

  
CITY ATTORNEY'S OFFICE

# OAKLAND CITY COUNCIL

ORDINANCE NO. \_\_\_\_\_ 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:

<b>Classification Title</b>	<b>Class #</b>	<b>Step</b>	<b>Salary</b>
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:

City of Oakland Salary Schedule

Print Date: February 18, 2026

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

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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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  
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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

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Step 3 8812.58  
Step 4 9275.08  
Step 5 9765.00

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

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

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

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

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

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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

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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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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

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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

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Step 4 8829.81  
Step 5 9295.20

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

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

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

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

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

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

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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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

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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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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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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

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

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

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

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

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

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

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

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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

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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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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

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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

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

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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	

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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		

---

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		

---

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		

---

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

---

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

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

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

---

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

---

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

---

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

---

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

---

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

**ATTACHMENT A  
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City of Oakland  
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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		

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

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

---

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		

---

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		

---

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		

---

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		

---

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		

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

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

---

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		

---

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

---

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

---

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		

---

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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City of Oakland  
Salary Schedule

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Step 4 7333.68  
Step 5 7721.38

Job Class Title, Code & Type	Grade	Normal Hours	Ord Num
Case Manager I, PPT AP406 PPT 01-MAR-25 CC M	TW1.75.005	75	13703
Step 1 6288.33			
Step 2 6619.19			
Step 3 6968.32			
Step 4 7333.68			
Step 5 7721.38			
Case Manager I, PT AP413 PTS 01-MAR-25 CU M	TL1.75.023	75	13703
Step 1 6287.72			
Step 2 6618.54			
Step 3 6967.64			
Step 4 7332.96			
Step 5 7720.62			
Case Manager II AP127 FTE 01-MAR-25 CC M	TW1.75.008	75	13703
Step 1 7278.87			
Step 2 7662.52			
Step 3 8066.44			
Step 4 8490.67			
Step 5 8937.23			
Case Manager II, PPT AP411 PPT 01-MAR-25 CC M	TW1.75.008	75	13703
Step 1 7278.87			
Step 2 7662.52			
Step 3 8066.44			
Step 4 8490.67			
Step 5 8937.23			
Case Manager II, PT AP412 PTS 01-MAR-25 CU M	TL1.75.026	75	13703
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

---

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

---

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

---

Chief Conservator	EM235	FTE		UM2.75.019	75	13703
01-MAR-25	BE		M			
Min						12450.81
Max						15288.50

---

Chief of Fire	EM105	FTE		UR1.80.052	80	13703
05-JUL-25	CU		M			
Min						18149.97
Max						27224.98

---

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

---

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>	<b>UX1.75.003</b>	<b>75</b>	<b>XXXXX</b>
<b>04-JUL-26</b>	<b>CU</b>	<b>M</b>	
<b>Step 3</b>	<b>19904.10</b>	<b>18884.35</b>	

---

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

---

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

---

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		

---

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		

---

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		

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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

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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
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

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City of Oakland  
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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

---

**ATTACHMENT A  
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Job Class Title, Code & Type	Grade	Normal Hours	Ord Num
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		
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		
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		
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		
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		
Clean Community Supervisor SC116 FTE	UH1.75.012	75	13703

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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

---

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

---

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

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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	

---

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  
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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

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

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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

---

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			

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

---

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

---

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

---

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

---

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

---

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

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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

---

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

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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

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Job Class Title, Code & Type	Grade	Normal Hours	Ord 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  
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Step 2 10778.28  
Step 3 11346.61  
Step 4 11943.36  
Step 5 12572.62

---

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

---

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

---

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

**Council Member EO100 FTE                      UX1.75.001    75 ~~XXXXX~~**  
**04-JUL-26    CU            M**  
**Step 1 9520.26 ~~9066.91~~**

---

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

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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

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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			

---

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			

---

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			

---

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
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

---

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

---

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

---

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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February 18, 2026

Step 5 31.33

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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		

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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		

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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		

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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		

---

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

---

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

---

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			
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

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

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

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

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

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

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

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

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

---

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

---

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

---

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

---

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 Hours	Ord Num
Director of Transportation 01-MAR-25 CU M Min 17422.11 Max 26133.23	EM264 FTE	UK1.75.052	75 13703
Director of Workplace & Employment Stnd 01-MAR-25 CU M Min 15023.07 Max 22534.60	EM274 FTE	UK1.75.046	75 13703
Disabilities Coordinator 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	SC221 FTE	TW1.75.005	75 13703
Disability Access Coordinator 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	AP382 FTE	UM2.75.016	75 13703
Disability Benefits Coordinator 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	SC106 FTE	UM2.75.012	75 13703
Drafting Technician, Intermediate 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	ET110 FTE	SD1.75.051	75 13703

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

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

Job Class Title, Code & Type	Grade	Normal Hours	Ord Num
Early Learning Specialist AP465 FTE 01-MAR-25 CC M	TW1.75.008	75	13703
Step 1 7278.87			
Step 2 7662.52			
Step 3 8066.44			
Step 4 8490.67			
Step 5 8937.23			
Electrical Construction & Maint Planner TR124 FTE 01-MAR-25 CC M	TF1.80.004	80	13703
Step 1 9290.43			
Step 2 9779.59			
Step 3 10295.17			
Step 4 10837.14			
Step 5 11407.51			
Electrical Engineer II TR125 FTE 01-MAR-25 CC M	TF1.75.014	75	13703
Step 1 10340.55			
Step 2 10884.92			
Step 3 11459.39			
Step 4 12061.85			
Step 5 12696.57			
Electrical Engineer III TR126 FTE 01-MAR-25 CC M	TF1.75.015	75	13703
Step 1 11971.47			
Step 2 12601.89			
Step 3 13264.57			
Step 4 13963.85			
Step 5 14697.52			
Electrical Painter TR127 FTE 01-MAR-25 CC H	SC1.80.044	80	13703
Step 1 42.02			
Step 2 44.23			

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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

---

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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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

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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

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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

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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

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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

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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

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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

---

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

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**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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Salary Schedule

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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

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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

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Job Class Title, Code & Type	Grade	Normal	Ord
Effective Date	Status	Hours	Num
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		
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		
Engineer of Fire Department PS118 FTE		FQ1.104.005	104 13703
05-JUL-25	CC M		
Step 1	13199.36		
Engineer of Fire Department PS119 FTE		FQ1.80.005	80 13703
05-JUL-25	CC M		
Step 1	13199.36		
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		
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		
Job Class Title, Code & Type	Grade	Normal	Ord

**ATTACHMENT A  
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City of Oakland  
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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		

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Min 16204.75  
Max 19898.65

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

**ATTACHMENT A  
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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

---

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

---

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

---

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

---

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

---

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

---

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

---

Equal Opportunity Specialist AP187 FTE UM2.75.012 75 13703

01-MAR-25 CC M

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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

---

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

---

Equipment Technician TC109 FTE SB1.80.006 80 13703  
01-MAR-25 CC H  
Step 1 36.25

**ATTACHMENT A  
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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

---

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

---

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

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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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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

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

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Step 4 8914.90  
Step 5 9385.83

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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

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Executive Director CPRA EM229 FTE                      UK1.75.041      75 13703  
01-MAR-25      BE              M  
Min 13278.27  
Max 19917.34

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Executive Director, Public Ethics Comm EM261 FTE      UK1.75.041      75 13703  
01-MAR-25      CU              M  
Min 13278.27  
Max 19917.34

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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

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

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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

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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		

---

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		

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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		

---

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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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

---

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

---

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

---

Financial Analyst, Principal AF041 FTE UM2.75.019 75 13703  
01-MAR-25 CC M  
Min 12450.81  
Max 15288.50

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

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

Job Class Title, Code & Type	Grade	Normal Hours	Ord Num
Fire Division Manager EM225 FTE 01-MAR-25 BE M Min 14560.65 Max 17878.39	UM1.75.039	75	13703
Fire Divison Chief EM224 FTE 05-JUL-25 BE M Step 1 19480.79	UU1.80.004	80	13703
Fire Equipment Technician TC143 FTE 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	SB1.80.006	80	13703
Fire Fighter PS125 FTE 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	FQ1.104.001	104	13703
Fire Fighter PS126 FTE 05-JUL-25 CC M Step 1 10768.23 Step 2 11145.43 Step 3 11531.35 Step 4 11884.70	FQ1.104.003	104	13703
Fire Fighter PS127 FTE 05-JUL-25 CC M	FQ1.104.002	104	13703

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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		

---

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		

---

Fire Fighter Paramedic PS184 FTE	FQ1.104.022	104	13703
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**ATTACHMENT A  
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February 18, 2026

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

---

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

---

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

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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

---

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

---

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

---

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

---

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

---

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

---

Fire Fighter/Fire Boat Operator PS137 FTE FQ1.80.008 80 13703  
05-JUL-25 CC M

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
Salary Schedule

February 18, 2026

Step 1 13844.59

---

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

---

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

---

Fire Investigation Coordinator PS138 FTE                    FQ1.80.011    80 13703

05-JUL-25    CC            M

Step 1 14468.98

---

Fire Investigator PS139 FTE                    FQ1.80.007    80 13703

05-JUL-25    CC            M

Step 1 13632.11

---

Fire Investigator PS181 FTE                    FQ1.104.021    104 13703

05-JUL-25    CC            M

Step 1 13632.11

---

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

---

Fire Marshal (Non-Sworn) MA157 FTE                    UM1.75.039    75 13703

01-MAR-25    BE            M

Min 14560.65

Max 17878.39

---

Fire Marshal (Sworn) EM168 FTE                    UU1.80.005    80 13703

05-JUL-25    CC            M

Step 1 19234.16

---

Fire Marshal (Sworn) EM169 FTE                    UU1.104.005    104 13703

05-JUL-25    CC            M

**ATTACHMENT A  
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City of Oakland  
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Step 1 19234.16

---

Fire Marshal, Assistant (Non-Sworn) MA148 FTE      UM2.75.019    75 13703  
01-MAR-25    CC      M  
Min 12450.81  
Max 15288.50

---

Fire Marshall, Assistant PS140 FTE      FQ1.80.016    80 13703  
05-JUL-25    CC      M  
Step 1 16129.62

---

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	

---

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  
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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	

---

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

---

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

---

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

---

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  
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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
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01-MAR-25 CC H  
Step 1 28.83

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

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

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**

City of Oakland  
Salary Schedule

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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

---

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

---

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

---

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

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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

---

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

---

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

---

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

---

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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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	6288.33				
Step 2	6619.19				
Step 3	6968.32				
Step 4	7333.68				
Step 5	7721.38				

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Head Start Facilities Coordinator	SC250	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 Family & Comm Engage Coord	PP182	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 Health & Disabilities Coord	PP183	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				

---

Head Start Health & Nutrition Coord	SC159	FTE	TW1.75.005	75	13703
01-MAR-25	CC	M			
Step 1	6288.33				
Step 2	6619.19				

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Step 3 6968.32  
Step 4 7333.68  
Step 5 7721.38

---

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

---

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

---

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

---

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

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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

---

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

---

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		

---

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		

---

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		

---

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

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

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

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

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

---

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

---

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

---

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

---

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

---

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

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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
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		
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		
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		
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		
Human Res Analyst, Sr Supervising	MA125	FTE	U31.75.027 75 13703
01-MAR-25	CC	M	
Min	13077.11		
Max	16057.52		
Human Res Technician, Senior, PPT	TC116	PPT	TW1.75.006 75 13703

**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

---

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

---

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		

---

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		

---

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		

---

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

**ATTACHMENT A  
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Step 1 7643.18  
Step 2 8046.34  
Step 3 8468.48  
Step 4 8918.09  
Step 5 9384.58

---

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

---

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

---

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

---

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

---

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

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

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

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

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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Step 3 6320.82  
Step 4 6653.70  
Step 5 7002.82

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

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

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

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

Human Resources Manager EM186 FTE UK2.75.023 75 13703

01-MAR-25 CU M

Min 15141.17  
Max 18588.87

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

---

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

---

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

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

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

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

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

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

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

---

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

---

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

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

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

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

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

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

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

---

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

---

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

---

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

---

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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Job Class Title, Code & Type	Grade	Normal Hours	Ord Num
Librarian I, PPT AP215 PPT 01-MAR-25 CC H	SD1.75.046	75	13703
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 01-MAR-25 CU H	SI1.75.016	75	13703
Step 1	42.94		
Step 2	45.19		
Step 3	47.58		
Step 4	50.08		
Step 5	52.74		
Librarian II AP217 FTE 01-MAR-25 CC H	SD1.75.053	75	13703
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 01-MAR-25 CC H	SD1.75.053	75	13703
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 01-MAR-25 CU H	SI1.75.019	75	13703
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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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
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			

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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 Hours	Ord Num
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			
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			
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			
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			
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			
Loan Servicing Administrator SC176 FTE	TW1.75.014	75	13703

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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			

**ATTACHMENT A  
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City of Oakland  
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February 18, 2026

Step 4 42.60  
Step 5 44.83

---

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	

---

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

---

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

---

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

---

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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City of Oakland  
Salary Schedule

February 18, 2026

Step 5 7353.99

---

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

---

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

---

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

---

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

---

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

---

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

---

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

---

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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Salary Schedule

February 18, 2026

Manager, Capital Improvement Program MA107 FTE UM1.75.040 75 13703  
01-MAR-25 BE M  
Min 15433.09  
Max 18951.10

Manager, Claims & Risk EM209 FTE UK2.75.022 75 13703  
01-MAR-25 BE M  
Min 14417.78  
Max 17702.94

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

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

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

Manager, Emergency Services EM181 FTE UM1.75.023 75 13703  
01-MAR-25 BE M  
Min 15136.24  
Max 18582.86

Manager, Environmental Services EM182 FTE UM1.75.022 75 13703  
01-MAR-25 BE M  
Min 14413.65  
Max 17697.87

Job Class Title, Code & Type                      Grade    Normal Ord

**ATTACHMENT A  
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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  
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City of Oakland  
Salary Schedule

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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

---

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

---

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

---

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

---

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

---

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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City of Oakland  
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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

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
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**ATTACHMENT A  
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City of Oakland  
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Effective Date	Status	Type	Hours	Num
<hr/>				
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			
<hr/>				
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			
<hr/>				
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			
<hr/>				
Mayor EO200	FTE		UX1.75.002	75 13758
08-JUL-23	CU	M		
Step 1	18016.87			
<hr/>				
Mayor's PSE 14	SS143	FTE	TW1.75.035	75 13703
01-MAR-25	CU	M		
Min	2865.84			
Max	9653.75			
<hr/>				
Mayor's PSE 14, PPT	SS194	PPT	TA1.75.034	75 13703
01-MAR-25	CU	M		
Min	2865.84			
Max	8394.43			
<hr/>				
Job Class Title, Code & Type	Grade	Normal	Ord	
Effective Date	Status	Type	Hours	Num
<hr/>				
Mayor's PSE 14, PT	SS145	PTS	TL1.75.001	75 13703

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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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February 18, 2026

Job Class Title, Code & Type	Grade	Normal Hours	Ord 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

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City of Oakland  
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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

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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		

---

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		

---

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

---

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		

---

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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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

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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

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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

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

---

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

---

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

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Step 5 8937.23

---

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

---

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

---

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

---

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

---

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

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

---

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

---

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

---

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

---

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

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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

---

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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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

---

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

---

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

---

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

---

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

---

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

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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Step 4 7699.06  
Step 5 8102.98

---

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

---

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

---

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

---

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

---

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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**ATTACHMENT A  
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Effective Date	Status	Type	Hours	Num
<hr/>				
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			
<hr/>				
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			
<hr/>				
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			
<hr/>				
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			
<hr/>				
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			
<hr/>				
Payroll Administrator	EM278	FTE	UK2.75.026	75 13871
06-JAN-26	BE	M		

**ATTACHMENT A  
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City of Oakland  
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Min 17526.37  
Max 21518.15

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		
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		
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		
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		
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		

**ATTACHMENT A  
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City of Oakland  
Salary Schedule

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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				

---

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				

---

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				

---

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				

---

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				

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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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Planner III, Design Review AP275 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

---

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

---

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			

---

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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**ATTACHMENT A  
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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

---

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

---

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

---

Planning Intern, PT SS164 PTS UG1.75.004 75 13703

01-MAR-25 CU H  
Step 1 24.14

---

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

---

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

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

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

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

Police Communications Manager MA160 FTE UM1.75.027 75 13703

01-MAR-25 BE M

Min 12575.33

Max 15441.37

Job Class Title, Code & Type	Grade	Normal	Ord
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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

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

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

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Step 5 11936.90  
Step 6 0.00

---

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

---

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

---

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

---

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

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Step 4 12623.04  
Step 5 13608.39

---

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

---

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

---

Police Officer Trainee PS169 FTE                      PT1.80.001    80 13703  
05-JUL-25    CU            M  
Step 1 7502.58

---

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

---

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

---

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

---

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

---

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

---

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

---

Police Records Supervisor PS171 FTE UH1.75.022 75 13703

01-MAR-25 CC M

Step 1 7495.16

Step 2 7890.30

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Step 3 8304.26  
Step 4 8743.31  
Step 5 9203.25

Job Class Title, Code & Type	Grade	Normal Hours	Ord Num
Police Services Manager I MA152 FTE 01-MAR-25 BE M Min 12450.82 Max 15288.48	UM1.75.019	75	13703
Police Services Manager II MA151 FTE 01-MAR-25 BE M Min 15136.24 Max 18582.86	UM1.75.023	75	13703
Police Services Technician II PS173 FTE 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	SC1.80.016	80	13703
Police Technical Writer AP285 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
Pool Manager AP467 FTE 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	SC1.80.050	80	13703
Pool Manager, PPT AP366 PPT 01-MAR-25 CC H Step 1 26.31	SC1.80.050	80	13703

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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		

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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		

---

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		

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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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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

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

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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

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Procurement and Contracts Administrator EM279 FTE                      UK2.75.026    75 13871  
06-JAN-26    BE            M  
Min 17526.37  
Max 21518.15

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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

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Program Analyst I, PPT AP357 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

---

Program Analyst I, PT AP361 PTS                      TL1.75.030    75 13703  
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	

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Program Analyst II AP293 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

---

Program Analyst II, PPT AP358 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

---

Program Analyst II, PT AP362 PTS                      UG1.75.012    75 13703  
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

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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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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

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

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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

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Max 17697.87

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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	

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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

---

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

---

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  
Salary Schedule

February 18, 2026

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

---

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

---

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

---

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

---

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  
Salary Schedule

February 18, 2026

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

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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  
Salary Schedule

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

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Job Class Title, Code & Type	Grade	Normal Hours	Ord 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  
Salary Schedule

February 18, 2026

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  
Salary Schedule

February 18, 2026

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

**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	
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  
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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

---

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

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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

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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

---

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

---

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

---

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

---

Rehabilitation Supervisor II AP316 FTE                      UH1.75.016    75 13703  
01-MAR-25    CC            M  
Step 1 10751.88  
Step 2 11318.19

**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

---

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

---

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

---

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

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

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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

---

**ATTACHMENT A  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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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

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

Revenue & Tax Administrator EM204 FTE      UK2.75.026      75 13703  
01-MAR-25      BE      M  
Min 17526.37  
Max 21518.15

Revenue & Tax Administrator, Assistant AF062 FTE      UM2.75.021      75 13703  
01-MAR-25      CC      M  
Min 13727.57  
Max 16855.49

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

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  
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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

---

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

---

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

---

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  
FOR ELECTED OFFICIALS SOA**

City of Oakland  
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Step 2 7890.30  
Step 3 8304.26  
Step 4 8743.31  
Step 5 9203.25

---

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

---

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

---

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  
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City of Oakland  
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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

---

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

---

Senior Services Administrator MA141 FTE      UM2.75.019    75 13703  
 01-MAR-25    CC            M  
 Min 12450.81  
 Max 15288.50

---

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  
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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

---

Sergeant of Police PS191 FTE PP1.84.003 84 13703

05-JUL-25 CC M  
Step 1 15712.35

---

Sergeant of Police (PERS) PS179 FTE PP1.80.003 80 13703

05-JUL-25 CC M  
Step 1 14268.49

---

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

---

Sergeant of Police (PERS) PS192 FTE PP1.84.004 84 13703

05-JUL-25 CC M  
Step 1 14981.92

---

Sewer Maintenance Leader TR175 FTE SC1.80.045 80 13703

01-MAR-25 CC H

**ATTACHMENT A  
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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

---

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

---

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

---

Spatial Data Administrator AP326 FTE                      UM2.75.019    75 13703  
01-MAR-25    CC            M  
Min 12450.81

**ATTACHMENT A  
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City of Oakland  
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Max 15288.50

---

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

---

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

---

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

---

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

---

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

---

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

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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

---

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

---

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

---

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

---

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

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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  
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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	

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Sports Official, PT PP160 PTS SI1.80.057 80 13703  
 01-MAR-25 CU H  
 Step 1 26.79

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Sr. Hearing Officer, PPT SC249 PPT UH1.75.019 75 13703  
 01-MAR-25 CC M  
 Min 12446.78  
 Max 15282.40

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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		

---

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		

---

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

---

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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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	

---

Student Trainee, PT SS195 PTS                    UG1.80.004   80 13703

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01-MAR-25 CU H  
Min 17.66  
Max 33.34

---

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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Job Class Title, Code & Type	Grade	Normal Hours	Ord Num
Systems Analyst I AP332 FTE 01-MAR-25 CC M	TW1.75.007	75	13703
Step 1	6933.81		
Step 2	7297.15		
Step 3	7682.81		
Step 4	8086.75		
Step 5	8513.00		
Systems Analyst II AP333 FTE 01-MAR-25 CC M	TW1.75.011	75	13703
Step 1	8427.75		
Step 2	8870.25		
Step 3	9337.09		
Step 4	9830.36		
Step 5	10347.96		
Systems Analyst II, PPT AP399 PPT 01-MAR-25 CC M	TW1.75.011	75	13703
Step 1	8427.75		
Step 2	8870.25		
Step 3	9337.09		
Step 4	9830.36		
Step 5	10347.96		
Systems Analyst III AP334 FTE 01-MAR-25 CC M	TW1.75.015	75	13703
Step 1	10244.41		
Step 2	10782.32		
Step 3	11350.65		
Step 4	11947.43		
Step 5	12576.66		
Tax Auditor I AF004 FTE 01-MAR-25 CC H	SD1.75.052	75	13703
Step 1	39.77		
Step 2	41.87		
Step 3	44.08		
Step 4	46.42		
Step 5	48.85		
Tax Auditor II AF022 FTE	SD1.75.058	75	13703

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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	Ord
Effective Date Status Type	Hours	Num	

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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			

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Step 1 45.74  
Step 2 48.14  
Step 3 50.66  
Step 4 53.34  
Step 5 56.14

---

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

---

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

---

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

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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

---

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

---

Traffic Engineering Technician, Senior ET134 FTE SD1.75.062 75 13703

01-MAR-25 CC H

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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		

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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	Ord
Effective Date Status Type	Hours	Num	

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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

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Treasury Administrator, Asst AF061 FTE                      UM2.75.021    75 13703  
01-MAR-25    CC            M  
Min 13727.57  
Max 16855.49

---

Treasury Analyst I AF057 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

---

Treasury Analyst II AF058 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

---

Treasury Analyst III AF035 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

---

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

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Tree High Climber TR188 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 Supervisor I SC229 FTE	UH1.80.010	80	13703
01-MAR-25    CC            M			
Step 1 8023.82			

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

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

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

Triangle Incident Response Coordinator PP194 FTE	UH1.75.012	75	13703
01-MAR-25    CC            M			
Step 1 8845.89			
Step 2 9310.71			

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Step 3 9801.92  
Step 4 10317.50  
Step 5 10859.44

---

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

---

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

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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
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

February 18, 2026

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

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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

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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

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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

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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

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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

February 18, 2026

Step 1 20.73  
Step 2 21.81  
Step 3 22.93  
Step 4 24.14  
Step 5 25.42

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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

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

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Veterinarian AP401 FTE UM2.75.021 75 13703  
01-MAR-25 CC M  
Min 13727.57  
Max 16855.49

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Veterinarian, PPT AP402 PPT UM2.75.021 75 13703  
01-MAR-25 CC M  
Min 13727.57  
Max 16855.49

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Veterinarian, PT AP443 PTS TL1.75.036 75 13703  
01-MAR-25 CU M  
Min 13727.56  
Max 16855.49

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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

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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

February 18, 2026

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	Ord
Effective Date	Status	Type	Hours 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

February 18, 2026

Step 4 7333.68  
Step 5 7721.38

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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

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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

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

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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

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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

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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

February 18, 2026

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:

AYES - BROWN, FIFE, GALLO, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND  
PRESIDENT JENKINS

NOES –

ABSENT –

ABSTENTION –

ATTEST: \_\_\_\_\_  
ASHA REED  
City Clerk and Clerk of the Council of the  
City of Oakland, California

3466894 / CLC

## 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 Ethic 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.