38.44                   |            |    |       |
| Step 3 40.47                   |            |    |       |
| Step 4 42.60                   |            |    |       |
| Step 5 44.83                   |            |    |       |

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|                                     |            |    |       |
|-------------------------------------|------------|----|-------|
| Maintenance Mechanic, PPT TR204 PPT | SB1.80.007 | 80 | 13703 |
| 01-MAR-25 CC H                      |            |    |       |
| Step 1 36.51                        |            |    |       |
| Step 2 38.44                        |            |    |       |
| Step 3 40.47                        |            |    |       |

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Step 4 42.60

Step 5 44.83

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|                                    |            |          |
|------------------------------------|------------|----------|
| Maintenance Mechanic, PT TR157 PTS | SI1.80.021 | 80 13703 |
|------------------------------------|------------|----------|

01-MAR-25 CU H

Step 1 36.51

Step 2 38.45

Step 3 40.47

Step 4 42.59

Step 5 44.83

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| Job Class Title, Code & Type | Grade | Normal Ord |
|------------------------------|-------|------------|
| Effective Date Status Type   | Hours | Num        |

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|                                |            |          |
|--------------------------------|------------|----------|
| Management Assistant AP235 FTE | UM2.75.030 | 75 13703 |
|--------------------------------|------------|----------|

01-MAR-25 CC M

Step 1 9024.87

Step 2 9501.06

Step 3 10000.04

Step 4 10527.99

Step 5 11080.77

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|                                     |            |          |
|-------------------------------------|------------|----------|
| Management Assistant, PPT MA130 PPT | UM2.75.030 | 75 13703 |
|-------------------------------------|------------|----------|

01-MAR-25 CC M

Step 1 9024.87

Step 2 9501.06

Step 3 10000.04

Step 4 10527.99

Step 5 11080.77

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|                                    |            |          |
|------------------------------------|------------|----------|
| Management Assistant, PT MA131 PTS | TL1.75.032 | 75 13703 |
|------------------------------------|------------|----------|

01-MAR-25 CU M

Step 1 8847.04

Step 2 9313.86

Step 3 9803.00

Step 4 10320.55

Step 5 10862.47

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|                             |            |          |
|-----------------------------|------------|----------|
| Management Intern SS142 FTE | TA1.75.004 | 75 13703 |
|-----------------------------|------------|----------|

01-MAR-25 CU M

Step 1 5989.93

Step 2 6304.57

Step 3 6635.43

Step 4 6984.56

**ATTACHMENT A  
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Step 5 7353.99

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|                                  |            |          |
|----------------------------------|------------|----------|
| Management Intern, PPT MA132 PPT | TW1.75.004 | 75 13703 |
| 01-MAR-25 CU M                   |            |          |
| Step 1 5989.93                   |            |          |
| Step 2 6304.57                   |            |          |
| Step 3 6635.43                   |            |          |
| Step 4 6984.56                   |            |          |
| Step 5 7353.99                   |            |          |

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|                                 |            |          |
|---------------------------------|------------|----------|
| Management Intern, PT MA133 PTS | UG1.75.019 | 75 13703 |
| 01-MAR-25 CU M                  |            |          |
| Step 1 5874.18                  |            |          |
| Step 2 6182.74                  |            |          |
| Step 3 6507.19                  |            |          |
| Step 4 6849.57                  |            |          |
| Step 5 7211.86                  |            |          |

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| Job Class Title, Code & Type | Grade | Normal Ord |
|------------------------------|-------|------------|
| Effective Date Status Type   | Hours | Num        |

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|                                     |            |          |
|-------------------------------------|------------|----------|
| Manager Recycling Program PP146 FTE | UM2.75.018 | 75 13703 |
| 01-MAR-25 CC M                      |            |          |
| Step 1 11858.12                     |            |          |
| Step 2 12483.29                     |            |          |
| Step 3 13138.93                     |            |          |
| Step 4 13831.11                     |            |          |
| Step 5 14559.79                     |            |          |

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|                                          |            |          |
|------------------------------------------|------------|----------|
| Manager, Agency Administrative EM171 FTE | UM1.75.022 | 75 13703 |
| 01-MAR-25 CU M                           |            |          |
| Min 14413.65                             |            |          |
| Max 17697.87                             |            |          |

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|                                      |            |          |
|--------------------------------------|------------|----------|
| Manager, Building Services EM173 FTE | UM1.75.022 | 75 13703 |
| 01-MAR-25 CU M                       |            |          |
| Min 14413.65                         |            |          |
| Max 17697.87                         |            |          |

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|                                      |            |          |
|--------------------------------------|------------|----------|
| Manager, Capital Contracts EM177 FTE | UM1.75.022 | 75 13703 |
| 01-MAR-25 CU M                       |            |          |
| Min 14413.65                         |            |          |
| Max 17697.87                         |            |          |

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Manager, Capital Improvement Program MA107 FTE UM1.75.040 75 13703

01-MAR-25 BE M

Min 15433.09

Max 18951.10

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Manager, Claims & Risk EM209 FTE UK2.75.022 75 13703

01-MAR-25 BE M

Min 14417.78

Max 17702.94

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| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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Manager, Contracting and Purchasing MA174 FTE UM1.75.019 75 13703

01-MAR-25 BE M

Min 12450.82

Max 15288.48

---

Manager, Crime Laboratory EM178 FTE UM1.75.021 75 13703

01-MAR-25 BE M

Min 13727.57

Max 16855.49

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Manager, Cultural Affairs EM179 FTE UM2.75.019 75 13703

01-MAR-25 CC M

Min 12450.81

Max 15288.50

---

Manager, Electrical Services EM180 FTE UM1.75.023 75 13703

01-MAR-25 BE M

Min 15136.24

Max 18582.86

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Manager, Emergency Services EM181 FTE UM1.75.023 75 13703

01-MAR-25 BE M

Min 15136.24

Max 18582.86

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Manager, Environmental Services EM182 FTE UM1.75.022 75 13703

01-MAR-25 BE M

Min 14413.65

Max 17697.87

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
|------------------------------|-------|--------|-----|

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**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

| Effective Date                         | Status   | Type   | Hours      | Num |       |
|----------------------------------------|----------|--------|------------|-----|-------|
| <hr/>                                  |          |        |            |     |       |
| Manager, Equipment Services            | EM183    | FTE    | UM1.75.022 | 75  | 13703 |
| 01-MAR-25                              | BE       | M      |            |     |       |
| Min                                    | 14413.65 |        |            |     |       |
| Max                                    | 17697.87 |        |            |     |       |
| <hr/>                                  |          |        |            |     |       |
| Manager, Finance                       | EM268    | FTE    | UK2.75.022 | 75  | 13703 |
| 01-MAR-25                              | BE       | M      |            |     |       |
| Min                                    | 14417.78 |        |            |     |       |
| Max                                    | 17702.94 |        |            |     |       |
| <hr/>                                  |          |        |            |     |       |
| Manager, Housing Development           | EM185    | FTE    | UM1.75.021 | 75  | 13703 |
| 01-MAR-25                              | BE       | M      |            |     |       |
| Min                                    | 13727.57 |        |            |     |       |
| Max                                    | 16855.49 |        |            |     |       |
| <hr/>                                  |          |        |            |     |       |
| Manager, Human Services                | EM254    | FTE    | UM1.75.021 | 75  | 13703 |
| 01-MAR-25                              | BE       | M      |            |     |       |
| Min                                    | 13727.57 |        |            |     |       |
| Max                                    | 16855.49 |        |            |     |       |
| <hr/>                                  |          |        |            |     |       |
| Manager, Inspection Services           | EM188    | FTE    | UM2.75.021 | 75  | 13703 |
| 01-MAR-25                              | CC       | M      |            |     |       |
| Min                                    | 13727.57 |        |            |     |       |
| Max                                    | 16855.49 |        |            |     |       |
| <hr/>                                  |          |        |            |     |       |
| Manager, Legal Administrative Services | EM189    | FTE    | UM1.75.020 | 75  | 13703 |
| 01-MAR-25                              | BE       | M      |            |     |       |
| Min                                    | 13073.96 |        |            |     |       |
| Max                                    | 16051.69 |        |            |     |       |
| <hr/>                                  |          |        |            |     |       |
| Job Class Title, Code & Type           | Grade    | Normal | Ord        |     |       |
| Effective Date                         | Status   | Type   | Hours      | Num |       |
| <hr/>                                  |          |        |            |     |       |
| Manager, Marketing Program             | EM190    | FTE    | UM2.75.019 | 75  | 13703 |
| 01-MAR-25                              | CC       | M      |            |     |       |
| Min                                    | 12450.81 |        |            |     |       |
| Max                                    | 15288.50 |        |            |     |       |
| <hr/>                                  |          |        |            |     |       |
| Manager, Oracle Operations             | EM255    | FTE    | UM2.75.022 | 75  | 13703 |
| 01-MAR-25                              | CC       | M      |            |     |       |
| Min                                    | 14413.64 |        |            |     |       |
| Max                                    | 17697.87 |        |            |     |       |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

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|                        |           |            |    |       |
|------------------------|-----------|------------|----|-------|
| Manager, Park Services | EM196 FTE | UM1.75.022 | 75 | 13703 |
| 01-MAR-25              | BE        | M          |    |       |
| Min                    | 14413.65  |            |    |       |
| Max                    | 17697.87  |            |    |       |

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|                                  |           |            |    |       |
|----------------------------------|-----------|------------|----|-------|
| Manager, Parks & Recreation Zone | EM197 FTE | UM1.75.022 | 75 | 13703 |
| 01-MAR-25                        | BE        | M          |    |       |
| Min                              | 14413.65  |            |    |       |
| Max                              | 17697.87  |            |    |       |

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|                  |           |            |    |       |
|------------------|-----------|------------|----|-------|
| Manager, Payroll | EM277 FTE | UK2.75.022 | 75 | 13703 |
| 01-MAR-25        | BE        | M          |    |       |
| Min              | 14417.78  |            |    |       |
| Max              | 17702.94  |            |    |       |

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|                   |           |            |    |       |
|-------------------|-----------|------------|----|-------|
| Manager, Planning | AP279 FTE | UM1.75.022 | 75 | 13703 |
| 01-MAR-25         | CC        | M          |    |       |
| Min               | 14413.65  |            |    |       |
| Max               | 17697.87  |            |    |       |

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|                              |        |        |           |
|------------------------------|--------|--------|-----------|
| Job Class Title, Code & Type | Grade  | Normal | Ord       |
| Effective Date               | Status | Type   | Hours Num |

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|                                   |           |            |    |       |
|-----------------------------------|-----------|------------|----|-------|
| Manager, Planning & Building Oper | EM198 FTE | UM1.75.021 | 75 | 13703 |
| 01-MAR-25                         | BE        | M          |    |       |
| Min                               | 13727.57  |            |    |       |
| Max                               | 16855.49  |            |    |       |

---

|                              |           |            |    |       |
|------------------------------|-----------|------------|----|-------|
| Manager, Real Property Asset | EM201 FTE | UM1.75.022 | 75 | 13703 |
| 01-MAR-25                    | BE        | M          |    |       |
| Min                          | 14413.65  |            |    |       |
| Max                          | 17697.87  |            |    |       |

---

|                              |           |            |    |       |
|------------------------------|-----------|------------|----|-------|
| Manager, Recreation Services | EM202 FTE | UM1.75.021 | 75 | 13703 |
| 01-MAR-25                    | BE        | M          |    |       |
| Min                          | 13727.57  |            |    |       |
| Max                          | 16855.49  |            |    |       |

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|                                  |           |            |    |       |
|----------------------------------|-----------|------------|----|-------|
| Manager, Rent Adjustment Program | EM256 FTE | UM2.75.022 | 75 | 13703 |
| 01-MAR-25                        | CC        | M          |    |       |
| Min                              | 14413.64  |            |    |       |
| Max                              | 17697.87  |            |    |       |

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**ATTACHMENT A  
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February 18, 2026

Manager, Senior Services EM205 FTE      UM1.75.019    75 13703  
01-MAR-25    BE      M  
Min 12450.82  
Max 15288.48

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Manager, Support Services MA140 FTE      UM1.75.019    75 13703  
01-MAR-25    BE      M  
Min 12450.82  
Max 15288.48

---

| Job Class Title, Code & Type       | Grade | Normal | Ord |
|------------------------------------|-------|--------|-----|
| Effective Date    Status      Type | Hours | Num    |     |

---

Manager, Sustainability Program EM253 FTE      UM2.75.019    75 13703  
01-MAR-25    CC      M  
Min 12450.81  
Max 15288.50

---

Manager, Technology Program EM257 FTE      UM2.75.022    75 13703  
01-MAR-25    CC      M  
Min 14413.64  
Max 17697.87

---

Manager, Training & Organizational Dev MA167 FTE      UK2.75.023    75 13703  
01-MAR-25    BE      M  
Min 15141.17  
Max 18588.87

---

Manager, Transportation MA164 FTE      UM1.75.022    75 13703  
01-MAR-25    BE      M  
Min 14413.65  
Max 17697.87

---

Manager, Youth Services EM207 FTE      UM1.75.021    75 13703  
01-MAR-25    BE      M  
Min 13727.57  
Max 16855.49

---

Manager, Zoning EM208 FTE      UM1.75.022    75 13703  
01-MAR-25    CU      M  
Min 14413.65  
Max 17697.87

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
|------------------------------|-------|--------|-----|

**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Effective Date    Status    Type    Hours    Num

---

Marine & Aquatics Pgrm Supervisor SC247 FTE    UH1.75.012    75 13703

01-MAR-25    CC    M

Step 1    8845.89

Step 2    9310.71

Step 3    9801.92

Step 4    10317.50

Step 5    10859.44

---

Marine Sports Program Coordinator SC177 FTE    TW1.75.007    75 13703

01-MAR-25    CC    M

Step 1    6933.81

Step 2    7297.15

Step 3    7682.81

Step 4    8086.75

Step 5    8513.00

---

Marketing Program Coordinator AP237 FTE    UM2.75.017    75 13703

01-MAR-25    CC    M

Step 1    11293.83

Step 2    11888.56

Step 3    12513.74

Step 4    13173.44

Step 5    13865.59

---

Mayor EO200 FTE    UX1.75.002    75 13758

08-JUL-23    CU    M

Step 1    18016.87

---

Mayor's PSE 14 SS143 FTE    TW1.75.035    75 13703

01-MAR-25    CU    M

Min    2865.84

Max    9653.75

---

Mayor's PSE 14, PPT SS194 PPT    TA1.75.034    75 13703

01-MAR-25    CU    M

Min    2865.84

Max    8394.43

---

Job Class Title, Code & Type    Grade    Normal    Ord

Effective Date    Status    Type    Hours    Num

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Mayor's PSE 14, PT SS145 PTS    TL1.75.001    75 13703

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CU M  
Min 2826.31  
Max 8071.59

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Mechanical Inspection Supervisor SC178 FTE UH1.75.013 75 13703

01-MAR-25 CC M  
Step 1 9381.25  
Step 2 9875.35  
Step 3 10394.03  
Step 4 10941.39  
Step 5 11517.50

---

Mechanical Inspector IS116 FTE SD1.75.059 75 13703

01-MAR-25 CC H  
Step 1 46.74  
Step 2 49.20  
Step 3 51.80  
Step 4 54.51  
Step 5 57.39

---

Monitoring & Evaluation Supervisor SC179 FTE UM2.75.016 75 13703

01-MAR-25 CC M  
Step 1 10755.95  
Step 2 11322.24  
Step 3 11919.01  
Step 4 12546.23  
Step 5 13205.92

---

Mortgage Advisor AP244 FTE TW1.75.007 75 13703

01-MAR-25 CC M  
Step 1 6933.81  
Step 2 7297.15  
Step 3 7682.81  
Step 4 8086.75  
Step 5 8513.00

---

Mortgage Loan Supervisor SC180 FTE UH1.75.012 75 13703

01-MAR-25 CC M  
Step 1 8845.89  
Step 2 9310.71  
Step 3 9801.92  
Step 4 10317.50  
Step 5 10859.44

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**ATTACHMENT A  
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City of Oakland  
Salary Schedule

February 18, 2026

| Job Class Title, Code & Type         | Grade   | Normal     | Ord       |
|--------------------------------------|---------|------------|-----------|
| Effective Date                       | Status  | Type       | Hours Num |
| Museum Guard PS155 FTE               |         | SC1.80.007 | 80 13703  |
| 01-MAR-25                            | CC      | H          |           |
| Step 1                               | 26.86   |            |           |
| Step 2                               | 28.26   |            |           |
| Step 3                               | 29.75   |            |           |
| Step 4                               | 31.30   |            |           |
| Step 5                               | 32.94   |            |           |
| Museum Guard, PPT PS157 PPT          |         | SC1.80.007 | 80 13703  |
| 01-MAR-25                            | CC      | H          |           |
| Step 1                               | 26.86   |            |           |
| Step 2                               | 28.26   |            |           |
| Step 3                               | 29.75   |            |           |
| Step 4                               | 31.30   |            |           |
| Step 5                               | 32.94   |            |           |
| Museum Guard, PT PS158 PTS           |         | SI1.80.015 | 80 13703  |
| 01-MAR-25                            | CU      | H          |           |
| Step 1                               | 26.85   |            |           |
| Step 2                               | 28.25   |            |           |
| Step 3                               | 29.76   |            |           |
| Step 4                               | 31.31   |            |           |
| Step 5                               | 32.94   |            |           |
| Museum Project Coordinator SC186 FTE |         | TW1.75.009 | 75 13703  |
| 01-MAR-25                            | CC      | M          |           |
| Step 1                               | 7644.23 |            |           |
| Step 2                               | 8046.14 |            |           |
| Step 3                               | 8470.37 |            |           |
| Step 4                               | 8914.91 |            |           |
| Step 5                               | 9385.82 |            |           |
| Museum Security Guard IV PS160 FTE   |         | UH1.80.008 | 80 13703  |
| 01-MAR-25                            | CC      | M          |           |
| Step 1                               | 7276.87 |            |           |
| Step 2                               | 7660.51 |            |           |
| Step 3                               | 8062.40 |            |           |
| Step 4                               | 8488.65 |            |           |
| Step 5                               | 8935.21 |            |           |
| Naturalist, Supervising SC189 FTE    |         | UH1.80.007 | 80 13703  |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25    CC        M  
Step 1   6929.74  
Step 2   7295.10  
Step 3   7678.74  
Step 4   8082.66  
Step 5   8508.95

---

| Job Class Title, Code & Type    | Grade | Normal | Ord |
|---------------------------------|-------|--------|-----|
| Effective Date   Status    Type | Hours | Num    |     |

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|                                 |           |            |          |
|---------------------------------|-----------|------------|----------|
| Neighborhood Law Corps Attorney | AL041 FTE | TM1.75.035 | 75 13703 |
| 01-MAR-25       BE        M     |           |            |          |
| Min   5191.00                   |           |            |          |
| Max   7209.84                   |           |            |          |

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|                                   |           |            |          |
|-----------------------------------|-----------|------------|----------|
| Neighborhood Services Coordinator | SC190 FTE | TW1.75.023 | 75 13703 |
| 01-MAR-25       CC        M       |           |            |          |
| Step 1   6869.71                  |           |            |          |
| Step 2   7230.83                  |           |            |          |
| Step 3   7610.96                  |           |            |          |
| Step 4   8012.21                  |           |            |          |
| Step 5   8434.58                  |           |            |          |

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|                             |           |            |          |
|-----------------------------|-----------|------------|----------|
| Network Architect           | AP383 FTE | UM2.75.021 | 75 13703 |
| 01-MAR-25       CC        M |           |            |          |
| Min   13727.57              |           |            |          |
| Max   16855.49              |           |            |          |

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|                             |           |            |          |
|-----------------------------|-----------|------------|----------|
| Nurse Case Manager          | AP263 FTE | TW1.75.008 | 75 13703 |
| 01-MAR-25       CC        M |           |            |          |
| Step 1   7278.87            |           |            |          |
| Step 2   7662.52            |           |            |          |
| Step 3   8066.44            |           |            |          |
| Step 4   8490.67            |           |            |          |
| Step 5   8937.23            |           |            |          |

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|                             |           |            |          |
|-----------------------------|-----------|------------|----------|
| Nurse Case Manager, PPT     | AP264 PPT | TW1.75.008 | 75 13703 |
| 01-MAR-25       CC        M |           |            |          |
| Step 1   7278.87            |           |            |          |
| Step 2   7662.52            |           |            |          |
| Step 3   8066.44            |           |            |          |
| Step 4   8490.67            |           |            |          |
| Step 5   8937.23            |           |            |          |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

OAK311 Comm Center Specialist SS447 FTE SD1.75.075 75 13852  
15-JUL-25 CC  
Step 1 37.52  
Step 2 39.51  
Step 3 41.60  
Step 4 43.76  
Step 5 46.06

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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OAK311 Comm Center Specialist, PPT SS448 PPT SD1.75.075 75 13852  
15-JUL-25 CC  
Step 1 37.52  
Step 2 39.51  
Step 3 41.60  
Step 4 43.76  
Step 5 46.06

---

OAK311 Comm Center Specialist, PT SS449 PTS SI1.75.026 75 13852  
15-JUL-25 CU  
Step 1 37.52  
Step 2 39.51  
Step 3 41.60  
Step 4 43.76  
Step 5 46.06

---

OAK311 Comm Center Specialist, Senior SS446 FTE TW1.75.008 75 13852  
15-JUL-25 CC M  
Step 1 7278.87  
Step 2 7662.52  
Step 3 8066.44  
Step 4 8490.67  
Step 5 8937.23

---

Office Assistant I SS150 FTE SD1.75.003 75 13703  
01-MAR-25 CC H  
Step 1 23.59  
Step 2 24.81  
Step 3 26.13  
Step 4 27.50  
Step 5 28.94

---

Office Assistant I, PPT SS151 PPT SD1.75.003 75 13703

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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01-MAR-25 CC H

Step 1 23.59

Step 2 24.81

Step 3 26.13

Step 4 27.50

Step 5 28.94

---

Office Assistant I, PT SS152 PTS SI1.75.002 75 13703

01-MAR-25 CU H

Step 1 23.60

Step 2 24.82

Step 3 26.13

Step 4 27.50

Step 5 28.94

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

---

Office Assistant II SS153 FTE SD1.75.070 75 13703

01-MAR-25 CC H

Step 1 27.09

Step 2 28.50

Step 3 30.00

Step 4 31.66

Step 5 33.25

---

Office Assistant II, PPT SS154 PPT SD1.75.070 75 13703

01-MAR-25 CC H

Step 1 27.09

Step 2 28.50

Step 3 30.00

Step 4 31.66

Step 5 33.25

---

Office Assistant II, PT SS155 PTS SI1.75.007 75 13703

01-MAR-25 CU H

Step 1 27.09

Step 2 28.50

Step 3 30.01

Step 4 31.60

Step 5 33.25

---

Office Manager SS156 FTE UM2.75.007 75 13703

01-MAR-25 CC M

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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Step 1 6933.83  
Step 2 7297.15  
Step 3 7682.80  
Step 4 8086.74  
Step 5 8513.00

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Open Government & Legal Services Coord SC246 FTE UM2.75.012 75 13703

01-MAR-25 CC M

Step 1 8847.93  
Step 2 9314.76  
Step 3 9803.95  
Step 4 10321.55  
Step 5 10863.50

---

Oracle Application Developer III AP461 FTE TW1.75.016 75 13703

01-MAR-25 CC M

Step 1 10755.93  
Step 2 11322.25  
Step 3 11919.01  
Step 4 12546.24  
Step 5 13205.91

---

| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

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Oracle Database Administrator MA168 FTE UM2.75.019 75 13703

01-MAR-25 CC M

Min 12450.81

Max 15288.50

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Outreach Developer PP165 FTE TW1.75.008 75 13703

01-MAR-25 CC M

Step 1 7278.87  
Step 2 7662.52  
Step 3 8066.44  
Step 4 8490.67  
Step 5 8937.23

---

Outreach Developer, Ppt PP129 PPT TW1.75.008 75 13703

01-MAR-25 CC M

Step 1 7278.87  
Step 2 7662.52  
Step 3 8066.44  
Step 4 8490.67

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Step 5 8937.23

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|                               |            |    |       |
|-------------------------------|------------|----|-------|
| Outreach Worker, PT PP130 PTS | UG1.75.003 | 75 | 13703 |
| 01-MAR-25 CU H                |            |    |       |
| Step 1 22.29                  |            |    |       |

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|                   |            |    |       |
|-------------------|------------|----|-------|
| Painter TR159 FTE | SB1.80.012 | 80 | 13703 |
| 01-MAR-25 CC H    |            |    |       |
| Step 1 42.02      |            |    |       |
| Step 2 44.21      |            |    |       |
| Step 3 46.56      |            |    |       |
| Step 4 49.00      |            |    |       |
| Step 5 51.59      |            |    |       |

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|                     |            |    |       |
|---------------------|------------|----|-------|
| Paralegal AP212 FTE | TW1.75.008 | 75 | 13703 |
| 01-MAR-25 CC M      |            |    |       |
| Step 1 7278.87      |            |    |       |
| Step 2 7662.52      |            |    |       |
| Step 3 8066.44      |            |    |       |
| Step 4 8490.67      |            |    |       |
| Step 5 8937.23      |            |    |       |

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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|                          |            |    |       |
|--------------------------|------------|----|-------|
| Paralegal, PPT AL012 PPT | TW1.75.005 | 75 | 13703 |
| 01-MAR-25 CC M           |            |    |       |
| Step 1 6288.33           |            |    |       |
| Step 2 6619.19           |            |    |       |
| Step 3 6968.32           |            |    |       |
| Step 4 7333.68           |            |    |       |
| Step 5 7721.38           |            |    |       |

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|                         |            |    |       |
|-------------------------|------------|----|-------|
| Paralegal, PT AL013 PTS | TL1.75.010 | 75 | 13703 |
| 01-MAR-25 CU M          |            |    |       |
| Step 1 6290.17          |            |    |       |
| Step 2 6623.65          |            |    |       |
| Step 3 6965.60          |            |    |       |
| Step 4 7332.88          |            |    |       |
| Step 5 7717.06          |            |    |       |

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|                          |            |    |       |
|--------------------------|------------|----|-------|
| Park Attendant SS202 FTE | SC1.80.003 | 80 | 13703 |
| 01-MAR-25 CC H           |            |    |       |
| Step 1 24.22             |            |    |       |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

Step 2 25.48  
Step 3 26.83  
Step 4 28.24  
Step 5 29.71

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|                               |            |    |       |
|-------------------------------|------------|----|-------|
| Park Attendant, PPT SS157 PPT | SC1.80.003 | 80 | 13703 |
| 01-MAR-25 CC H                |            |    |       |
| Step 1 24.22                  |            |    |       |
| Step 2 25.48                  |            |    |       |
| Step 3 26.83                  |            |    |       |
| Step 4 28.24                  |            |    |       |
| Step 5 29.71                  |            |    |       |

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|                              |            |    |       |
|------------------------------|------------|----|-------|
| Park Attendant, PT TR161 PTS | SI1.80.011 | 80 | 13703 |
| 01-MAR-25 CU H               |            |    |       |
| Step 1 24.22                 |            |    |       |
| Step 2 25.48                 |            |    |       |
| Step 3 26.83                 |            |    |       |
| Step 4 28.24                 |            |    |       |
| Step 5 29.71                 |            |    |       |

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|                                   |            |    |       |
|-----------------------------------|------------|----|-------|
| Park Equipment Operator TR162 FTE | SC1.80.067 | 80 | 13871 |
| 12-APR-25 CC                      |            |    |       |
| Step 1 39.58                      |            |    |       |
| Step 2 41.66                      |            |    |       |
| Step 3 43.86                      |            |    |       |
| Step 4 46.17                      |            |    |       |
| Step 5 48.60                      |            |    |       |

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| Job Class Title, Code & Type | Grade | Normal Hours | Ord Num |
|------------------------------|-------|--------------|---------|
| Effective Date Status Type   |       |              |         |

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|                             |            |    |       |
|-----------------------------|------------|----|-------|
| Park Supervisor I SC193 FTE | UH1.80.010 | 80 | 13703 |
| 01-MAR-25 CC M              |            |    |       |
| Step 1 8023.82              |            |    |       |
| Step 2 8446.02              |            |    |       |
| Step 3 8890.55              |            |    |       |
| Step 4 9357.41              |            |    |       |
| Step 5 9850.64              |            |    |       |

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|                              |            |    |       |
|------------------------------|------------|----|-------|
| Park Supervisor II SC194 FTE | UH1.80.013 | 80 | 13703 |
| 01-MAR-25 CC M               |            |    |       |
| Step 1 9288.38               |            |    |       |
| Step 2 9777.57               |            |    |       |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 3 10291.10  
Step 4 10833.05  
Step 5 11403.45

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|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Parking Control Technician TR164 FTE | SC1.80.009 | 80 | 13703 |
| 01-MAR-25 CC H                       |            |    |       |
| Step 1 30.16                         |            |    |       |
| Step 2 31.76                         |            |    |       |
| Step 3 33.42                         |            |    |       |
| Step 4 35.18                         |            |    |       |
| Step 5 37.01                         |            |    |       |

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|                                         |            |    |       |
|-----------------------------------------|------------|----|-------|
| Parking Control Technician II TR215 FTE | SC1.80.032 | 80 | 13852 |
| 15-JUL-25 CC H                          |            |    |       |
| Step 1 34.07                            |            |    |       |
| Step 2 35.85                            |            |    |       |
| Step 3 37.74                            |            |    |       |
| Step 4 39.73                            |            |    |       |
| Step 5 41.83                            |            |    |       |

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|                                           |            |    |       |
|-------------------------------------------|------------|----|-------|
| Parking Control Technician, PPT TC134 PPT | SC1.80.009 | 80 | 13703 |
| 01-MAR-25 CC H                            |            |    |       |
| Step 1 30.16                              |            |    |       |
| Step 2 31.76                              |            |    |       |
| Step 3 33.42                              |            |    |       |
| Step 4 35.18                              |            |    |       |
| Step 5 37.01                              |            |    |       |

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|                                          |            |    |       |
|------------------------------------------|------------|----|-------|
| Parking Control Technician, PT TC135 PTS | SI1.80.017 | 80 | 13703 |
| 01-MAR-25 CU H                           |            |    |       |
| Step 1 30.16                             |            |    |       |
| Step 2 31.76                             |            |    |       |
| Step 3 33.43                             |            |    |       |
| Step 4 35.17                             |            |    |       |
| Step 5 37.03                             |            |    |       |

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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|                                            |            |    |       |
|--------------------------------------------|------------|----|-------|
| Parking Enforcement Supervisor I TR165 FTE | UH1.80.006 | 80 | 13703 |
| 01-MAR-25 CC M                             |            |    |       |
| Step 1 6600.92                             |            |    |       |
| Step 2 6948.02                             |            |    |       |
| Step 3 7313.37                             |            |    |       |

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Step 4 7699.06

Step 5 8102.98

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Parking Enforcement Supervisor II TR166 FTE UH1.80.012 80 13703

01-MAR-25 CC M

Step 1 8845.89

Step 2 9310.71

Step 3 9801.92

Step 4 10317.50

Step 5 10859.44

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Parking Meter Collection Supervisor SC195 FTE UH1.75.009 75 13703

01-MAR-25 CC M

Step 1 7640.19

Step 2 8044.11

Step 3 8466.30

Step 4 8912.86

Step 5 9381.76

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Parking Meter Collector AF025 FTE SD1.75.024 75 13703

01-MAR-25 CC H

Step 1 29.24

Step 2 30.79

Step 3 32.44

Step 4 34.12

Step 5 35.92

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Parking Meter Collector, PPT TR167 PPT SD1.75.024 75 13703

01-MAR-25 CC H

Step 1 29.24

Step 2 30.79

Step 3 32.44

Step 4 34.12

Step 5 35.92

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Parking Meter Repair Worker TR168 FTE SB1.80.005 80 13703

01-MAR-25 CC H

Step 1 32.90

Step 2 34.64

Step 3 36.47

Step 4 38.40

Step 5 40.43

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
|------------------------------|-------|--------|-----|

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Effective Date    Status    Type

Hours    Num

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|                    |          |     |  |            |    |       |
|--------------------|----------|-----|--|------------|----|-------|
| Parking Supervisor | SC196    | FTE |  | UM2.75.012 | 75 | 13703 |
| 01-MAR-25          | CC       | M   |  |            |    |       |
| Step 1             | 8847.93  |     |  |            |    |       |
| Step 2             | 9314.76  |     |  |            |    |       |
| Step 3             | 9803.95  |     |  |            |    |       |
| Step 4             | 10321.55 |     |  |            |    |       |
| Step 5             | 10863.50 |     |  |            |    |       |

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|                               |         |     |  |            |    |       |
|-------------------------------|---------|-----|--|------------|----|-------|
| Parkland Resources Supervisor | SC197   | FTE |  | UH1.80.010 | 80 | 13703 |
| 01-MAR-25                     | CC      | M   |  |            |    |       |
| Step 1                        | 8023.82 |     |  |            |    |       |
| Step 2                        | 8446.02 |     |  |            |    |       |
| Step 3                        | 8890.55 |     |  |            |    |       |
| Step 4                        | 9357.41 |     |  |            |    |       |
| Step 5                        | 9850.64 |     |  |            |    |       |

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|                              |       |     |  |            |    |       |
|------------------------------|-------|-----|--|------------|----|-------|
| Parklands Maintenance Worker | TR169 | FTE |  | SC1.80.023 | 80 | 13703 |
| 01-MAR-25                    | CC    | H   |  |            |    |       |
| Step 1                       | 31.68 |     |  |            |    |       |
| Step 2                       | 33.36 |     |  |            |    |       |
| Step 3                       | 35.10 |     |  |            |    |       |
| Step 4                       | 36.96 |     |  |            |    |       |
| Step 5                       | 38.89 |     |  |            |    |       |

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|                                 |         |     |  |            |    |       |
|---------------------------------|---------|-----|--|------------|----|-------|
| Parks & Rec Training Specialist | AP266   | FTE |  | TW1.75.009 | 75 | 13703 |
| 01-MAR-25                       | CC      | M   |  |            |    |       |
| Step 1                          | 7644.23 |     |  |            |    |       |
| Step 2                          | 8046.14 |     |  |            |    |       |
| Step 3                          | 8470.37 |     |  |            |    |       |
| Step 4                          | 8914.91 |     |  |            |    |       |
| Step 5                          | 9385.82 |     |  |            |    |       |

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|                                |          |     |  |            |    |       |
|--------------------------------|----------|-----|--|------------|----|-------|
| Pavement Management Supervisor | TR171    | FTE |  | UH1.75.012 | 75 | 13703 |
| 01-MAR-25                      | CC       | M   |  |            |    |       |
| Step 1                         | 8845.89  |     |  |            |    |       |
| Step 2                         | 9310.71  |     |  |            |    |       |
| Step 3                         | 9801.92  |     |  |            |    |       |
| Step 4                         | 10317.50 |     |  |            |    |       |
| Step 5                         | 10859.44 |     |  |            |    |       |

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|                       |       |     |  |            |    |       |
|-----------------------|-------|-----|--|------------|----|-------|
| Payroll Administrator | EM278 | FTE |  | UK2.75.026 | 75 | 13871 |
| 06-JAN-26             | BE    | M   |  |            |    |       |

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**ATTACHMENT A**  
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Min 17526.37

Max 21518.15

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| Job Class Title, Code & Type         | Grade      | Normal | Ord   |
|--------------------------------------|------------|--------|-------|
| Effective Date   Status   Type       | Hours      | Num    |       |
| Payroll Control Specialist SS158 FTE | UH1.75.024 | 75     | 13703 |
| 01-MAR-25   CC   M                   |            |        |       |
| Step 1                               | 8427.75    |        |       |
| Step 2                               | 8870.25    |        |       |
| Step 3                               | 9337.09    |        |       |
| Step 4                               | 9830.36    |        |       |
| Step 5                               | 10347.96   |        |       |

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|                                     |            |    |       |
|-------------------------------------|------------|----|-------|
| Payroll Personnel Clerk I SS159 FTE | SD1.75.006 | 75 | 13703 |
| 01-MAR-25   CC   H                  |            |    |       |
| Step 1                              | 24.90      |    |       |
| Step 2                              | 26.21      |    |       |
| Step 3                              | 27.60      |    |       |
| Step 4                              | 29.08      |    |       |
| Step 5                              | 30.57      |    |       |

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|                                         |            |    |       |
|-----------------------------------------|------------|----|-------|
| Payroll Personnel Clerk I, PT SS160 PTS | SI1.75.003 | 75 | 13703 |
| 01-MAR-25   CU   H                      |            |    |       |
| Step 1                                  | 24.89      |    |       |
| Step 2                                  | 26.21      |    |       |
| Step 3                                  | 27.61      |    |       |
| Step 4                                  | 29.03      |    |       |
| Step 5                                  | 30.55      |    |       |

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|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Payroll Personnel Clerk II SS161 FTE | SD1.75.022 | 75 | 13703 |
| 01-MAR-25   CC   H                   |            |    |       |
| Step 1                               | 29.13      |    |       |
| Step 2                               | 30.67      |    |       |
| Step 3                               | 32.27      |    |       |
| Step 4                               | 33.97      |    |       |
| Step 5                               | 35.76      |    |       |

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|                                          |            |    |       |
|------------------------------------------|------------|----|-------|
| Payroll Personnel Clerk II, PT SS162 PTS | SI1.75.009 | 75 | 13703 |
| 01-MAR-25   CU   H                       |            |    |       |
| Step 1                                   | 29.14      |    |       |
| Step 2                                   | 30.65      |    |       |
| Step 3                                   | 30.90      |    |       |
| Step 4                                   | 33.97      |    |       |

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**ATTACHMENT A  
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Step 5 35.76

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|                             |       |     |            |    |       |
|-----------------------------|-------|-----|------------|----|-------|
| Payroll Personnel Clerk III | SS163 | FTE | UH1.75.002 | 75 | 13703 |
|-----------------------------|-------|-----|------------|----|-------|

01-MAR-25 CC M

Step 1 5701.21

Step 2 6001.71

Step 3 6317.17

Step 4 6649.65

Step 5 6999.19

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|                           |       |     |            |    |       |
|---------------------------|-------|-----|------------|----|-------|
| Performance Audit Manager | AP393 | FTE | UM1.75.017 | 75 | 13703 |
|---------------------------|-------|-----|------------|----|-------|

01-MAR-25 BE M

Step 1 11293.85

Step 2 11888.57

Step 3 12513.74

Step 4 13173.43

Step 5 13865.60

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|                     |       |     |            |    |       |
|---------------------|-------|-----|------------|----|-------|
| Performance Auditor | AP391 | FTE | TW1.75.007 | 75 | 13703 |
|---------------------|-------|-----|------------|----|-------|

01-MAR-25 CC M

Step 1 6933.81

Step 2 7297.15

Step 3 7682.81

Step 4 8086.75

Step 5 8513.00

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|                          |       |     |            |    |       |
|--------------------------|-------|-----|------------|----|-------|
| Performance Auditor, Sr. | AP392 | FTE | TW1.75.012 | 75 | 13703 |
|--------------------------|-------|-----|------------|----|-------|

01-MAR-25 CC M

Step 1 8847.93

Step 2 9314.78

Step 3 9803.96

Step 4 10321.56

Step 5 10863.52

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|                     |       |     |            |    |       |
|---------------------|-------|-----|------------|----|-------|
| Permit Technician I | ET130 | FTE | SD1.75.045 | 75 | 13703 |
|---------------------|-------|-----|------------|----|-------|

01-MAR-25 CC H

Step 1 36.36

Step 2 38.28

Step 3 40.28

Step 4 42.40

Step 5 44.63

**ATTACHMENT A  
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|                                     |          |      |            |        |       |
|-------------------------------------|----------|------|------------|--------|-------|
| Permit Technician II ET131 FTE      |          |      | SD1.75.051 | 75     | 13703 |
| 01-MAR-25                           | CC       | H    |            |        |       |
| Step 1                              | 38.83    |      |            |        |       |
| Step 2                              | 40.87    |      |            |        |       |
| Step 3                              | 43.02    |      |            |        |       |
| Step 4                              | 45.30    |      |            |        |       |
| Step 5                              | 47.68    |      |            |        |       |
| Planner I AP269 FTE                 |          |      | TW1.75.007 | 75     | 13703 |
| 01-MAR-25                           | CC       | M    |            |        |       |
| Step 1                              | 6933.81  |      |            |        |       |
| Step 2                              | 7297.15  |      |            |        |       |
| Step 3                              | 7682.81  |      |            |        |       |
| Step 4                              | 8086.75  |      |            |        |       |
| Step 5                              | 8513.00  |      |            |        |       |
| Job Class Title, Code & Type        |          |      | Grade      | Normal | Ord   |
| Effective Date                      | Status   | Type | Hours      | Num    |       |
| Planner II AP272 FTE                |          |      | TW1.75.010 | 75     | 13703 |
| 01-MAR-25                           | CC       | M    |            |        |       |
| Step 1                              | 8025.85  |      |            |        |       |
| Step 2                              | 8448.05  |      |            |        |       |
| Step 3                              | 8892.58  |      |            |        |       |
| Step 4                              | 9361.47  |      |            |        |       |
| Step 5                              | 9854.71  |      |            |        |       |
| Planner II, Design Review AP273 FTE |          |      | TW1.75.021 | 75     | 13703 |
| 01-MAR-25                           | CC       | M    |            |        |       |
| Step 1                              | 7424.45  |      |            |        |       |
| Step 2                              | 7815.76  |      |            |        |       |
| Step 3                              | 8227.77  |      |            |        |       |
| Step 4                              | 8660.48  |      |            |        |       |
| Step 5                              | 9115.97  |      |            |        |       |
| Planner III AP274 FTE               |          |      | TW1.75.013 | 75     | 13703 |
| 01-MAR-25                           | CC       | M    |            |        |       |
| Step 1                              | 9290.41  |      |            |        |       |
| Step 2                              | 10024.08 |      |            |        |       |
| Step 3                              | 10295.17 |      |            |        |       |
| Step 4                              | 10837.12 |      |            |        |       |
| Step 5                              | 11407.51 |      |            |        |       |

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TW1.75.011 75 13703

Planner III, Design Review AP275 FTE  
01-MAR-25 CC M  
Step 1 8427.75  
Step 2 8870.25  
Step 3 9337.09  
Step 4 9830.36  
Step 5 10347.96

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Planner III, Historic Preservation AP380 FTE TW1.75.013 75 13703  
01-MAR-25 CC M  
Step 1 9290.41  
Step 2 10024.08  
Step 3 10295.17  
Step 4 10837.12  
Step 5 11407.51

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Planner III, Historical Preservation PPT AP276 PPT TW1.75.013 75 13703  
01-MAR-25 CC M  
Step 1 9290.41  
Step 2 10024.08  
Step 3 10295.17  
Step 4 10837.12  
Step 5 11407.51

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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|                            |            |    |       |
|----------------------------|------------|----|-------|
| Planner III, PPT AP370 PPT | TW1.75.013 | 75 | 13703 |
| 01-MAR-25 CC M             |            |    |       |
| Step 1 9290.41             |            |    |       |
| Step 2 10024.08            |            |    |       |
| Step 3 10295.17            |            |    |       |
| Step 4 10837.12            |            |    |       |
| Step 5 11407.51            |            |    |       |

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|                      |            |    |       |
|----------------------|------------|----|-------|
| Planner IV AP277 FTE | UM2.75.018 | 75 | 13703 |
| 01-MAR-25 CC M       |            |    |       |
| Step 1 11858.12      |            |    |       |
| Step 2 12483.29      |            |    |       |
| Step 3 13138.93      |            |    |       |
| Step 4 13831.11      |            |    |       |
| Step 5 14559.79      |            |    |       |

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|                          |            |    |       |
|--------------------------|------------|----|-------|
| Planner IV PPT AP403 PPT | UM2.75.018 | 75 | 13703 |
|--------------------------|------------|----|-------|

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01-MAR-25 CC M

Step 1 11858.12

Step 2 12483.29

Step 3 13138.93

Step 4 13831.11

Step 5 14559.79

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Planner IV, Design Review AP278 FTE TW1.75.015 75 13703

01-MAR-25 CC M

Step 1 10244.41

Step 2 10782.32

Step 3 11350.65

Step 4 11947.43

Step 5 12576.66

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Planning Inspector, Supervising SC199 FTE UH1.75.027 75 13703

01-MAR-25 CC

Step 1 12458.43

Step 2 13115.26

Step 3 13804.08

Step 4 14531.31

Step 5 15296.87

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Planning Intern, PT SS164 PTS UG1.75.004 75 13703

01-MAR-25 CU H

Step 1 24.14

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Planning Investigator AP282 FTE SD1.75.063 75 13703

01-MAR-25 CC H

Step 1 48.37

Step 2 50.90

Step 3 53.58

Step 4 56.40

Step 5 59.38

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Plumber TR172 FTE SB1.80.018 80 13703

01-MAR-25 CC H

Step 1 44.84

Step 2 47.20

Step 3 49.68

Step 4 52.32

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Step 5 55.07

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Police Cadet, PT PS161 PTS UG1.80.019 80 13703

01-MAR-25 CU H

Step 1 19.97

Step 2 20.41

Step 3 20.91

Step 4 21.52

Step 5 22.02

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Police Communications Dispatcher PS162 FTE SC1.80.033 80 13703

01-MAR-25 CC H

Step 1 51.59

Step 2 52.88

Step 3 54.25

Step 4 55.64

Step 5 57.07

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Police Communications Dispatcher, Senior PS203 FTE UH1.80.023 80 13703

01-MAR-25 CC M

Step 1 8582.03

Step 2 9034.49

Step 3 9508.47

Step 4 10011.19

Step 5 10537.83

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Police Communications Manager MA160 FTE UM1.75.027 75 13703

01-MAR-25 BE M

Min 12575.33

Max 15441.37

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
|------------------------------|-------|--------|-----|

| Effective Date | Status | Type | Hours | Num |
|----------------|--------|------|-------|-----|
|----------------|--------|------|-------|-----|

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Police Communications Operator PS163 FTE SC1.80.049 80 13703

01-MAR-25 CC H

Step 1 45.01

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Police Communications Supervisor PS164 FTE UH1.80.038 80 13703

01-MAR-25 CC M

Step 1 9720.97

Step 2 10233.97

Step 3 10772.73

Step 4 11339.58

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FOR ELECTED OFFICIALS SOA**

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Step 5 11936.90  
Step 6 0.00

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Police Drug Abatement Prg Coord SC200 FTE TA1.75.009 75 13703

01-MAR-25 CC M

Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91  
Step 5 9385.82

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Police Evidence Technician PS165 FTE SC1.80.028 80 13703

01-MAR-25 CC H

Step 1 39.14  
Step 2 41.20  
Step 3 43.35  
Step 4 45.63  
Step 5 48.03

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Police Identification Section Sup PS166 FTE UH1.80.011 80 13703

01-MAR-25 CC M

Step 1 8575.32  
Step 2 9027.83  
Step 3 9503.11  
Step 4 10003.16  
Step 5 10530.09  
Step 6 10546.88

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Police Officer PS167 FTE PP1.80.002 80 13703

05-JUL-25 CC M

Step 1 9731.82  
Step 2 11235.06  
Step 3 11611.40  
Step 4 12021.96  
Step 5 12960.35

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Police Officer PS189 FTE PP1.84.001 84 13703

05-JUL-25 CC M

Step 1 10218.41  
Step 2 11796.81  
Step 3 12191.98

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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Step 4 12623.04

Step 5 13608.39

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|                                 |            |    |       |
|---------------------------------|------------|----|-------|
| Police Officer (PERS) PS168 FTE | PP1.80.001 | 80 | 13703 |
|---------------------------------|------------|----|-------|

05-JUL-25 CC M

Step 1 8830.69

Step 2 10304.52

Step 3 10699.09

Step 4 11052.60

Step 5 11447.19

Step 6 12366.92

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|                                 |            |    |       |
|---------------------------------|------------|----|-------|
| Police Officer (PERS) PS190 FTE | PP1.84.002 | 84 | 13703 |
|---------------------------------|------------|----|-------|

05-JUL-25 CC M

Step 1 9272.23

Step 2 10819.72

Step 3 11234.04

Step 4 11605.23

Step 5 12019.37

Step 6 12985.26

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|                                  |            |    |       |
|----------------------------------|------------|----|-------|
| Police Officer Trainee PS169 FTE | PT1.80.001 | 80 | 13703 |
|----------------------------------|------------|----|-------|

05-JUL-25 CU M

Step 1 7502.58

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|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Police Performance Auditor AP210 FTE | TW1.75.012 | 75 | 13703 |
|--------------------------------------|------------|----|-------|

01-MAR-25 CC M

Step 1 8847.93

Step 2 9314.78

Step 3 9803.96

Step 4 10321.56

Step 5 10863.52

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|                                                  |            |    |       |
|--------------------------------------------------|------------|----|-------|
| Police Personnel Operations Specialist AP284 FTE | UH1.75.012 | 75 | 13703 |
|--------------------------------------------------|------------|----|-------|

01-MAR-25 CC M

Step 1 8845.89

Step 2 9310.71

Step 3 9801.92

Step 4 10317.50

Step 5 10859.44

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|                              |        |        |           |
|------------------------------|--------|--------|-----------|
| Job Class Title, Code & Type | Grade  | Normal | Ord       |
| Effective Date               | Status | Type   | Hours Num |

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Police Program & Performance Audit Sup AP291 FTE UM2.75.017 75 13703

01-MAR-25 CC M

Step 1 11293.83

Step 2 11888.56

Step 3 12513.74

Step 4 13173.44

Step 5 13865.59

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Police Property Specialist PS170 FTE SC1.80.017 80 13703

01-MAR-25 CC H

Step 1 32.31

Step 2 34.00

Step 3 35.80

Step 4 37.67

Step 5 39.66

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Police Property Supervisor PS182 FTE UH1.80.042 80 13703

01-MAR-25 cc M

Step 1 7994.83

Step 2 8416.32

Step 3 8857.89

Step 4 9326.20

Step 5 9816.80

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Police Records Specialist SS165 FTE SD1.75.029 75 13703

01-MAR-25 CC H

Step 1 31.44

Step 2 33.11

Step 3 34.85

Step 4 36.69

Step 5 38.62

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Police Records Specialist, PPT SS206 PPT SD1.75.029 75 13703

01-MAR-25 CC H

Step 1 31.44

Step 2 33.11

Step 3 34.85

Step 4 36.69

Step 5 38.62

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Police Records Supervisor PS171 FTE UH1.75.022 75 13703

01-MAR-25 CC M

Step 1 7495.16

Step 2 7890.30

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 3 8304.26  
Step 4 8743.31  
Step 5 9203.25

| Job Class Title, Code & Type  |          |      | Grade      | Normal | Ord   |
|-------------------------------|----------|------|------------|--------|-------|
| Effective Date                | Status   | Type | Hours      | Num    |       |
| <hr/>                         |          |      |            |        |       |
| Police Services Manager I     | MA152    | FTE  | UM1.75.019 | 75     | 13703 |
| 01-MAR-25                     | BE       | M    |            |        |       |
| Min                           | 12450.82 |      |            |        |       |
| Max                           | 15288.48 |      |            |        |       |
| <hr/>                         |          |      |            |        |       |
| Police Services Manager II    | MA151    | FTE  | UM1.75.023 | 75     | 13703 |
| 01-MAR-25                     | BE       | M    |            |        |       |
| Min                           | 15136.24 |      |            |        |       |
| Max                           | 18582.86 |      |            |        |       |
| <hr/>                         |          |      |            |        |       |
| Police Services Technician II | PS173    | FTE  | SC1.80.016 | 80     | 13703 |
| 01-MAR-25                     | CC       | H    |            |        |       |
| Step 1                        | 33.33    |      |            |        |       |
| Step 2                        | 35.11    |      |            |        |       |
| Step 3                        | 36.92    |      |            |        |       |
| Step 4                        | 38.88    |      |            |        |       |
| Step 5                        | 40.94    |      |            |        |       |
| <hr/>                         |          |      |            |        |       |
| Police Technical Writer       | AP285    | FTE  | TW1.75.009 | 75     | 13703 |
| 01-MAR-25                     | CC       | M    |            |        |       |
| Step 1                        | 7644.23  |      |            |        |       |
| Step 2                        | 8046.14  |      |            |        |       |
| Step 3                        | 8470.37  |      |            |        |       |
| Step 4                        | 8914.91  |      |            |        |       |
| Step 5                        | 9385.82  |      |            |        |       |
| <hr/>                         |          |      |            |        |       |
| Pool Manager                  | AP467    | FTE  | SC1.80.050 | 80     | 13703 |
| 01-MAR-25                     | CC       | H    |            |        |       |
| Step 1                        | 26.31    |      |            |        |       |
| Step 2                        | 27.67    |      |            |        |       |
| Step 3                        | 29.14    |      |            |        |       |
| Step 4                        | 30.68    |      |            |        |       |
| Step 5                        | 32.29    |      |            |        |       |
| <hr/>                         |          |      |            |        |       |
| Pool Manager, PPT             | AP366    | PPT  | SC1.80.050 | 80     | 13703 |
| 01-MAR-25                     | CC       | H    |            |        |       |
| Step 1                        | 26.31    |      |            |        |       |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 2 27.67  
Step 3 29.14  
Step 4 30.68  
Step 5 32.29

---

| Job Class Title, Code & Type     | Grade      | Normal | Ord   |
|----------------------------------|------------|--------|-------|
| Effective Date    Status    Type | Hours      | Num    |       |
| Pool Manager, PT AP286 PTS       | SI1.80.009 | 80     | 13703 |
| 01-MAR-25    CU    H             |            |        |       |
| Step 1 26.31                     |            |        |       |
| Step 2 27.67                     |            |        |       |
| Step 3 29.14                     |            |        |       |
| Step 4 30.68                     |            |        |       |
| Step 5 32.29                     |            |        |       |

---

|                           |            |    |       |
|---------------------------|------------|----|-------|
| Pool Technician TR207 FTE | SC1.80.005 | 80 | 13703 |
| 01-MAR-25    CC    H      |            |    |       |
| Step 1 24.77              |            |    |       |
| Step 2 26.08              |            |    |       |
| Step 3 27.45              |            |    |       |
| Step 4 28.90              |            |    |       |
| Step 5 30.41              |            |    |       |

---

|                                |            |    |       |
|--------------------------------|------------|----|-------|
| Pool Technician, PPT TR208 PPT | SC1.80.005 | 80 | 13703 |
| 01-MAR-25    CC    H           |            |    |       |
| Step 1 24.77                   |            |    |       |
| Step 2 26.08                   |            |    |       |
| Step 3 27.45                   |            |    |       |
| Step 4 28.90                   |            |    |       |
| Step 5 30.41                   |            |    |       |

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|                               |            |    |       |
|-------------------------------|------------|----|-------|
| Pool Technician, PT TR209 PTS | SI1.80.014 | 80 | 13703 |
| 01-MAR-25    CU    H          |            |    |       |
| Step 1 24.78                  |            |    |       |
| Step 2 26.07                  |            |    |       |
| Step 3 27.45                  |            |    |       |
| Step 4 28.90                  |            |    |       |
| Step 5 30.41                  |            |    |       |

---

|                                     |            |    |       |
|-------------------------------------|------------|----|-------|
| Principal Inspection Supv IS122 FTE | UH1.80.041 | 80 | 13703 |
| 01-MAR-25    CC    M                |            |    |       |
| Step 1 11468.66                     |            |    |       |
| Step 2 12072.73                     |            |    |       |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 3 12707.12  
Step 4 13376.14  
Step 5 14079.79

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|                                  |            |          |
|----------------------------------|------------|----------|
| Process Coordinator II AP290 FTE | SD1.75.059 | 75 13703 |
|----------------------------------|------------|----------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | H |
|-----------|----|---|

Step 1 46.74  
Step 2 49.20  
Step 3 51.80  
Step 4 54.51  
Step 5 57.39

---

|                              |       |            |
|------------------------------|-------|------------|
| Job Class Title, Code & Type | Grade | Normal Ord |
| Effective Date Status Type   | Hours | Num        |

---

|                                   |            |          |
|-----------------------------------|------------|----------|
| Process Coordinator III SC202 FTE | TW1.75.012 | 75 13703 |
|-----------------------------------|------------|----------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | M |
|-----------|----|---|

Step 1 8847.93  
Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

---

|                                                   |            |          |
|---------------------------------------------------|------------|----------|
| Procurement and Contracts Administrator EM279 FTE | UK2.75.026 | 75 13871 |
|---------------------------------------------------|------------|----------|

|           |    |   |
|-----------|----|---|
| 06-JAN-26 | BE | M |
|-----------|----|---|

Min 17526.37  
Max 21518.15

---

|                                         |            |          |
|-----------------------------------------|------------|----------|
| Production Control Supervisor SC203 FTE | UM2.75.010 | 75 13703 |
|-----------------------------------------|------------|----------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | M |
|-----------|----|---|

Step 1 8025.86  
Step 2 8448.04  
Step 3 8892.58  
Step 4 9361.46  
Step 5 9854.72

---

|                             |            |          |
|-----------------------------|------------|----------|
| Program Analyst I AP292 FTE | TW1.75.006 | 75 13703 |
|-----------------------------|------------|----------|

|           |    |   |
|-----------|----|---|
| 01-MAR-25 | CC | M |
|-----------|----|---|

Step 1 6602.95  
Step 2 6950.05  
Step 3 7315.42  
Step 4 7701.08  
Step 5 8107.05

---

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Program Analyst I, PPT AP357 PPT  
01-MAR-25 CC M  
Step 1 6602.95  
Step 2 6950.05  
Step 3 7315.42  
Step 4 7701.08  
Step 5 8107.05

---

Program Analyst I, PT AP361 PTS  
01-MAR-25 CU M  
Step 1 6602.31  
Step 2 6949.37  
Step 3 7314.70  
Step 4 7700.33  
Step 5 8106.26

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

---

Program Analyst II AP293 FTE  
01-MAR-25 CC M  
Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91  
Step 5 9385.82

---

Program Analyst II, PPT AP358 PPT  
01-MAR-25 CC M  
Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91  
Step 5 9385.82

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Program Analyst II, PT AP362 PTS  
01-MAR-25 CU H  
Step 1 47.04  
Step 2 49.50  
Step 3 52.13  
Step 4 54.88  
Step 5 57.77

---

Program Analyst III SC204 FTE  
UM2.75.012 75 13703

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CC M  
Step 1 8847.93  
Step 2 9314.76  
Step 3 9803.95  
Step 4 10321.55  
Step 5 10863.50

---

Program Analyst III, PPT AP360 PPT TW1.75.012 75 13703

01-MAR-25 CC M  
Step 1 8847.93  
Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

---

Program Manager MA175 FTE UM2.75.019 75 13703

01-MAR-25 CC M  
Min 12450.81  
Max 15288.50

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

---

Programmer Analyst III, PPT AP297 PPT TW1.75.015 75 13703

01-MAR-25 CC M  
Step 1 10244.41  
Step 2 10782.32  
Step 3 11350.65  
Step 4 11947.43  
Step 5 12576.66

---

Project Manager EM216 FTE UM2.75.019 75 13703

01-MAR-25 CC M  
Min 12450.81  
Max 15288.50

---

Project Manager (PPT) EM226 PPT UM2.75.019 75 13703

01-MAR-25 CC M  
Min 12450.81  
Max 15288.50

---

Project Manager II EM211 FTE UM2.75.022 75 13703

01-MAR-25 CC M  
Min 14413.64

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Max 17697.87

---

|                                    |            |    |       |
|------------------------------------|------------|----|-------|
| Project Manager II (PPT) EM227 PPT | UM1.75.022 | 75 | 13703 |
| 01-MAR-25 CC M                     |            |    |       |
| Min 14413.65                       |            |    |       |
| Max 17697.87                       |            |    |       |

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|                               |            |    |       |
|-------------------------------|------------|----|-------|
| Project Manager III EM212 FTE | UM1.75.025 | 75 | 13703 |
| 01-MAR-25 BE M                |            |    |       |
| Min 16687.03                  |            |    |       |
| Max 20486.81                  |            |    |       |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

---

|                                    |            |    |       |
|------------------------------------|------------|----|-------|
| Project Manager III, PPT EM213 PPT | UM1.75.025 | 75 | 13703 |
| 01-MAR-25 BE M                     |            |    |       |
| Min 16687.03                       |            |    |       |
| Max 20486.81                       |            |    |       |

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|                                   |            |    |       |
|-----------------------------------|------------|----|-------|
| Project Manager III, PT EM214 PTS | TL1.75.020 | 75 | 13703 |
| 01-MAR-25 CU M                    |            |    |       |
| Min 16043.64                      |            |    |       |
| Max 19696.93                      |            |    |       |

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|                                        |            |    |       |
|----------------------------------------|------------|----|-------|
| Public Information Officer I AP298 FTE | TW1.75.008 | 75 | 13703 |
| 01-MAR-25 CC M                         |            |    |       |
| Step 1 7278.87                         |            |    |       |
| Step 2 7662.52                         |            |    |       |
| Step 3 8066.44                         |            |    |       |
| Step 4 8490.67                         |            |    |       |
| Step 5 8937.23                         |            |    |       |

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|                                         |            |    |       |
|-----------------------------------------|------------|----|-------|
| Public Information Officer II AP299 FTE | TW1.75.012 | 75 | 13703 |
| 01-MAR-25 CC M                          |            |    |       |
| Step 1 8847.93                          |            |    |       |
| Step 2 9314.78                          |            |    |       |
| Step 3 9803.96                          |            |    |       |
| Step 4 10321.56                         |            |    |       |
| Step 5 10863.52                         |            |    |       |

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|                                              |            |    |       |
|----------------------------------------------|------------|----|-------|
| Public Information Officer II, PPT AP300 PPT | TW1.75.012 | 75 | 13703 |
| 01-MAR-25 CC M                               |            |    |       |
| Step 1 8847.93                               |            |    |       |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

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|                                   |       |     |            |    |       |
|-----------------------------------|-------|-----|------------|----|-------|
| Public Information Officer II, PT | AP301 | PTS | TL1.75.018 | 75 | 13703 |
| 01-MAR-25                         | CU    | M   |            |    |       |
| Step 1                            |       |     | 9203.05    |    |       |
| Step 2                            |       |     | 9682.20    |    |       |
| Step 3                            |       |     | 10197.23   |    |       |
| Step 4                            |       |     | 10733.36   |    |       |
| Step 5                            |       |     | 11299.05   |    |       |

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|                                  |       |        |     |
|----------------------------------|-------|--------|-----|
| Job Class Title, Code & Type     | Grade | Normal | Ord |
| Effective Date    Status    Type | Hours | Num    |     |

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|                                |       |     |            |    |       |
|--------------------------------|-------|-----|------------|----|-------|
| Public Information Officer III | AP302 | FTE | TW1.75.015 | 75 | 13703 |
| 01-MAR-25                      | CC    | M   |            |    |       |
| Step 1                         |       |     | 10244.41   |    |       |
| Step 2                         |       |     | 10782.32   |    |       |
| Step 3                         |       |     | 11350.65   |    |       |
| Step 4                         |       |     | 11947.43   |    |       |
| Step 5                         |       |     | 12576.66   |    |       |

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|                               |       |     |            |    |       |
|-------------------------------|-------|-----|------------|----|-------|
| Public Service Representative | SS169 | FTE | SD1.75.029 | 75 | 13703 |
| 01-MAR-25                     | CC    | H   |            |    |       |
| Step 1                        |       |     | 31.44      |    |       |
| Step 2                        |       |     | 33.11      |    |       |
| Step 3                        |       |     | 34.85      |    |       |
| Step 4                        |       |     | 36.69      |    |       |
| Step 5                        |       |     | 38.62      |    |       |

---

|                                    |       |     |            |    |       |
|------------------------------------|-------|-----|------------|----|-------|
| Public Service Representative, PPT | SS196 | PPT | SD1.75.029 | 75 | 13703 |
| 01-MAR-25                          | CC    | H   |            |    |       |
| Step 1                             |       |     | 31.44      |    |       |
| Step 2                             |       |     | 33.11      |    |       |
| Step 3                             |       |     | 34.85      |    |       |
| Step 4                             |       |     | 36.69      |    |       |
| Step 5                             |       |     | 38.62      |    |       |

---

|                                   |       |     |            |    |       |
|-----------------------------------|-------|-----|------------|----|-------|
| Public Service Representative, PT | SS198 | PTS | SI1.75.011 | 75 | 13703 |
| 01-MAR-25                         | CU    | H   |            |    |       |
| Step 1                            |       |     | 31.42      |    |       |
| Step 2                            |       |     | 33.11      |    |       |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 3 34.84  
Step 4 36.67  
Step 5 38.60

---

Public Service Representative, Senior PP155 FTE TW1.75.004 75 13703

01-MAR-25 CC M

Step 1 5989.93  
Step 2 6304.57  
Step 3 6635.43  
Step 4 6984.56  
Step 5 7353.99

---

Public Works Maintenance Worker TR174 FTE SC1.80.011 80 13703

01-MAR-25 CC H

Step 1 30.71  
Step 2 32.32  
Step 3 34.03  
Step 4 35.81  
Step 5 37.72

---

| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

---

Public Works Operations Manager MA137 FTE UM1.75.022 75 13703

01-MAR-25 BE M

Min 14413.65  
Max 17697.87

---

Public Works Personnel Coordinator MA138 FTE UM2.75.014 75 13703

01-MAR-25 CC M

Step 1 9755.25  
Step 2 10268.80  
Step 3 10810.75  
Step 4 11379.09  
Step 5 11977.88

---

Public Works Supervisor I SC206 FTE UH1.80.026 80 13703

01-MAR-25 CC M

Step 1 8184.30  
Step 2 8614.94  
Step 3 9068.35  
Step 4 9544.56  
Step 5 10047.65

---

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Public Works Supervisor II SC207 FTE

UH1.80.027 80 13703

01-MAR-25 CC M

Step 1 9474.15  
Step 2 9973.12  
Step 3 10496.93  
Step 4 11049.71  
Step 5 11631.52

---

Public Works Utility Worker, PPT TR200 PPT

SC1.80.053 80 13703

01-MAR-25 CC H

Step 1 30.75  
Step 2 32.36  
Step 3 34.07  
Step 4 35.88  
Step 5 37.72

---

Purchasing Supervisor AF053 FTE

UH1.75.014 75 13703

01-MAR-25 cc M

Step 1 9753.22  
Step 2 10264.72  
Step 3 10806.67  
Step 4 11375.03  
Step 5 11973.82

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

---

Real Estate Agent AP308 FTE

TF1.75.011 75 13703

01-MAR-25 CC M

Step 1 9069.45  
Step 2 9546.12  
Step 3 10047.88  
Step 4 10576.86  
Step 5 11132.96

---

Real Estate Agent, Supervising AP309 FTE

UM2.75.017 75 13703

01-MAR-25 CC M

Step 1 11293.83  
Step 2 11888.56  
Step 3 12513.74  
Step 4 13173.44  
Step 5 13865.59

---

Real Estate Collections Officer AF034 FTE

SD1.75.038 75 13703

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CC H  
Step 1 34.27  
Step 2 36.08  
Step 3 37.98  
Step 4 39.98  
Step 5 42.05

---

Receptionist SS170 FTE SD1.75.011 75 13703

01-MAR-25 CC H  
Step 1 26.30  
Step 2 27.68  
Step 3 29.13  
Step 4 30.68  
Step 5 32.29

---

Receptionist to the City Attorney SS171 FTE TW1.75.002 75 13703

01-MAR-25 CC M  
Step 1 5431.76  
Step 2 5717.96  
Step 3 6018.37  
Step 4 6335.02  
Step 5 6669.94

---

Receptionist to the City Auditor SS197 FTE TW1.75.002 75 13703

01-MAR-25 CC M  
Step 1 5431.76  
Step 2 5717.96  
Step 3 6018.37  
Step 4 6335.02  
Step 5 6669.94

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

---

Receptionist to the City Auditor, PPT SS204 PPT TW1.75.002 75 13703

01-MAR-25 CC M  
Step 1 5431.76  
Step 2 5717.96  
Step 3 6018.37  
Step 4 6335.02  
Step 5 6669.94

---

Receptionist to the City Auditor, PT SS205 PTS TL1.75.024 75 13703

01-MAR-25 CU M

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

Step 1 5431.23  
Step 2 5717.39  
Step 3 6017.78  
Step 4 6334.40  
Step 5 6669.29

---

Receptionist to the City Clerk SS172 FTE TW1.75.002 75 13703

01-MAR-25 CC M

Step 1 5431.76  
Step 2 5717.96  
Step 3 6018.37  
Step 4 6335.02  
Step 5 6669.94

---

Receptionist to the City Council SS173 FTE SD1.75.011 75 13703

01-MAR-25 CC H

Step 1 26.30  
Step 2 27.68  
Step 3 29.13  
Step 4 30.68  
Step 5 32.29

---

Receptionist, PPT SS174 PPT SD1.75.011 75 13703

01-MAR-25 CC H

Step 1 26.30  
Step 2 27.68  
Step 3 29.13  
Step 4 30.68  
Step 5 32.29

---

Receptionist, PT SS175 PTS SI1.75.022 75 13703

01-MAR-25 CU H

Step 1 26.31  
Step 2 27.68  
Step 3 29.13  
Step 4 30.68  
Step 5 32.29

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Recreation Aide, PT SS177 PTS SI1.80.001 80 13703

01-MAR-25 CU H

Step 1 17.65

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Step 2 18.52  
Step 3 19.45  
Step 4 20.41  
Step 5 21.44

---

Recreation Attendant I, PT SS178 PTS SI1.80.002 80 13703

01-MAR-25 CU H

Step 1 18.07  
Step 2 18.98  
Step 3 19.94  
Step 4 20.93  
Step 5 21.96

---

Recreation Attendant II, PPT SS203 PPT SC1.80.058 80 13703

01-MAR-25 CC H

Step 1 20.80  
Step 2 21.83  
Step 3 22.92  
Step 4 24.07  
Step 5 25.27

---

Recreation Attendant II, PT SS179 PTS SI1.80.005 80 13703

01-MAR-25 CU H

Step 1 20.80  
Step 2 21.82  
Step 3 22.92  
Step 4 24.07  
Step 5 25.26

---

Recreation Center Director PP131 FTE SC1.80.043 80 13703

01-MAR-25 CC H

Step 1 37.03  
Step 2 38.99  
Step 3 41.03  
Step 4 43.19  
Step 5 45.46

---

Recreation General Supervisor MA139 FTE UM2.75.012 75 13703

01-MAR-25 CC M

Step 1 8847.93  
Step 2 9314.76  
Step 3 9803.95  
Step 4 10321.55  
Step 5 10863.50

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

| Job Class Title, Code & Type                     | Grade    | Normal     | Ord       |
|--------------------------------------------------|----------|------------|-----------|
| Effective Date                                   | Status   | Type       | Hours Num |
| <hr/>                                            |          |            |           |
| Recreation Leader I, PT PP132 PTS                |          | SI1.80.003 | 80 13703  |
| 01-MAR-25                                        | CU       | H          |           |
| Step 1                                           | 20.08    |            |           |
| Step 2                                           | 21.10    |            |           |
| Step 3                                           | 22.15    |            |           |
| Step 4                                           | 23.25    |            |           |
| Step 5                                           | 24.42    |            |           |
| <hr/>                                            |          |            |           |
| Recreation Leader II, PPT PP133 PPT              |          | SC1.80.002 | 80 13703  |
| 01-MAR-25                                        | CC       | H          |           |
| Step 1                                           | 23.10    |            |           |
| Step 2                                           | 24.25    |            |           |
| Step 3                                           | 25.46    |            |           |
| Step 4                                           | 26.75    |            |           |
| Step 5                                           | 28.08    |            |           |
| <hr/>                                            |          |            |           |
| Recreation Leader II, PT PP134 PTS               |          | SI1.80.010 | 80 13703  |
| 01-MAR-25                                        | CU       | H          |           |
| Step 1                                           | 23.10    |            |           |
| Step 2                                           | 24.25    |            |           |
| Step 3                                           | 25.46    |            |           |
| Step 4                                           | 26.75    |            |           |
| Step 5                                           | 28.08    |            |           |
| <hr/>                                            |          |            |           |
| Recreation Program Director PP135 FTE            |          | SC1.80.025 | 80 13703  |
| 01-MAR-25                                        | CC       | H          |           |
| Step 1                                           | 32.59    |            |           |
| Step 2                                           | 34.30    |            |           |
| Step 3                                           | 36.11    |            |           |
| Step 4                                           | 38.00    |            |           |
| Step 5                                           | 39.99    |            |           |
| <hr/>                                            |          |            |           |
| Recreation Services Manager, Assistant EM111 FTE |          | UM2.75.015 | 75 13703  |
| 01-MAR-25                                        | CC       | M          |           |
| Step 1                                           | 10244.43 |            |           |
| Step 2                                           | 10782.32 |            |           |
| Step 3                                           | 11350.66 |            |           |
| Step 4                                           | 11947.43 |            |           |
| Step 5                                           | 12576.67 |            |           |
| <hr/>                                            |          |            |           |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Recreation Specialist I, PPT PP136 PPT SC1.80.004 80 13703  
01-MAR-25 CC H  
Step 1 23.53  
Step 2 24.77  
Step 3 26.08  
Step 4 27.45  
Step 5 28.90

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Recreation Specialist I, PT PP137 PTS SI1.80.013 80 13703  
01-MAR-25 CU H  
Step 1 23.54  
Step 2 24.78  
Step 3 26.07  
Step 4 27.45  
Step 5 28.90

---

Recreation Specialist II, PPT PP138 PPT SC1.80.015 80 13703  
01-MAR-25 CC H  
Step 1 30.35  
Step 2 31.96  
Step 3 33.64  
Step 4 35.41  
Step 5 37.28

---

Recreation Specialist II, PT PP139 PTS SI1.80.019 80 13703  
01-MAR-25 CU H  
Step 1 30.37  
Step 2 31.97  
Step 3 33.65  
Step 4 35.41  
Step 5 37.28

---

Recreation Specialist III, PPT PP161 PPT SC1.80.043 80 13703  
01-MAR-25 CC H  
Step 1 37.03  
Step 2 38.99  
Step 3 41.03  
Step 4 43.19  
Step 5 45.46

---

Recreation Specialist III, PT PP162 PTS SI1.80.058 80 13703

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CU H  
Step 1 37.03  
Step 2 38.98  
Step 3 41.03  
Step 4 43.18  
Step 5 45.46

---

Recreation Supervisor SC209 FTE UH1.75.009 75 13703

01-MAR-25 CC M  
Step 1 7640.19  
Step 2 8044.11  
Step 3 8466.30  
Step 4 8912.86  
Step 5 9381.76

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Recycling Program Specialist I AP447 FTE TW1.75.006 75 13703

01-MAR-25 CC M  
Step 1 6602.95  
Step 2 6950.05  
Step 3 7315.42  
Step 4 7701.08  
Step 5 8107.05

---

Recycling Program Specialist II PP140 FTE TW1.75.009 75 13703

01-MAR-25 CC M  
Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91  
Step 5 9385.82

---

Recycling Program Specialist III PP141 FTE UM2.75.012 75 13703

01-MAR-25 CC M  
Step 1 8847.93  
Step 2 9314.76  
Step 3 9803.95  
Step 4 10321.55  
Step 5 10863.50

---

Recycling Supervisor SC210 FTE UM2.75.015 75 13703

01-MAR-25 CC M

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 1 10244.43  
Step 2 10782.32  
Step 3 11350.66  
Step 4 11947.43  
Step 5 12576.67

---

Refuge Naturalist TR196 FTE SC1.80.008 80 13703

01-MAR-25 CC H

Step 1 28.26  
Step 2 29.75  
Step 3 31.30  
Step 4 32.94  
Step 5 34.69

---

Registered Veterinary Technician TC144 FTE SD1.80.006 80 13703

01-MAR-25 CC H

Step 1 33.82  
Step 2 35.59  
Step 3 37.46  
Step 4 39.44  
Step 5 41.51

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

---

Registered Veterinary Technician, PPT TC145 PPT SD1.80.005 80 13703

01-MAR-25 CC H

Step 1 25.79  
Step 2 27.26  
Step 3 28.71  
Step 4 30.19  
Step 5 31.64

---

Registered Veterinary Technician, PT TC146 PTS SI1.80.061 80 13703

01-MAR-25 CU H

Step 1 25.79  
Step 2 27.26  
Step 3 28.70  
Step 4 30.18  
Step 5 31.64

---

Rehabilitation Advisor I AP312 FTE TW1.75.005 75 13703

01-MAR-25 CC M

Step 1 6288.33

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 2 6619.19  
Step 3 6968.32  
Step 4 7333.68  
Step 5 7721.38

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|                                     |            |          |
|-------------------------------------|------------|----------|
| Rehabilitation Advisor II AP313 FTE | TW1.75.007 | 75 13703 |
| 01-MAR-25 CC M                      |            |          |
| Step 1 6933.81                      |            |          |
| Step 2 7297.15                      |            |          |
| Step 3 7682.81                      |            |          |
| Step 4 8086.75                      |            |          |
| Step 5 8513.00                      |            |          |

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|                                      |            |          |
|--------------------------------------|------------|----------|
| Rehabilitation Advisor III AP314 FTE | TW1.75.010 | 75 13703 |
| 01-MAR-25 CC M                       |            |          |
| Step 1 8025.85                       |            |          |
| Step 2 8448.05                       |            |          |
| Step 3 8892.58                       |            |          |
| Step 4 9361.47                       |            |          |
| Step 5 9854.71                       |            |          |

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|                                           |            |          |
|-------------------------------------------|------------|----------|
| Rehabilitation Paint Technician AP315 FTE | SC1.80.027 | 80 13703 |
| 01-MAR-25 CC H                            |            |          |
| Step 1 33.05                              |            |          |
| Step 2 34.81                              |            |          |
| Step 3 36.63                              |            |          |
| Step 4 38.55                              |            |          |
| Step 5 40.59                              |            |          |

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|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|                                       |            |          |
|---------------------------------------|------------|----------|
| Rehabilitation Supervisor I SC211 FTE | UH1.75.013 | 75 13703 |
| 01-MAR-25 CC M                        |            |          |
| Step 1 9381.25                        |            |          |
| Step 2 9875.35                        |            |          |
| Step 3 10394.03                       |            |          |
| Step 4 10941.39                       |            |          |
| Step 5 11517.50                       |            |          |

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|                                        |            |          |
|----------------------------------------|------------|----------|
| Rehabilitation Supervisor II AP316 FTE | UH1.75.016 | 75 13703 |
| 01-MAR-25 CC M                         |            |          |
| Step 1 10751.88                        |            |          |
| Step 2 11318.19                        |            |          |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

Step 3 11912.92  
Step 4 12540.13  
Step 5 13199.80

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Rent Adjustment Program Assistant SS209 FTE TW1.75.041 75 13703

01-MAR-25 CC M

Step 1 6917.21  
Step 2 7281.12  
Step 3 7665.16  
Step 4 8067.05  
Step 5 8493.52

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Rent Adjustment Program Manager, Asst AP458 FTE UM2.75.019 75 13703

01-MAR-25 CC M

Min 12450.81  
Max 15288.50

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Reproduction Offset Supervisor SS181 FTE TW1.75.005 75 13703

01-MAR-25 CC M

Step 1 6288.33  
Step 2 6619.19  
Step 3 6968.32  
Step 4 7333.68  
Step 5 7721.38

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Reprographic Assistant SS180 FTE SD1.75.013 75 13703

01-MAR-25 CC H

Step 1 26.50  
Step 2 27.89  
Step 3 29.37  
Step 4 30.90  
Step 5 32.52

---

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

---

Reprographic Offset Operator SS182 FTE SD1.75.018 75 13703

01-MAR-25 CC H

Step 1 28.11  
Step 2 29.59  
Step 3 31.15  
Step 4 32.78  
Step 5 34.52

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**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

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February 18, 2026

Reprographic Shop Supervisor SC212 FTE      UH1.75.008      75 13703  
01-MAR-25      CC      M  
Step 1    7276.87  
Step 2    7660.51  
Step 3    8062.40  
Step 4    8488.65  
Step 5    8935.21

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Retirement Benefits Representative AP319 FTE      TW1.75.003      75 13703  
01-MAR-25      CC      M  
Step 1    5874.84  
Step 2    6184.27  
Step 3    6510.45  
Step 4    6853.32  
Step 5    7212.93

---

Retirement Systems Accountant AP384 FTE      UM2.75.014      75 13703  
01-MAR-25      CC      M  
Step 1    9755.25  
Step 2    10268.80  
Step 3    10810.75  
Step 4    11379.09  
Step 5    11977.88

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Revenue & Tax Administrator EM204 FTE      UK2.75.026      75 13703  
01-MAR-25      BE      M  
Min 17526.37  
Max 21518.15

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Revenue & Tax Administrator, Assistant AF062 FTE      UM2.75.021      75 13703  
01-MAR-25      CC      M  
Min 13727.57  
Max 16855.49

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| Job Class Title, Code & Type     | Grade | Normal | Ord |
|----------------------------------|-------|--------|-----|
| Effective Date    Status    Type |       | Hours  | Num |

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|                           |            |    |       |
|---------------------------|------------|----|-------|
| Revenue Analyst AP320 FTE | UM2.75.012 | 75 | 13703 |
| 01-MAR-25      CC      M  |            |    |       |
| Step 1    8847.93         |            |    |       |
| Step 2    9314.76         |            |    |       |
| Step 3    9803.95         |            |    |       |
| Step 4    10321.55        |            |    |       |
| Step 5    10863.50        |            |    |       |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

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|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Revenue Analyst, Principal AF059 FTE | UM2.75.019 | 75 | 13703 |
| 01-MAR-25 CC M                       |            |    |       |
| Min 12450.81                         |            |    |       |
| Max 15288.50                         |            |    |       |

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|                             |            |    |       |
|-----------------------------|------------|----|-------|
| Revenue Assistant AP321 FTE | SD1.75.043 | 75 | 13703 |
| 01-MAR-25 CC H              |            |    |       |
| Step 1 35.08                |            |    |       |
| Step 2 36.93                |            |    |       |
| Step 3 38.88                |            |    |       |
| Step 4 40.94                |            |    |       |
| Step 5 43.08                |            |    |       |

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|                                         |            |    |       |
|-----------------------------------------|------------|----|-------|
| Revenue Operations Supervisor SC213 FTE | UH1.75.014 | 75 | 13703 |
| 01-MAR-25 CC M                          |            |    |       |
| Step 1 9753.22                          |            |    |       |
| Step 2 10264.72                         |            |    |       |
| Step 3 10806.67                         |            |    |       |
| Step 4 11375.03                         |            |    |       |
| Step 5 11973.82                         |            |    |       |

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|                                            |            |    |       |
|--------------------------------------------|------------|----|-------|
| Safety & Loss Control Spec, Asst AP323 FTE | TW1.75.006 | 75 | 13703 |
| 01-MAR-25 CC M                             |            |    |       |
| Step 1 6602.95                             |            |    |       |
| Step 2 6950.05                             |            |    |       |
| Step 3 7315.42                             |            |    |       |
| Step 4 7701.08                             |            |    |       |
| Step 5 8107.05                             |            |    |       |

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|                                            |            |    |       |
|--------------------------------------------|------------|----|-------|
| Safety & Loss Control Specialist AP322 FTE | TW1.75.009 | 75 | 13703 |
| 01-MAR-25 CC M                             |            |    |       |
| Step 1 7644.23                             |            |    |       |
| Step 2 8046.14                             |            |    |       |
| Step 3 8470.37                             |            |    |       |
| Step 4 8914.91                             |            |    |       |
| Step 5 9385.82                             |            |    |       |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

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|--------------------------------------------|------------|----|-------|
| School Traffic Safety Supervisor AP460 FTE | UH1.75.022 | 75 | 13703 |
| 01-MAR-25 CC M                             |            |    |       |
| Step 1 7495.16                             |            |    |       |

**ATTACHMENT A  
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City of Oakland  
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February 18, 2026

Step 2 7890.30

Step 3 8304.26

Step 4 8743.31

Step 5 9203.25

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|                           |            |    |       |
|---------------------------|------------|----|-------|
| Senior Aide, PT PP142 PTS | UJ1.75.001 | 75 | 13871 |
| 01-JAN-26 CU H            |            |    |       |
| Min 20.00                 |            |    |       |
| Max 20.00                 |            |    |       |

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|                                  |            |    |       |
|----------------------------------|------------|----|-------|
| Senior Center Director PP143 FTE | UH1.80.005 | 80 | 13703 |
| 01-MAR-25 CC M                   |            |    |       |
| Step 1 6600.61                   |            |    |       |
| Step 2 6948.01                   |            |    |       |
| Step 3 7312.47                   |            |    |       |
| Step 4 7698.24                   |            |    |       |
| Step 5 8103.17                   |            |    |       |

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|                                       |            |    |       |
|---------------------------------------|------------|----|-------|
| Senior Center Director, PPT SC218 PPT | UH1.75.005 | 75 | 13703 |
| 01-MAR-25 CC M                        |            |    |       |
| Step 1 6600.61                        |            |    |       |
| Step 2 6948.01                        |            |    |       |
| Step 3 7312.47                        |            |    |       |
| Step 4 7698.24                        |            |    |       |
| Step 5 8103.17                        |            |    |       |

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|                                         |            |    |       |
|-----------------------------------------|------------|----|-------|
| Senior Council Policy Analyst AP387 FTE | TW1.75.014 | 75 | 13703 |
| 01-MAR-25 CC M                          |            |    |       |
| Step 1 9755.24                          |            |    |       |
| Step 2 10268.79                         |            |    |       |
| Step 3 10810.74                         |            |    |       |
| Step 4 11379.09                         |            |    |       |
| Step 5 11977.87                         |            |    |       |

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|                                              |            |    |       |
|----------------------------------------------|------------|----|-------|
| Senior Council Policy Analyst, PPT AP388 PPT | TW1.75.014 | 75 | 13703 |
| 01-MAR-25 CC M                               |            |    |       |
| Step 1 9755.24                               |            |    |       |
| Step 2 10268.79                              |            |    |       |
| Step 3 10810.74                              |            |    |       |
| Step 4 11379.09                              |            |    |       |
| Step 5 11977.87                              |            |    |       |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

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|                                             |            |          |
|---------------------------------------------|------------|----------|
| Senior Council Policy Analyst, PT AP389 PTS | UG1.75.018 | 75 13703 |
| 01-MAR-25 CU H                              |            |          |
| Step 1 60.05                                |            |          |
| Step 2 63.21                                |            |          |
| Step 3 66.55                                |            |          |
| Step 4 70.05                                |            |          |
| Step 5 73.73                                |            |          |

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|                                         |            |          |
|-----------------------------------------|------------|----------|
| Senior Employment Coordinator SC219 FTE | TW1.75.009 | 75 13703 |
| 01-MAR-25 CC M                          |            |          |
| Step 1 7644.23                          |            |          |
| Step 2 8046.14                          |            |          |
| Step 3 8470.37                          |            |          |
| Step 4 8914.91                          |            |          |
| Step 5 9385.82                          |            |          |

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|                                  |            |          |
|----------------------------------|------------|----------|
| Senior Hearing Officer SC248 FTE | UH1.75.019 | 75 13703 |
| 01-MAR-25 CC M                   |            |          |
| Min 12446.78                     |            |          |
| Max 15282.40                     |            |          |

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|                                     |            |          |
|-------------------------------------|------------|----------|
| Senior Services Admin PPT MA150 PPT | UM2.75.019 | 75 13703 |
| 01-MAR-25 CC M                      |            |          |
| Min 12450.81                        |            |          |
| Max 15288.50                        |            |          |

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|                                         |            |          |
|-----------------------------------------|------------|----------|
| Senior Services Administrator MA141 FTE | UM2.75.019 | 75 13703 |
| 01-MAR-25 CC M                          |            |          |
| Min 12450.81                            |            |          |
| Max 15288.50                            |            |          |

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|                                           |            |          |
|-------------------------------------------|------------|----------|
| Senior Services Program Analyst PP144 FTE | TW1.75.004 | 75 13703 |
| 01-MAR-25 CC M                            |            |          |
| Step 1 5989.93                            |            |          |
| Step 2 6304.57                            |            |          |
| Step 3 6635.43                            |            |          |
| Step 4 6984.56                            |            |          |
| Step 5 7353.99                            |            |          |

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|                              |        |        |           |
|------------------------------|--------|--------|-----------|
| Job Class Title, Code & Type | Grade  | Normal | Ord       |
| Effective Date               | Status | Type   | Hours Num |

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|                                                |            |          |
|------------------------------------------------|------------|----------|
| Senior Services Program Analyst, PPT PP145 PPT | TW1.75.004 | 75 13703 |
|------------------------------------------------|------------|----------|

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CC M  
Step 1 5989.93  
Step 2 6304.57  
Step 3 6635.43  
Step 4 6984.56  
Step 5 7353.99

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Senior Services Program Analyst, PT PP173 PTS TL1.75.029 75 13703

01-MAR-25 CU M  
Step 1 5989.36  
Step 2 6303.97  
Step 3 6634.78  
Step 4 6983.88  
Step 5 7353.26

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Senior Services Supervisor SC220 FTE UH1.75.011 75 13703

01-MAR-25 CC M  
Step 1 8575.32  
Step 2 9027.84  
Step 3 9503.11  
Step 4 10003.16  
Step 5 10530.09

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Sergeant Of Police PS178 FTE PP1.80.004 80 13703

05-JUL-25 CC M  
Step 1 14964.15

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Sergeant of Police PS191 FTE PP1.84.003 84 13703

05-JUL-25 CC M  
Step 1 15712.35

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Sergeant of Police (PERS) PS179 FTE PP1.80.003 80 13703

05-JUL-25 CC M  
Step 1 14268.49

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Sergeant of Police (PERS) PS192 FTE PP1.84.004 84 13703

05-JUL-25 CC M  
Step 1 14981.92

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Sewer Maintenance Leader TR175 FTE SC1.80.045 80 13703

01-MAR-25 CC H

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Step 1 40.87  
Step 2 43.02  
Step 3 45.30  
Step 4 47.68  
Step 5 50.19

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Sewer Maintenance Planner TR206 FTE TW1.75.013 75 13703

01-MAR-25 CC M

Step 1 9290.41  
Step 2 10024.08  
Step 3 10295.17  
Step 4 10837.12  
Step 5 11407.51

---

Sewer Maintenance Worker TR176 FTE SC1.80.021 80 13703

01-MAR-25 CC H

Step 1 33.39  
Step 2 35.16  
Step 3 37.00  
Step 4 38.94  
Step 5 41.00

---

Sign Maintenance Worker TR177 FTE SC1.80.026 80 13703

01-MAR-25 CC H

Step 1 32.75  
Step 2 34.47  
Step 3 36.29  
Step 4 38.18  
Step 5 40.21

---

Sign Shop Coordinator TR213 FTE SC1.80.065 80 13703

01-MAR-25 CC H

Step 1 40.47  
Step 2 42.62  
Step 3 44.84  
Step 4 47.22  
Step 5 49.70

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Spatial Data Administrator AP326 FTE UM2.75.019 75 13703

01-MAR-25 CC M

Min 12450.81

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Max 15288.50

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|                                    |            |          |
|------------------------------------|------------|----------|
| Spatial Data Analyst III AP327 FTE | TW1.75.016 | 75 13703 |
| 01-MAR-25 CC M                     |            |          |
| Step 1 10755.93                    |            |          |
| Step 2 11322.25                    |            |          |
| Step 3 11919.01                    |            |          |
| Step 4 12546.24                    |            |          |
| Step 5 13205.91                    |            |          |

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|                                        |            |          |
|----------------------------------------|------------|----------|
| Spatial Database Analyst III AP325 FTE | TW1.75.016 | 75 13703 |
| 01-MAR-25 CC M                         |            |          |
| Step 1 10755.93                        |            |          |
| Step 2 11322.25                        |            |          |
| Step 3 11919.01                        |            |          |
| Step 4 12546.24                        |            |          |
| Step 5 13205.91                        |            |          |

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|                                             |            |          |
|---------------------------------------------|------------|----------|
| Special Activity Permit Inspector AF060 FTE | SD1.75.058 | 75 13703 |
| 01-MAR-25 CC H                              |            |          |
| Step 1 45.74                                |            |          |
| Step 2 48.14                                |            |          |
| Step 3 50.66                                |            |          |
| Step 4 53.34                                |            |          |
| Step 5 56.14                                |            |          |

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|                                                  |            |          |
|--------------------------------------------------|------------|----------|
| Special Activity Permit Inspector, Sup SS208 FTE | UH1.75.011 | 75 13703 |
| 01-MAR-25 CC M                                   |            |          |
| Step 1 8575.32                                   |            |          |
| Step 2 9027.84                                   |            |          |
| Step 3 9503.11                                   |            |          |
| Step 4 10003.16                                  |            |          |
| Step 5 10530.09                                  |            |          |

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|                                              |            |          |
|----------------------------------------------|------------|----------|
| Special Activity Permit Technician SS445 FTE | SD1.75.045 | 75 13703 |
| 01-MAR-25 CC H                               |            |          |
| Step 1 36.36                                 |            |          |
| Step 2 38.28                                 |            |          |
| Step 3 40.28                                 |            |          |
| Step 4 42.40                                 |            |          |
| Step 5 44.63                                 |            |          |

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|                              |       |        |     |
|------------------------------|-------|--------|-----|
| Job Class Title, Code & Type | Grade | Normal | Ord |
| Effective Date Status Type   | Hours | Num    |     |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

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Special Activity Permits Coordinator MA173 FTE      UM2.75.012      75 13703  
 01-MAR-25      CC      M  
 Step 1    8847.93  
 Step 2    9314.76  
 Step 3    9803.95  
 Step 4    10321.55  
 Step 5    10863.50

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Special Assistant to the Mayor I MA102 FTE      TA1.75.038      75 13703  
 01-MAR-25      CU      M  
 Min    7594.77  
 Max    13151.84

---

Special Assistant to the Mayor I, PPT MA154 PPT      TA1.75.038      75 13703  
 01-MAR-25      CU      M  
 Min    7594.77  
 Max    13151.84

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Special Assistant to the Mayor I, PT MA155 PTS      TL1.75.027      75 13703  
 01-MAR-25      CU      M  
 Min    7302.68  
 Max    12646.02

---

Special Assistant to the Mayor II EM215 FTE      UM1.75.037      75 13703  
 01-MAR-25      BE      M  
 Min    9296.51  
 Max    15146.40

---

Special Assistant to the Mayor II, PPT EM251 PPT      UM1.75.037      75 13703  
 01-MAR-25      BE      M  
 Min    9296.51  
 Max    15146.40

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| Job Class Title, Code & Type     | Grade | Normal | Ord |
|----------------------------------|-------|--------|-----|
| Effective Date    Status    Type | Hours | Num    |     |

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Special Assistant to the Mayor II, PT EM252 PTS      TL1.75.028      75 13703  
 01-MAR-25      CU      M  
 Min    8938.07  
 Max    14562.42

---

Special Assistant to the Mayor III EM250 FTE      UK2.75.029      75 13703  
 01-MAR-25      CU      M

---

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Min 12454.39

Max 20492.68

---

Special Assistant to the Mayor III, PPT EM272 PPT UK2.75.029 75 13703

01-MAR-25 CU M

Min 12454.39

Max 20492.68

---

Special Clerkship, PPT AP328 PPT TW1.75.036 75 13703

01-MAR-25 CC M

Step 1 4469.64

Step 2 4703.06

Step 3 4950.69

Step 4 5212.54

Step 5 5484.53

---

Special Clerkship, PT AP329 PTS UG1.75.002 75 13703

01-MAR-25 CU H

Step 1 21.21

Step 2 23.28

Step 3 25.62

Step 4 28.18

Step 5 30.93

---

Special Counsel MA147 FTE U41.75.026 75 13703

01-MAR-25 CU M

Min 17521.35

Max 21511.62

---

| Job Class Title, Code & Type | Grade  | Normal | Ord       |
|------------------------------|--------|--------|-----------|
| Effective Date               | Status | Type   | Hours Num |

---

Special Counsel - Labor & Employment MA161 FTE UP1.75.026 75 13703

01-MAR-25 BE M

Min 17519.63

Max 21509.51

---

Special Events Coordinator AP330 FTE TW1.75.012 75 13703

01-MAR-25 CC M

Step 1 8847.93

Step 2 9314.78

Step 3 9803.96

Step 4 10321.56

Step 5 10863.52

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

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Special Events Coordinator, PT AP442 PTS TL1.75.032 75 13703  
 01-MAR-25 CU M  
 Step 1 8847.04  
 Step 2 9313.86  
 Step 3 9803.00  
 Step 4 10320.55  
 Step 5 10862.47

---

Specialty Combination Insp Tech IS121 FTE SD1.75.069 75 13703  
 01-MAR-25 CC H  
 Step 1 60.80  
 Step 2 0.00  
 Step 3 0.00  
 Step 4 0.00  
 Step 5 0.00

---

Specialty Combination Inspector IS119 FTE SC1.80.060 80 13703  
 01-MAR-25 CC H  
 Step 1 52.53  
 Step 2 55.28  
 Step 3 57.18  
 Step 4 61.26  
 Step 5 64.49

---

Specialty Combination Inspector, Senior IS120 FTE SC1.80.061 80 13703  
 01-MAR-25 CC H  
 Step 1 58.87  
 Step 2 61.98  
 Step 3 65.21  
 Step 4 68.66  
 Step 5 72.27

---

| Job Class Title, Code & Type | Grade | Normal Ord |
|------------------------------|-------|------------|
| Effective Date Status Type   | Hours | Num        |

---

Sports Official, PT PP160 PTS SI1.80.057 80 13703  
 01-MAR-25 CU H  
 Step 1 26.79

---

Sr. Hearing Officer, PPT SC249 PPT UH1.75.019 75 13703  
 01-MAR-25 CC M  
 Min 12446.78  
 Max 15282.40

---

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

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|                          |            |    |       |
|--------------------------|------------|----|-------|
| Stagehand, PPT TC139 PPT | SB1.80.019 | 80 | 13703 |
| 01-MAR-25 CC H           |            |    |       |
| Step 1 30.34             |            |    |       |
| Step 2 31.96             |            |    |       |
| Step 3 33.64             |            |    |       |
| Step 4 35.40             |            |    |       |
| Step 5 37.28             |            |    |       |

---

|                         |            |    |       |
|-------------------------|------------|----|-------|
| Stagehand, PT TC138 PTS | SI1.80.019 | 80 | 13703 |
| 01-MAR-25 CU H          |            |    |       |
| Step 1 30.37            |            |    |       |
| Step 2 31.97            |            |    |       |
| Step 3 33.65            |            |    |       |
| Step 4 35.41            |            |    |       |
| Step 5 37.28            |            |    |       |

---

|                               |            |    |       |
|-------------------------------|------------|----|-------|
| Stationary Engineer TR178 FTE | SB1.80.012 | 80 | 13703 |
| 01-MAR-25 CC H                |            |    |       |
| Step 1 42.02                  |            |    |       |
| Step 2 44.21                  |            |    |       |
| Step 3 46.56                  |            |    |       |
| Step 4 49.00                  |            |    |       |
| Step 5 51.59                  |            |    |       |

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|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Stationary Engineer, Chief SC223 FTE | UH1.80.014 | 80 | 13703 |
| 01-MAR-25 CC M                       |            |    |       |
| Step 1 9753.22                       |            |    |       |
| Step 2 10264.72                      |            |    |       |
| Step 3 10806.67                      |            |    |       |
| Step 4 11375.03                      |            |    |       |
| Step 5 11973.82                      |            |    |       |

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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|                       |            |    |       |
|-----------------------|------------|----|-------|
| Storekeeper SS186 FTE | SC1.80.056 | 80 | 13703 |
| 01-MAR-25 CC H        |            |    |       |
| Step 1 30.20          |            |    |       |
| Step 2 31.78          |            |    |       |
| Step 3 33.42          |            |    |       |
| Step 4 35.19          |            |    |       |
| Step 5 37.00          |            |    |       |

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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February 18, 2026

Storekeeper II SS187 FTE                      UH1.80.004    80 13703  
01-MAR-25    CC            M  
Step 1    5985.89  
Step 2    6302.55  
Step 3    6633.41  
Step 4    6982.51  
Step 5    7349.92

---

Storekeeper III SS188 FTE                      UH1.80.007    80 13703  
01-MAR-25    CC            M  
Step 1    6929.74  
Step 2    7295.10  
Step 3    7678.74  
Step 4    8082.66  
Step 5    8508.95

---

Street Construction & Maint Planner SC264 FTE            TW1.80.014    80 13703  
01-MAR-25    CC            M  
Step 1    8184.30  
Step 2    8614.95  
Step 3    9068.35  
Step 4    9544.56  
Step 5    10047.65

---

Street Maintenance Leader TR180 FTE                      SC1.80.035    80 13703  
01-MAR-25    CC            H  
Step 1    37.88  
Step 2    39.88  
Step 3    41.99  
Step 4    44.20  
Step 5    46.53

---

Street Sweeper Operator TR181 FTE                      SC1.80.034    80 13703  
01-MAR-25    CC            H  
Step 1    35.73  
Step 2    37.59  
Step 3    39.58  
Step 4    41.66  
Step 5    43.86

---

| Job Class Title, Code & Type     | Grade | Normal | Ord |
|----------------------------------|-------|--------|-----|
| Effective Date    Status    Type | Hours | Num    |     |

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Student Trainee, PT SS195 PTS                      UG1.80.004    80 13703

**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

01-MAR-25 CU H  
Min 17.66  
Max 33.34

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Subpoena Server AP331 FTE SC1.80.032 80 13703

01-MAR-25 CC H  
Step 1 34.07  
Step 2 35.85  
Step 3 37.74  
Step 4 39.73  
Step 5 41.83

---

Support Services Supervisor SC225 FTE UM2.75.016 75 13703

01-MAR-25 CC M  
Step 1 10755.95  
Step 2 11322.24  
Step 3 11919.01  
Step 4 12546.23  
Step 5 13205.92

---

Surveying Technician (Field) ET132 FTE SC1.80.024 80 13703

01-MAR-25 CC H  
Step 1 32.56  
Step 2 34.27  
Step 3 36.08  
Step 4 37.98  
Step 5 39.98

---

Surveying Technician, Sr (Field) ET133 FTE SC1.80.038 80 13703

01-MAR-25 CC H  
Step 1 37.46  
Step 2 39.42  
Step 3 41.50  
Step 4 43.68  
Step 5 45.97

---

Systems Accountant III AF045 FTE TW1.75.015 75 13703

01-MAR-25 CC M  
Step 1 10244.41  
Step 2 10782.32  
Step 3 11350.65  
Step 4 11947.43  
Step 5 12576.66

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**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

| Job Class Title, Code & Type      | Grade      | Normal | Ord   |
|-----------------------------------|------------|--------|-------|
| Effective Date    Status    Type  | Hours      | Num    |       |
| <hr/>                             |            |        |       |
| Systems Analyst I AP332 FTE       | TW1.75.007 | 75     | 13703 |
| 01-MAR-25    CC    M              |            |        |       |
| Step 1    6933.81                 |            |        |       |
| Step 2    7297.15                 |            |        |       |
| Step 3    7682.81                 |            |        |       |
| Step 4    8086.75                 |            |        |       |
| Step 5    8513.00                 |            |        |       |
| <hr/>                             |            |        |       |
| Systems Analyst II AP333 FTE      | TW1.75.011 | 75     | 13703 |
| 01-MAR-25    CC    M              |            |        |       |
| Step 1    8427.75                 |            |        |       |
| Step 2    8870.25                 |            |        |       |
| Step 3    9337.09                 |            |        |       |
| Step 4    9830.36                 |            |        |       |
| Step 5    10347.96                |            |        |       |
| <hr/>                             |            |        |       |
| Systems Analyst II, PPT AP399 PPT | TW1.75.011 | 75     | 13703 |
| 01-MAR-25    CC    M              |            |        |       |
| Step 1    8427.75                 |            |        |       |
| Step 2    8870.25                 |            |        |       |
| Step 3    9337.09                 |            |        |       |
| Step 4    9830.36                 |            |        |       |
| Step 5    10347.96                |            |        |       |
| <hr/>                             |            |        |       |
| Systems Analyst III AP334 FTE     | TW1.75.015 | 75     | 13703 |
| 01-MAR-25    CC    M              |            |        |       |
| Step 1    10244.41                |            |        |       |
| Step 2    10782.32                |            |        |       |
| Step 3    11350.65                |            |        |       |
| Step 4    11947.43                |            |        |       |
| Step 5    12576.66                |            |        |       |
| <hr/>                             |            |        |       |
| Tax Auditor I AF004 FTE           | SD1.75.052 | 75     | 13703 |
| 01-MAR-25    CC    H              |            |        |       |
| Step 1    39.77                   |            |        |       |
| Step 2    41.87                   |            |        |       |
| Step 3    44.08                   |            |        |       |
| Step 4    46.42                   |            |        |       |
| Step 5    48.85                   |            |        |       |
| <hr/>                             |            |        |       |
| Tax Auditor II AF022 FTE          | SD1.75.058 | 75     | 13703 |

City of Oakland  
Salary Schedule**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

01-MAR-25 CC H  
 Step 1 45.74  
 Step 2 48.14  
 Step 3 50.66  
 Step 4 53.34  
 Step 5 56.14

| Job Class Title, Code & Type | Grade | Normal Hours | Ord Num |
|------------------------------|-------|--------------|---------|
|------------------------------|-------|--------------|---------|

|                           |            |    |       |
|---------------------------|------------|----|-------|
| Tax Auditor III AF051 FTE | UH1.75.011 | 75 | 13703 |
| 01-MAR-25 CC M            |            |    |       |
| Step 1 8575.32            |            |    |       |
| Step 2 9027.84            |            |    |       |
| Step 3 9503.11            |            |    |       |
| Step 4 10003.16           |            |    |       |
| Step 5 10530.09           |            |    |       |

|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Tax Enforcement Officer II AF050 FTE | SD1.75.058 | 75 | 13703 |
| 01-MAR-25 CC H                       |            |    |       |
| Step 1 45.74                         |            |    |       |
| Step 2 48.14                         |            |    |       |
| Step 3 50.66                         |            |    |       |
| Step 4 53.34                         |            |    |       |
| Step 5 56.14                         |            |    |       |

|                                       |            |    |       |
|---------------------------------------|------------|----|-------|
| Tax Enforcement Officer III AF052 FTE | UH1.75.011 | 75 | 13703 |
| 01-MAR-25 CC M                        |            |    |       |
| Step 1 8575.32                        |            |    |       |
| Step 2 9027.84                        |            |    |       |
| Step 3 9503.11                        |            |    |       |
| Step 4 10003.16                       |            |    |       |
| Step 5 10530.09                       |            |    |       |

|                                |            |    |       |
|--------------------------------|------------|----|-------|
| Tax Representative I AF005 FTE | SD1.75.020 | 75 | 13703 |
| 01-MAR-25 CC H                 |            |    |       |
| Step 1 28.54                   |            |    |       |
| Step 2 30.05                   |            |    |       |
| Step 3 31.63                   |            |    |       |
| Step 4 33.29                   |            |    |       |
| Step 5 35.04                   |            |    |       |

|                                 |            |    |       |
|---------------------------------|------------|----|-------|
| Tax Representative II AF024 FTE | SD1.75.058 | 75 | 13703 |
| 01-MAR-25 CC H                  |            |    |       |

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

Step 1 45.74  
Step 2 48.14  
Step 3 50.66  
Step 4 53.34  
Step 5 56.14

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Technical Communications Specialist AP338 FTE TW1.75.012 75 13703  
01-MAR-25 CC M

Step 1 8847.93  
Step 2 9314.78  
Step 3 9803.96  
Step 4 10321.56  
Step 5 10863.52

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| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

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Telecommunication Systems Engineer AP339 FTE TW1.75.015 75 13703  
01-MAR-25 CC M

Step 1 10244.41  
Step 2 10782.32  
Step 3 11350.65  
Step 4 11947.43  
Step 5 12576.66

---

Telecommunications Electrician TR182 FTE IE1.75.001 75 13703  
01-MAR-25 CC H

Step 1 51.19  
Step 2 52.34  
Step 3 53.72  
Step 4 55.05  
Step 5 56.49

---

Telecommunications Electrician, Sr TR183 FTE IE1.72.003 72 13703  
01-MAR-25 CC H

Step 1 59.41  
Step 2 60.85  
Step 3 62.29  
Step 4 63.86  
Step 5 65.42

---

Telecommunications Supervisor SC227 FTE UH1.75.001 75 13703  
01-MAR-25 CC M

Step 1 9288.38

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

Step 2 9777.57  
Step 3 10291.10  
Step 4 10833.05  
Step 5 11403.45

---

Telecommunications Technician TC140 FTE      IE1.80.002      80 13703  
01-MAR-25      CC      H

Step 1 41.47  
Step 2 43.63  
Step 3 45.93  
Step 4 48.35  
Step 5 50.88

---

Telecommunications Technician, PT TC142 PTS      IE1.80.002      80 13703  
01-MAR-25      CU      H

Step 1 41.47  
Step 2 43.63  
Step 3 45.93  
Step 4 48.35  
Step 5 50.88

---

| Job Class Title, Code & Type         | Grade | Normal | Ord |
|--------------------------------------|-------|--------|-----|
| Effective Date      Status      Type | Hours | Num    |     |

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Telephone Services Specialist AP340 FTE      IE1.75.002      75 13703  
01-MAR-25      CC      H

Step 1 57.11  
Step 2 58.46  
Step 3 59.87  
Step 4 61.39  
Step 5 62.87

---

Temp Contract Svcs Employee, PT AP341 PTS      CON.75.001      75 13703  
01-MAR-25      CU      M

Min 2859.31  
Max 36668.76

---

Temporary Contract Svcs Emp, PT (Sworn) AP459 PTS      CON.80.001      80 13703  
01-MAR-25      CU      M

Min 8963.44  
Max 30352.84

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Traffic Engineering Technician, Senior ET134 FTE      SD1.75.062      75 13703  
01-MAR-25      CC      H

**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

Step 1 47.29  
Step 2 49.74  
Step 3 52.37  
Step 4 55.13  
Step 5 58.02

Traffic Painter TR185 FTE SB1.80.012 80 13703

01-MAR-25 CC H

Step 1 42.02  
Step 2 44.21  
Step 3 46.56  
Step 4 49.00  
Step 5 51.59

Traffic Sign Maker TR186 FTE SC1.80.019 80 13703

01-MAR-25 CC H

Step 1 35.08  
Step 2 36.92  
Step 3 38.87  
Step 4 40.91  
Step 5 43.06

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

Training & Public Services Administrator AP343 FTE UM2.75.012 75 13703

01-MAR-25 CC M

Step 1 8847.93  
Step 2 9314.76  
Step 3 9803.95  
Step 4 10321.55  
Step 5 10863.50

Training Coordinator AP435 FTE UM2.75.012 75 13703

01-MAR-25 CC M

Step 1 8847.93  
Step 2 9314.76  
Step 3 9803.95  
Step 4 10321.55  
Step 5 10863.50

Transportation Planner I AP453 FTE TW1.75.007 75 13703

01-MAR-25 CC M

Step 1 6933.81

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

Step 2 7297.15  
Step 3 7682.81  
Step 4 8086.75  
Step 5 8513.00

Transportation Planner II AP454 FTE TW1.75.010 75 13703

01-MAR-25 CC M

Step 1 8025.85  
Step 2 8448.05  
Step 3 8892.58  
Step 4 9361.47  
Step 5 9854.71

Transportation Planner III AP455 FTE TW1.75.013 75 13703

01-MAR-25 CC M

Step 1 9290.41  
Step 2 10024.08  
Step 3 10295.17  
Step 4 10837.12  
Step 5 11407.51

Transportation Planner, Supervising TR187 FTE UM2.75.018 75 13852

15-JUL-25 CC M

Step 1 11858.12  
Step 2 12483.29  
Step 3 13138.93  
Step 4 13831.11  
Step 5 14559.79

| Job Class Title, Code & Type | Grade | Normal Hours | Ord Num |
|------------------------------|-------|--------------|---------|
| Effective Date Status Type   |       |              |         |

Transportation Planner, Supervising, PPT AP344 PPT UM1.75.018 75 13852

15-JUL-25 CC M

Step 1 11858.12  
Step 2 12483.29  
Step 3 13138.93  
Step 4 13831.08  
Step 5 14559.79

Treasury Administrator EM206 FTE UK2.75.026 75 13703

01-MAR-25 BE M

Min 17526.37  
Max 21518.15

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

Treasury Administrator, Asst AF061 FTE  
01-MAR-25 CC M  
Min 13727.57  
Max 16855.49

UM2.75.021 75 13703

Treasury Analyst I AF057 FTE  
01-MAR-25 CC M  
Step 1 6602.95  
Step 2 6950.05  
Step 3 7315.42  
Step 4 7701.08  
Step 5 8107.05

TW1.75.006 75 13703

Treasury Analyst II AF058 FTE  
01-MAR-25 CC M  
Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91  
Step 5 9385.82

TW1.75.009 75 13703

Treasury Analyst III AF035 FTE  
01-MAR-25 CC M  
Step 1 9381.25  
Step 2 9875.35  
Step 3 10394.03  
Step 4 10941.39  
Step 5 11517.50

UH1.75.013 75 13703

| Job Class Title, Code & Type | Grade | Normal Hours | Ord Num |
|------------------------------|-------|--------------|---------|
| Effective Date Status Type   |       |              |         |

Tree High Climber TR188 FTE  
01-MAR-25 CC H  
Step 1 40.35  
Step 2 42.46  
Step 3 44.68  
Step 4 47.04  
Step 5 49.51

SC1.80.037 80 13703

Tree Supervisor I SC229 FTE  
01-MAR-25 CC M  
Step 1 8023.82

UH1.80.010 80 13703

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

 City of Oakland  
Salary Schedule

Step 2 8446.02  
Step 3 8890.55  
Step 4 9357.41  
Step 5 9850.64

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Tree Supervisor II SC230 FTE      UH1.80.013    80 13703  
01-MAR-25    CC      M  
Step 1 9288.38  
Step 2 9777.57  
Step 3 10291.10  
Step 4 10833.05  
Step 5 11403.45

---

Tree Trimmer TR189 FTE      SC1.80.031    80 13703  
01-MAR-25    CC      H  
Step 1 37.52  
Step 2 39.51  
Step 3 41.60  
Step 4 43.76  
Step 5 46.06

---

Tree Trimmer Crew Leader TR214 FTE      SC1.80.037    80 13703  
01-MAR-25    CC      H  
Step 1 40.35  
Step 2 42.46  
Step 3 44.68  
Step 4 47.04  
Step 5 49.51

---

Tree Worker TR190 FTE      SC1.80.014    80 13703  
01-MAR-25    CC      H  
Step 1 32.51  
Step 2 34.14  
Step 3 35.84  
Step 4 37.65  
Step 5 39.58

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| Job Class Title, Code & Type     | Grade | Normal | Ord |
|----------------------------------|-------|--------|-----|
| Effective Date    Status    Type | Hours | Num    |     |

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Triangle Incident Response Coordinator PP194 FTE      UH1.75.012    75 13703  
01-MAR-25    CC      M  
Step 1 8845.89  
Step 2 9310.71

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

Step 3 9801.92  
Step 4 10317.50  
Step 5 10859.44

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Truck Driver TR191 FTE SC1.80.030 80 13703  
01-MAR-25 CC H

Step 1 33.71  
Step 2 35.47  
Step 3 37.35  
Step 4 39.32  
Step 5 41.38

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US&R Warehouse & Logistics Specialist PS201 FTE SB1.80.011 80 13703  
01-MAR-25 CC H

Step 1 39.58  
Step 2 41.66  
Step 3 43.86  
Step 4 46.17  
Step 5 48.60

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US&R Warehouse/Logistics Specialist, PPT PS202 PPT SB1.80.011 80 13703  
01-MAR-25 CC H

Step 1 39.58  
Step 2 41.66  
Step 3 43.86  
Step 4 46.17  
Step 5 48.60

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US&R Wrhs & Logistics Spec, PT PS205 PTS SI1.80.059 80 13703  
01-MAR-25 CU H

Step 1 39.59  
Step 2 41.66  
Step 3 43.86  
Step 4 46.18  
Step 5 48.60

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Urban Economic Analyst I AP345 FTE TW1.75.005 75 13703  
01-MAR-25 CC M

Step 1 6288.33  
Step 2 6619.19  
Step 3 6968.32  
Step 4 7333.68  
Step 5 7721.38

**ATTACHMENT A**  
**FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

| Job Class Title, Code & Type | Grade | Normal Hours | Ord Num |
|------------------------------|-------|--------------|---------|
|------------------------------|-------|--------------|---------|

|                                     |            |    |       |
|-------------------------------------|------------|----|-------|
| Urban Economic Analyst II AP346 FTE | TW1.75.008 | 75 | 13703 |
| 01-MAR-25 CC M                      |            |    |       |
| Step 1 7278.87                      |            |    |       |
| Step 2 7662.52                      |            |    |       |
| Step 3 8066.44                      |            |    |       |
| Step 4 8490.67                      |            |    |       |
| Step 5 8937.23                      |            |    |       |

|                                          |            |    |       |
|------------------------------------------|------------|----|-------|
| Urban Economic Analyst II, PPT AP347 PPT | TW1.75.008 | 75 | 13703 |
| 01-MAR-25 CC M                           |            |    |       |
| Step 1 7278.87                           |            |    |       |
| Step 2 7662.52                           |            |    |       |
| Step 3 8066.44                           |            |    |       |
| Step 4 8490.67                           |            |    |       |
| Step 5 8937.23                           |            |    |       |

|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Urban Economic Analyst III AP348 FTE | TW1.75.011 | 75 | 13703 |
| 01-MAR-25 CC M                       |            |    |       |
| Step 1 8427.75                       |            |    |       |
| Step 2 8870.25                       |            |    |       |
| Step 3 9337.09                       |            |    |       |
| Step 4 9830.36                       |            |    |       |
| Step 5 10347.96                      |            |    |       |

|                                            |            |    |       |
|--------------------------------------------|------------|----|-------|
| Urban Economic Analyst III (PPT) AP368 PPT | TW1.75.011 | 75 | 13703 |
| 01-MAR-25 CC M                             |            |    |       |
| Step 1 8427.75                             |            |    |       |
| Step 2 8870.25                             |            |    |       |
| Step 3 9337.09                             |            |    |       |
| Step 4 9830.36                             |            |    |       |
| Step 5 10347.96                            |            |    |       |

|                                               |            |    |       |
|-----------------------------------------------|------------|----|-------|
| Urban Economic Analyst IV, Bus Svcs AP349 FTE | TW1.75.015 | 75 | 13703 |
| 01-MAR-25 CC M                                |            |    |       |
| Step 1 10244.41                               |            |    |       |
| Step 2 10782.32                               |            |    |       |
| Step 3 11350.65                               |            |    |       |
| Step 4 11947.43                               |            |    |       |
| Step 5 12576.66                               |            |    |       |

|                                               |            |    |       |
|-----------------------------------------------|------------|----|-------|
| Urban Economic Analyst IV, Projects AP350 FTE | TW1.75.015 | 75 | 13703 |
|-----------------------------------------------|------------|----|-------|

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

01-MAR-25 CC M  
Step 1 10244.41  
Step 2 10782.32  
Step 3 11350.65  
Step 4 11947.43  
Step 5 12576.66

| Job Class Title, Code & Type                      | Grade      | Normal Hours | Ord Num |
|---------------------------------------------------|------------|--------------|---------|
| Urban Economic Analyst IV, Projects PPT AP452 PPT | TW1.75.015 | 75           | 13703   |

01-MAR-25 CC M  
Step 1 10244.41  
Step 2 10782.32  
Step 3 11350.65  
Step 4 11947.43  
Step 5 12576.66

|                                      |            |    |       |
|--------------------------------------|------------|----|-------|
| Urban Economic Coordinator SC231 FTE | UM2.75.017 | 75 | 13703 |
|--------------------------------------|------------|----|-------|

01-MAR-25 CC M  
Step 1 11293.83  
Step 2 11888.56  
Step 3 12513.74  
Step 4 13173.44  
Step 5 13865.59

|                      |            |    |       |
|----------------------|------------|----|-------|
| Van Driver TR212 FTE | SC1.80.059 | 80 | 13703 |
|----------------------|------------|----|-------|

01-MAR-25 CC H  
Step 1 20.73  
Step 2 21.81  
Step 3 22.94  
Step 4 24.14  
Step 5 25.42

|                           |            |    |       |
|---------------------------|------------|----|-------|
| Van Driver, PPT TR211 PPT | SC1.80.059 | 80 | 13703 |
|---------------------------|------------|----|-------|

01-MAR-25 CC H  
Step 1 20.73  
Step 2 21.81  
Step 3 22.94  
Step 4 24.14  
Step 5 25.42

|                          |            |    |       |
|--------------------------|------------|----|-------|
| Van Driver, PT TR192 PTS | SI1.80.008 | 80 | 13703 |
|--------------------------|------------|----|-------|

01-MAR-25 CU H

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

Step 1 20.73  
Step 2 21.81  
Step 3 22.93  
Step 4 24.14  
Step 5 25.42

Vegetation Management Supervisor SC232 FTE UH1.75.012 75 13703  
01-MAR-25 CC M

Step 1 8845.89  
Step 2 9310.71  
Step 3 9801.92  
Step 4 10317.50  
Step 5 10859.44

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

Veterinarian AP401 FTE UM2.75.021 75 13703  
01-MAR-25 CC M  
Min 13727.57  
Max 16855.49

Veterinarian, PPT AP402 PPT UM2.75.021 75 13703  
01-MAR-25 CC M  
Min 13727.57  
Max 16855.49

Veterinarian, PT AP443 PTS TL1.75.036 75 13703  
01-MAR-25 CU M  
Min 13727.56  
Max 16855.49

Veterinary Assistant TC147 FTE SD1.80.005 80 13703  
01-MAR-25 CC H  
Step 1 25.79  
Step 2 27.26  
Step 3 28.71  
Step 4 30.19  
Step 5 31.64

Violence Prevention Program Planner AP466 FTE UM2.75.012 75 13703  
01-MAR-25 CC M  
Step 1 8847.93  
Step 2 9314.76

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

Step 3 9803.95  
Step 4 10321.55  
Step 5 10863.50

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Violence Prevention Services Manager MA169 FTE      UM2.75.017      75 13703  
01-MAR-25      CC      M

Step 1 11293.83  
Step 2 11888.56  
Step 3 12513.74  
Step 4 13173.44  
Step 5 13865.59

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| Job Class Title, Code & Type | Grade | Normal Hours | Ord Num |
|------------------------------|-------|--------------|---------|
|------------------------------|-------|--------------|---------|

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Violence Prevention Services Supervisor MA170 FTE      UH1.75.010      75 13703  
01-MAR-25      CC      M

Step 1 8023.82  
Step 2 8446.02  
Step 3 8890.55  
Step 4 9357.41  
Step 5 9850.64

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Volunteer Program Coor, Supervising SC233 FTE      UM2.75.017      75 13703  
01-MAR-25      CC      M

Step 1 11293.83  
Step 2 11888.56  
Step 3 12513.74  
Step 4 13173.44  
Step 5 13865.59

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Volunteer Program Specialist AP351 FTE      TW1.75.005      75 13703  
01-MAR-25      CC      M

Step 1 6288.33  
Step 2 6619.19  
Step 3 6968.32  
Step 4 7333.68  
Step 5 7721.38

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Volunteer Program Specialist I, PPT AP352 PPT      TW1.75.005      75 13703  
01-MAR-25      CC      M

Step 1 6288.33  
Step 2 6619.19  
Step 3 6968.32

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

Step 4 7333.68  
Step 5 7721.38

Volunteer Program Specialist II AP353 FTE TW1.75.009 75 13703  
01-MAR-25 CC M

Step 1 7644.23  
Step 2 8046.14  
Step 3 8470.37  
Step 4 8914.91  
Step 5 9385.82

Water Safety Instructor, PT AP354 PTS SI1.80.006 80 13703  
01-MAR-25 CU H

Step 1 25.23  
Step 2 26.19  
Step 3 27.30  
Step 4 28.25  
Step 5 29.28

| Job Class Title, Code & Type | Grade | Normal | Ord |
|------------------------------|-------|--------|-----|
| Effective Date Status Type   | Hours | Num    |     |

Watershed Program Supervisor SC243 FTE UM2.75.015 75 13703  
01-MAR-25 CC M

Step 1 10244.43  
Step 2 10782.32  
Step 3 11350.66  
Step 4 11947.43  
Step 5 12576.67

Web Master AP364 FTE TW1.75.015 75 13703  
01-MAR-25 CC M

Step 1 10244.41  
Step 2 10782.32  
Step 3 11350.65  
Step 4 11947.43  
Step 5 12576.66

Web Specialist AP398 FTE TW1.75.006 75 13703  
01-MAR-25 CC M

Step 1 6602.95  
Step 2 6950.05  
Step 3 7315.42  
Step 4 7701.08

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**City of Oakland  
Salary Schedule

Step 5 8107.05

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Youth Sports Program Coordinator SC236 FTE TW1.75.007 75 13703

01-MAR-25 CC M

Step 1 6933.81

Step 2 7297.15

Step 3 7682.81

Step 4 8086.75

Step 5 8513.00

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**SECTION 6. Severability.** If any section, subsection, sentence, clause or phrase of this Ordinance is for any reason held to be invalid or unconstitutional by decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of the Chapter. The City Council hereby declares that it would have passed this Ordinance and each section, subsection, clause or phrase thereof irrespective of the fact that one or more other sections, subsections, clauses or phrases may be declared invalid or unconstitutional

**SECTION 7. Effective Date.** This ordinance shall become effective immediately on final adoption if it receives six or more affirmative votes; otherwise it shall become effective upon the seventh day after final adoption.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

JUL 21 2026

AYES - BROWN, FIFE, GALLO, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND  
PRESIDENT JENKINS — 6 Ayes

NOES - 0

ABSENT - 0

ABSTENTION - 0

Excused - 2; Fife, Jenkins

Introduction Date

JUL - 7 2026

ATTEST:

  
ASHA REED  
City Clerk and Clerk of the Council of the  
City of Oakland, California

## **NOTICE AND DIGEST**

### **AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO AMEND THE SALARY FOR THE COUNCIL MEMBER, CITY ATTORNEY, AND CITY AUDITOR IN ACCORDANCE WITH THE OAKLAND PUBLIC ETHICS COMMISSION'S CHARTER-MANDATED SALARY ADJUSTMENTS.**

This ordinance authorizes changes to the City's Classification Plan as shown in the City's Salary Schedule to amend existing salary rates. Three departments are affected by the salary amendments: City Council, Office of the City Attorney, and City Auditor's Office. The pay rates for the Council Member, City Attorney, and City Auditor classifications are being increased to reflect the Oakland Public Ethics Commission's mandated salary increases in alignment with relevant sections of the Oakland City Charter and as authorized by recent resolutions that were approved by the Oakland Public Ethics Commission.