LETTER OF UNDERSTANDING ON

Classification Transfers from the Alameda City Employees Association (ACEA) to the Electrical Utility

Professionals of Alameda (EUPA)

October 7, 2025

The purpose of this letter is to memorialize an agreement between the City of Alameda, the Alameda City Employees Association (ACEA), and the Electrical Utility Professionals of Alameda (EUPA) to move the following ACEA classifications to EUPA:

- Meter Reader
- Customer Service Representative
- Lead Customer Service Representative

Furthermore, effective the first full pay period following approval by City Council on its regular agenda in accordance with the Brown Act and City's Sunshine Ordinance, the EUPA salary schedule will be revised to reflect the above classification salary ranges as follows:

| Weekly | Classification | Hourly Salary | | | | |
|--------|---|---------------|---------|---------|---------|---------|
| Hours | FLSA Non Exempt | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| 40 | Lead Customer Service Representative | \$37.15 | \$39.04 | \$40.97 | \$43.03 | \$45.19 |
| 40 | Customer Service Representative | \$33.79 | \$35.49 | \$37.27 | \$39.14 | \$41.08 |
| 37.5 | Meter Reader | \$32.13 | \$33.72 | \$35.41 | \$37.22 | \$39.08 |

| For the City of Alame | da | For EUPA | | | | |
|---------------------------------|--|-------------------------------------|------|--|--|--|
| Jennifer Ott, City Manager | Date | Billie Vanhoosan, EUPA President | Date | | | |
| For ACEA | | | | | | |
| Bobby Galena, ACEA President | Date | | | | | |
| Approved as to form | Douglas W. McManaway Assistant City Attorney I | | | | | |