

INVESTIGATION REPORT



CITY OF OAKLAND
Office of the City Auditor

DATE: February 20, 2025

TO: Oakland Residents, Interim Mayor Jenkins, Members of the City Council, City Attorney Richardson, and City Administrator Johnson

FROM: City Auditor Michael C. Houston, MPP, CIA

SUBJECT: **SUBSTANTIATED WHISTLEBLOWER ALLEGATION:** The City of Oakland Uses Unauthorized Formulas for Calculating Overtime that Differ from FLSA Guidelines

Background

Compensation to City of Oakland employees is defined by the City of Oakland's Charter, Municipal Code, City ordinances, and memoranda of understanding (MOUs) between the City of Oakland (City) and the various employee units that represent City employees. The City is also subject to the Fair Labor Standards Act (FLSA), a federal law that establishes requirements for minimum wage, overtime pay, recordkeeping, and youth employment standards. FLSA mandates additional compensation for employees who work beyond standard hours and has established formulas for calculating overtime compensation.¹

The Finance Department's Payroll Division is responsible for overseeing payroll processing. This includes ensuring that the compensation of City employees aligns with the agreements, rules, and regulations mentioned above. Below are the elements of employee pay that are influenced by these agreements, rules, and regulations:

- Base Rate of Pay** The pay employees receive for work before any additional compensation, bonuses, or incentives are added. Base Rate of Pay is the amount of money employees earn for their compulsory job duties, typically expressed as an hourly rate for hourly employees or an annual salary for salaried employees.
- Premium Pay** The additional pay provided to employees for working certain types of hours or under certain types of conditions. Premium Pay includes pay authorized for overtime, night, Sunday, or holiday work; or for standby duty, administratively uncontrollable overtime work, or availability duty, and various other types of pay.
- Regular Rate of Pay** The wage or salary employees typically earn for performing job duties during standard work hours. For employees who have fixed wages, Regular Rate of Pay equals Base Rate of Pay. However, employees with additional compensation elements like shift differential, standby, special assignment, and various other types of pay, the Regular Rate of Pay includes all compensation.

¹ Some employees are exempt from FLSA's overtime provisions.

FLSA Overtime Pay The additional hours worked by nonexempt employees beyond the standard 40-hour work week. The FLSA requires that nonexempt employees must be compensated for overtime hours at a higher rate than their Regular Rate of Pay.

FLSA Overtime Premium Pay The FLSA Overtime Premium Pay is the difference between FLSA Overtime Pay and Overtime Pay calculated with Base Rate of Pay.

Investigation History and Allegation

In July 2023, the City Auditor’s Office received an anonymous whistleblower complaint alleging that the City paid employees in the Department of Transportation and Public Works Department more in FLSA Overtime Premium Pay than those employees should have been paid.

The results of the City Auditor’s Office preliminary review warranted an investigation.²

Investigation Objectives

The objective of the investigation was to substantiate or refute the allegation by answering the following question:

- Did the City pay employees in the Department of Transportation and Public Works Department more in FLSA Overtime Premium Pay than they should have been paid, and if so, why and by how much?

To meet this objective, we designed and completed an independent investigation. This report summarizes the investigation process and results.

Investigation Results

Our investigation substantiated the whistleblower allegation. Specifically, the investigation found:

- **The City of Oakland uses formulas for calculating overtime that differ from FLSA guidelines, resulting in payments that exceed FLSA requirements.** See “Overtime Methodologies” section (page 4), and Appendix A which describes our review and analysis of payroll data from the City’s financial management system and FLSA pay guidelines.
 - The investigation confirmed the formulas have been coded into the City’s payroll system since at least 2018. The City was unable to explain the use of the formulas and when they took effect.
 - Between January 2018 and May 2024, the City overpaid 158 Department of Transportation and 368 Public Works Department employees \$1,667,650 in FLSA Overtime Premium Pay. Appendices B and C show a detailed breakdown of the FLSA Overtime Premium Pay by department, division, and year. They also show the number of employees who received FLSA

² The Office performed a preliminary review of the whistleblower complaint to confirm understanding of the reported allegations, and determine if all the following four investigation criteria were met: 1) the alleged incident(s) involved City of Oakland property, infrastructure, employees, officials, or otherwise falls within the City’s jurisdiction; 2) if true, the concern meets the definition of “fraud,” “waste,” or “abuse;” 3) the alleged incident(s) occurred within 12 months of being reported; and 4) the alleged incident(s) are not known to be the subject of current litigation.

Overtime Premium Pay each year since 2018. Appendix D provides a summary table that shows the average, median, and maximum excess payments per pay period for the combined paychecks of the Department of Transportation and Public Works Department. Appendices E and F provide a detailed breakdown of FLSA Overtime Premium Pay by department, union representation, job classification, and year.

- The focus of our investigation was the affected employees in the Department of Transportation and the Public Works Department. We did not review employees in other City departments who might be affected.
- **The City did not authorize the use of the formulas that differ from FLSA guidelines, meaning employees are not authorized to receive the resulting excess pay.**
 - Employers like the City of Oakland may compensate employees over and beyond what FLSA requires. Nonetheless, we conclude that the City has been paying and continues to pay employees in the Department of Transportation and Public Works Department more than those employees were/are authorized to be paid based on our review of the City of Oakland’s Charter, Municipal Code, ordinances, and memoranda of understanding (MOUs) between the City and the various employee units that represent City employees.
 - Paying employees more than what they are authorized to be paid belies a transparent compensation system. Furthermore, paying City employees more than what they are authorized to be paid may constitute a costly and unauthorized gift of public funds to individual employees from the City and Oakland taxpayers.

Recommendations

Given the investigation results noted in this report, we recommend the City Administration:

1. Conduct a Citywide review of overtime formulas for sworn and non-sworn employees to identify the extent of unauthorized payments.
2. Identify and pursue the adoption and implementation of authoritative overtime formulas that align with and do not exceed FLSA guidelines. For public accountability and transparency, the methodology of the formulas should be documented and publicly available.
3. Consult with the City Attorney’s Office to identify how to address past payments.
4. Address the recommendations in this report at a public meeting in the near term.

Overtime Methodologies

To demonstrate how the City’s formulas for calculating FLSA Overtime Premium Pay differed from FLSA guidelines, and led to the City paying employees more than was authorized, this section and Appendix A highlight an actual Public Works employee’s compensation for a single two-week pay period in 2023. This featured employee – who had an annual salary of \$127,691.20 – was paid a total of \$24,190.74 for the two-week pay period. Under FLSA guidelines, the employee should have been paid \$10,054 FLSA Overtime Pay (\$5,718 for the first week and \$4,336 for the second week). However, the employee was paid \$5,649.19 more than what was required by FLSA.

Exhibit 1: Actual Compensation Data of an Actual Public Works Employee for One Week in 2023

Annual Salary	\$127,691.20
Hourly Pay (based on 2,080 work week)	\$61.39
Premium Pay	\$1,841.77
Regular Hours Worked	40
Overtime Hours Worked	56.25

Source: Summary based on the Auditor’s review and analysis City payroll records.

The City of Oakland Uses Formulas for Calculating FLSA Overtime Premium Pay that Differ from FLSA Guidelines, Resulting in Payments that Exceed FLSA Requirements

The City’s calculations of the following pay elements differ from FLSA’s Guidelines:

1. Regular Rate of Pay
2. FLSA Overtime Pay

The formulas used to calculate these pay elements individually contribute to excess payments, and the interaction resulted in excess FLSA Overtime Premium Pay, as described and detailed in the following subsections.

Regular Rate of Pay

The Regular Rate of Pay is meant to reflect the average hourly earnings for all hours worked in a work week including overtime hours. Under FLSA guidelines, Regular Rate of Pay is calculated by dividing Total Compensation – including compensation elements like shift differential, standby, bilingual, acting, special assignment, and various other types of pay (except for statutory exclusions) – by Total Hours Worked. By contrast, we found that the City divides Premium Pay by 40 hours and adds the Base Rate of Pay. In the case of the actual Public Works employee whose actual payroll records we are using throughout this report, the FLSA formula resulted in \$80.53, as opposed to the City’s formula which resulted in a Regular Rate of Pay that was \$107.44 per hour. This is a difference of \$26.91, or 33 percent (See Appendix A).

FLSA Overtime Pay

Under FLSA Guidelines, FLSA Overtime Pay is calculated by multiplying the Base Rate of Pay by the number of overtime hours worked, and adding the Regular Rate of Pay multiplied by the number of overtime hours worked multiplied by half. By contrast, we found that the City’s calculation relies solely on the Regular Rate of Pay – which as stated above is inflated, and omits the Base Rate of Pay. Specifically, the City calculates FLSA Overtime Pay by multiplying the inflated Regular Rate of Pay by the number of overtime hours worked and then multiplying the result

by one and a half. In the case of the actual Public Works employee whose actual payroll records we are using throughout this report, the FLSA formula resulted in an FLSA Overtime Pay of \$5,718.10, as opposed to the City's formula which resulted in a FLSA Overtime Pay of \$9,064.94. This is a difference of \$3,346.84, or 59 percent (See Appendix A).

FLSA Overtime Premium Pay

FLSA Overtime Premium Pay is the difference between FLSA Overtime Pay and overtime pay calculated using the Base Rate of Pay. This premium applies to City employees because the City's payroll system calculates overtime based on base rates, requiring the City to pay an additional overtime premium.

In the case of the Public Works employee featured in Exhibits 1, this FLSA Overtime Premium Pay calculation resulted in a payment of \$3,885.16 for the one-week pay period, as opposed to the \$538.32 required by FLSA. This is a difference of \$3,346.84, or 622 percent (See Appendix A).

Appendix A

The Cumulative Effects of the City's Formulas for Regular Rate of Pay, FLSA Overtime Pay, and FLSA Overtime Premium Pay, and the Resulting Inflated FLSA Overtime Premium Pay. As a reminder, here is the actual compensation data of an Actual Public Works employee:

Annual Salary	\$127,691.20
Hourly Pay (based on 2,080 work week)	\$61.39
Premium Pay	\$1,841.77
Regular Hours Worked	40
Overtime Hours Worked	56.25

FLSA Guidelines		City of Oakland's Method	
Base Rate of Pay (hourly)	\$61.39	\$61.39	Yearly Annual Salary / Total Annual Hours Worked
Premium Pay	\$1,841.77	\$1,841.77	Premium Pay
Base Rate * 40 Hours	\$2,455.60	\$2,455.60	Base Rate * 40 Hours
Base Rate * OT Hours	\$3,453.19	\$3,453.19	Base Rate * OT Hours
Total Compensation	\$7,750.56	\$7,750.56	Total Compensation
Regular Rate of Pay (hourly)			
Total Compensation / Total Hours Worked	\$80.53	\$107.43	(Premium Pay/40) + Base Rate
	Difference	\$26.91	City's Regular Rate of Pay is 33% higher than what is required.
FLSA Overtime Pay			
(Base Rate * OT Hours) * 1.0	\$3,453.19	\$6,042.94	(City's Regular Rate * OT Hours) * 1.0
(Regular Rate * OT Hours) * 0.5	\$2,264.91	\$3,022.00	(City's Regular Rate * OT Hours) * 0.5
(Base Rate * OT Hours) + (Regular Rate * OT Hours) * 0.5	\$5,718.10	\$9,064.94	(City's Regular Rate * OT Hours) * 1.5
	Difference	\$3,346.84	City's FLSA Overtime Pay is 59% higher than what is required'
FLSA Overtime Premium Pay			
Overtime Pay calculated with Base Rate	\$5,179.78	\$5,179.78	Overtime Pay Calculated with Base Rate
(FLSA Overtime Pay) - (Overtime Pay calculated with Base Rate)	\$538.32	\$3,885.16	(FLSA Overtime Pay) - (Overtime Pay Calculated with Base Rate)
	Difference	\$3,346.84	City overpaid the employee by 622%

Source: Auditor formulas and calculations, based on the Auditor's review and analysis of FLSA requirements and City payroll records.

Appendix B

Seven-year summary of excess FLSA Overtime Premium Pay for Public Works Department by Division between January 2018 through May 2024

Department of Public Works	Years (Payment Date)							Total
	2018	2019	2020	2021	2022	2023	2024*	
Sewer System Maintenance	\$59,545	\$76,633	\$85,717	\$101,396	\$107,978	\$110,783	\$76,060	\$618,114
Tree Services	\$18,906	\$51,387	\$28,064	\$41,823	\$37,866	\$42,964	\$8,509	\$229,521
Illegal Dumping	\$13,756	\$18,741	\$19,359	\$35,129	\$44,498	\$70,341	\$20,970	\$222,794
Equipment Services Administration	\$6,368	\$11,185	\$13,733	\$25,881	\$30,533	\$29,013	\$12,382	\$129,094
Street Cleaning	\$17,981	\$7,386	\$3,140	\$7,818	\$4,520	\$24,140	\$11,887	\$76,871
Graffiti Abatement & Rapid Response	\$8,864	\$5,649	\$2,106	\$3,439	\$5,507	\$8,285	\$11,971	\$45,821
Storm Drain Maintenance	\$5,318	\$7,057	\$3,254	\$4,977	\$2,778	\$7,329	\$1,692	\$32,405
Landscape Maintenance	\$1,700	\$1,408	\$2,630	\$3,904	\$1,744	\$5,639	\$1,578	\$18,604
Facilities: Maintenance	\$273	\$511	\$549	\$386	\$1,137	\$1,847	\$195	\$4,898
Facilities: Electrical/ Project	\$24	\$321	\$1,215	\$1,057	\$987	\$966	\$201	\$4,770
Facilities: Roving Custodial - OPR		\$358	\$183	\$266	\$452	\$2,683	\$232	\$4,173
Facilities: Hall of Justice Complex	\$209	\$135	\$664	\$823	\$663	\$733	\$12	\$3,240
Facilities: Civic Center Complex		\$279	\$133	\$1,036	\$29	\$1,144	\$38	\$2,660
Facilities: Plant Operations	\$5	\$446	\$66	\$62	\$296	\$245	\$32	\$1,151
Litter Enforcement		\$2	\$14	\$38	\$174	\$345	\$29	\$603
Facilities: Structural	\$214	\$54	\$141	\$14	\$3			\$426
Facilities: Administration		\$35	\$11		\$18			\$65
Buildings Structural	\$49							\$49
Buildings Electrical & Painting	\$45							\$45
Construction Management and Material Testing				\$1	\$7	\$18	\$7	\$32
Sanitary Sewer Design					\$12	\$1	\$5	\$18
Facilities: Custodial - OPL					\$4			\$4
Director and Human Resources Unit								
Total	\$133,259	\$181,589	\$160,980	\$228,049	\$239,207	\$306,476	\$145,798	\$1,395,359

Source: Auditor analysis of data from Oracle, the City's financial management system.

*Data included through May 2024

Seven-year summary of the number of Public Works Department employees who received FLSA Overtime Premium Pay between January 2018 through May 2024¹

Years	2018	2019	2020	2021	2022	2023	2024*
Employee Count	180	212	182	194	193	214	166

Source: Auditor analysis of data from Oracle, the City's financial management system.

*Data included through May 2024

¹ The majority of employees have received the FLSA Overtime Premium Pay in each year since 2018. This results in overlapping counts, where individual employees may be recorded in multiple years. Consequently, the cumulative total of employees receiving the premium across all years may exceed the annual counts when aggregated.

Appendix C

Seven-year summary of excess FLSA Overtime Premium Pay for the Department of Transportation by Division between January 2018 through May 2024

Department of Transportation	Years (Payment Date)							Total
	2018	2019	2020	2021	2022	2023	2024*	
Great Streets Maintenance Asphalt	\$16,490	\$2,365	\$6,609	\$11,733	\$9,458	\$29,452	\$11,333	\$87,441
Complete Streets Maintenance	\$4,324	\$4,069	\$8,729	\$12,994	\$25,802	\$15,558	\$7,558	\$79,035
Great Streets Maintenance Concrete and Guardrails	\$7,083	\$3,100	\$2,725	\$2,213	\$2,367	\$21,267	\$6,883	\$45,638
Major Corridor Multimodal Operations	\$745	\$3,102	\$3,376	\$3,743	\$4,018	\$2,384	\$680	\$18,048
Parking Enforcement	\$139	\$766	\$636	\$2,573	\$1,155	\$8,636	\$3,244	\$17,150
Parking Meter Repair	\$5,078	\$761	\$209	\$264	\$181			\$6,493
Street Lighting Maintenance	\$322	\$1,765	\$1,663	\$1,823	\$1,074	\$562	\$670	\$7,880
Great Streets Maintenance Admin	\$5	\$6,937	\$49					\$6,991
ROW Management	\$134	\$322	\$207	\$544	\$319	\$91	\$34	\$1,652
Parking Management Admin		\$236	\$506					\$742
Survey	\$509							\$509
Traffic Capital Projects	\$346	\$99	\$46					\$492
Complete Streets Planning & Project Development				\$67	\$44	\$1		\$113
Complete Streets Pavement & Sidewalk Management				\$26	\$33	\$37		\$97
Street Lighting Engineering							\$10	\$10
Complete Streets Design								
Total	\$35,175	\$23,522	\$24,756	\$35,982	\$44,453	\$77,989	\$30,414	\$272,291

Source: Auditor analysis of data from Oracle, the City's financial management system.

*Data included through May 2024

Seven-year summary of the number of Department of Transportation employees who received FLSA Overtime Premium Pay between January 2018 through May 2024²

Years	2018	2019	2020	2021	2022	2023	2024*
Employee Count	70	85	70	68	67	76	57

Source: Auditor analysis of data from Oracle, the City's financial management system.

*Data included through May 2024

² The majority of employees have received the FLSA Overtime Premium Pay in each year since 2018. This results in overlapping counts, where individual employees may be recorded in multiple years. Consequently, the cumulative total of employees receiving the premium across all years may exceed the annual counts when aggregated.

Appendix D

Summary table showing the average, median, and maximum overpayment per pay period for the combined paychecks of the Department of Transportation and Public Works.

Year	Per Pay Period		
	Average	Maximum	Median
2018	\$6,844	\$15,175	\$7,323
2019	\$7,646	\$16,580	\$7,016
2020	\$6,061	\$11,576	\$6,022
2021	\$10,155	\$16,170	\$11,003
2022	\$10,910	\$17,034	\$12,102
2023	\$14,787	\$22,550	\$15,954
2024*	\$17,621	\$23,595	\$17,851

Source: Auditor analysis of data from Oracle, the City's financial management system.

*Data included through May 2024

Appendix E

Seven-year summary of excess FLSA Overtime Premium Pay for the Public Works Department by Union Representation and Job Classification between January 2018 through May 2024

Union Rep.	Job Classification	Years (Payment Date)							Total
		2018	2019	2020	2021	2022	2023	2024*	
IE1									
	Electrician	\$24	\$47	\$101	\$87	\$35	\$23		\$317
SB1									
	Auto Equipment Mechanic	\$246	\$380	\$1,781	\$13	\$3,068	\$2,267	\$86	\$7,839
	Carpenter	\$124	\$3	\$4	\$3				\$134
	Construction & Maintenance Mechanic	\$270	\$460	\$465	\$161	\$535	\$459	\$46	\$2,396
	Electro-Mechanical Machinist		\$213	\$735	\$278	\$136	\$21		\$1,383
	Equipment Body Repair Worker	\$172	\$139	\$543	\$27	\$132			\$1,013
	Heavy Equipment Mechanic	\$4,990	\$7,725	\$7,962	\$23,123	\$25,918	\$24,737	\$12,127	\$106,582
	Heavy Equipment Operator	\$1,564	\$957	\$1,229	\$2,515	\$2,468	\$4,130	\$682	\$13,545
	Maintenance Mechanic	\$112	\$73	\$46	\$15		\$14	\$11	\$271
	Painter	\$5,068	\$3,018	\$25	\$96	\$68	\$40	\$5,075	\$13,389
	Plumber	\$63	\$13	\$98	\$31	\$43	\$15	\$27	\$290
	Stationary Engineer	\$11	\$50	\$31		\$83	\$8	\$16	\$199
SC1									
	Auto Equipment Service Worker	\$301	\$210	\$37		\$53	\$96		\$698
	Construction Inspector (Field)					\$12	\$1	\$5	\$18
	Custodian		\$358	\$183	\$232	\$456	\$320	\$190	\$1,739
	Custodian, PPT								
	Environmental Enforcement Officer		\$92	\$22	\$132	\$279	\$304	\$13	\$842
	Equipment Parts Technician	\$408	\$964	\$995	\$1,307	\$648	\$1,147		\$5,469
	Gardener Crew Leader	\$250	\$454	\$77	\$604	\$257	\$820	\$103	\$2,564
	Gardener II	\$151	\$390	\$625	\$449	\$169	\$628	\$630	\$3,043
	Heavy Equipment Service Worker	\$172	\$830	\$160	\$617	\$344	\$308	\$15	\$2,446
	Irrigation Repair Specialist		\$12	\$3	\$1		\$672		\$688
	Park Attendant, PPT	\$3				\$268			\$271
	Park Equipment Operator	\$2	\$104		\$47	\$128	\$1,169	\$9	\$1,459
	Public Works Maintenance Worker	\$8,563	\$12,255	\$9,406	\$16,755	\$19,476	\$26,285	\$11,005	\$103,745
	Sewer Maintenance Leader	\$21,843	\$38,750	\$32,946	\$32,648	\$35,662	\$38,729	\$23,625	\$224,202

Union Rep.	Job Classification	Years (Payment Date)							Total
		2018	2019	2020	2021	2022	2023	2024*	
	Sewer Maintenance Worker	\$20,267	\$35,428	\$27,634	\$22,769	\$29,148	\$22,218	\$15,390	\$172,854
	Street Maintenance Leader	\$12,416	\$13,392	\$14,887	\$22,717	\$26,511	\$42,015	\$8,600	\$140,538
	Street Sweeper Operator	\$6,432	\$7,000	\$2,482	\$7,013	\$3,912	\$8,987	\$4,754	\$40,581
	Tree High Climber	\$5,209	\$15,392	\$3,562	\$2,593				\$26,757
	Tree Trimmer	\$9,353	\$19,858	\$16,329	\$26,101	\$26,557	\$26,320	\$5,995	\$130,512
	Tree Worker					\$41	\$3,755	\$346	\$4,141
S11	Food Program Driver, PT						\$160	\$8	\$168
	Lifeguard, PT						\$41	\$16	\$57
	Recreation Attendant I, PT		\$7						\$7
	Recreation Attendant II, PT						\$5		\$5
TF1	Engineer, Assistant I (Office)					\$4			\$4
	Engineer, Assistant II (Office)				\$1	\$2	\$7	\$4	\$15
	Engineer, Civil (Office)						\$10	\$2	\$12
UH1	Arboricultural Inspector	\$2,559	\$7,363	\$5,285	\$9,346	\$6,816	\$7,797	\$660	\$39,826
	Construction & Maintenance Supv I	\$13	\$326	\$1,203	\$1,158	\$1,465	\$1,002	\$326	\$5,492
	Construction Inspector, Supervisor II						\$1		\$1
	Custodial Services Supervisor I						\$3,664	\$58	\$3,723
	Custodian Supervisor				\$62				\$62
	Equipment Services Superintendent			\$320		\$15	\$299	\$135	\$768
	Equipment Supervisor	\$23	\$541	\$520	\$415	\$34	\$26		\$1,558
	Heavy Equipment Supervisor	\$56	\$178	\$637	\$102	\$185	\$112	\$19	\$1,289
	Park Supervisor I	\$42	\$42	\$614	\$263		\$746	\$316	\$2,023
	Park Supervisor II	\$269	\$395	\$1,257	\$2,541	\$922	\$1,603	\$520	\$7,508
	Public Works Supervisor I	\$21,626	\$3,210	\$12,085	\$30,973	\$40,426	\$57,673	\$36,852	\$202,846
	Public Works Supervisor II	\$7,671	\$1,376	\$12,979	\$17,179	\$7,573	\$20,665	\$16,606	\$84,049
	Stationary Engineer, Chief	\$204	\$810	\$825	\$1,893	\$905	\$2,084	\$18	\$6,739
	Tree Supervisor I	\$1,515	\$3,535	\$251			\$1,850		\$7,151
	Tree Supervisor II	\$1,267	\$5,240	\$2,637	\$3,784	\$4,452	\$3,243	\$1,508	\$22,131
Total		\$133,259	\$181,589	\$160,980	\$228,049	\$239,207	\$306,476	\$145,798	\$1,395,359

Source: Auditor analysis of data from Oracle, the City's financial management system.

*Data included through May 2024

Appendix F

Seven-year summary of FLSA Overtime Premium Pay for the Department of Transportation by Union Representation and Job Classification between January 2018 through May 2024

Union Rep.	Job Classification	Years (Payment Date)							Total
		2018	2019	2020	2021	2022	2023	2024*	
IE1									
	Electrician	\$966	\$4,961	\$5,057	\$5,556	\$5,038	\$2,639	\$1,178	\$25,396
	Electrician Helper	\$1	\$4	\$16	\$10	\$19	\$4	\$10	\$64
	Electrician Leader	\$222	\$6			\$35	\$303	\$68	\$634
SB1									
	Concrete Finisher	\$336		\$7		\$1,148	\$1,817		\$3,308
	Heavy Equipment Operator	\$334	\$1,624	\$1,286	\$911	\$193	\$528	\$237	\$5,114
	Parking Meter Repair Worker	\$2,508	\$711	\$180		\$68			\$3,467
	Traffic Painter	\$1,101	\$1,016	\$2,800	\$7,398	\$7,001	\$1,676		\$20,992
SC1									
	Construction Inspector (Field)	\$96	\$256	\$207	\$539	\$270	\$88	\$34	\$1,491
	Construction Inspector, Sr (Field)	\$38	\$66						\$104
	Parking Control Technician	\$29	\$860	\$1,097	\$2,573	\$781	\$7,677	\$2,879	\$15,896
	Parking Control Technician, PPT	\$8	\$8				\$298		\$315
	Public Works Maintenance Worker	\$10,100	\$8,868	\$7,988	\$7,746	\$6,985	\$21,653	\$7,987	\$71,327
	Sign Maintenance Worker	\$751	\$143	\$2,529	\$634			\$156	\$4,213
	Street Maintenance Leader	\$4,905	\$4,680	\$3,055	\$1,626	\$2,588	\$5,212	\$6,737	\$28,804
	Surveying Technician (Field)	\$35							\$35
	Surveying Technician, Sr (Field)	\$495							\$495
TF1									
	Electrical Construction & Maint Planner							\$10	\$10
	Engineer, Assistant II (Office)				\$31	\$49			\$80

Union Rep.	Job Classification	Years (Payment Date)							Total
		2018	2019	2020	2021	2022	2023	2024*	
TW1									
	Transportation Planner II				\$2		\$1		\$4
	Transportation Planner III				\$65	\$77	\$38		\$180
UH1									
	Chief of Party	\$263							\$263
	Construction Inspector Sup (Field)						\$3		\$3
	Electrical Supervisor							\$94	\$94
	Parking Enforcement Supervisor I	\$102	\$134	\$45		\$374	\$661	\$365	\$1,681
	Public Works Supervisor I	\$12,886	\$184	\$489	\$8,888	\$19,825	\$35,391	\$10,658	\$88,321
Total		\$35,175	\$23,522	\$24,756	\$35,982	\$44,453	\$77,989	\$30,414	\$272,291

Source: Auditor analysis of data from Oracle, the City's financial management system.

*Data included through May 2024

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