



Oakland's Wage -- Comparability Wage and Benefit Data 2008

Salary Survey:

The City has recently conducted market salary surveys of over fifty key non-safety classifications. The survey included thirteen (13) large Bay Area cities and counties. The Cities and Counties included are as follows:

Alameda County
 Berkeley
 Concord
 Contra Costa County
 Fremont
 Hayward
 Richmond
 San Francisco
 San Jose
 San Mateo County
 Santa Clara
 Santa Rosa
 Vallejo

TABLE OF SALARY SURVEY RESULTS

Classification	NUMBER OF MATCHES	SURVEY MEDIAN	SURVEY MEAN	OAKLAND SALARY	OAKLAND TO MEDIAN	OAKLAND TO MEAN
Recycling Supervisor	3	\$6,200	\$6,979	\$9,769	36.53%	28.56%
Construction Inspection Supervisor	6	\$7,550	\$7,650	\$11,684	35.39%	34.52%
Latent Print Examiner	5	\$6,129	\$6,066	\$8,438	27.36%	28.11%
Construction Maintenance Supervisor	8	\$7,340	\$7,502	\$10,094	27.28%	25.68%
Deputy City Clerk	10	\$6,139	\$7,311	\$8,438	27.24%	13.35%
Human Resource Operator Supervisor	6	\$6,818	\$6,905	\$9,300	26.69%	25.76%
Emergency Medical Services Coordinator	8	\$7,546	\$7,955	\$10,257	26.44%	22.44%
Computer Operations Supervisor	5	\$6,665	\$7,032	\$8,860	24.78%	20.64%
Legislative Services Coordinator	5	\$5,639	\$5,520	\$7,290	22.66%	24.29%
Library Assistant	9	\$4,623	\$4,624	\$5,948	22.28%	22.26%
Cook III	7	\$4,029	\$4,107	\$5,098	20.96%	19.44%
Financial Analyst	5	\$8,141	\$8,267	\$10,257	20.63%	19.40%
Capital Improvement Project Coordinator	5	\$8,569	\$8,372	\$10,770	20.44%	22.27%
Criminalist II	12	\$7,058	\$6,946	\$8,861	20.34%	21.61%
Librarian II	9	\$6,135	\$6,073	\$7,656	19.87%	20.67%



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Microcomputer Systems Specialist II	12	\$6,461	\$6,138	\$8,038	19.61%	23.63%
Real Estate Agent, Supervising	5	\$8,672	\$8,823	\$10,770	19.48%	18.08%
Storekeeper II	11	\$4,371	\$4,584	\$5,352	18.33%	14.36%
Chief of Party	10	\$7,528	\$7,389	\$9,143	17.67%	19.18%
Recreation Program Director	5	\$4,180	\$4,340	\$5,047	17.19%	14.01%
Information Systems Supervisor	7	\$9,376	\$9,412	\$11,309	17.10%	16.78%
Case Manager II	1	\$5,783	\$5,783	\$6,942	16.69%	16.69%
Contract Compliance Officer	5	\$6,923	\$6,902	\$8,279	16.38%	16.63%
Paralegal	5	\$5,806	\$5,605	\$6,942	16.36%	19.26%
Buyer	12	\$6,112	\$6,201	\$7,290	16.16%	14.94%
Reproduction/Offset Operator	8	\$3,932	\$4,161	\$4,647	15.39%	10.44%
Accountant II	12	\$6,395	\$6,449	\$7,556	15.36%	14.65%
Account Clerk II	12	\$4,074	\$4,197	\$4,812	15.33%	12.79%
Police Services Technician II	6	\$4,246	\$4,313	\$5,015	15.33%	14.00%
Legislative Recorder	12	\$5,344	\$5,254	\$6,261	14.65%	16.09%
Public Works Supervisor II	8	\$7,129	\$7,266	\$8,304	14.15%	12.50%
Specialty/Combo Inspector	12	\$7,242	\$7,145	\$8,426	14.06%	15.21%
Stationary Engineer	9	\$5,684	\$5,795	\$6,509	12.68%	10.97%
Electrician	12	\$6,934	\$6,661	\$7,921	12.45%	15.90%
Recreation Supervisor	6	\$6,410	\$6,375	\$7,287	12.04%	12.51%
Deputy City Attorney II	12	\$10,451	\$10,756	\$11,875	12.00%	9.43%
Painter	10	\$5,739	\$5,701	\$6,509	11.82%	12.42%
Park Supervisor I	6	\$6,347	\$6,373	\$7,173	11.52%	11.15%
Police Communications Dispatcher	13	\$5,816	\$5,948	\$6,526	10.88%	8.86%
Heavy Equipment Operator	10	\$5,473	\$5,648	\$6,133	10.75%	7.91%
Management Assistant	10	\$7,604	\$7,758	\$8,438	9.89%	8.06%
Concrete Finisher	3	\$5,669	\$6,259	\$6,271	9.60%	0.19%
Auto Equipment Mechanic	10	\$5,717	\$5,664	\$6,271	8.83%	9.68%
Administrative Assistant II	9	\$5,114	\$4,622	\$5,603	8.73%	17.50%
Heavy Equipment Mechanic	9	\$6,076	\$5,872	\$6,651	8.65%	11.71%



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Facility Manager	4	\$7,714	\$7,361	\$8,438	8.58%	12.77%
Systems Analyst II	12	\$7,348	\$7,571	\$8,038	8.58%	5.81%
Auto Equipment Service Worker	8	\$4,377	\$4,350	\$4,783	8.48%	9.05%
Tree Trimmer	9	\$5,323	\$5,316	\$5,813	8.43%	8.55%
Carpenter	9	\$5,966	\$5,950	\$6,511	8.36%	8.61%
Office Assistant II	11	\$4,108	\$4,138	\$4,475	8.20%	7.52%
Safety & Loss Control Coordinator	7	\$8,254	\$8,293	\$8,988	8.16%	7.74%
Housing Development Coordinator III	4	\$7,411	\$7,525	\$8,038	7.80%	6.38%
Custodian	9	\$3,544	\$3,682	\$3,838	7.65%	4.05%
Civil Engineer	13	\$8,455	\$8,286	\$9,143	7.52%	9.37%
Animal Control Officer	8	\$4,577	\$4,683	\$4,897	6.55%	4.38%
Equipment Supervisor	10	\$7,389	\$7,729	\$7,890	6.36%	2.05%
Street Sweeper Operator	6	\$5,208	\$5,164	\$5,534	5.89%	6.69%
Executive Assistant	8	\$6,260	\$6,375	\$6,612	5.32%	3.59%
Architect	4	\$9,266	\$8,962	\$9,752	4.99%	8.10%
Administrative Analyst II	13	\$6,935	\$6,917	\$7,290	4.87%	5.12%
Planner II	13	\$6,629	\$6,774	\$6,942	4.51%	2.42%
Parking Control Technician	7	\$4,351	\$4,218	\$4,534	4.04%	6.98%
Human Resource Analyst	13	\$7,197	\$7,183	\$7,290	1.28%	1.47%
Public Works Maintenance Worker	12	\$4,664	\$4,706	\$4,620	-0.94%	-1.86%
Claims Investigator II	1	\$7,794	\$7,794	\$7,654	-1.82%	-1.82%
Plumber	6	\$7,184	\$6,885	\$6,949	-3.38%	0.93%
Gardener II	12	\$4,849	\$4,721	\$4,669	-3.85%	-1.11%
Recreation General Supervisor	5	\$8,779	\$8,944	\$8,438	-4.04%	-6.00%
Neighborhood Services Coordinator	1	\$7,021	\$7,021	\$6,297	-11.50%	-11.50%
Veterinarian	1				NA	NA
Early Childhood Instructor	0			\$4,271		

Note:

- Salaries were adjusted to 40 hour work week and included both maximum base salary plus any employer paid member retirement contribution.
- The Data was collected over the period of December 2007 through January 2008.



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Consumer Price Index (CPI) Compared to Cost of Living Adjustments (COLAs) for Period of 2002-2008

The chart below compares the wage increases provided over the term of the (2002-2008) Collective Bargaining Agreements and the change in the Bay Area CPI over the same period. As the chart indicates, the compounded COLAs (24%) granted in the Collective Bargaining Agreements exceeded the compounded CPI (10.07%) over that period. This indicates that the buying power of City employees has maintained wage levels above changes in the cost of living over at least the past six year period.

MOU Year	ACTUAL CPI	COLA INCREASE
2002	1.7%	6%
2003	1.9%	3%
2004	1.4%	1%
2005	2.1%	4%
2006	2.9%	4%
2007	3.2%	4%
Compounded Total	13.9%	24%
Difference	10.1%	