

EXHIBIT 4

CITY OF ALAMEDA
 ALAMEDA CITY EMPLOYEES ASSOCIATION
 Adopted by City Council as of June 2, 2026

CODE	CLASSIFICATION	Standard Work Week*	HOURLY								Effective Date
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	
3146	Transportation Coordinator	36	44.83	47.08	49.42	51.88	54.46	57.22	60.07	63.07	7/13/2025
3120	Assistant Engineer	36	46.75	49.07	51.51	54.10	56.78	59.63	62.61	65.76	7/13/2025
3075	Senior Construction Inspector	40	43.16	45.31	47.57	49.93	52.43	55.08	57.82	60.72	7/13/2025
3070	Construction Inspector	40	40.04	42.04	44.14	46.35	48.68	51.11	53.66	56.37	7/13/2025
3110	Junior Engineer	36	40.31	42.32	44.44	46.68	49.02	51.45	54.04	56.73	7/13/2025
3020	Senior Engineering Aide	36	35.09	36.83	38.65	40.61	42.65	44.75	46.99	49.36	7/13/2025
3030	Senior Draftsperson	36	31.82	33.40	35.07	36.84	38.67	40.59	42.63	44.78	7/13/2025
3015	Engineering Aide	36	31.01	32.54	34.17	35.90	37.69	39.57	41.56	43.63	7/13/2025
7789	Street Light Maintenance Technician	40	45.09	47.34	49.71	52.20	54.81				7/13/2025
2575	Pump Station Maintenance Technician	40	42.53	44.64	46.86	49.20	51.67	54.27	56.98	59.83	9/21/2025
2570	Traffic Signal Maintenance Technician	38	39.00	40.93	42.97	45.09	47.34	49.71	52.20	54.81	7/1/2026
2570	Traffic Signal Maintenance Technician	40	39.00	40.93	42.97	45.09	47.34	49.71	52.20	54.81	7/1/2026
2370	Senior Fleet Mechanic	40	36.91	38.75	40.71	42.75	44.87	47.13	49.49	51.94	7/13/2025
2360	Fleet Mechanic	40	36.05	37.84	39.74	41.72	43.81	46.01	48.30	50.69	7/13/2025
2380	Fleet Services Coordinator	40	30.24	31.75	33.33	34.99	36.75	38.58	40.51	42.55	7/13/2025
2555	Public Works Maintenance Foreperson	40	34.93	36.66	38.52	40.42	42.43	44.55	46.80	49.11	7/13/2025
2530	Early Morning Street Sweeper Operator	40	34.22	35.95	37.72	39.59	41.58	43.65	45.86	48.14	7/13/2025
2520	Maintenance Worker II	40	32.57	34.20	35.91	37.71	39.58	41.57	43.64	45.84	7/13/2025
2510	Maintenance Worker I	40	28.14	29.57	31.04	32.58	34.22	35.92	37.73	39.61	7/13/2025
4085	Lead Parking Technician	40	34.93	36.66	38.52	40.42	42.43	44.55	46.80	49.11	7/13/2025
4084	Parking Technician	40	26.67	28.04	29.42	30.88	32.43	34.05	35.77	37.55	7/13/2025
3330	Waste Management Specialist	36	37.24	39.13	41.08	43.13	45.29	47.55	49.91	52.41	7/13/2025
3350	Recycling Technician	36	31.09	32.66	34.26	35.99	37.79	39.69	41.67	43.77	7/13/2025
1660	Telecom Maintenance Technician	36	37.49	39.36	41.33	43.40	45.58	47.85	50.24	52.74	7/13/2025
6040	Planner III	36	52.24	54.89	57.62	60.50	63.51	66.67	70.01	73.52	7/13/2025
6030	Planner II	36	43.32	45.50	47.75	50.14	52.63	55.28	58.05	60.96	7/13/2025
6020	Planner I	36	37.66	39.56	41.54	43.62	45.78	48.07	50.49	53.00	7/13/2025
3235	Plans Examiner	36	45.85	48.12	50.52	53.06	55.69	58.52	61.40	64.49	7/13/2025
3242	Senior Combination Building Inspector	36	45.82	48.11	50.53	53.06	55.71	58.50	61.40	64.50	7/13/2025
3245	Combination Building Inspector II	36	43.65	45.82	48.11	50.53	53.06	55.69	58.49	61.40	7/13/2025
3244	Combination Building Inspector I	36	39.34	41.31	43.37	45.55	47.82	50.21	52.72	55.35	7/13/2025
3246	Senior Code Enforcement Officer	36	44.80	47.03	49.40	51.85	54.43	57.16	60.03	63.03	7/13/2025
3247	Senior Fire Code Compliance Officer	36	44.80	47.03	49.40	51.85	54.43	57.16	60.03	63.03	7/13/2025
2077	Code Enforcement Officer	36	39.34	41.31	43.37	45.55	47.82	50.21	52.72	55.35	7/13/2025
3274	Permit Technician III	36	33.46	35.11	36.88	38.72	40.67	42.70	44.86	47.09	7/13/2025
3270	Permit Technician II	36	31.86	33.48	35.12	36.89	38.74	40.68	42.71	44.87	7/13/2025
3000	Permit Technician I	36	28.14	29.57	31.02	32.60	34.21	35.93	37.72	39.61	7/13/2025
1755	Reconstruction Specialist II	36	43.47	45.64	47.93	50.33	52.84	55.50	58.26	61.18	7/13/2025
1775	Program Specialist II	36	41.36	43.42	45.60	47.88	50.28	52.79	55.45	58.21	7/13/2025
1785	Economic Development Specialist II	36	41.36	43.42	45.60	47.88	50.28	52.79	55.45	58.21	7/13/2025
1760	Reconstruction Specialist I	36	37.07	38.91	40.87	42.90	45.07	47.30	49.67	52.15	7/13/2025
1770	Program Specialist I	36	37.07	38.91	40.87	42.90	45.07	47.30	49.67	52.15	7/13/2025
1780	Economic Development Specialist I	36	37.07	38.91	40.87	42.90	45.07	47.30	49.67	52.15	7/13/2025
6642	Housing Specialist II	36	41.36	43.42	45.60	47.88	50.28	52.79	55.45	58.21	7/13/2025
5115	Recreation Services Specialist	40	35.08	36.85	38.68	40.61	42.64	44.79	47.02	49.36	7/13/2025
5114	Recreation Assistant	40	28.60	30.03	31.54	33.10	34.75	36.49	38.32	40.25	7/13/2025
5230	Park Maintenance Foreperson	40	34.93	36.66	38.52	40.42	42.43	44.55	46.80	49.11	7/13/2025
5240	Park Maintenance Technician	40	34.93	36.66	38.52	40.42	42.43	44.55	46.80	49.11	7/13/2025
5160	Park Maintenance Equipment Operator	40	28.85	30.27	31.80	33.37	35.05	36.80	38.64	40.57	7/13/2025
5261	Park Maintenance Worker II	40	32.57	34.20	35.91	37.71	39.58	41.57	43.64	45.84	7/13/2025
5260	Park Maintenance Worker	40	28.14	29.57	31.04	32.58	34.22	35.92	37.73	39.61	7/13/2025
7120	Gardener	40	26.35	27.65	29.04	30.49	32.01	33.62	35.28	37.04	7/13/2025
3540	Librarian II	37.5	39.72	41.69	43.78	45.97	48.28	50.67	53.21	55.89	7/13/2025
3530	Librarian I	37.5	36.26	38.07	39.98	41.97	44.08	46.26	48.60	51.01	7/13/2025
3515	Library Assistant	37.5	27.49	28.72	30.32	31.81	33.40	35.07	36.84	38.67	7/13/2025
3512	Intermediate Library Clerk	37.5	20.23	21.23	22.32	23.41	24.58	25.81	27.08	28.46	7/13/2025
4069	Police Records Specialist	36	26.88	28.19	29.60	31.08	32.64	34.25	35.98	37.77	7/13/2025
4080	Police Maintenance Technician	38	31.47	33.06	34.70	36.44	38.26	40.16	42.17	44.29	7/13/2025
1669	Fire Info. & Billing Systems Specialist	36	37.33	39.20	41.14	43.21	45.36	47.63	50.02	52.52	7/13/2025
7620	Marketing Assistant	36	28.72	30.18	31.67	33.24	34.91	36.65	38.49	40.41	7/13/2025

*Indicates hours in classification's standard workweek; employees actual work week may differ with department approval.
 Last modified on 4/28/2026

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			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	
7580	Support Services Clerk II	36	26.03	27.32	28.68	30.14	31.62	33.19	34.86	36.59	7/13/2025
7585	Support Services Clerk I	36	22.49	23.63	24.82	26.06	27.34	28.70	30.16	31.64	7/13/2025
7312	Computer Services Operator	36	27.82	29.19	30.66	32.20	33.82	35.49	37.30	39.16	7/13/2025
1546	Engineering Office Assistant	36	30.23	31.73	33.33	34.99	36.75	38.59	40.52	42.56	7/13/2025
1540	Senior Clerk	36	28.93	30.38	31.89	33.48	35.17	36.91	38.75	40.71	7/13/2025
1510	Intermediate Clerk	36	26.88	28.19	29.60	31.08	32.64	34.25	35.98	37.77	7/13/2025
1500	Front Desk Administrator	36	23.78	24.96	26.20	27.52	28.92	30.37	31.88	33.47	7/13/2025
1625	Accounting Technician	36	32.76	34.39	36.11	37.91	39.81	41.79	43.89	46.10	7/13/2025
1620	Senior Account Clerk	36	29.70	31.19	32.76	34.39	36.11	37.91	39.81	41.79	7/13/2025
1610	Account Clerk	36	27.27	28.63	30.07	31.57	33.14	34.81	36.53	38.37	7/13/2025
2020	Laborer	40	23.45	24.62	25.85	27.14	28.50	29.91	31.42	32.99	7/13/2025
2005	Custodian	40	24.89	26.13	27.43	28.83	30.26	31.79	33.36	35.03	7/13/2025

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