

CITY OF ALAMEDA RESOLUTION NO. _____

APPROVING WORKFORCE CHANGES AND AMENDING THE MANAGEMENT AND CONFIDENTIAL EMPLOYEES ASSOCIATION SALARY SCHEDULE IN FISCAL YEARS 2024-2025 EFFECTIVE JULY 14, 2024

WHEREAS, in order to ensure that the City has a workforce that is appropriately allocated, classified and compensated, changes are proposed as part of the Mid-Cycle Budget Update for Fiscal Year 2024-2025; and

WHEREAS, to support program growth, three new permanent positions are recommended as part of the 2024-2025 Fiscal Year Budget; and

WHEREAS, in order to support the City's compliance with American's with Disabilities Act compliance and the City's new ADA plan, the new classification of ADA Coordinator is recommended to be added to the Management and Confidential Employees Association (MCEA) Salary Schedule as part of the 2024-2025 Fiscal Year budget; and

WHEREAS, in order to ensure positions are correctly allocated based on the work being performed, it is recommended to upgrade eight positions to higher classifications.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Alameda that the salary schedule amendment and workforce changes as outlined below are so modified, resulting in an overall increase of three permanent positions, and other changes as outlined below for the Fiscal Year 2024-2025.

- **City Attorney**

- Add one City Attorney Investigator position
- Amend the Management and Confidential Employees Association Salary Schedule to add the City Attorney Investigator at the hourly rate (inclusive of the 2.5% MCEA salary increase effective 7/14/2024) listed below:

		Hourly Rate				
Weekly Hours	Classification (Non-FLSA Exempt)	Step 1	Step 2	Step 3	Step 4	Step 5
37.5	City Attorney Investigator	\$48.83	\$51.26	\$53.81	\$56.50	\$59.34

- **City Manager**

- Downgrade one Executive Assistant to one Office Assistant
- Upgrade one Executive Assistant to one Principal Executive Assistant
- Amend the Management and Confidential Employees Association Salary Schedule to update the Principal Executive Assistant hourly rate (inclusive of the 2.5% MCEA salary increase effective

7/14/2024) listed below:

Hourly Rate						
Weekly Hours	Classification (Non-FLSA Exempt)	Step 1	Step 2	Step 3	Step 4	Step 5
36	Principal Executive Assistant	\$47.58	\$49.96	\$52.47	\$55.08	\$57.84

- **Information Technology**

- Add one Executive Assistant

- **Police**

- Upgrade one Police Lieutenant to one Police Captain
- Upgrade three Sergeants to three Police Lieutenants

- **Public Works**

- Upgrade one Senior Clerk to one Administrative Technician I
- Upgrade one Administrative Services Coordinator to one ADA Coordinator
- Amend the Management and Confidential Employees Association Salary Schedule to add the ADA Coordinator at the annual salary (inclusive of the 2.5% MCEA salary increase effective 7/14/2024) listed below:

Annual Salary						
Weekly Hours	Classification (FLSA Exempt)	Step 1	Step 2	Step 3	Step 4	Step 5
36	ADA Coordinator	\$108,556	\$113,984	\$119,683	\$125,667	\$131,951

- **Recreation and Parks**

- Downgrade one Recreation Services Specialist to two Recreation Assistants
- Upgrade one Recreation Services Manager to Assistant Recreation & Park Director
- Amend the Management and Confidential Employees Association Salary Schedule to add the Assistant Recreation & Park Director at the annual salary (inclusive of the 2.5% MCEA salary increase effective 7/14/2024) listed below:

Annual Salary						
Weekly Hours	Classification (FLSA Exempt)	Step 1	Step 2	Step 3	Step 4	Step 5
36	Assistant Recreation & Park Director	\$158,798	\$166,737	\$175,076	\$183,828	\$193,019

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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 18th day of June 2024, 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 19th of June 2024.

Lara Weisiger, City Clerk
City of Alameda

APPROVED AS TO FORM:

Yibin Shen, City Attorney
City of Alameda