



City of Emeryville
Classification and Compensation Table by Bargaining Unit
Effective Date: 8/9/2026

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
1243	Police Communications Dispatch Supervisor	CAMP	\$8,944	-	-	-	\$11,128	-	40	Non-Exempt	7/21/2026
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

* Indicates at-will positions.

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Effective Date: 8/9/2026

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
1200	Police Captain	PMA	-	-	\$18,297	\$19,888	\$21,481	-	40	Exempt	8/9/2026
1228	Police Lieutenant	PMA	-	-	\$16,175	\$17,433	\$18,690	-	40	Exempt	8/9/2026
1220	Police Sergeant	POA	-	-	\$14,210	\$14,918	\$15,664	\$15,979	40	Non-Exempt	7/13/2025
1210	Police Officer	POA	\$11,360	\$11,755	\$12,167	\$12,593	\$13,036	\$13,556	40	Non-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	\$28.06	\$29.46	\$30.93	\$32.48	-	-	Hourly	7/13/2025
1481	Office Assistant II (Part-Time)	SEIU	\$33.52	\$35.19	\$36.95	\$38.80	\$40.74	-	-	Hourly	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

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Code	Job Classification Title	Unit	Step A	Step B	Step C	Step D	Step E	Step F				
1510	Administrative Assistant	SEIU	\$6,295	\$6,610	\$6,941	\$7,288	\$7,653	-	35	Non-Exempt	7/13/2025	
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	
1685	Teacher Assistant	SEIU	\$3,538	\$3,714	\$3,901	\$4,096	\$4,301	-	40	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	\$20.34	\$21.35	\$22.41	\$23.53	\$24.71	-	-	Hourly	7/1/2026	
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	\$20.34	-	-	-	\$40.52	-	-	Hourly	7/1/2026	
1590	Recreation Leader*	UNREP	\$20.34	-	-	-	\$31.43	-	-	Hourly	7/1/2026	
1730	Intern*	UNREP	\$20.34	-	-	-	\$42.44	-	-	Hourly	7/1/2026	
1740	City Clerk*	UNREP	\$12,916	-	-	-	\$17,437	-	35	Exempt	7/13/2025	
1795	Public Services Employee*	UNREP	\$20.34	-	-	-	\$145.65	-	-	Hourly	7/1/2026	
1680	Teacher-Substitute (Part-Time)	UNREP	\$22.50	\$23.63	\$24.81	-	-	-	-	Hourly	7/13/2025	
1690	Teacher Aide-Sub (Part-Time)	UNREP	\$20.41	\$21.43	\$22.50	-	-	-	-	Hourly	7/13/2025	
1799	Retired Annuitant*	UNREP	\$20.34	-	-	-	\$184.03	-	-	Hourly	7/1/2026	

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