

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

EXHIBIT 1

| CODE | CLASSIFICATION | ANNUAL | | | | | EFF. DATE |
|--------------------------|--|---------|---------|---------|---------|---------|-----------|
| | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | |
| MANAGEMENT Exempt | | | | | | | |
| 1424* | Public Information Officer | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 1405* | Assistant to the City Manager | 93,332 | 97,999 | 102,899 | 108,044 | 113,446 | 1/8/2017 |
| 1310* | Assistant City Clerk | 71,570 | 75,148 | 78,905 | 82,850 | 86,993 | 1/8/2017 |
| 1013* | Assistant City Attorney II | 145,206 | 152,466 | 160,089 | 168,093 | 176,498 | 1/8/2017 |
| 1015* | Assistant City Attorney I | 134,960 | 141,708 | 148,793 | 156,233 | 164,045 | 1/8/2017 |
| 1017* | Deputy City Attorney II | 116,588 | 122,417 | 128,538 | 134,965 | 141,713 | 1/8/2017 |
| 1018* | Deputy City Attorney I | 95,930 | 100,726 | 105,762 | 111,050 | 116,603 | 1/8/2017 |
| 1683* | Risk Manager | 115,072 | 120,826 | 126,867 | 133,210 | 139,871 | 1/8/2017 |
| 1270* | Human Resources Manager | 127,242 | 133,604 | 140,284 | 147,298 | 154,663 | 1/8/2017 |
| 1265* | Senior Human Resources Analyst | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 1260* | Human Resources Analyst II | 86,984 | 91,333 | 95,900 | 100,695 | 105,730 | 1/8/2017 |
| 1258* | Human Resources Analyst I | 75,152 | 78,910 | 82,855 | 86,998 | 91,348 | 1/8/2017 |
| 1697* | Controller | 134,911 | 141,657 | 148,740 | 156,177 | 163,986 | 1/8/2017 |
| 1695* | Financial Services Manager | 115,072 | 120,826 | 126,867 | 133,210 | 139,871 | 1/8/2017 |
| 1682* | Finance Supervisor | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 1681* | Purchasing & Payables Coordinator | 75,152 | 78,910 | 82,855 | 86,998 | 91,348 | 1/8/2017 |
| 1680* | Accountant II | 76,234 | 80,046 | 84,048 | 88,250 | 92,663 | 1/8/2017 |
| 1677* | Accountant I | 63,129 | 66,285 | 69,599 | 73,079 | 76,733 | 1/8/2017 |
| 1684* | Information Technology Manager | 115,072 | 120,826 | 126,867 | 133,210 | 139,871 | 1/8/2017 |
| 1670* | Technology Services Coordinator | 75,154 | 78,912 | 82,858 | 87,001 | 91,351 | 1/8/2017 |
| 1678* | Public Safety Information Technology Systems Analyst | 86,984 | 91,333 | 95,900 | 100,695 | 105,730 | 1/8/2017 |
| 1676* | Information Technology Systems Analyst | 86,984 | 91,333 | 95,900 | 100,695 | 105,730 | 1/8/2017 |
| 2601* | Deputy Public Works Director | 133,603 | 140,283 | 147,297 | 154,662 | 162,395 | 1/8/2017 |
| 3180* | City Engineer | 127,242 | 133,604 | 140,284 | 147,298 | 154,663 | 1/8/2017 |
| 3175* | Supervising Civil Engineer | 116,732 | 122,569 | 128,697 | 135,132 | 141,889 | 1/8/2017 |
| 3150* | Senior Engineer | 107,953 | 113,351 | 119,019 | 124,970 | 131,219 | 1/8/2017 |
| 3179* | Public Works Project Manager III | 116,732 | 122,569 | 128,697 | 135,132 | 141,889 | 1/8/2017 |
| 3178* | Public Works Project Manager II | 107,953 | 113,351 | 119,019 | 124,970 | 131,219 | 1/8/2017 |
| 3177* | Public Works Project Manager I | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 2605* | Public Works Coordinator | 107,953 | 113,351 | 119,019 | 124,970 | 131,219 | 1/8/2017 |
| 3080* | Construction Inspection & Survey Supervisor | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 2603 | Public Works Superintendent | 115,072 | 120,826 | 126,867 | 133,210 | 139,871 | 1/8/2017 |
| 2650 | Public Works Supervisor | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 1700* | Assistant Community Development Director | 141,658 | 148,741 | 156,178 | 163,987 | 172,186 | 1/8/2017 |
| 1701* | Development Services Division Manager | 134,911 | 141,657 | 148,740 | 156,177 | 163,986 | 1/8/2017 |
| 1712* | Economic Development Manager | 127,242 | 133,604 | 140,284 | 147,298 | 154,663 | 1/8/2017 |
| 1705* | Housing Development Manager | 115,072 | 120,826 | 126,867 | 133,210 | 139,871 | 1/8/2017 |
| 1728* | Redevelopment Project Manager | 115,072 | 120,826 | 126,867 | 133,210 | 139,871 | 1/8/2017 |
| 1715* | Community Development Manager | 115,072 | 120,826 | 126,867 | 133,210 | 139,871 | 1/8/2017 |
| 3147* | Senior Transportation Coordinator | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 9/19/2017 |
| 1713* | Development Manager | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 1720* | Community Development Program Manager | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 3205* | Building Official | 127,242 | 133,604 | 140,284 | 147,298 | 154,663 | 1/8/2017 |
| 3215* | Supervising Building Inspector | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 6090* | City Planner | 127,242 | 133,604 | 140,284 | 147,298 | 154,663 | 1/8/2017 |
| 6083* | Planning Services Manager | 115,072 | 120,826 | 126,867 | 133,210 | 139,871 | 1/8/2017 |
| 6080* | Supervising Planner | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 5103* | Recreation Services Manager | 115,072 | 120,826 | 126,867 | 133,210 | 139,871 | 1/8/2017 |
| 5145* | Park Manager | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 5118* | Recreation Manager | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 5120* | Recreation Supervisor | 82,848 | 86,990 | 91,339 | 95,906 | 100,701 | 1/8/2017 |
| 3550* | Supervising Librarian | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 3545* | Library Circulation Coordinator | 68,153 | 71,561 | 75,139 | 78,896 | 82,841 | 1/8/2017 |

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

| CODE | CLASSIFICATION | ANNUAL | | | | | EFF. DATE |
|---|--|---------|---------|---------|---------|---------|-----------|
| | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | |
| <u>MANAGEMENT Exempt (Continued)</u> | | | | | | | |
| 4068* | Police Records & Communications Manager | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 4065* | Police Records Supervisor | 86,984 | 91,333 | 95,900 | 100,695 | 105,730 | 1/8/2017 |
| 4650* | Fire Protection Engineer | 107,953 | 113,351 | 119,019 | 124,970 | 131,219 | 1/8/2017 |
| 4605* | Fire Administrative Services Supervisor | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 4610* | Emergency Medical Services Education Coordinator | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 1408* | Senior Management Analyst | 95,905 | 100,700 | 105,735 | 111,022 | 116,573 | 1/8/2017 |
| 1410* | Administrative Management Analyst | 86,984 | 91,333 | 95,900 | 100,695 | 105,730 | 1/8/2017 |
| 1420* | Management Analyst | 75,152 | 78,910 | 82,855 | 86,998 | 91,348 | 1/8/2017 |
| 1425* | Media and Communications Coordinator | 68,153 | 71,561 | 75,139 | 78,896 | 82,841 | 1/8/2017 |
| 1430* | Administrative Services Coordinator | 68,153 | 71,561 | 75,139 | 78,896 | 82,841 | 1/8/2017 |
| <u>CONFIDENTIAL Non-Exempt</u> | | | | | | | |
| 1460* | Administrative Technician III | 33.89 | 35.58 | 37.36 | 39.23 | 41.19 | 1/8/2017 |
| 1465* | Administrative Technician II | 29.29 | 30.75 | 32.29 | 33.90 | 35.60 | 1/8/2017 |
| 1470* | Administrative Technician I | 26.56 | 27.89 | 29.28 | 30.74 | 32.28 | 1/8/2017 |
| 1650* | Computer Services Technician | 32.88 | 34.52 | 36.25 | 38.06 | 39.96 | 1/8/2017 |
| 1404* | Principal Executive Assistant | 35.58 | 37.36 | 39.23 | 41.19 | 43.25 | 1/8/2017 |
| 1570* | Paralegal | 33.89 | 35.58 | 37.36 | 39.23 | 41.19 | 1/8/2017 |
| 1590* | Deputy City Clerk | 32.29 | 33.90 | 35.59 | 37.37 | 39.24 | 1/8/2017 |
| 1560* | Executive Assistant | 30.75 | 32.29 | 33.90 | 35.60 | 37.38 | 1/8/2017 |
| 1550* | Office Assistant | 26.56 | 27.89 | 29.28 | 30.74 | 32.28 | 1/8/2017 |

*Indicates classifications with thirty-seven and one-half (37-1/2) original work week; other classifications have forty (40) original work week.