

CITY OF ALAMEDA RESOLUTION NO. _____

AMENDING THE ALAMEDA CITY EMPLOYEES ASSOCIATION (ACEA) AND ELECTRIC UTILITY PROFESSIONALS OF ALAMEDA (EUPA) SALARY SCHEDULES EFFECTIVE NOVEMBER 16, 2025, TO REFLECT REMOVAL OF THE LEAD CUSTOMER SERVICE REPRESENTATIVE, CUSTOMER SERVICE REPRESENTATIVE AND METER READER CLASSIFICATIONS FROM ACEA AND ADD A FIVE STEP SALARY RANGE FOR THE CLASSIFICATIONS IN EUPA

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 Alameda Municipal Department that require adjustments to ensure internal equity, market competitiveness, and alignment with organizational needs; and

WHEREAS, the City, ACEA, and EUPA met in good faith to transition the Lead Customer Service Representative, Customer Service Representative and Meter Reader from ACEA to EUPA; and

WHEREAS, the proposed changes include transitioning the Lead Customer Service Representative, Customer Service Representative and Meter Reader from an Eight (8) step salary range to a Five (5) step salary range; and

WHEREAS, there is no financial impact from movement of these positions from an eight (8) step range to a five (5) step salary range.

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

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

**CITY OF ALAMEDA
ELECTRIC UTILITY PROFESSIONALS OF ALAMEDA**

EXHIBIT A

CODE	CLASSIFICATION	Standard Work Week*	ANNUAL					Effective Date
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
<u>MANAGEMENT Exempt</u>								
7015	Senior Communications Specialist	36	122,288	128,403	134,823	141,563	148,641	9/21/2025
7013	Media Coordinator	36	102,848	107,990	113,389	119,060	125,014	9/21/2025
7006	Administrative Services Coordinator - AMP	36	87,511	91,886	96,480	101,306	106,370	9/21/2025
7020	Communications Officer	36	86,836	91,180	95,737	100,524	105,549	9/21/2025
7200	Engineering Manager	36	185,415	194,689	204,422	214,642	225,374	9/21/2025
7210	Senior Electrical Engineer	36	163,369	171,539	180,114	189,123	198,575	9/21/2025
7230	Electrical Engineer	36	133,358	140,025	147,028	154,380	162,099	9/21/2025
7702	Line Superintendent	40	206,540	216,864	227,708	239,093	251,047	9/21/2025
7709	Compliance & Safety Superintendent - AMP	36	152,082	159,688	167,670	176,055	184,857	9/21/2025
7715	System Operations and Field Service Superintendent	36	155,949	163,746	171,933	180,530	189,556	9/21/2025
7711	Electrical Equipment Superintendent	36	188,695	198,130	208,040	218,438	229,360	9/21/2025
7704	Assistant Line Superintendent	36	122,810	128,950	135,399	142,169	149,277	9/21/2025
7710	Safety Officer	36	110,914	116,458	122,283	128,397	134,818	9/21/2025
7057	Senior Energy Resources Engineer	36	145,522	152,796	160,435	168,457	176,880	9/21/2025
7071	Supervisor-Energy Resources	36	145,547	152,824	160,465	168,488	176,913	9/21/2025
7073	Senior Energy Resources Analyst	36	134,711	141,448	148,521	155,944	163,741	9/21/2025
7630	Utility Program Manager	36	122,288	128,403	134,823	141,563	148,641	9/21/2025
7075	Energy Resources Analyst	36	112,921	118,566	124,497	130,721	137,258	9/21/2025
7495	Finance and Utility Billing Manager	36	143,072	150,225	157,737	165,623	173,905	9/21/2025
7440	Financial Analyst	36	122,288	128,403	134,823	141,563	148,641	9/21/2025
7105	Support Services Manager	36	139,061	146,014	153,315	160,981	169,030	9/21/2025
7425	Senior Utility Accountant	36	110,914	116,458	122,283	128,397	134,818	9/21/2025
7160	Procurement Analyst	36	102,848	107,990	113,389	119,060	125,014	9/21/2025
7330	Utility Project Manager	36	137,651	144,537	151,761	159,350	167,317	9/21/2025
7331	Utility Information Technology Manager	36	146,729	154,066	161,768	169,857	178,350	9/21/2025
7310	Utility Analyst	36	95,826	100,617	105,649	110,931	116,478	9/21/2025
7305	Utility Information & Billing Services Supervisor	36	136,487	143,310	150,477	158,002	165,902	9/21/2025
7335	Utility Information Technology Business Analyst	36	119,298	125,262	131,525	138,102	145,007	9/21/2025
7337	Utility Database Analyst	36	119,298	125,262	131,525	138,102	145,007	9/21/2025
7290	Advanced Metering Infrastructure (AMI) System Administrator	36	112,279	117,895	123,789	129,979	136,477	9/21/2025
7339	Utility Geographic Information Systems Analyst	36	112,279	117,895	123,789	129,979	136,477	9/21/2025
7300	Utility Information Systems Supervisor	36	110,914	116,458	122,283	128,397	134,818	9/21/2025
7316	Utility Information Systems Network Analyst	36	109,815	115,306	121,071	127,125	133,481	9/21/2025
7321	Utility Systems Analyst	36	109,815	115,306	121,071	127,125	133,481	9/21/2025
7617	Senior Account Manager	36	122,288	128,403	134,823	141,563	148,641	9/21/2025
7640	Supervisor-Customer Resources	36	134,515	141,241	148,304	155,719	163,504	9/21/2025
7610	Marketing Coordinator	36	110,914	116,458	122,283	128,397	134,818	9/21/2025
7616	Account Manager	36	102,848	107,990	113,389	119,060	125,014	9/21/2025
7063	Energy Management Coordinator	36	102,848	107,990	113,389	119,060	125,014	9/21/2025
7615	Marketing Specialist	36	102,848	107,990	113,389	119,060	125,014	9/21/2025
7570	Customer Services Supervisor	36	88,008	92,411	97,033	101,882	106,977	9/21/2025

CODE	CLASSIFICATION	Standard Work Week*	HOURLY					EFF. DATE
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
<u>CONFIDENTIAL Non-Exempt</u>								
7260	Distribution Engineer	36	52.77	55.40	58.16	61.09	64.12	9/21/2025
7250	Electrical Distribution Technician	36	50.70	53.24	55.88	58.69	61.60	9/21/2025
7080	Assistant Utility Analyst	36	46.70	49.04	51.48	54.05	56.76	9/21/2025
7315	Utility Billing Specialist	36	43.21	45.36	47.63	50.02	52.52	9/21/2025
7420	Utility Accountant	36	41.91	44.00	46.18	48.50	50.91	9/21/2025
7340	Computer Services Technician - AMP	36	41.95	44.05	46.25	48.54	50.95	9/21/2025

* Indicates hours in classification's standard workweek; employees actual work week may differ with department approval.
Last Modified On 10/9/2025 by NCW

**CITY OF ALAMEDA
ELECTRIC UTILITY PROFESSIONALS OF ALAMEDA**

7003	Executive Assistant - AMP	36	42.80	44.93	47.17	49.54	52.01	9/21/2025
7311	Utility Billing Technician	36	40.06	42.06	44.16	46.38	48.70	9/21/2025
7004	Office Assistant - AMP	36	33.86	35.56	37.34	39.21	41.15	9/21/2025
7565	Lead Customer Service Representative	40	37.21	39.10	41.03	43.09	45.26	11/16/2025
7560	Customer Service Representative	40	33.85	35.55	37.33	39.20	41.14	11/16/2025
7550	Meter Reader	37.5	32.18	33.78	35.47	37.28	39.14	11/16/2025

**CITY OF ALAMEDA
ALAMEDA CITY EMPLOYEES ASSOCIATION**

EXHIBIT B

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	44.83	47.08	49.42	51.88	54.46	57.22	60.07	63.07	7/13/2025
3120	Assistant Engineer	36	46.75	49.07	51.51	54.10	56.78	59.63	62.61	65.76	7/13/2025
3075	Senior Construction Inspector	40	43.16	45.31	47.57	49.93	52.43	55.08	57.82	60.72	7/13/2025
3070	Construction Inspector	40	40.04	42.04	44.14	46.35	48.68	51.11	53.66	56.37	7/13/2025
3110	Junior Engineer	36	40.31	42.32	44.44	46.68	49.02	51.45	54.04	56.73	7/13/2025
3020	Senior Engineering Aide	36	35.09	36.83	38.65	40.61	42.65	44.75	46.99	49.36	7/13/2025
3030	Senior Draftsperson	36	31.82	33.40	35.07	36.84	38.67	40.59	42.63	44.78	7/13/2025
3015	Engineering Aide	36	31.01	32.54	34.17	35.90	37.69	39.57	41.56	43.63	7/13/2025
7789	Street Light Maintenance Technician	40	45.09	47.34	49.71	52.20	54.81				7/13/2025
2575	Pump Station Maintenance Technician	40	42.53	44.64	46.86	49.20	51.67	54.27	56.98	59.83	9/21/2025
2570	Traffic Signal Maintenance Technician	38	37.15	38.99	40.93	42.97	45.13	47.39	49.76	52.25	7/13/2025
2570	Traffic Signal Maintenance Technician	40	37.15	38.99	40.93	42.97	45.13	47.39	49.76	52.25	7/13/2025
2370	Senior Fleet Mechanic	40	36.91	38.75	40.71	42.75	44.87	47.13	49.49	51.94	7/13/2025
2360	Fleet Mechanic	40	36.05	37.84	39.74	41.72	43.81	46.01	48.30	50.69	7/13/2025
2380	Fleet Services Coordinator	40	30.24	31.75	33.33	34.99	36.75	38.58	40.51	42.55	7/13/2025
2555	Public Works Maintenance Foreperson	40	34.93	36.66	38.52	40.42	42.43	44.55	46.80	49.11	7/13/2025
2530	Early Morning Street Sweeper Operator	40	34.22	35.95	37.72	39.59	41.58	43.65	45.86	48.14	7/13/2025
2520	Maintenance Worker II	40	32.57	34.20	35.91	37.71	39.58	41.57	43.64	45.84	7/13/2025
2510	Maintenance Worker I	40	28.14	29.57	31.04	32.58	34.22	35.92	37.73	39.61	7/13/2025
4085	Lead Parking Techniciain	40	34.93	36.66	38.52	40.42	42.43	44.55	46.80	49.11	7/13/2025
4084	Parking Technician	40	26.67	28.04	29.42	30.88	32.43	34.05	35.77	37.55	7/13/2025
3330	Waste Management Specialist	36	37.24	39.13	41.08	43.13	45.29	47.55	49.91	52.41	7/13/2025
3350	Recycling Technician	36	31.09	32.66	34.26	35.99	37.79	39.69	41.67	43.77	7/13/2025
1660	Telecom Maintenance Technician	36	37.49	39.36	41.33	43.40	45.58	47.85	50.24	52.74	7/13/2025
6040	Planner III	36	52.24	54.89	57.62	60.50	63.51	66.67	70.01	73.52	7/13/2025
6030	Planner II	36	43.32	45.50	47.75	50.14	52.63	55.28	58.05	60.96	7/13/2025
6020	Planner I	36	37.66	39.56	41.54	43.62	45.78	48.07	50.49	53.00	7/13/2025
3235	Plans Examiner	36	45.85	48.12	50.52	53.06	55.69	58.52	61.40	64.49	7/13/2025
3242	Senior Combination Building Inspector	36	45.82	48.11	50.53	53.06	55.71	58.50	61.40	64.50	7/13/2025
3245	Combination Building Inspector II	36	43.65	45.82	48.11	50.53	53.06	55.69	58.49	61.40	7/13/2025
3244	Combination Building Inspector I	36	39.34	41.31	43.37	45.55	47.82	50.21	52.72	55.35	7/13/2025
3246	Senior Code Enforcement Officer	36	44.80	47.03	49.40	51.85	54.43	57.16	60.03	63.03	7/13/2025
3247	Senior Fire Code Compliance Officer	36	44.80	47.03	49.40	51.85	54.43	57.16	60.03	63.03	7/13/2025
2077	Code Enforcement Officer	36	39.34	41.31	43.37	45.55	47.82	50.21	52.72	55.35	7/13/2025
3274	Permit Technician III	36	33.46	35.11	36.88	38.72	40.67	42.70	44.86	47.09	7/13/2025
3270	Permit Technician II	36	31.86	33.48	35.12	36.89	38.74	40.68	42.71	44.87	7/13/2025
3000	Permit Technician I	36	28.14	29.57	31.02	32.60	34.21	35.93	37.72	39.61	7/13/2025
1755	Reconstruction Specialist II	36	43.47	45.64	47.93	50.33	52.84	55.50	58.26	61.18	7/13/2025
1775	Program Specialist II	36	41.36	43.42	45.60	47.88	50.28	52.79	55.45	58.21	7/13/2025
1785	Development Specialist II	36	41.36	43.42	45.60	47.88	50.28	52.79	55.45	58.21	7/13/2025
1760	Reconstruction Specialist I	36	37.07	38.91	40.87	42.90	45.07	47.30	49.67	52.15	7/13/2025
1770	Program Specialist I	36	37.07	38.91	40.87	42.90	45.07	47.30	49.67	52.15	7/13/2025
1780	Development Specialist I	36	37.07	38.91	40.87	42.90	45.07	47.30	49.67	52.15	7/13/2025
6642	Housing Specialist II	36	41.36	43.42	45.60	47.88	50.28	52.79	55.45	58.21	7/13/2025
5115	Recreation Services Specialist	40	35.08	36.85	38.68	40.61	42.64	44.79	47.02	49.36	7/13/2025
5114	Recreation Assistant	40	28.60	30.03	31.54	33.10	34.75	36.49	38.32	40.25	7/13/2025
5230	Park Maintenance Foreperson	40	34.93	36.66	38.52	40.42	42.43	44.55	46.80	49.11	7/13/2025
5240	Park Maintenance Technician	40	34.93	36.66	38.52	40.42	42.43	44.55	46.80	49.11	7/13/2025
5160	Park Maintenance Equipment Operator	40	28.85	30.27	31.80	33.37	35.05	36.80	38.64	40.57	7/13/2025
5261	Park Maintenance Worker II	40	32.57	34.20	35.91	37.71	39.58	41.57	43.64	45.84	7/13/2025
5260	Park Maintenance Worker	40	28.14	29.57	31.04	32.58	34.22	35.92	37.73	39.61	7/13/2025
7120	Gardener	40	26.35	27.65	29.04	30.49	32.01	33.62	35.28	37.04	7/13/2025
3540	Senior Librarian	37.5	39.72	41.69	43.78	45.97	48.28	50.67	53.21	55.89	7/13/2025
3530	Librarian I	37.5	36.26	38.07	39.98	41.97	44.08	46.26	48.60	51.01	7/13/2025
3515	Library Technician	37.5	27.49	28.72	30.32	31.81	33.40	35.07	36.84	38.67	7/13/2025
3512	Intermediate Library Clerk	37.5	20.23	21.23	22.32	23.41	24.58	25.81	27.08	28.46	7/13/2025
4069	Police Records Specialist	36	26.88	28.19	29.60	31.08	32.64	34.25	35.98	37.77	7/13/2025
4080	Police Maintenance Technician	38	31.47	33.06	34.70	36.44	38.26	40.16	42.17	44.29	7/13/2025
1669	Fire Info. & Billing Systems Specialist	36	37.33	39.20	41.14	43.21	45.36	47.63	50.02	52.52	7/13/2025
7620	Marketing Assistant	36	28.72	30.18	31.67	33.24	34.91	36.65	38.49	40.41	7/13/2025

*Indicates hours in classification's standard workweek; employees actual work week may differ with department approval.

Last modified on 10/9/2025 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	
7580	Support Services Clerk II	36	26.03	27.32	28.68	30.14	31.62	33.19	34.86	36.59	7/13/2025
7585	Support Services Clerk I	36	22.49	23.63	24.82	26.06	27.34	28.70	30.16	31.64	7/13/2025
7312	Computer Services Operator	36	27.82	29.19	30.66	32.20	33.82	35.49	37.30	39.16	7/13/2025
1546	Engineering Office Assistant	36	30.23	31.73	33.33	34.99	36.75	38.59	40.52	42.56	7/13/2025
1540	Senior Clerk	36	28.93	30.38	31.89	33.48	35.17	36.91	38.75	40.71	7/13/2025
1510	Intermediate Clerk	36	26.88	28.19	29.60	31.08	32.64	34.25	35.98	37.77	7/13/2025
1500	Front Desk Administrator	36	23.78	24.96	26.20	27.52	28.92	30.37	31.88	33.47	7/13/2025
1625	Accounting Technician	36	32.76	34.39	36.11	37.91	39.81	41.79	43.89	46.10	7/13/2025
1620	Senior Account Clerk	36	29.70	31.19	32.76	34.39	36.11	37.91	39.81	41.79	7/13/2025
1610	Account Clerk	36	27.27	28.63	30.07	31.57	33.14	34.81	36.53	38.37	7/13/2025
2020	Laborer	40	23.45	24.62	25.85	27.14	28.50	29.91	31.42	32.99	7/13/2025
2005	Custodian	40	24.89	26.13	27.43	28.83	30.26	31.79	33.36	35.03	7/13/2025

*Indicates hours in classification's standard workweek; employees actual work week may differ with department approval.
Last modified on 10/9/2025 by NCW

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 4th day of November 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 5th day of November 2025.

Lara Weisiger, City Clerk
City of Alameda

APPROVED AS TO FORM:

Yibin Shen, City Attorney
City of Alameda