

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment A: Classifications with a Minimum Salary under Twenty-Five Dollars Per Hour

Class Code	Class Title	Union	Position Type	Minimum Salary	Maximum Salary	Filled?	Budgeted / Unbudgeted
SS114	City Council PSE 14	Local 21	FTE	\$17.64	\$59.40	Yes	Unbudgeted
SS112	City Council PSE 14, PPT	Local 21	PPT	\$17.64	\$51.66	Yes	Unbudgeted
SS113	City Council PSE 14, PT	Unrepresented	TPT	\$17.39	\$49.67	Yes	Unbudgeted
SS207	Courier	SEIU 1021	FTE	\$20.73	\$25.42	Yes	Budgeted
PS115	Crossing Guard, PPT	SEIU 1021	PPT	\$21.51	\$26.39	Yes	Budgeted
PS116	Crossing Guard, PT	SEIU 1021	TPT	\$21.51	\$26.39	Yes	Budgeted
PS199	Fire Fighter Paramedic Trainee	Unrepresented	TPT	\$22.83	\$22.83	No	Budgeted
PS132	Fire Fighter Trainee	Unrepresented	TPT	\$19.02	\$19.02	Yes	Budgeted
TR136	Food Program Driver, PT	SEIU 1021	TPT	\$20.73	\$25.42	No	Budgeted
PP124	Food Program Monitor, PT	SEIU 1021	TPT	\$22.97	\$28.23	No	Budgeted
PP188	Head Start/EHS Assistant Instructor	SEIU 1021	FTE	\$17.65	\$21.44	Yes	Budgeted
PP185	Head Start/EHS Assistant Instructor, PT	SEIU 1021	TPT	\$17.65	\$21.44	Yes	Unbudgeted
PP175	Head Start/EHS Associate Instructor	SEIU 1021	FTE	\$20.73	\$25.40	Yes	Budgeted
PP177	Head Start/EHS Associate Instructor, PT	SEIU 1021	TPT	\$20.73	\$25.41	Yes	Unbudgeted
AP221	Library Aide	SEIU 1021	FTE	\$22.36	\$27.45	Yes	Budgeted
AP222	Library Aide, PPT	SEIU 1021	PPT	\$22.36	\$27.46	Yes	Budgeted
SS138	Library Aide, PT	SEIU 1021	TPT	\$22.36	\$27.45	Yes	Budgeted
AP230	Lifeguard, PT	SEIU 1021	TPT	\$21.70	\$26.65	Yes	Budgeted
SS143	Mayor's PSE 14	Local 21	FTE	\$17.64	\$59.41	Yes	Budgeted
SS150	Office Assistant I	SEIU 1021	FTE	\$23.59	\$28.94	Yes	Budgeted
SS151	Office Assistant I, PPT	SEIU 1021	PPT	\$23.59	\$28.94	No	Budgeted
SS152	Office Assistant I, PT	SEIU 1021	TPT	\$23.60	\$28.94	Yes	Budgeted
SS157	Park Attendant, PPT	SEIU 1021	PPT	\$24.22	\$29.71	Yes	Budgeted
TR161	Park Attendant, PT	SEIU 1021	TPT	\$24.22	\$29.71	Yes	Budgeted
TR207	Pool Technician	SEIU 1021	FTE	\$24.77	\$30.41	No	Budgeted
TR208	Pool Technician, PPT	SEIU 1021	PPT	\$24.77	\$30.41	No	Budgeted
SS177	Recreation Aide, PT	SEIU 1021	TPT	\$17.65	\$21.44	Yes	Budgeted
SS178	Recreation Attendant I, PT	SEIU 1021	TPT	\$18.07	\$21.96	Yes	Budgeted
SS203	Recreation Attendant II, PPT	SEIU 1021	PPT	\$20.80	\$25.27	Yes	Budgeted
SS179	Recreation Attendant II, PT	SEIU 1021	TPT	\$20.80	\$25.26	Yes	Budgeted
PP132	Recreation Leader I, PT	SEIU 1021	TPT	\$20.08	\$24.42	Yes	Budgeted
PP133	Recreation Leader II, PPT	SEIU 1021	PPT	\$23.10	\$28.08	Yes	Budgeted
PP134	Recreation Leader II, PT	SEIU 1021	TPT	\$23.10	\$28.08	Yes	Budgeted
PP136	Recreation Specialist I, PPT	SEIU 1021	PPT	\$23.53	\$28.90	Yes	Budgeted
PP137	Recreation Specialist I, PT	SEIU 1021	TPT	\$23.54	\$28.90	Yes	Budgeted
PP142	Senior Aide, PT	Unrepresented	TPT	\$16.89	\$16.89	Yes	Budgeted
SS195	Student Trainee, PT	Unrepresented	TPT	\$17.66	\$33.34	Yes	Budgeted
TR211	Van Driver, PPT	SEIU 1021	PPT	\$20.73	\$25.42	No	Budgeted
TR192	Van Driver, PT	SEIU 1021	TPT	\$20.73	\$25.42	Yes	Unbudgeted

*This report surveys only hourly rates and does not evaluate any pay relationships between relevant supervisory and subordinate classifications. Any potential compensation adjustments would be subject to applicable labor relations processes, including collective bargaining requirements. Adjustments at one classification level would likely create cascading impacts at higher levels to preserve appropriate salary differentials, which would also be subject to additional bargaining requirements. Performing this level of analysis would require significant time and resources beyond the scope of this report.

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars

**Attachment B: Classifications with a Minimum Salary under Twenty-Five Dollars Per Hour
and Current Incumbent Salary Data**

Classification Type / Title	Union	# of EE	Class Min Salary	Class Max Salary	EE Min Salary	EE Average Salary	EE Max Salary
Full Time Equivalent (FTE)		42					
Fire Fighter Trainee	Unrep	33	\$19.02	\$19.02	\$19.02	\$19.02	\$19.02
Head Start/EHS Assistant Instructor	SEIU 1021	3	\$17.65	\$21.44	\$20.42	\$20.42	\$20.42
Head Start/EHS Associate Instructor	SEIU 1021	6	\$20.73	\$25.40	\$22.94	\$23.54	\$24.13
Permanent Part Time (PPT)		2					
Park Attendant, PPT	SEIU 1021	1	\$24.22	\$29.71	\$24.22	\$24.22	\$24.22
Recreation Leader II, PPT	SEIU 1021	1	\$23.10	\$28.08	\$24.25	\$24.25	\$24.25
Temporary Part Time (TPT)		854					
Crossing Guard, TPT	SEIU 1021	29	\$21.51	\$26.39	\$21.51	\$21.92	\$23.86
Head Start/EHS Assistant Instructor, TPT	SEIU 1021	1	\$18.07	\$21.44	\$21.44	\$21.44	\$21.44
Head Start/EHS Associate Instructor, TPT	SEIU 1021	2	\$20.80	\$25.41	\$22.94	\$23.54	\$24.13
Library Aide, TPT	SEIU 1021	110	\$22.36	\$27.45	\$22.36	\$22.84	\$24.78
Lifeguard, TPT	SEIU 1021	125	\$21.70	\$26.65	\$21.70	\$21.79	\$22.86
Office Assistant I, TPT	SEIU 1021	2	\$23.60	\$28.94	\$24.81	\$24.82	\$24.82
Park Attendant, TPT	SEIU 1021	5	\$24.22	\$29.71	\$24.22	\$24.22	\$24.22
Recreation Aide, TPT	SEIU 1021	233	\$17.65	\$21.44	\$17.65	\$17.69	\$21.43
Recreation Attendant I, TPT	SEIU 1021	81	\$18.07	\$21.96	\$18.07	\$18.40	\$21.96
Recreation Attendant II, TPT	SEIU 1021	2	\$20.80	\$25.26	\$20.80	\$22.44	\$24.07
Recreation Leader I, TPT	SEIU 1021	194	\$20.08	\$24.42	\$20.08	\$20.41	\$24.42
Recreation Leader II, TPT	SEIU 1021	28	\$23.10	\$28.08	\$23.10	\$23.22	\$24.25
Recreation Specialist I, TPT	SEIU 1021	31	\$23.54	\$28.90	\$23.54	\$23.78	\$24.78
Senior Aide, TPT	Unrep	4	\$16.89	\$16.89	\$20.00	\$20.00	\$20.00
Student Trainee, TPT	Unrep	2	\$17.66	\$33.34	\$17.66	\$17.66	\$17.66
Van Driver, TPT	SEIU 1021	5	\$20.73	\$25.42	\$20.73	\$21.17	\$21.81

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Attachment C: Comparator Matches and Differences

Title	Oakland Min Salary	Oakland Max Salary	# of Matches	Average External Min Salary	Variance from Oakland Min	Median External Min Salary	Variance from Oakland Min	Average External Max Salary	Variance from Oakland Max	Median External Max Salary	Variance from Oakland Max
City Council PSE 14	\$17.64	\$59.40	1	\$24.50	-38.89%	\$24.50	-38.89%	\$27.54	53.64%	\$27.54	53.64%
Courier	\$20.73	\$25.42	6	\$26.33	-27.01%	\$27.04	-30.44%	\$31.56	-24.15%	\$32.30	-27.07%
Crossing Guard	\$21.51	\$26.39	5	\$24.88	-15.67%	\$24.38	-13.34%	\$26.94	-2.08%	\$28.08	-6.40%
Fire Fighter Paramedic Trainee	\$22.83	\$22.83	5	\$48.26	-111.39%	\$56.08	-145.64%	\$49.45	-116.60%	\$56.08	-145.64%
Fire Fighter Trainee	\$19.02	\$19.02	7	\$45.26	-137.96%	\$46.33	-143.59%	\$46.11	-142.43%	\$46.33	-143.59%
Food Program Driver	\$20.73	\$25.42	0								
Food Program Monitor	\$22.97	\$28.23	0								
Head Start/EHS Assistant Instructor	\$17.65	\$21.44	2	\$22.22	-25.89%	\$22.22	-25.89%	\$27.05	-26.17%	\$27.05	-26.17%
Head Start/EHS Associate Instructor	\$20.73	\$25.41	4	\$25.22	-21.66%	\$25.15	-21.32%	\$31.18	-22.71%	\$30.61	-20.46%
Library Aide	\$22.36	\$27.45	9	\$23.74	-6.17%	\$23.83	-6.57%	\$27.67	-0.80%	\$28.14	-2.51%
Lifeguard	\$21.70	\$26.65	8	\$19.07	12.12%	\$18.99	12.49%	\$21.38	19.77%	\$22.78	14.52%
Mayor's PSE 14	\$17.64	\$59.41	1	\$24.50	-38.89%	\$24.50	-38.89%	\$27.54	53.64%	\$27.54	53.64%
Office Assistant I	\$23.59	\$28.94	11	\$27.28	-15.64%	\$27.32	-15.81%	\$32.10	-10.92%	\$33.08	-14.31%
Park Attendant	\$24.22	\$29.71	7	\$25.19	-4.00%	\$24.27	-0.21%	\$29.31	1.35%	\$28.25	4.91%
Pool Technician	\$24.77	\$30.41	2	\$25.59	-3.31%	\$25.59	-3.31%	\$33.38	-9.77%	\$33.38	-9.77%
Recreation Aide	\$17.65	\$21.44	4	\$20.71	-17.34%	\$19.79	-12.12%	\$23.38	-9.05%	\$23.66	-10.35%
Recreation Attendant I	\$18.07	\$21.96	0								
Recreation Attendant II	\$20.80	\$25.27	0								
Recreation Leader I	\$20.08	\$24.42	4	\$21.03	-4.73%	\$20.06	0.10%	\$26.63	-9.05%	\$25.65	-5.04%
Recreation Leader II	\$23.10	\$28.08	1	\$20.63	10.69%	\$20.63	10.69%	\$25.11	10.58%	\$25.11	10.58%
Recreation Specialist I	\$23.53	\$28.90	4	\$24.52	-4.21%	\$26.60	-13.05%	\$33.39	-15.54%	\$34.53	-19.48%
Senior Aide	\$16.89	\$16.89	0								
Student Trainee	\$19.66	\$33.34	7	\$18.98	3.46%	\$19.18	2.44%	\$21.57	35.30%	\$21.99	34.04%
Van Driver	\$20.73	\$25.42	7	\$29.63	-42.93%	\$30.28	-46.07%	\$34.99	-37.65%	\$34.25	-34.74%

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	City Council PSE 14	\$17.64	\$59.40	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley	INTERN - COUNCIL	\$24.50	\$27.54	Verified
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$24.50	\$27.54
		Difference from Oakland Salary	-\$6.86	\$31.86
		Median External Salary	\$24.50	\$27.54
		Difference from Oakland Salary	-\$6.86	\$31.86

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Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Courier	\$20.73	\$25.42	
Alameda County	Messenger	\$27.82	\$32.87	No Response / Data Unverified
City and County of San Francisco				No Comparable Classification
City of Berkeley				No Comparable Classification
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward	Mail Clerk	\$20.53	\$22.61	Data Unverified
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose	Messenger Clerk	\$26.26	\$31.88	No Response / Data Unverified
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County	Driver Clerk	\$26.24	\$31.90	Verified
San Mateo County	Mail Services Driver	\$28.70	\$35.87	No Response / Data Unverified
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County	Messenger Driver	\$28.45	\$34.25	No Response / Data Unverified
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$26.33	\$31.56
		Difference from Oakland Salary	-\$5.60	-\$6.14
		Median External Salary	\$27.04	\$32.39
		Difference from Oakland Salary	-\$6.31	-\$6.97

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Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes												
City of Oakland	Crossing Guard	\$21.51	\$26.39													
Alameda County																
City and County of San Francisco	School Crossing Guard	\$26.89	\$29.63	No Response / No Comparable Classification												
City of Berkeley	School Crossing Guard	\$29.41	\$29.41	Verified												
City of Concord				Data Unverified												
City of Fremont				No Comparable Classification												
City of Hayward				No Comparable Classification												
Hayward Area Recreation and Park District				No Response / No Comparable Classification												
Hayward Unified School District	School Crossing Guard	\$24.38	\$26.92	Verified												
City of Richmond	School Crossing Guard	\$20.64	\$20.64	No Response / Data Unverified												
City of San Jose	School Crossing Guard (Part-Time)	\$23.08	\$28.08	No Response / Data Unverified												
City of Santa Rosa				No Response												
City of Vallejo				No Response												
Contra Costa County				No Comparable Classification												
San Mateo County				No Response												
San Mateo Consolidated Fire				No Comparable Classification												
Santa Clara County				No Response												
Santa Clara County Fire Department				No Comparable Classification												
<table border="0" style="width: 100%; text-align: right;"> <tr> <td>Average External Salary</td> <td>\$24.88</td> <td>\$26.94</td> </tr> <tr> <td>Difference from Oakland Salary</td> <td>-\$3.37</td> <td>-\$0.55</td> </tr> <tr> <td>Median External Salary</td> <td>\$24.38</td> <td>\$28.08</td> </tr> <tr> <td>Difference from Oakland Salary</td> <td>-\$2.87</td> <td>-\$1.69</td> </tr> </table>					Average External Salary	\$24.88	\$26.94	Difference from Oakland Salary	-\$3.37	-\$0.55	Median External Salary	\$24.38	\$28.08	Difference from Oakland Salary	-\$2.87	-\$1.69
Average External Salary	\$24.88	\$26.94														
Difference from Oakland Salary	-\$3.37	-\$0.55														
Median External Salary	\$24.38	\$28.08														
Difference from Oakland Salary	-\$2.87	-\$1.69														

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Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Fire Fighter Paramedic Trainee	\$22.83	\$22.83	
Alameda County	Firefighter Recruit - Paramedic	\$44.11	\$44.11	No Response / Data Unverified
City and County of San Francisco				No Comparable Classification
City of Berkeley	INTERN - FD - FIRE SPECIAL OPERAT/OES	\$24.50	\$27.54	Data Unverified
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward	Firefighter Trainee	\$58.69	\$61.62	Verified
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County	Firefighter - Paramedic Recruit	\$56.08	\$56.08	Verified
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department	Firefighter Trainee	\$57.90	\$57.90	Verified
		Average External Salary	\$48.26	\$49.45
		Difference from Oakland Salary	-\$25.43	-\$26.62
		Median External Salary	\$56.08	\$56.08
		Difference from Oakland Salary	-\$33.25	-\$33.25

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Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Fire Fighter Trainee	\$19.02	\$19.02	
Alameda County	Firefighter Recruit - EMT	\$44.11	\$44.11	No Response / Data Unverified
City and County of San Francisco				No Comparable Classification
City of Berkeley	INTERN - FD - OFFICE OF THE FIRE CHIEF	\$24.50	\$27.54	Verified
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward	Firefighter Trainee	\$58.69	\$61.62	Verified
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond	Firefighter Trainee	\$35.11	\$35.11	No Response / Data Unverified
City of San Jose	Firefighter Recruit	\$50.16	\$50.16	No Response / Data Unverified
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County	Firefighter - Recruit	\$46.33	\$46.33	Verified
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department	Firefighter Trainee	\$57.90	\$57.90	Verified
		Average External Salary	\$45.26	\$46.11
		Difference from Oakland Salary	-\$26.24	-\$27.09
		Median External Salary	\$46.33	\$46.33
		Difference from Oakland Salary	-\$27.31	-\$27.31

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Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Food Program Driver	\$20.73	\$25.42	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley				No Comparable Classification
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
Average External Salary - - Variance from Oakland Salary - - Median External Salary - - Variance from Oakland Salary - -				

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Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Food Program Monitor	\$22.97	\$28.23	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley				No Comparable Classification
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
Average External Salary - - Variance from Oakland Salary - - Median External Salary - - Variance from Oakland Salary - -				

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Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Head Start/EHS Assistant Instructor	\$17.65	\$21.44	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley				No Comparable Classification
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose	Early Childhood Education Aide (Part-Time)	\$26.20	\$31.93	No Response / Data Unverified
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County	Assistant Teacher - Project	\$18.23	\$22.16	Verified
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$22.22	\$27.05
		Difference from Oakland Salary	-\$4.57	-\$5.61
		Median External Salary	\$22.22	\$27.05
		Difference from Oakland Salary	-\$4.57	-\$5.61

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Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Head Start/EHS Associate Instructor	\$20.73	\$25.41	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley				No Comparable Classification
City of Concord	Preschool Teacher	\$20.98	\$27.52	Verified
City of Fremont	Tiny Tot Specialist	\$29.61	\$35.99	Verified
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose	Early Childhood Education Aide (Part-Time)	\$26.20	\$31.93	No Response / Data Unverified
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County	Associate Teacher - Project	\$24.09	\$29.29	Verified
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$25.22	\$31.18
		Difference from Oakland Salary	-\$4.49	-\$5.77
		Median External Salary	\$25.15	\$30.61
		Difference from Oakland Salary	-\$4.42	-\$5.20

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Library Aide	\$22.36	\$27.45	
Alameda County	Library Clerk I	\$27.32	\$31.08	No Response / Data Unverified
City and County of San Francisco	Library Page	\$29.33	\$35.61	Verified
City of Berkeley	Library Aide (Non-Career)	\$24.50	\$28.14	Data Unverified
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward	Library Page	\$23.83	\$23.83	Verified
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond	Library Aide	\$21.77	\$24.01	No Response / Data Unverified
City of San Jose	Library Page (Part-Time)	\$23.25	\$28.28	No Response / Data Unverified
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County	Library Aide - Exempt	\$16.90	\$20.54	Verified
San Mateo County	Library Aide - Extra Help	\$21.68	\$27.12	No Response / Data Unverified
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County	Library Page	\$25.04	\$30.45	No Response / Data Unverified
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$23.74	\$27.67
		Difference from Oakland Salary	-\$1.38	-\$0.22
		Median External Salary	\$23.83	\$28.14
		Difference from Oakland Salary	-\$1.47	-\$0.69

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Lifeguard	\$21.70	\$26.65	
Alameda County				
City and County of San Francisco	Pool Lifeguard	\$26.64	\$26.64	No Response / No Comparable Classification
City of Berkeley	Aquatics Specialist I (Non-Career)	\$24.50	\$24.50	Verified
City of Concord	Lifeguard/Swim Instructor II - Limited Service	\$18.54	\$19.48	Verified
City of Fremont	Activity Specialist I	\$19.35	\$21.65	Verified
City of Hayward				
Hayward Area Recreation and Park District	Lifeguard	\$18.63	\$25.14	No Response / Data Unverified
Hayward Unified School District				No Comparable Classification
City of Richmond	Lifeguard	\$20.64	\$23.90	No Response / Data Unverified
City of San Jose	Lifeguard (Part-Time)	\$16.04	\$19.44	No Response / Data Unverified
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				
San Mateo County	Lifeguard - Extra Help	\$8.24	\$10.30	No Response / Data Unverified
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				
Santa Clara County Fire Department				No Comparable Classification
<p style="text-align: right;"> Average External Salary \$19.07 \$21.38 Difference from Oakland Salary \$2.63 \$5.27 Median External Salary \$18.99 \$22.78 Difference from Oakland Salary \$2.71 \$3.88 </p>				

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Mayor's PSE 14	\$17.64	\$59.41	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley	INTERN - MAYOR'S OFFICE	\$24.50	\$27.54	Verified
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$24.50	\$27.54
		Difference from Oakland Salary	-\$6.86	\$31.87
		Median External Salary	\$24.50	\$27.54
		Difference from Oakland Salary	-\$6.86	\$31.87

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Office Assistant I	\$23.59	\$28.94	
Alameda County	Clerk I	\$27.32	\$31.08	No Response / Data Unverified
City and County of San Francisco	Junior Clerk	\$28.98	\$35.21	Verified
City of Berkeley	Office Specialist I	\$31.06	\$33.88	Data Unverified
City of Concord	Administrative Clerk I	\$22.97	\$29.31	Verified
City of Fremont	Office Specialist I	\$30.74	\$37.37	Verified
City of Hayward	Administrative Clerk I	\$31.23	\$38.31	Verified
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose	Office Specialist I	\$27.18	\$33.09	No Response / Data Unverified
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo	Administrative Clerk I	\$20.88	\$25.38	No Response / Data Unverified
Contra Costa County	Clerk - Beginning Level Deep Class - Project	\$20.19	\$24.56	Verified
San Mateo County	Office Assistant I	\$33.08	\$33.08	No Response / Data Unverified
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County	Office Specialist I	\$26.46	\$31.81	No Response / Data Unverified
Santa Clara County Fire Department				No Comparable Classification
Average External Salary		\$27.28	\$32.10	
Difference from Oakland Salary		-\$3.69	-\$3.16	
Median External Salary		\$27.32	\$33.08	
Difference from Oakland Salary		-\$3.73	-\$4.14	

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Park Attendant	\$24.22	\$29.71	
Alameda County				
City and County of San Francisco				No Response / No Comparable Classification
City of Berkeley	Groundskeeper	\$34.90	\$36.86	Data Unverified
City of Concord	Facility Attendant I - Limited Service	\$17.22	\$19.48	Verified
City of Fremont				No Comparable Classification
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond	Groundskeeper	\$27.78	\$33.77	No Response / Data Unverified
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa	Facilities Attendant	\$23.25	\$28.25	No Response / Data Unverified
City of Vallejo				No Response / No Comparable Classification
Contra Costa County	Groundskeeper	\$24.27	\$26.76	Verified
San Mateo County	Park Aide - Extra Help	\$21.88	\$27.39	No Response / Data Unverified
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County	Park Services Attendant	\$27.04	\$32.66	No Response / Data Unverified
Santa Clara County Fire Department				No Comparable Classification
Summary Statistics				
	Average External Salary	\$25.19	\$29.31	
	Difference from Oakland Salary	-\$0.97	\$0.40	
	Median External Salary	\$24.27	\$28.25	
	Difference from Oakland Salary	-\$0.05	\$1.46	

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Pool Technician	\$24.77	\$30.41	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley				No Comparable Classification
City of Concord	Recreation Utility Worker	\$31.60	\$40.33	Data Unverified
City of Fremont				No Comparable Classification
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District	Pool Maintenance Technician	\$19.58	\$26.42	No Response / Data Unverified
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$25.59	\$33.38
		Difference from Oakland Salary	-\$0.82	-\$2.97
		Median External Salary	\$25.59	\$33.38
		Difference from Oakland Salary	-\$0.82	-\$2.97

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Recreation Aide	\$17.65	\$21.44	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley	Playground Leader Trainee (Non-Career Intermittent)	\$24.50	\$24.50	Data Unverified
City of Concord				No Comparable Classification
City of Fremont	Activity Specialist I/II/III	\$19.35	\$21.65	Verified
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond	Recreation Program Aide	\$20.23	\$24.56	No Response / Data Unverified
City of San Jose	Regional Park Aide (Part-Time)	\$18.75	\$22.81	No Response / Data Unverified
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$20.71	\$23.38
		Difference from Oakland Salary	-\$3.06	-\$1.94
		Median External Salary	\$19.79	\$23.66
		Difference from Oakland Salary	-\$2.14	-\$2.22

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Recreation Attendant I	\$18.07	\$21.96	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley				No Comparable Classification
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
Average External Salary - - Variance from Oakland Salary - - Median External Salary - - Variance from Oakland Salary - -				

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Recreation Attendant II	\$20.80	\$25.27	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley				No Comparable Classification
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
Average External Salary - - Variance from Oakland Salary - - Median External Salary - - Variance from Oakland Salary - -				

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Recreation Leader I	\$20.08	\$24.42	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco	Recreation Leader	\$26.28	\$35.39	Verified
City of Berkeley				No Comparable Classification
City of Concord				No Comparable Classification
City of Fremont	Recreation Leader (Temporary)	\$17.75	\$19.86	Verified
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District	Recreation Specialist I	\$18.63	\$25.14	No Response / Data Unverified
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose	Recreation Leader (Part-Time)	\$21.48	\$26.15	No Response / Data Unverified
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$21.03	\$26.63
		Difference from Oakland Salary	-\$0.95	-\$2.21
		Median External Salary	\$20.06	\$25.65
		Difference from Oakland Salary	\$0.03	-\$1.23

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Recreation Leader II	\$23.10	\$28.08	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley				No Comparable Classification
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond	Recreation Program Leader (Part-Time)	\$20.63	\$25.11	No Response / Data Unverified
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$20.63	\$25.11
		Difference from Oakland Salary	\$2.47	\$2.97
		Median External Salary	\$20.63	\$25.11
		Difference from Oakland Salary	\$2.47	\$2.97

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Recreation Specialist I	\$23.53	\$28.90	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley	Recreation Activity Leader R2	\$28.13	\$34.39	Data Unverified
City of Concord	Limited Service - Recreation Specialist	\$16.39	\$29.63	Data Unverified
City of Fremont	Recreation Specialist (Temporary)	\$25.06	\$34.88	Verified
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa	Recreation Specialist	\$28.51	\$34.67	No Response / Data Unverified
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$24.52	\$33.39
		Difference from Oakland Salary	-\$0.99	-\$4.49
		Median External Salary	\$26.60	\$34.53
		Difference from Oakland Salary	-\$3.07	-\$5.63

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Senior Aide	\$16.89	\$16.89	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley				No Comparable Classification
City of Concord				No Comparable Classification
City of Fremont				No Comparable Classification
City of Hayward				No Comparable Classification
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County				No Comparable Classification
San Mateo County				No Response / No Comparable Classification
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County				No Response / No Comparable Classification
Santa Clara County Fire Department				No Comparable Classification
Average External Salary - - Variance from Oakland Salary - - Median External Salary - - Variance from Oakland Salary - -				

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Student Trainee	\$17.66	\$33.34	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley	YOUTH ENROLLEE INTERN - YOUTH DEVELOPMENT	\$19.18	\$19.18	Verified
City of Concord	High School Intern - Limited Service	\$16.00	\$18.00	Verified
City of Fremont				No Comparable Classification
City of Hayward	Administrative Intern	\$19.07	\$24.13	Verified
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond				No Response / No Comparable Classification
City of San Jose	Student Intern (Unclassified) (Part-Time)	\$15.86	\$22.65	No Response / Data Unverified
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County	Student Intern - Level I	\$21.06	\$21.06	Verified
San Mateo County	Intern / Fellow I	\$21.99	\$21.99	No Response / Data Unverified
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County	Student Intern, Level 1	\$19.72	\$23.97	No Response / Data Unverified
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$18.98	\$21.57
		Difference from Oakland Salary	-\$1.32	\$11.77
		Median External Salary	\$19.18	\$21.99
		Difference from Oakland Salary	-\$1.52	\$11.35

Informational Report On The Results Of The Salary Survey For City Job Classifications Earning Less Than Twenty-Five Dollars Per Hour

Attachment D: Breakdown of Comparator Matches and Differences by Agency and Classification

Agency	Classification Title	Hourly Salary Min	Hourly Salary Max	Notes
City of Oakland	Van Driver	\$20.73	\$25.42	
Alameda County				No Response / No Comparable Classification
City and County of San Francisco				No Comparable Classification
City of Berkeley	Mini Bus Driver (Non-Career)	\$30.92	\$33.44	Unverified
City of Concord	Driver - Limited Service	\$19.97	\$26.85	Data Unverified
City of Fremont				No Comparable Classification
City of Hayward	Equipment Service Attendant	\$38.26	\$44.47	Verified
Hayward Area Recreation and Park District				No Response / No Comparable Classification
Hayward Unified School District				No Comparable Classification
City of Richmond	R-Transit Driver	\$30.28	\$36.81	No Response / Data Unverified
City of San Jose				No Response / No Comparable Classification
City of Santa Rosa				No Response / No Comparable Classification
City of Vallejo				No Response / No Comparable Classification
Contra Costa County	Driver Clerk	\$26.24	\$31.90	Data Unverified
San Mateo County	Transportation Officer	\$33.30	\$37.22	No Response / Data Unverified
San Mateo Consolidated Fire				No Comparable Classification
Santa Clara County	Messenger Driver - U	\$28.45	\$34.25	No Response / Data Unverified
Santa Clara County Fire Department				No Comparable Classification
		Average External Salary	\$29.63	\$34.99
		Difference from Oakland Salary	-\$8.90	-\$9.57
		Median External Salary	\$30.28	\$34.25
		Difference from Oakland Salary	-\$9.55	-\$8.83