

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.

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 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 5th 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	119,888	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	119,888	125,673	131,956	138,555	145,482	7/14/2024
1280	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	119,888	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	114,008	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	119,888	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	119,888	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	119,888	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	119,888	125,673	131,956	138,555	145,482	7/14/2024
1720	Community Development Program Manager	36	119,888	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	119,888	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

**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

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

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.

