City of Oakland
Results Summary
January 2017

Classification	# of Matches	Base Salary										Total Monthly Compensation Data				
		Minimum Monthly Salary	Average	% above or below	Median	% above or below	Maximum Monthly Salary	Average	% above or below	Median	% above or below	Total Monthly Compensation	Average	% above or below	Median	% above or below
Account Clerk II	9	$3,453	$3,779	-9.4%	$3,953	-14.5%	$4,238	$4,543	-7.2%	$4,765	-12.4%	$8,533	$8,837	-3.6%	$8,966	-5.1%
Administrative Assistant I	8	$3,726	$4,023	-8.0%	$4,023	-8.0%	$4,578	$4,954	-8.2%	$5,141	-12.3%	$9,042	$9,457	-4.6%	$9,573	-5.9%
Animal Control Officer	6	$3,995	$4,473	-11.9%	$4,510	-12.9%	$4,907	$5,282	-7.6%	$5,438	-10.8%	$9,560	$10,094	-5.6%	$9,890	-3.4%
Auto Equipment Mechanic	9	$5,117	$5,798	-13.3%	$5,770	-12.8%	$6,283	$6,502	-3.5%	$6,458	-2.8%	$11,643	$11,854	-1.8%	$11,488	1.3%
Construction Inspector (Field)	8	$4,735	$5,765	-21.7%	$5,711	-20.6%	$5,812	$7,024	-20.9%	$6,950	-19.6%	$10,893	$12,682	-16.4%	$12,341	-13.3%
Custodian	7	$3,132	$3,757	-20.0%	$3,470	-10.8%	$3,845	$4,345	-13.0%	$4,214	-9.6%	$7,943	$8,683	-9.3%	$8,853	-11.5%
Early Head Start Instructor	2	$3,063	ISD	ISD	ISD	ISD	$3,762	ISD	ISD	ISD	ISD	$7,820	ISD	ISD	ISD	ISD
Fire Prevention Bureau Inspector, Civil	3	$5,635	ISD	ISD	ISD	ISD	$6,921	ISD	ISD	ISD	ISD	$12,592	ISD	ISD	ISD	ISD
Heavy Equipment Operator	8	$5,004	$5,559	-11.1%	$5,204	-4.0%	$6,145	$6,382	-3.9%	$6,062	1.3%	$11,392	$11,666	-2.4%	$11,092	2.6%
Help Desk Specialist	3	$4,009	ISD	ISD	ISD	ISD	$4,921	ISD	ISD	ISD	ISD	$9,557	ISD	ISD	ISD	ISD
Librarian II	7	$5,489	$5,313	3.2%	$5,372	2.1%	$6,742	$6,407	5.0%	$6,526	3.2%	$12,287	$11,773	4.2%	$11,724	4.6%
Painter	8	$5,313	$5,501	-3.5%	$5,460	-2.8%	$6,523	$6,365	2.4%	$6,319	3.1%	$11,958	$11,581	3.2%	$11,252	5.9%
Park Attendant	4	$2,829	$3,483	-23.1%	$3,536	-25.0%	$3,472	$4,145	-19.4%	$4,150	-19.5%	$7,385	$8,435	-14.2%	$8,358	-13.2%
Parking Control Technician	5	$3,702	$4,131	-11.6%	$4,312	-16.5%	$4,543	$4,923	-8.4%	$5,032	-10.8%	$9,018	$9,635	-6.8%	$9,831	-9.0%
Police Services Technician II	9	$4,091	$4,662	-14.0%	$4,882	-19.3%	$5,025	$5,617	-11.8%	$5,935	-18.1%	$9,735	$10,568	-8.6%	$10,447	-7.3%
Public Works Maintenance Worker	9	$3,770	$4,446	-17.9%	$4,637	-23.0%	$4,630	$5,185	-12.0%	$5,216	-12.7%	$9,121	$9,844	-7.9%	$9,878	-8.3%
Recreation Leader II PPT	3	$2,921	ISD	ISD	ISD	ISD	$3,550	ISD	ISD	ISD	ISD	$7,502	ISD	ISD	ISD	ISD
Revenue Assistant	4	$4,158	$4,467	-7.4%	$4,483	-7.8%	$5,106	$5,399	-5.7%	$5,388	-5.5%	$9,834	$9,849	-0.1%	$9,904	-0.7%
Sewer Maintenance Worker	4	$3,978	$4,892	-23.0%	$5,246	-31.9%	$4,885	$5,774	-18.2%	$6,005	-22.9%	$9,503	$10,290	-8.3%	$10,533	-10.8%
Specialty Combination Inspector	9	$6,045	$6,604	-9.2%	$6,639	-9.8%	$7,421	$7,959	-7.2%	$7,883	-6.2%	$13,306	$13,992	-5.2%	$14,101	-6.0%
			AVERAGE:	-12.6%	AVERAGE:	-13.6%		AVERAGE:	-8.7%	AVERAGE:	-9.7%		AVERAGE:	-5.5%	AVERAGE:	-5.0%
			MEDIAN:	-11.8%	MEDIAN:	-12.8%		MEDIAN:	-7.9%	MEDIAN:	-10.8%		MEDIAN:	-5.4%	MEDIAN:	-5.9%

ISD = Insufficient data to do analysis