

CITY OF ALAMEDA RESOLUTION NO. _____

APPROVING WORKFORCE CHANGES IN THE PUBLIC WORKS
DEPARTMENT AND AMENDING THE ALAMEDA CITY EMPLOYEES
ASSOCIATION SALARY SCHEUDLE EFFECTIVE SEPTEMBER 21, 2025

WHEREAS, the City of Alameda is committed to maintaining competitive compensation and equitable workforce practices to attract and retain top talent; and;

WHEREAS, periodic reviews by Human Resources have identified misalignments in pay, responsibilities, and classifications in the Public Works Department that require adjustments to ensure internal equity, market competitiveness, and alignment with organizational needs; and

WHEREAS, the proposed changes include separating the Pump Station Maintenance Technician and Traffic Signal Maintenance Technician as standalone classifications, and adjusting the salary of the Pump Station Maintenance Technician by 14.5% to align with market median; and

WHEREAS, the financial impact of these changes is estimated at an additional annual cost of \$21,000, which can be absorbed within the Public Works Department's existing approved budget.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Alameda hereby approves and adopts the amended Alameda City Employees Association Salary Schedule (Exhibit A); and

BE IT FURTHER RESOLVED that the provisions of this resolution shall supersede any other resolutions in conflict herewith.

I, the undersigned, hereby certify that the foregoing Resolution was duly and regularly adopted and passed by the Council of the City of Alameda in a regular meeting assembled on the 16th day of September 2025, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTENTIONS:

IN WITNESS, WHEREOF, I have hereunto set my hand and affixed the seal of said City this 17th day of September 2025.

Lara Weisiger, City Clerk
City of Alameda

APPROVED AS TO FORM:

Yibin Shen, City Attorney
City of Alameda

EXHIBIT A

**CITY OF ALAMEDA
ALAMEDA CITY EMPLOYEES ASSOCIATION**

CODE	CLASSIFICATION	Standard Work Week*	HOURLY								Effective Date
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	
3146	Transportation Coordinator	36	44.76	47.01	49.34	51.80	54.38	57.13	59.97	62.97	7/13/2025
3120	Assistant Engineer	36	46.67	49.00	51.43	54.01	56.69	59.54	62.51	65.66	7/13/2025
3075	Senior Construction Inspector	40	43.10	45.24	47.49	49.85	52.35	54.99	57.73	60.62	7/13/2025
3070	Construction Inspector	40	39.98	41.98	44.07	46.28	48.60	51.03	53.57	56.28	7/13/2025
3110	Junior Engineer	36	40.25	42.25	44.37	46.60	48.94	51.37	53.95	56.64	7/13/2025
3020	Senior Engineering Aide	36	35.04	36.77	38.59	40.54	42.58	44.68	46.91	49.28	7/13/2025
3030	Senior Draftsperson	36	31.77	33.35	35.02	36.78	38.61	40.52	42.56	44.71	7/13/2025
3015	Engineering Aide	36	30.96	32.49	34.12	35.84	37.63	39.51	41.49	43.56	7/13/2025
7789	Street Light Maintenance Technician	40	45.02	47.27	49.63	52.12	54.72				7/13/2025
2575	Pump Station Maintenance Technician	40	42.46	44.57	46.79	49.13	51.59	54.18	56.89	59.73	9/21/2025
2570	Traffic Signal Maintenance Technician	38	37.09	38.93	40.86	42.90	45.06	47.32	49.68	52.17	7/13/2025
2570	Traffic Signal Maintenance Technician	40	37.09	38.93	40.86	42.90	45.06	47.32	49.68	52.17	7/13/2025
2370	Senior Fleet Mechanic	40	36.85	38.69	40.64	42.68	44.80	47.06	49.41	51.85	7/13/2025
2360	Fleet Mechanic	40	36.00	37.78	39.67	41.65	43.74	45.93	48.23	50.61	7/13/2025
2380	Fleet Services Coordinator	40	30.19	31.70	33.28	34.94	36.69	38.52	40.45	42.48	7/13/2025
2555	Public Works Maintenance Foreperson	40	34.88	36.60	38.46	40.36	42.36	44.48	46.72	49.04	7/13/2025
2530	Early Morning Street Sweeper Operator	40	34.17	35.90	37.66	39.53	41.51	43.58	45.78	48.07	7/13/2025
2520	Maintenance Worker II	40	32.52	34.15	35.86	37.65	39.52	41.50	43.57	45.76	7/13/2025
2510	Maintenance Worker I	40	28.10	29.52	30.99	32.53	34.17	35.87	37.67	39.55	7/13/2025
4085	Lead Parking Technician	40	34.88	36.60	38.46	40.36	42.36	44.48	46.72	49.04	7/13/2025
4084	Parking Technician	40	26.62	28.00	29.37	30.84	32.38	34.00	35.71	37.49	7/13/2025
3330	Waste Management Specialist	36	37.18	39.07	41.02	43.07	45.22	47.47	49.83	52.33	7/13/2025
3350	Recycling Technician	36	31.04	32.61	34.21	35.94	37.73	39.62	41.60	43.70	7/13/2025
1660	Telecom Maintenance Technician	36	37.43	39.30	41.27	43.33	45.51	47.77	50.16	52.66	7/13/2025
6040	Planner III	36	52.16	54.80	57.53	60.40	63.41	66.57	69.90	73.41	7/13/2025
6030	Planner II	36	43.26	45.43	47.67	50.06	52.55	55.19	57.96	60.86	7/13/2025
6020	Planner I	36	37.61	39.50	41.47	43.55	45.71	48.00	50.41	52.91	7/13/2025
3235	Plans Examiner	36	45.78	48.04	50.44	52.97	55.60	58.43	61.30	64.38	7/13/2025
3242	Senior Combination Building Inspector	36	45.74	48.04	50.45	52.97	55.62	58.41	61.31	64.40	7/13/2025
3245	Combination Building Inspector II	36	43.58	45.74	48.04	50.45	52.97	55.60	58.40	61.31	7/13/2025
3244	Combination Building Inspector I	36	39.28	41.25	43.30	45.48	47.74	50.13	52.64	55.27	7/13/2025
3246	Senior Code Enforcement Officer	36	44.73	46.95	49.32	51.77	54.35	57.07	59.93	62.93	7/13/2025
3247	Senior Fire Code Compliance Officer	36	44.73	46.95	49.32	51.77	54.35	57.07	59.93	62.93	7/13/2025
2077	Code Enforcement Officer	36	39.28	41.25	43.30	45.48	47.74	50.13	52.64	55.27	7/13/2025
3274	Permit Technician III	36	33.41	35.05	36.82	38.66	40.60	42.63	44.78	47.01	7/13/2025
3270	Permit Technician II	36	31.81	33.43	35.06	36.83	38.68	40.61	42.64	44.80	7/13/2025
3000	Permit Technician I	36	28.10	29.53	30.97	32.55	34.15	35.87	37.66	39.55	7/13/2025
1755	Reconstruction Specialist II	36	43.40	45.57	47.85	50.25	52.75	55.41	58.17	61.08	7/13/2025
1775	Program Specialist II	36	41.30	43.35	45.53	47.80	50.20	52.70	55.36	58.12	7/13/2025
1785	Development Specialist II	36	41.30	43.35	45.53	47.80	50.20	52.70	55.36	58.12	7/13/2025
1760	Reconstruction Specialist I	36	37.01	38.84	40.80	42.83	45.00	47.23	49.59	52.07	7/13/2025
1770	Program Specialist I	36	37.01	38.84	40.80	42.83	45.00	47.23	49.59	52.07	7/13/2025
1780	Development Specialist I	36	37.01	38.84	40.80	42.83	45.00	47.23	49.59	52.07	7/13/2025
6642	Housing Specialist II	36	41.30	43.35	45.53	47.80	50.20	52.70	55.36	58.12	7/13/2025
5115	Recreation Services Specialist	40	35.03	36.79	38.62	40.54	42.57	44.72	46.94	49.28	7/13/2025
5114	Recreation Assistant	40	28.55	29.99	31.49	33.05	34.69	36.43	38.26	40.19	7/13/2025
5230	Park Maintenance Foreperson	40	34.88	36.60	38.46	40.36	42.36	44.48	46.72	49.04	7/13/2025
5240	Park Maintenance Technician	40	34.88	36.60	38.46	40.36	42.36	44.48	46.72	49.04	7/13/2025
5160	Park Maintenance Equipment Operator	40	28.81	30.22	31.75	33.32	35.00	36.74	38.58	40.50	7/13/2025
5261	Park Maintenance Worker II	40	32.52	34.15	35.86	37.65	39.52	41.50	43.57	45.76	7/13/2025
5260	Park Maintenance Worker	40	28.10	29.52	30.99	32.53	34.17	35.87	37.67	39.55	7/13/2025
7120	Gardener	40	26.31	27.60	29.00	30.44	31.96	33.56	35.23	36.99	7/13/2025
3540	Senior Librarian	37.5	39.65	41.63	43.71	45.90	48.20	50.59	53.13	55.81	7/13/2025
3530	Librarian I	37.5	36.20	38.01	39.92	41.90	44.01	46.19	48.52	50.93	7/13/2025
3515	Library Technician	37.5	27.45	28.67	30.27	31.76	33.35	35.02	36.78	38.60	7/13/2025
3512	Intermediate Library Clerk	37.5	20.20	21.20	22.28	23.37	24.54	25.77	27.04	28.41	7/13/2025
4069	Police Records Specialist	36	26.84	28.15	29.55	31.03	32.59	34.20	35.93	37.71	7/13/2025
4080	Police Maintenance Technician	38	31.42	33.01	34.64	36.38	38.20	40.10	42.11	44.22	7/13/2025
1669	Fire Info. & Billing Systems Specialist	36	37.27	39.14	41.08	43.14	45.29	47.55	49.94	52.44	7/13/2025
7620	Marketing Assistant	36	28.67	30.13	31.62	33.19	34.86	36.59	38.43	40.35	7/13/2025

*Indicates hours in classification's standard workweek; employees actual work week may differ with department approval.
Last modified on 8/18/2025 by NCW

**CITY OF ALAMEDA
ALAMEDA CITY EMPLOYEES ASSOCIATION**

CODE	CLASSIFICATION	Standard Work Week*	HOURLY								Effective Date
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	
7565	Lead Customer Service Representative	40	32.11	33.69	35.38	37.15	39.04	40.97	43.03	45.19	7/13/2025
7560	Customer Service Representative	40	29.18	30.63	32.18	33.79	35.49	37.27	39.14	41.08	7/13/2025
7580	Support Services Clerk II	36	25.99	27.28	28.63	30.09	31.57	33.14	34.80	36.53	7/13/2025
7585	Support Services Clerk I	36	22.45	23.59	24.79	26.02	27.30	28.65	30.11	31.59	7/13/2025
7312	Computer Services Operator	36	27.78	29.15	30.61	32.15	33.76	35.43	37.24	39.10	7/13/2025
7550	Meter Reader	37.5	27.76	29.14	30.60	32.13	33.72	35.41	37.22	39.08	7/13/2025
1546	Engineering Office Assistant	36	30.18	31.68	33.28	34.94	36.69	38.53	40.46	42.49	7/13/2025
1540	Senior Clerk	36	28.89	30.33	31.84	33.43	35.12	36.85	38.69	40.64	7/13/2025
1510	Intermediate Clerk	36	26.84	28.15	29.55	31.03	32.59	34.20	35.93	37.71	7/13/2025
1500	Front Desk Administrator	36	23.75	24.92	26.16	27.47	28.88	30.32	31.83	33.42	7/13/2025
1625	Accounting Technician	36	32.70	34.34	36.06	37.85	39.74	41.72	43.82	46.03	7/13/2025
1620	Senior Account Clerk	36	29.65	31.14	32.70	34.34	36.06	37.85	39.74	41.72	7/13/2025
1610	Account Clerk	36	27.23	28.58	30.03	31.52	33.09	34.75	36.47	38.31	7/13/2025
2020	Laborer	40	23.41	24.58	25.81	27.10	28.45	29.87	31.37	32.94	7/13/2025
2005	Custodian	40	24.85	26.09	27.39	28.79	30.21	31.74	33.31	34.98	7/13/2025

*Indicates hours in classification's standard workweek; employees actual work week may differ with department approval.
Last modified on 8/18/2025 by NCW