

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

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	160,640	168,671	177,107	185,961	195,258	7/13/2025
1409	Sustainability and Resilience Division Manager	36	145,276	152,542	160,168	168,174	176,585	7/1/2026
1405	Assistant to the City Manager	36	117,829	123,721	129,909	136,403	143,221	7/13/2025
1310	Assistant City Clerk	36	94,873	99,614	104,596	109,827	115,317	7/13/2025
1013	Assistant City Attorney II	40	215,361	226,128	237,435	249,307	261,772	7/13/2025
1015	Assistant City Attorney I	40	194,260	203,973	214,172	224,881	236,125	7/13/2025
1017	Deputy City Attorney II	40	172,586	181,215	190,276	199,790	209,780	7/13/2025
1018	Deputy City Attorney I	40	156,630	164,462	172,685	181,319	190,385	7/13/2025
1683	Risk Manager	36	145,276	152,542	160,168	168,174	176,585	7/13/2025
1012	Victim Services Advocate	37.5	114,391	120,110	126,115	132,421	139,041	7/13/2025
1270	Human Resources Manager	36	160,640	168,671	177,107	185,961	195,258	7/13/2025
1265	Senior Human Resources Analyst	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
1260	Human Resources Analyst II	36	109,815	115,306	121,071	127,125	133,481	7/13/2025
1258	Human Resources Analyst I	36	94,878	99,621	104,601	109,832	115,323	7/13/2025
1697	Controller	36	170,322	178,840	187,781	197,170	207,029	7/13/2025
1695	Financial Services Manager	36	145,276	152,542	160,168	168,174	176,585	7/13/2025
1694	Budget Manager/Purchasing Agent	36	133,184	139,845	146,836	154,179	161,887	7/13/2025
1682	Senior Financial Analyst	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
1681	Purchasing & Payables Coordinator	36	94,878	99,621	104,601	109,832	115,323	7/13/2025
1680	Accountant II	36	96,245	101,056	106,109	111,416	116,984	7/13/2025
1677	Accountant I	36	79,700	83,685	87,869	92,260	96,873	7/13/2025
1684	Information Technology Manager	36	145,276	152,542	160,168	168,174	176,585	7/13/2025
1678	Public Safety Information Technology Systems Analyst	36	109,815	115,306	121,071	127,125	133,481	7/13/2025
1676	Information Technology Systems Analyst	36	109,815	115,306	121,071	127,125	133,481	7/13/2025
1670	Technology Services Coordinator	36	94,880	99,625	104,607	109,835	115,328	7/13/2025
2601	Deputy Public Works Director	36	168,670	177,104	185,959	195,257	205,020	7/13/2025
3180	City Engineer	36	160,640	168,671	177,107	185,961	195,258	7/13/2025
3175	Supervising Civil Engineer	36	147,370	154,740	162,477	170,600	179,131	7/13/2025
3150	Senior Engineer	36	136,289	143,103	150,259	157,771	165,662	7/13/2025
3140	Associate Civil Engineer	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
3145	Transportation Engineer	36	116,976	122,835	128,961	135,422	142,171	7/13/2025
3179	Public Works Project Manager III	36	147,370	154,740	162,477	170,600	179,131	7/13/2025
3178	Public Works Project Manager II	36	136,289	143,103	150,259	157,771	165,662	7/13/2025
3177	Public Works Project Manager I	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
2605	Public Works Coordinator	36	136,289	143,103	150,259	157,771	165,662	7/13/2025
3080	Construction Inspection & Survey Supervisor	40	134,528	141,260	148,314	155,740	163,513	7/13/2025
2603	Public Works Superintendent	38	145,276	152,542	160,168	168,174	176,585	7/13/2025
2650	Public Works Supervisor	38	121,076	127,131	133,487	140,162	147,170	7/13/2025
2607	ADA Coordinator	36	109,815	115,306	121,071	127,125	133,482	7/13/2025
1700	Assistant Community Development Director	36	178,841	187,782	197,171	207,030	217,382	7/13/2025
1701	Economic Development Division Manager	36	170,322	178,840	187,781	197,170	207,029	7/13/2025
1728	Base Reuse Manager	36	160,640	168,671	177,107	185,961	195,258	7/13/2025
1705	Housing Development Manager	36	145,276	152,542	160,168	168,174	176,585	7/13/2025
1715	Community Development Manager	36	145,276	152,542	160,168	168,174	176,585	7/13/2025
1713	Economic Development Program Manager	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
1720	Housing and Human Services Program Manager	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
1703	Assistant Planning, Building & Transportation Director	36	178,841	187,782	197,171	207,030	217,382	7/13/2025
3205	Building Official	36	160,640	168,671	177,107	185,961	195,258	7/13/2025
6090	City Planner	36	160,640	168,671	177,107	185,961	195,258	7/13/2025
6083	Planning Services Manager	36	145,276	152,542	160,168	168,174	176,585	7/13/2025
3148	Transportation Planning Manager	36	145,276	152,542	160,168	168,174	176,585	7/13/2025
3230	Plan Check Engineer	38	123,056	129,229	135,709	142,460	149,633	7/13/2025
3215	Supervising Building Inspector	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
6080	Supervising Planner	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
2078	Code Enforcement Supervisor	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
3276	Permit Center Supervisor	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
3147	Senior Transportation Coordinator	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
5105	Assistant Recreation & Park Director	36	160,640	168,671	177,107	185,961	195,258	7/13/2025
5103	Recreation Services Manager	36	145,276	152,542	160,168	168,174	176,585	7/13/2025
5145	Park Manager	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
5118	Recreation Manager	36	126,271	132,585	139,213	146,175	153,483	7/13/2025
5120	Recreation Supervisor	36	104,593	109,824	115,312	121,077	127,132	7/13/2025

*Indicates hours in classification's standard workweek; employees actual work week may differ with department approval.
 Last modified on 5/6/2026 by NCW

EXHIBIT 3

CITY OF ALAMEDA
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5144	Park Maintenance Supervisor	36	104,593	109,824	115,312	121,077	127,132	7/13/2025
3550	Library Services Manager	36	129,528	136,005	142,804	149,946	157,442	7/13/2025
3545	Library Circulation Coordinator	36	86,042	90,344	94,860	99,604	104,585	7/13/2025
4068	Police Records & Communications Manager	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
4065	Police Records Supervisor	36	109,815	115,306	121,071	127,125	133,481	7/13/2025
4067	Crime Analyst	36	109,815	115,306	121,071	127,125	133,481	7/13/2025
4650	Fire Protection Engineer	36	136,289	143,103	150,259	157,771	165,662	7/13/2025
4605	Fire Administrative Services Manager	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
4610	Emergency Medical Services Education & QA/QI Coordinat	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
1408	Senior Management Analyst	36	121,076	127,131	133,487	140,162	147,170	7/13/2025
1410	Administrative Management Analyst	36	109,815	115,306	121,071	127,125	133,481	7/13/2025
1420	Management Analyst	36	94,878	99,621	104,601	109,832	115,323	7/13/2025
1430	Administrative Services Coordinator	36	86,042	90,344	94,860	99,604	104,585	7/13/2025
1425	Media and Communications Coordinator	36	86,042	90,344	94,860	99,604	104,585	7/13/2025

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CONFIDENTIAL Non-Exempt								
1572	City Attorney Investigator	37.5	49.40	51.85	54.43	57.16	60.03	7/13/2025
1460	Administrative Technician III	36	43.98	46.17	48.48	50.90	53.44	7/13/2025
1465	Administrative Technician II	36	38.01	39.90	41.90	43.99	46.19	7/13/2025
1470	Administrative Technician I	36	34.48	36.18	37.99	39.89	41.89	7/13/2025
1650	Computer Services Technician	36	41.53	43.58	45.75	48.05	50.45	7/13/2025
1590	Deputy City Clerk	36	44.94	47.18	49.53	52.01	54.62	7/13/2025
1404	Principal Executive Assistant	36	48.13	50.54	53.08	55.72	58.51	7/13/2025
1560	Executive Assistant	36	42.80	44.93	47.17	49.54	52.01	7/13/2025
1570	Paralegal	36	42.80	44.93	47.17	49.54	52.01	7/13/2025
1571	Paralegal - Investigator	37.5	42.80	44.93	47.17	49.54	52.01	7/13/2025
1550	Office Assistant	36	33.54	35.21	36.96	38.82	40.77	7/13/2025

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