

CITY OF ALAMEDA RESOLUTION NO. \_\_\_\_\_

APPROVING WORKFORCE CHANGES IN THE CITY ATTORNEY'S  
OFFICE AND AMENDING THE MANAGEMENT AND CONFIDENTIAL  
EMPLOYEES ASSOCIATION AND THE EXECUTIVE MANAGEMENT  
EMPLOYEES SALARY SCHEDULES EFFECTIVE FEBRUARY 9, 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 City Attorney's Office that require adjustments to ensure internal equity, market competitiveness, and alignment with organizational needs; and

WHEREAS, the proposed changes include removing the distinction between prosecution and non-prosecution attorney positions, standardizing workweeks at 40 hours for all attorney classifications, reallocating the Chief Planning Counsel position to a second Chief Assistant City Attorney, and adjusting salaries to reflect these changes; and

WHEREAS, the financial impact of these changes is estimated at an additional annual cost of \$265,000, with approximately \$100,000 required for the five months remaining in Fiscal Year 2024-2025, which can be absorbed within the City Attorney's existing budget.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Alameda that the workforce changes outlined below are modified, resulting in the following workforce changes effective February 9, 2025.

- City Attorney's Office
  - Upgrade one Chief Planning Counsel to Chief Assistant City Attorney
- Increase the workweek to 40 hours for MCEA Classifications including:
  - Deputy City Attorney I
  - Deputy City Attorney II
  - Assistant City Attorney I
  - Assistant City Attorney II
- Increase the workweek to 40 hours for EXME classification of Chief Assistant City Attorney; and

BE IT FURTHER RESOLVED that the Council hereby approves and adopts the amended Management and Confidential Employees Association Salary Schedule (Exhibit A); and

BE IT FURTHER RESOLVED that the Council hereby approves and adopts the amended Executive Management Employees Salary Schedule (Exhibit B); and

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

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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 4<sup>th</sup> day of February 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 5<sup>th</sup> day of February 2025.

\_\_\_\_\_  
Lara Weisiger, City Clerk  
City of Alameda

APPROVED AS TO FORM:

\_\_\_\_\_  
Yibin Shen, City Attorney  
City of Alameda

## **EXHIBIT A**

**CITY OF ALAMEDA  
MANAGEMENT AND CONFIDENTIAL EMPLOYEES ASSOCIATION**

| CODE              | CLASSIFICATION                                         | Standard Work Week* | ANNUAL  |         |         |         |         | Effective Date |
|-------------------|--------------------------------------------------------|---------------------|---------|---------|---------|---------|---------|----------------|
|                   |                                                        |                     | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  |                |
| MANAGEMENT Exempt |                                                        |                     |         |         |         |         |         |                |
| 1058              | Housing & Human Services Manager                       | 36                  | 158,798 | 166,737 | 175,076 | 183,829 | 193,019 | 7/14/2024      |
| 1409              | Sustainability and Resilience Manager                  | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 1405              | Assistant to the City Manager                          | 36                  | 116,478 | 122,302 | 128,419 | 134,839 | 141,579 | 7/14/2024      |
| 1310              | Assistant City Clerk                                   | 36                  | 93,785  | 98,472  | 103,397 | 108,568 | 113,995 | 7/14/2024      |
| 1013              | Assistant City Attorney II                             | 40                  | 212,891 | 223,535 | 234,712 | 246,448 | 258,770 | 2/9/2025       |
| 1015              | Assistant City Attorney I                              | 40                  | 192,032 | 201,634 | 211,716 | 222,302 | 233,417 | 2/9/2025       |
| 1017              | Deputy City Attorney II                                | 40                  | 170,607 | 179,137 | 188,094 | 197,499 | 207,374 | 2/9/2025       |
| 1018              | Deputy City Attorney I                                 | 40                  | 154,834 | 162,576 | 170,705 | 179,240 | 188,202 | 2/9/2025       |
| 1683              | Risk Manager                                           | 36                  | 143,610 | 150,793 | 158,331 | 166,246 | 174,560 | 7/14/2024      |
| 1270              | Human Resources Manager                                | 36                  | 158,798 | 166,737 | 175,076 | 183,829 | 193,019 | 7/14/2024      |
| 1265              | Senior Human Resources Analyst                         | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 1260              | Human Resources Analyst II                             | 36                  | 108,556 | 113,984 | 119,683 | 125,667 | 131,950 | 7/14/2024      |
| 1258              | Human Resources Analyst I                              | 36                  | 93,790  | 98,479  | 103,402 | 108,573 | 114,001 | 7/14/2024      |
| 1697              | Controller                                             | 36                  | 168,369 | 176,789 | 185,628 | 194,909 | 204,655 | 7/14/2024      |
| 1695              | Financial Services Manager                             | 36                  | 143,610 | 150,793 | 158,331 | 166,246 | 174,560 | 7/14/2024      |
| 1694              | Budget Manager/Purchasing Agent                        | 36                  | 131,657 | 138,241 | 145,152 | 152,411 | 160,031 | 7/14/2024      |
| 1682              | Senior Financial Analyst                               | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 1681              | Purchasing & Payables Coordinator                      | 36                  | 93,790  | 98,479  | 103,402 | 108,573 | 114,001 | 7/14/2024      |
| 1680              | Accountant II                                          | 36                  | 95,141  | 99,897  | 104,892 | 110,138 | 115,643 | 7/14/2024      |
| 1677              | Accountant I                                           | 36                  | 78,786  | 82,725  | 86,861  | 91,202  | 95,762  | 7/14/2024      |
| 1684              | Information Technology Manager                         | 36                  | 143,610 | 150,793 | 158,331 | 166,246 | 174,560 | 7/14/2024      |
| 1678              | Public Safety Information Technology Systems Analyst   | 36                  | 108,556 | 113,984 | 119,683 | 125,667 | 131,950 | 7/14/2024      |
| 1676              | Information Technology Systems Analyst                 | 36                  | 108,556 | 113,984 | 119,683 | 125,667 | 131,950 | 7/14/2024      |
| 1670              | Technology Services Coordinator                        | 36                  | 93,792  | 98,483  | 103,407 | 108,576 | 114,006 | 7/14/2024      |
| 2601              | Deputy Public Works Director                           | 36                  | 166,736 | 175,073 | 183,827 | 193,018 | 202,669 | 7/14/2024      |
| 3180              | City Engineer                                          | 36                  | 158,798 | 166,737 | 175,076 | 183,829 | 193,019 | 7/14/2024      |
| 3175              | Supervising Civil Engineer                             | 36                  | 145,680 | 152,966 | 160,614 | 168,644 | 177,077 | 7/14/2024      |
| 3150              | Senior Engineer                                        | 36                  | 134,726 | 141,462 | 148,536 | 155,962 | 163,762 | 7/14/2024      |
| 3140              | Associate Civil Engineer                               | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 3145              | Transportation Engineer                                | 36                  | 115,635 | 121,426 | 127,482 | 133,869 | 140,541 | 7/14/2024      |
| 3179              | Public Works Project Manager III                       | 36                  | 145,680 | 152,966 | 160,614 | 168,644 | 177,077 | 7/14/2024      |
| 3178              | Public Works Project Manager II                        | 36                  | 134,726 | 141,462 | 148,536 | 155,962 | 163,762 | 7/14/2024      |
| 3177              | Public Works Project Manager I                         | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 2605              | Public Works Coordinator                               | 36                  | 134,726 | 141,462 | 148,536 | 155,962 | 163,762 | 7/14/2024      |
| 3080              | Construction Inspection & Survey Supervisor            | 40                  | 132,985 | 139,640 | 146,613 | 153,954 | 161,638 | 7/14/2024      |
| 2603              | Public Works Superintendent                            | 38                  | 143,610 | 150,793 | 158,331 | 166,246 | 174,560 | 7/14/2024      |
| 2650              | Public Works Supervisor                                | 38                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 2607              | ADA Coordinator                                        | 36                  | 108,556 | 113,984 | 119,683 | 125,667 | 131,951 | 7/14/2024      |
| 1700              | Assistant Community Development Director               | 36                  | 176,790 | 185,629 | 194,910 | 204,656 | 214,889 | 7/14/2024      |
| 1701              | Economic Development Division Manager                  | 36                  | 168,369 | 176,789 | 185,628 | 194,909 | 204,655 | 7/14/2024      |
| 1728              | Base Reuse Manager                                     | 36                  | 158,798 | 166,737 | 175,076 | 183,829 | 193,019 | 7/14/2024      |
| 1705              | Housing Development Manager                            | 36                  | 143,610 | 150,793 | 158,331 | 166,246 | 174,560 | 7/14/2024      |
| 1715              | Community Development Manager                          | 36                  | 143,610 | 150,793 | 158,331 | 166,246 | 174,560 | 7/14/2024      |
| 1713              | Development Manager                                    | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 1720              | Community Development Program Manager                  | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 1703              | Assistant Planning, Building & Transportation Director | 36                  | 176,790 | 185,629 | 194,910 | 204,656 | 214,889 | 7/14/2024      |
| 3205              | Building Official                                      | 36                  | 158,798 | 166,737 | 175,076 | 183,829 | 193,019 | 7/14/2024      |
| 6090              | City Planner                                           | 36                  | 158,798 | 166,737 | 175,076 | 183,829 | 193,019 | 7/14/2024      |
| 6083              | Planning Services Manager                              | 36                  | 143,610 | 150,793 | 158,331 | 166,246 | 174,560 | 7/14/2024      |
| 3148              | Transportation Planning Manager                        | 36                  | 143,610 | 150,793 | 158,331 | 166,246 | 174,560 | 7/14/2024      |
| 3230              | Plan Check Engineer                                    | 38                  | 121,645 | 127,747 | 134,153 | 140,826 | 147,917 | 7/14/2024      |
| 3215              | Supervising Building Inspector                         | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |

\*Indicates hours in classification's standard workweek; employees actual work week may differ with department approval.  
Last modified on 1/8/2025 by JRR

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**CITY OF ALAMEDA  
MANAGEMENT AND CONFIDENTIAL EMPLOYEES ASSOCIATION**

| CODE | CLASSIFICATION                                   | Standard Work Week* | ANNUAL  |         |         |         |         | Effective Date |
|------|--------------------------------------------------|---------------------|---------|---------|---------|---------|---------|----------------|
|      |                                                  |                     | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 6  |                |
| 6080 | Supervising Planner                              | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 2078 | Code Enforcement Supervisor                      | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 3276 | Permit Center Supervisor                         | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 3147 | Senior Transportation Coordinator                | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 5105 | Assistant Recreation & Park Director             | 36                  | 158,798 | 166,737 | 175,076 | 183,829 | 193,019 | 7/14/2024      |
| 5103 | Recreation Services Manager                      | 36                  | 143,610 | 150,793 | 158,331 | 166,246 | 174,560 | 7/14/2024      |
| 5145 | Park Manager                                     | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 5118 | Recreation Manager                               | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 5120 | Recreation Supervisor                            | 36                  | 103,394 | 108,565 | 113,990 | 119,689 | 125,674 | 7/14/2024      |
| 5144 | Park Maintenance Supervisor                      | 36                  | 103,394 | 108,565 | 113,990 | 119,689 | 125,674 | 7/14/2024      |
| 3550 | Supervising Librarian                            | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 3545 | Library Circulation Coordinator                  | 36                  | 85,055  | 89,308  | 93,772  | 98,462  | 103,386 | 7/14/2024      |
| 4068 | Police Records & Communications Manager          | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 4065 | Police Records Supervisor                        | 36                  | 108,556 | 113,984 | 119,683 | 125,667 | 131,950 | 7/14/2024      |
| 4067 | Crime Analyst                                    | 36                  | 108,556 | 113,984 | 119,683 | 125,667 | 131,950 | 7/14/2024      |
| 4650 | Fire Protection Engineer                         | 36                  | 134,726 | 141,462 | 148,536 | 155,962 | 163,762 | 7/14/2024      |
| 4605 | Fire Administrative Services Manager             | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 4610 | Emergency Medical Services Education Coordinator | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 1408 | Senior Management Analyst                        | 36                  | 119,688 | 125,673 | 131,956 | 138,555 | 145,482 | 7/14/2024      |
| 1410 | Administrative Management Analyst                | 36                  | 108,556 | 113,984 | 119,683 | 125,667 | 131,950 | 7/14/2024      |
| 1420 | Management Analyst                               | 36                  | 93,790  | 98,479  | 103,402 | 108,573 | 114,001 | 7/14/2024      |
| 1430 | Administrative Services Coordinator              | 36                  | 85,055  | 89,308  | 93,772  | 98,462  | 103,386 | 7/14/2024      |
| 1425 | Media and Communications Coordinator             | 36                  | 85,055  | 89,308  | 93,772  | 98,462  | 103,386 | 7/14/2024      |

| CODE                    | CLASSIFICATION                | Standard Work Week* | HOURLY |        |        |        |        | Effective Date |
|-------------------------|-------------------------------|---------------------|--------|--------|--------|--------|--------|----------------|
|                         |                               |                     | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 6 |                |
| CONFIDENTIAL Non-Exempt |                               |                     |        |        |        |        |        |                |
| 1572                    | City Attorney Investigator    | 37.5                | 48.83  | 51.26  | 53.81  | 56.50  | 59.34  | 7/14/2024      |
| 1460                    | Administrative Technician III | 36                  | 42.31  | 44.41  | 46.63  | 48.97  | 51.41  | 7/14/2024      |
| 1465                    | Administrative Technician II  | 36                  | 36.56  | 38.38  | 40.31  | 42.32  | 44.43  | 7/14/2024      |
| 1470                    | Administrative Technician I   | 36                  | 33.16  | 34.81  | 36.54  | 38.37  | 40.30  | 7/14/2024      |
| 1650                    | Computer Services Technician  | 36                  | 41.05  | 43.08  | 45.23  | 47.50  | 49.87  | 7/14/2024      |
| 1590                    | Deputy City Clerk             | 36                  | 44.42  | 46.64  | 48.96  | 51.41  | 53.99  | 7/14/2024      |
| 1404                    | Principal Executive Assistant | 36                  | 47.58  | 49.96  | 52.47  | 55.08  | 57.84  | 7/14/2024      |
| 1560                    | Executive Assistant           | 36                  | 42.31  | 44.41  | 46.63  | 48.97  | 51.41  | 7/14/2024      |
| 1570                    | Paralegal                     | 36                  | 42.31  | 44.41  | 46.63  | 48.97  | 51.41  | 7/14/2024      |
| 1571                    | Paralegal - Investigator      | 37.5                | 42.31  | 44.41  | 46.63  | 48.97  | 51.41  | 7/14/2024      |
| 1550                    | Office Assistant              | 36                  | 33.16  | 34.81  | 36.54  | 38.37  | 40.30  | 7/14/2024      |

# EXHIBIT B

## CITY OF ALAMEDA EXECUTIVE MANAGEMENT

| CODE          | CLASSIFICATION                               | Standard Work Week* | ANNUAL  |         |         |         |         | Effective Date |
|---------------|----------------------------------------------|---------------------|---------|---------|---------|---------|---------|----------------|
|               |                                              |                     | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  |                |
| SAFETY Exempt |                                              |                     |         |         |         |         |         |                |
| 1111          | Chief of Police                              | 40                  | 271,377 | 284,945 | 299,193 | 314,152 | 329,860 | 7/14/2024      |
| 1101          | Fire Chief                                   | 40                  | 280,607 | 294,637 | 309,369 | 324,837 | 341,079 | 1/12/2025      |
| MISC Exempt   |                                              |                     |         |         |         |         |         |                |
| 7001          | General Manager-AMP                          | 37.5                | 290,774 | 305,313 | 320,580 | 336,608 | 353,439 | 7/14/2024      |
| 1052          | Assistant City Manager                       | 37.5                | 231,098 | 242,651 | 254,785 | 267,525 | 280,900 | 7/14/2024      |
| 1121          | Public Works Director                        | 37.5                | 218,851 | 229,794 | 241,283 | 253,349 | 266,015 | 7/14/2024      |
| 1016          | Chief Assistant City Attorney                | 40                  | 223,535 | 234,712 | 246,448 | 258,770 | 271,709 | 2/9/2025       |
| 1063          | Base Reuse & Economic Development Director   | 37.5                | 199,522 | 209,500 | 219,973 | 230,971 | 242,521 | 7/14/2024      |
| 1066          | Community Development Director               | 37.5                | 199,522 | 209,500 | 219,973 | 230,971 | 242,521 | 7/14/2024      |
| 1021          | Finance Director                             | 37.5                | 199,522 | 209,500 | 219,973 | 230,971 | 242,521 | 7/14/2024      |
| 1071          | Human Resources Director                     | 37.5                | 199,522 | 209,500 | 219,973 | 230,971 | 242,521 | 7/14/2024      |
| 1035          | Information Technology Director              | 37.5                | 199,522 | 209,500 | 219,973 | 230,971 | 242,521 | 7/14/2024      |
| 1131          | Library Director                             | 37.5                | 199,522 | 209,500 | 219,973 | 230,971 | 242,521 | 7/14/2024      |
| 1061          | Planning, Building & Transportation Director | 37.5                | 199,522 | 209,500 | 219,973 | 230,971 | 242,521 | 7/14/2024      |
| 1141          | Recreation & Park Director                   | 37.5                | 199,522 | 209,500 | 219,973 | 230,971 | 242,521 | 7/14/2024      |
| 1056          | Deputy City Manager                          | 37.5                | 168,369 | 176,789 | 185,628 | 194,909 | 204,655 | 7/14/2024      |
| 1424          | Communications & Legislative Affairs Officer | 36                  | 134,726 | 141,462 | 148,536 | 155,962 | 163,762 | 7/14/2024      |
| 1030          | City Clerk                                   | 36                  |         |         |         |         | 228,527 | 7/14/2024      |

\* Indicates hours in classifications standard workweek; employees actual work week may differ with City Manager approval.

