



## City of Emeryville

### Classification and Compensation Table by Job Code

Effective Date: 7/21/2026

| 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 |
|----------|---------------------------------------------|-----------------|----------|---------|----------|----------|----------|--------|----------|-------------|----------------|
| 1010     | City Manager*                               | UNREP           | \$28,918 | -       | -        | -        | -        | -      | 35       | Exempt      | 1/12/2026      |
| 1015     | Executive Assistant to the City Manager*    | CAMP            | \$7,911  | -       | -        | -        | \$10,679 | -      | 35       | Non-Exempt  | 7/13/2025      |
| 1030     | City Attorney / General Counsel*            | UNREP           | \$22,138 | -       | -        | -        | -        | -      | 35       | Exempt      | 3/19/2026      |
| 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      |
| 1055     | Finance Director*                           | UNREP           | \$16,035 | -       | -        | -        | \$21,649 | -      | 35       | Exempt      | 7/13/2025      |
| 1056     | Finance Supervisor*                         | CAMP            | \$10,140 | -       | -        | -        | \$13,678 | -      | 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      |
| 1081     | Deputy Director of Public Works*            | CAMP            | \$14,430 | -       | -        | -        | \$20,700 | -      | 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      |
| 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      |
| 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      |
| 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      |
| 1154     | Information Technology Director*            | UNREP           | \$16,035 | -       | -        | -        | \$21,649 | -      | 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      |
| 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      |
| 1200     | Police Captain                              | PMA             | -        | -       | \$17,764 | \$19,309 | \$20,855 | -      | 40       | Exempt      | 7/13/2025      |

\* Indicates at-will positions.

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**City of Emeryville**  
**Classification and Compensation Table by Job Code**  
**Effective Date: 7/21/2026**

| 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 |
|----------|---------------------------------------------------|-----------------|----------|----------|----------|----------|----------|----------|----------|-------------|----------------|
| 1210     | Police Officer                                    | POA             | \$11,360 | \$11,755 | \$12,167 | \$12,593 | \$13,036 | \$13,556 | 40       | Non-Exempt  | 7/13/2025      |
| 1220     | Police Sergeant                                   | POA             | -        | -        | \$14,210 | \$14,918 | \$15,664 | \$15,979 | 40       | Non-Exempt  | 7/13/2025      |
| 1228     | Police Lieutenant                                 | PMA             | -        | -        | \$15,705 | \$16,926 | \$18,146 | -        | 40       | Exempt      | 7/13/2025      |
| 1230     | Police Services Manager                           | CAMP            | \$9,522  | -        | -        | -        | \$12,851 | -        | 40       | 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      |
| 1243     | Police Communications Dispatch Supervisor         | CAMP            | \$8,944  | -        | -        | -        | \$11,128 | -        | 40       | Non-Exempt  | 7/21/2026      |
| 1245     | Crime Analyst                                     | SEIU            | \$8,372  | \$8,791  | \$9,231  | \$9,693  | \$10,178 | -        | 40       | Non-Exempt  | 7/13/2025      |
| 1250     | Police Officer Trainee*                           | UNREP           | \$6,851  | -        | -        | -        | \$7,191  | -        | 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      |
| 1327     | Environmental Programs Supervisor                 | CAMP            | \$9,980  | -        | -        | -        | \$13,470 | -        | 35       | 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      |
| 1380     | Public Works Supervisor                           | CAMP            | \$8,269  | -        | -        | -        | \$11,164 | -        | 40       | 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      |
| 1395     | Public Works Operations and Facilities Manager*   | CAMP            | \$11,602 | -        | -        | -        | \$15,657 | -        | 40       | 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      |
| 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      |
| 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      |
| 1485     | Office Assistant II (Confidential)                | CAMP            | \$4,909  | -        | -        | -        | \$6,141  | -        | 35       | Non-Exempt  | 7/13/2025      |

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|----------|---------------------------------------------|-----------------|----------|----------|----------|----------|----------|--------|----------|-------------|----------------|
| 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      |
| 1504     | Principal Planner                           | CAMP            | \$11,602 | -        | -        | -        | \$15,657 | -      | 35       | 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      |
| 1508     | Planning Manager                            | CAMP            | \$12,778 | -        | -        | -        | \$17,250 | -      | 35       | Exempt      | 7/13/2025      |
| 1510     | Administrative Assistant                    | SEIU            | \$6,295  | \$6,610  | \$6,941  | \$7,288  | \$7,653  | -      | 35       | Non-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      |
| 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      |
| 1545     | Community Services Director*                | UNREP           | \$16,035 | -        | -        | -        | \$21,649 | -      | 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      |
| 1560     | Pool Manager*                               | UNREP           | \$20.34  | -        | -        | -        | \$40.52  | -      | -        | Hourly      | 7/1/2026       |
| 1590     | Recreation Leader*                          | UNREP           | \$20.34  | -        | -        | -        | \$31.43  | -      | -        | Hourly      | 7/1/2026       |
| 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)              | UNREP           | \$22.50  | \$23.63  | \$24.81  | -        | -        | -      | -        | Hourly      | 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)                | UNREP           | \$20.41  | \$21.43  | \$22.50  | -        | -        | -      | -        | Hourly      | 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       |
| 1730     | Intern*                                     | UNREP           | \$20.34  | -        | -        | -        | \$42.44  | -      | -        | Hourly      | 7/1/2026       |
| 1740     | City Clerk*                                 | UNREP           | \$12,916 | -        | -        | -        | \$17,437 | -      | 35       | Exempt      | 7/13/2025      |
| 1747     | Deputy City Clerk*                          | CAMP            | \$7,393  | -        | -        | -        | \$9,614  | -      | 35       | Non-Exempt  | 7/13/2025      |
| 1795     | Public Services Employee*                   | UNREP           | \$20.34  | -        | -        | -        | \$145.65 | -      | -        | Hourly      | 7/1/2026       |
| 1799     | Retired Annuitant*                          | UNREP           | \$20.34  | -        | -        | -        | \$184.03 | -      | -        | Hourly      | 7/1/2026       |
| 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      |

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