



City of Emeryville

Classification and Compensation Table by Bargaining Unit

Effective Date: 3/19/2026

| Job Code | Job Classification Title | Bargaining Unit | Step A | Step B | Step C | Step D | Step E | Step F | hrs/week | FLSA Status | Effective Date |
|----------|---|-----------------|----------|--------|----------|----------|----------|----------|----------|-------------|----------------|
| 1015 | Executive Assistant to the City Manager* | CAMP | \$7,911 | - | - | - | \$10,679 | - | 35 | Non-Exempt | 7/13/2025 |
| 1035 | Civilian Commander* | CAMP | \$14,805 | - | - | - | \$19,132 | - | 40 | Exempt | 7/13/2025 |
| 1040 | Assistant City Attorney* | CAMP | \$14,001 | - | - | - | \$18,899 | - | 35 | Exempt | 7/13/2025 |
| 1045 | Deputy City Attorney* | CAMP | \$11,601 | - | - | - | \$15,657 | - | 35 | Exempt | 7/13/2025 |
| 1056 | Finance Supervisor* | CAMP | \$10,140 | - | - | - | \$13,678 | - | 35 | Exempt | 7/13/2025 |
| 1081 | Deputy Director of Public Works* | CAMP | \$14,430 | - | - | - | \$20,700 | - | 35 | Exempt | 7/13/2025 |
| 1120 | Child Development Center Manager* | CAMP | \$8,708 | - | - | - | \$11,751 | - | 40 | Exempt | 7/13/2025 |
| 1122 | Child Development Center Assistant Manager* | CAMP | \$7,809 | - | - | - | \$10,539 | - | 40 | Exempt | 7/13/2025 |
| 1125 | Child Development Center Supervisor | CAMP | \$6,081 | - | - | - | \$8,210 | - | 40 | Exempt | 7/13/2025 |
| 1131 | Assistant to the City Manager | CAMP | \$12,095 | - | - | - | \$16,328 | - | 35 | Exempt | 7/13/2025 |
| 1145 | Paralegal* | CAMP | \$7,580 | - | - | - | \$10,233 | - | 35 | Exempt | 7/13/2025 |
| 1150 | Chief Financial Officer* | CAMP | \$12,895 | - | - | - | \$18,019 | - | 35 | Exempt | 7/13/2025 |
| 1155 | Information Systems Manager | CAMP | \$15,334 | - | - | - | \$20,701 | - | 35 | Exempt | 7/13/2025 |
| 1156 | Information Systems Analyst II | CAMP | \$8,325 | - | - | - | \$11,238 | - | 35 | Non-Exempt | 7/13/2025 |
| 1157 | Information Systems Analyst I | CAMP | \$7,582 | - | - | - | \$10,233 | - | 35 | Non-Exempt | 7/13/2025 |
| 1158 | Accounting Supervisor | CAMP | \$9,433 | - | - | - | \$12,731 | - | 35 | Exempt | 7/13/2025 |
| 1159 | Accounting Manager* | CAMP | \$11,601 | - | - | - | \$15,658 | - | 35 | Exempt | 7/13/2025 |
| 1230 | Police Services Manager | CAMP | \$9,522 | - | - | - | \$12,851 | - | 40 | Exempt | 7/13/2025 |
| 1327 | Environmental Programs Supervisor | CAMP | \$9,980 | - | - | - | \$13,470 | - | 35 | Exempt | 7/13/2025 |
| 1380 | Public Works Supervisor | CAMP | \$8,269 | - | - | - | \$11,164 | - | 40 | Exempt | 7/13/2025 |
| 1395 | Public Works Operations and Facilities Manager* | CAMP | \$11,602 | - | - | - | \$15,657 | - | 40 | Exempt | 7/13/2025 |
| 1415 | City Manager Analyst* | CAMP | \$8,664 | - | - | - | \$11,694 | - | 35 | Exempt | 7/13/2025 |
| 1420 | Human Resources Assistant | CAMP | \$5,164 | - | - | - | \$6,712 | - | 35 | Non-Exempt | 7/13/2025 |
| 1425 | Human Resources Technician | CAMP | \$7,393 | - | - | - | \$9,614 | - | 35 | Non-Exempt | 7/13/2025 |
| 1435 | Economic Development and Housing Manager* | CAMP | \$12,924 | - | - | - | \$17,447 | - | 35 | Exempt | 7/13/2025 |
| 1485 | Office Assistant II (Confidential) | CAMP | \$4,909 | - | - | - | \$6,141 | - | 35 | Non-Exempt | 7/13/2025 |
| 1504 | Principal Planner | CAMP | \$11,602 | - | - | - | \$15,657 | - | 35 | Exempt | 7/13/2025 |
| 1508 | Planning Manager | CAMP | \$12,778 | - | - | - | \$17,250 | - | 35 | Exempt | 7/13/2025 |
| 1511 | Administrative Assistant (Confidential) | CAMP | \$6,924 | - | - | - | \$8,694 | - | 35 | Non-Exempt | 7/13/2025 |
| 1531 | Chief Building Official/Fire Code Official* | CAMP | \$14,725 | - | - | - | \$19,879 | - | 40 | Exempt | 7/13/2025 |
| 1550 | Recreation Manager* | CAMP | \$9,765 | - | - | - | \$13,178 | - | 40 | Exempt | 7/13/2025 |
| 1555 | Recreation Supervisor | CAMP | \$7,960 | - | - | - | \$10,745 | - | 40 | Exempt | 7/13/2025 |
| 1747 | Deputy City Clerk* | CAMP | \$7,393 | - | - | - | \$9,614 | - | 35 | Non-Exempt | 7/13/2025 |
| 1800 | Management Analyst | CAMP | \$9,752 | - | - | - | \$13,164 | - | 35 | Exempt | 7/13/2025 |
| 1805 | Code Enforcement Officer | CAMP | \$9,516 | - | - | - | \$12,843 | - | 35 | Exempt | 7/13/2025 |
| 1220 | Police Sergeant | EPOA | - | - | \$14,210 | \$14,918 | \$15,664 | \$15,979 | 40 | Non-Exempt | 7/13/2025 |

* Indicates at-will positions.

Salaries without steps B, C, and D listed are ranges without defined steps.

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|----------|---|-----------------|--------------|--------------|--------------|--------------|--------------|----------|----------|-------------|----------------|
| 1210 | Police Officer | EPOA | \$11,360 | \$11,755 | \$12,167 | \$12,593 | \$13,036 | \$13,556 | 40 | Non-Exempt | 7/13/2025 |
| 1200 | Police Captain | PMA | - | - | \$17,764 | \$19,309 | \$20,855 | - | 40 | Exempt | 7/13/2025 |
| 1228 | Police Lieutenant | PMA | - | - | \$15,705 | \$16,926 | \$18,146 | - | 40 | Exempt | 7/13/2025 |
| 1160 | Senior Accountant | SEIU | \$9,454 | \$9,929 | \$10,424 | \$10,947 | \$11,493 | - | 35 | Non-Exempt | 7/13/2025 |
| 1161 | Accountant | SEIU | \$8,422 | \$8,843 | \$9,285 | \$9,751 | \$10,238 | - | 35 | Non-Exempt | 7/13/2025 |
| 1170 | Senior Accounting Technician | SEIU | \$7,250 | \$7,614 | \$7,993 | \$8,394 | \$8,813 | - | 35 | Non-Exempt | 7/13/2025 |
| 1180 | Accounting Technician | SEIU | \$6,895 | \$7,239 | \$7,601 | \$7,981 | \$8,380 | - | 35 | Non-Exempt | 7/13/2025 |
| 1190 | Payroll Technician | SEIU | \$7,251 | \$7,614 | \$7,993 | \$8,394 | \$8,813 | - | 35 | Non-Exempt | 7/13/2025 |
| 1232 | Police Administrative Specialist | SEIU | \$7,117 | \$7,474 | \$7,846 | \$8,240 | \$8,652 | - | 40 | Non-Exempt | 7/13/2025 |
| 1234 | Police Evidence Technician | SEIU | \$7,185 | \$7,545 | \$7,921 | \$8,319 | \$8,735 | - | 40 | Non-Exempt | 7/13/2025 |
| 1240 | Police Services Technician | SEIU | \$6,778 | \$7,117 | \$7,474 | \$7,846 | \$8,240 | - | 40 | Non-Exempt | 7/13/2025 |
| 1241 | Police Records Specialist | SEIU | \$6,843 | \$7,185 | \$7,545 | \$7,921 | \$8,319 | - | 40 | Non-Exempt | 7/13/2025 |
| 1242 | Police Communications Dispatcher | SEIU | \$8,152 | \$8,559 | \$8,987 | \$9,438 | \$9,910 | - | 40 | Non-Exempt | 7/13/2025 |
| 1245 | Crime Analyst | SEIU | \$8,372 | \$8,791 | \$9,231 | \$9,693 | \$10,178 | - | 40 | Non-Exempt | 7/13/2025 |
| 1321 | Senior Civil Engineer | SEIU | \$12,416 | \$13,036 | \$13,687 | \$14,371 | \$15,089 | - | 35 | Non-Exempt | 7/13/2025 |
| 1322 | Associate Civil Engineer | SEIU | \$10,237 | \$10,749 | \$11,286 | \$11,849 | \$12,441 | - | 35 | Non-Exempt | 7/13/2025 |
| 1325 | Environmental Programs Analyst | SEIU | \$8,337 | \$8,754 | \$9,193 | \$9,651 | \$10,134 | - | 35 | Non-Exempt | 7/13/2025 |
| 1326 | Environmental Programs Technician | SEIU | \$6,149 | \$6,457 | \$6,780 | \$7,119 | \$7,475 | - | 35 | Non-Exempt | 7/13/2025 |
| 1370 | Public Works Maintenance Worker | SEIU | \$6,804 | \$7,145 | \$7,502 | \$7,878 | \$8,271 | - | 40 | Non-Exempt | 7/13/2025 |
| 1390 | Public Works Crew Leader | SEIU | \$8,083 | \$8,487 | \$8,910 | \$9,356 | \$9,825 | - | 40 | Non-Exempt | 7/13/2025 |
| 1410 | Administrative Analyst | SEIU | \$8,337 | \$8,754 | \$9,193 | \$9,651 | \$10,134 | - | 35 | Non-Exempt | 7/13/2025 |
| 1410 | Administrative Analyst* | SEIU | \$9,528 | \$10,004 | \$10,506 | \$11,031 | \$11,582 | - | 40 | Non-Exempt | 7/13/2025 |
| 1450 | Community and Economic Development Coordinator II | SEIU | \$9,993 | \$10,492 | \$11,016 | \$11,567 | \$12,145 | - | 35 | Non-Exempt | 7/13/2025 |
| 1453 | Community and Economic Development Coordinator I | SEIU | \$7,827 | \$8,218 | \$8,630 | \$9,061 | \$9,515 | - | 35 | Non-Exempt | 7/13/2025 |
| 1460 | Office Assistant II | SEIU | \$4,450 | \$4,671 | \$4,905 | \$5,150 | \$5,407 | - | 35 | Non-Exempt | 7/13/2025 |
| 1460 | Office Assistant II* | SEIU | \$5,084 | \$5,338 | \$5,605 | \$5,885 | \$6,179 | - | 40 | Non-Exempt | 7/13/2025 |
| 1470 | Office Assistant I | SEIU | \$3,547 | \$3,724 | \$3,909 | \$4,106 | \$4,311 | - | 35 | Non-Exempt | 7/13/2025 |
| 1470 | Office Assistant I* | SEIU | \$4,054 | \$4,255 | \$4,468 | \$4,692 | \$4,927 | - | 40 | Non-Exempt | 7/13/2025 |
| 1480 | Office Assistant I (Part-Time) | SEIU | \$26.72/hour | \$28.06/hour | \$29.46/hour | \$30.93/hour | \$32.48/hour | - | - | Non-Exempt | 7/13/2025 |
| 1481 | Office Assistant II (Part-Time) | SEIU | \$33.52/hour | \$35.19/hour | \$36.95/hour | \$38.80/hour | \$40.74/hour | - | - | Non-Exempt | 7/13/2025 |
| 1500 | Associate Planner | SEIU | \$9,207 | \$9,667 | \$10,150 | \$10,658 | \$11,191 | - | 35 | Non-Exempt | 7/13/2025 |
| 1501 | Assistant Planner | SEIU | \$7,298 | \$7,662 | \$8,044 | \$8,447 | \$8,870 | - | 35 | Non-Exempt | 7/13/2025 |
| 1503 | Senior Planner | SEIU | \$10,191 | \$10,699 | \$11,234 | \$11,794 | \$12,383 | - | 35 | Non-Exempt | 7/13/2025 |
| 1505 | Planning Technician | SEIU | \$6,531 | \$6,859 | \$7,202 | \$7,563 | \$7,941 | - | 35 | Non-Exempt | 7/13/2025 |
| 1507 | Building Permit Technician/Plan Checker | SEIU | \$7,563 | \$7,941 | \$8,338 | \$8,755 | \$9,194 | - | 35 | Non-Exempt | 7/13/2025 |
| 1510 | Administrative Assistant | SEIU | \$6,295 | \$6,610 | \$6,941 | \$7,288 | \$7,653 | - | 35 | Non-Exempt | 7/13/2025 |

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|----------|-----------------------------------|-----------------|--------------|--------------|--------------|--------------|---------------|--------|----------|-------------|----------------|
| 1535 | Building Inspector | SEIU | \$9,111 | \$9,565 | \$10,044 | \$10,545 | \$11,072 | - | 40 | Non-Exempt | 7/13/2025 |
| 1537 | Senior Building Inspector | SEIU | \$10,599 | \$11,130 | \$11,685 | \$12,268 | \$12,882 | - | 40 | Non-Exempt | 7/13/2025 |
| 1595 | Recreation Assistant | SEIU | \$5,702 | \$5,989 | \$6,286 | \$6,600 | \$6,930 | - | 40 | Non-Exempt | 7/13/2025 |
| 1605 | Program Coordinator | SEIU | \$6,415 | \$6,738 | \$7,075 | \$7,428 | \$7,801 | - | 40 | Non-Exempt | 7/13/2025 |
| 1655 | Family Subsidy Specialist | SEIU | \$5,807 | \$6,096 | \$6,401 | \$6,720 | \$7,057 | - | 40 | Non-Exempt | 7/13/2025 |
| 1665 | Teacher | SEIU | \$4,691 | \$4,926 | \$5,171 | \$5,430 | \$5,701 | - | 40 | Non-Exempt | 7/13/2025 |
| 1675 | Teacher Associate | SEIU | \$3,901 | \$4,096 | \$4,301 | \$4,516 | \$4,742 | - | 40 | Non-Exempt | 7/13/2025 |
| 1680 | Teacher-Substitute (Part-Time) | SEIU | \$22.50/hour | \$23.63/hour | \$24.81/hour | - | - | - | - | Non-Exempt | 7/13/2025 |
| 1685 | Teacher Assistant | SEIU | \$3,538 | \$3,714 | \$3,901 | \$4,096 | \$4,301 | - | 40 | Non-Exempt | 7/13/2025 |
| 1690 | Teacher Aide-Sub (Part-Time) | SEIU | \$20.41/hour | \$21.43/hour | \$22.50/hour | - | - | - | - | Non-Exempt | 7/13/2025 |
| 1695 | Lead Teacher | SEIU | \$5,987 | \$6,287 | \$6,601 | \$6,931 | \$7,277 | - | 40 | Non-Exempt | 7/13/2025 |
| 1710 | Meal Handler (Part-Time) | SEIU | \$20.33/hour | \$21.35/hour | \$22.41/hour | \$23.53/hour | \$24.71/hour | - | - | Non-Exempt | 7/13/2025 |
| 1010 | City Manager* | UNREP | \$28,918 | - | - | - | - | - | 35 | Exempt | 1/12/2026 |
| 1030 | City Attorney / General Counsel* | UNREP | \$22,138 | - | - | - | - | - | 35 | Exempt | 3/19/2026 |
| 1055 | Finance Director* | UNREP | \$16,035 | - | - | - | \$21,649 | - | 35 | Exempt | 7/13/2025 |
| 1060 | Police Chief* | UNREP | \$20,342 | - | - | - | \$25,426 | - | 40 | Exempt | 7/13/2025 |
| 1080 | Public Works Director* | UNREP | \$16,035 | - | - | - | \$21,649 | - | 35 | Exempt | 7/13/2025 |
| 1090 | Human Resources Manager* | UNREP | \$12,895 | - | - | - | \$17,926 | - | 35 | Exempt | 7/13/2025 |
| 1091 | Human Resources Analyst | UNREP | \$8,801 | - | - | - | \$10,811 | - | 35 | Exempt | 7/13/2025 |
| 1092 | Senior Human Resources Analyst | UNREP | \$9,752 | - | - | - | \$13,164 | - | 35 | Exempt | 7/13/2025 |
| 1095 | Human Resources Director* | UNREP | \$16,035 | - | - | - | \$21,649 | - | 35 | Exempt | 7/13/2025 |
| 1115 | Community Development Director* | UNREP | \$16,035 | - | - | - | \$21,649 | - | 35 | Exempt | 7/13/2025 |
| 1135 | Assistant City Manager* | UNREP | \$17,126 | - | - | - | \$23,120 | - | 35 | Exempt | 7/13/2025 |
| 1140 | Administrative Services Director* | UNREP | \$16,035 | - | - | - | \$21,649 | - | 35 | Exempt | 7/13/2025 |
| 1154 | Information Technology Director* | UNREP | \$16,035 | - | - | - | \$21,649 | - | 35 | Exempt | 7/13/2025 |
| 1250 | Police Officer Trainee* | UNREP | \$6,851 | - | - | - | \$7,191 | - | 40 | Non-Exempt | 7/13/2025 |
| 1545 | Community Services Director* | UNREP | \$16,035 | - | - | - | \$21,649 | - | 40 | Exempt | 7/13/2025 |
| 1560 | Pool Manager* | UNREP | \$19.90/hour | - | - | - | \$40.52/hour | - | - | Non-Exempt | 7/13/2025 |
| 1590 | Recreation Leader* | UNREP | \$19.90/hour | - | - | - | \$31.43/hour | - | - | Non-Exempt | 7/13/2025 |
| 1730 | Intern* | UNREP | \$19.90/hour | - | - | - | \$42.44/hour | - | - | Non-Exempt | 7/13/2025 |
| 1740 | City Clerk* | UNREP | \$12,916 | - | - | - | \$17,437 | - | 35 | Exempt | 7/13/2025 |
| 1795 | Public Services Employee* | UNREP | \$19.90/hour | - | - | - | \$145.65/hour | - | - | Non-Exempt | 7/13/2025 |
| 1799 | Retired Annuitant* | UNREP | \$20.33/hour | - | - | - | \$184.03/hour | - | - | Non-Exempt | 7/13/2025 |

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