

Bargaining unit	CODE	CLASSIFICATION	Standard Work Week*	HOURLY								Effective Date				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8					
Non-Exempt Hourly																
ACEA - Alameda City Employees Association																
ACEA	3146	Transportation Coordinator	36	44.76	47.01	49.34	51.80	54.38	57.13	59.97	62.97	7/13/2025				
ACEA	3120	Assistant Engineer	36	46.67	49.00	51.43	54.01	56.69	59.54	62.51	65.66	7/13/2025				
ACEA	3075	Senior Construction Inspector	40	43.10	45.24	47.49	49.85	52.35	54.99	57.73	60.62	7/13/2025				
ACEA	3070	Construction Inspector	40	39.98	41.98	44.07	46.28	48.60	51.03	53.57	56.28	7/13/2025				
ACEA	3110	Junior Engineer	36	40.25	42.25	44.37	46.60	48.94	51.37	53.95	56.64	7/13/2025				
ACEA	3020	Senior Engineering Aide	36	35.04	36.77	38.59	40.54	42.58	44.68	46.91	49.28	7/13/2025				
ACEA	3030	Senior Draftsperson	36	31.77	33.35	35.02	36.78	38.61	40.52	42.56	44.71	7/13/2025				
ACEA	3015	Engineering Aide	36	30.96	32.49	34.12	35.84	37.63	39.51	41.49	43.56	7/13/2025				
ACEA	7789	Street Light Maintenance Technician	40	45.02	47.27	49.63	52.12	54.72	-	-	-	7/13/2025				
ACEA	2570	Traffic Signal/Pump Station Maintenance Technician	38	37.09	38.93	40.86	42.90	45.06	47.32	49.68	52.17	7/13/2025				
ACEA	2570	Traffic Signal/Pump Station Maintenance Technician	40	37.09	38.93	40.86	42.90	45.06	47.32	49.68	52.17	7/13/2025				
ACEA	2370	Senior Fleet Mechanic	40	36.85	38.69	40.64	42.68	44.80	47.06	49.41	51.85	7/13/2025				
ACEA	2360	Fleet Mechanic	40	36.00	37.78	39.67	41.65	43.74	45.93	48.23	50.61	7/13/2025				
ACEA	2380	Fleet Services Coordinator	40	30.19	31.70	33.28	34.94	36.69	38.52	40.45	42.48	7/13/2025				
ACEA	2555	Public Works Maintenance Foreperson	40	34.88	36.60	38.46	40.36	42.36	44.48	46.72	49.04	7/13/2025				
ACEA	2530	Early Morning Street Sweeper Operator	40	34.17	35.90	37.66	39.53	41.51	43.58	45.78	48.07	7/13/2025				
ACEA	2520	Maintenance Worker II	40	32.52	34.15	35.86	37.65	39.52	41.50	43.57	45.76	7/13/2025				
ACEA	2510	Maintenance Worker I	40	28.10	29.52	30.99	32.53	34.17	35.87	37.67	39.55	7/13/2025				
ACEA	4085	Lead Parking Techniciain	40	34.88	36.60	38.46	40.36	42.36	44.48	46.72	49.04	7/13/2025				
ACEA	4084	Parking Technician	40	26.62	28.00	29.37	30.84	32.38	34.00	35.71	37.49	7/13/2025				
ACEA	3330	Waste Management Specialist	36	37.18	39.07	41.02	43.07	45.22	47.47	49.83	52.33	7/13/2025				
ACEA	3350	Recycling Technician	36	31.04	32.61	34.21	35.94	37.73	39.62	41.60	43.70	7/13/2025				
ACEA	1660	Telecom Maintenance Technician	36	37.43	39.30	41.27	43.33	45.51	47.77	50.16	52.66	7/13/2025				
ACEA	6040	Planner III	36	52.16	54.80	57.53	60.40	63.41	66.57	69.90	73.41	7/13/2025				
ACEA	6030	Planner II	36	43.26	45.43	47.67	50.06	52.55	55.19	57.96	60.86	7/13/2025				
ACEA	6020	Planner I	36	37.61	39.50	41.47	43.55	45.71	48.00	50.41	52.91	7/13/2025				
ACEA	3235	Plans Examiner	36	45.78	48.04	50.44	52.97	55.60	58.43	61.30	64.38	7/13/2025				
ACEA	3242	Senior Combination Building Inspector	36	45.74	48.04	50.45	52.97	55.62	58.41	61.31	64.40	7/13/2025				
ACEA	3245	Combination Building Inspector II	36	43.58	45.74	48.04	50.45	52.97	55.60	58.40	61.31	7/13/2025				
ACEA	3244	Combination Building Inspector I	36	39.28	41.25	43.30	45.48	47.74	50.13	52.64	55.27	7/13/2025				
ACEA	3246	Senior Code Enforcement Officer	36	44.73	46.95											

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ACEA	7580	Support Services Clerk II	36	25.99	27.28	28.63	30.09	31.57	33.14	34.80	36.53	7/13/2025
ACEA	7585	Support Services Clerk I	36	22.45	23.59	24.79	26.02	27.30	28.65	30.11	31.59	7/13/2025
ACEA	7312	Computer Services Operator	36	27.78	29.15	30.61	32.15	33.76	35.43	37.24	39.10	7/13/2025
ACEA	7550	Meter Reader	37.5	27.76	29.14	30.60	32.13	33.72	35.41	37.22	39.08	7/13/2025
ACEA	1546	Engineering Office Assistant	36	30.18	31.68	33.28	34.94	36.69	38.53	40.46	42.49	7/13/2025
ACEA	1540	Senior Clerk	36	28.89	30.33	31.84	33.43	35.12	36.85	38.69	40.64	7/13/2025
ACEA	1510	Intermediate Clerk	36	26.84	28.15	29.55	31.03	32.59	34.20	35.93	37.71	7/13/2025
ACEA	1500	Front Desk Administrator	36	23.75	24.92	26.16	27.47	28.88	30.32	31.83	33.42	7/13/2025
ACEA	1625	Accounting Technician	36	32.70	34.34	36.06	37.85	39.74	41.72	43.82	46.03	7/13/2025
ACEA	1620	Senior Account Clerk	36	29.65	31.14	32.70	34.34	36.06	37.85	39.74	41.72	7/13/2025
ACEA	1610	Account Clerk	36	27.23	28.58	30.03	31.52	33.09	34.75	36.47	38.31	7/13/2025
ACEA	2020	Laborer	40	23.41	24.58	25.81	27.10	28.45	29.87	31.37	32.94	7/13/2025
ACEA	2005	Custodian	40	24.85	26.09	27.39	28.79	30.21	31.74	33.31	34.98	7/13/2025

Exempt Annual		AMPU - Alameda Municipal Power Unrepresented Employees										
AMPU	7053	Assistant General Manager - Administration	36	223,901	235,096	246,849	259,191	272,152	-	-	-	7/13/2025
AMPU	7058	Assistant General Manager - Customer & Energy Resources	36	210,840	221,383	232,450	244,072	256,277	-	-	-	7/13/2025
AMPU	7060	Assistant General Manager - Engineering & Operations	36	233,230	244,892	257,135	269,991	283,492	-	-	-	7/13/2025
AMPU	7070	Chief Utility Technology Officer	36	160,797	169,030	177,279	186,143	195,450	-	-	-	7/13/2025
AMPU	7007	Senior Human Resources Analyst - AMP	36	120,885	126,930	133,276	139,941	146,937	-	-	-	7/13/2025

Exempt Annual		EUPA - Electrical Utility Professionals of Alameda										
EUPA	7015	Senior Communications Specialist	36	122,095	128,200	134,610	141,339	148,406	-	-	-	7/13/2025
EUPA	7013	Media Coordinator	36	102,686	107,820	113,210	118,872	124,816	-	-	-	7/13/2025
EUPA	7006	Administrative Services Coordinator - AMP	36	87,373	91,740	96,328	101,145	106,202	-	-	-	7/13/2025
EUPA	7020	Communications Officer	36	86,698	91,035	95,585	100,365	105,382	-	-	-	7/13/2025
EUPA	7200	Engineering Manager	36	185,122	194,381	204,099	214,302	225,018	-	-	-	7/13/2025
EUPA	7210	Senior Electrical Engineer	36	163,110	171,268	179,829	188,824	198,261	-	-	-	7/13/2025
EUPA	7230	Electrical Engineer	36	133,147	139,804	146,795	154,136	161,842	-	-	-	7/13/2025
EUPA	7702	Line Superintendent	40	206,213	216,521	227,348	238,715	250,650	-	-	-	7/13/2025
EUPA	7709	Compliance & Safety Superintendent - AMP	36	151,841	159,435	167,405	175,777	184,564	-	-	-	7/13/2025
EUPA	7715	System Operations and Field Service Superintendent	36	155,703	163,487	171,661	180,245	189,256	-	-	-	7/13/2025
EUPA	7711	Electrical Equipment Superintendent	36	188,396	197,816	207,710	218,092	228,997	-	-	-	7/13/2025
EUPA	7704	Assistant Line Superintendent	36	122,616	128,746	135,184	141,944	149,041				

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Non-Exempt Hourly																
EUPA - Electrical Utility Professionals of Alameda																
EUPA	7260	Distribution Engineer	36	52.68	55.31	58.06	60.99	64.01	-	-	-	7/13/2025				
EUPA	7250	Electrical Distribution Technician	36	50.62	53.16	55.79	58.59	61.50	-	-	-	7/13/2025				
EUPA	7080	Assistant Utility Analyst	36	46.62	48.96	51.40	53.96	56.67	-	-	-	7/13/2025				
EUPA	7315	Utility Billing Specialist	36	43.14	45.29	47.55	49.94	52.44	-	-	-	7/13/2025				
EUPA	7420	Utility Accountant	36	41.84	43.94	46.11	48.42	50.83	-	-	-	7/13/2025				
EUPA	7340	Computer Services Technician - AMP	36	41.88	43.98	46.18	48.46	50.87	-	-	-	7/13/2025				
EUPA	7003	Executive Assistant - AMP	36	42.73	44.85	47.10	49.46	51.92	-	-	-	7/13/2025				
EUPA	7311	Utility Billing Technician	36	40.00	42.00	44.09	46.31	48.62	-	-	-	7/13/2025				
EUPA	7004	Office Assistant - AMP	36	33.80	35.50	37.28	39.15	41.09	-	-	-	7/13/2025				

Exempt Annual												
Safety EXME - Executive Management Employees												
EXME	1111	Chief of Police	40	271,377	284,945	299,193	314,152	329,860	-	-	-	7/13/2025
EXME	1101	Fire Chief	40	280,607	294,637	309,369	324,837	341,079	-	-	-	7/13/2025

Exempt Annual												
Misc EXME - Executive Management Employees												
EXME	7001	General Manager-AMP	40	293,682	308,366	323,786	339,974	356,973	-	-	-	7/13/2025
EXME	1052	Assistant City Manager	40	233,409	245,078	257,333	270,200	283,709	-	-	-	7/13/2025
EXME	1121	Public Works Director	40	221,040	232,092	243,696	255,882	268,675	-	-	-	7/13/2025
EXME	1016	Chief Assistant City Attorney	40	229,721	241,208	253,268	265,931	279,229	-	-	-	7/13/2025
EXME	1063	Base Reuse & Economic Development Director	40	201,517	211,595	222,173	233,281	244,946	-	-	-	7/13/2025
EXME	1066	Community Development Director	40	201,517	211,595	222,173	233,281	244,946	-	-	-	7/13/2025
EXME	1021	Finance Director	40	207,563	217,943	228,838	240,279	252,295	-	-	-	7/13/2025
EXME	1071	Human Resources Director	40	201,517	211,595	222,173	233,281	244,946	-	-	-	7/13/2025
EXME	1035	Information Technology Director	40	201,517	211,595	222,173	233,281	244,946	-	-	-	7/13/2025
EXME	1131	Library Director	40	201,517	211,595	222,173	233,281	244,946	-	-	-	7/13/2025
EXME	1061	Planning, Building & Transportation Director	40	201,517	211,595	222,173	233,281	244,946	-	-	-	7/13/2025
EXME	1141	Recreation & Park Director	40	212,601	223,233	234,392	246,111	258,418	-	-	-	7/13/2025
EXME	1056	Deputy City Manager	40	170,053	178,557	187,484	196,858	206,702	-	-	-	7/13/2025
EXME	1424	Communications & Legislative Affairs Officer	40	145,287	152,551	160,179	168,187	176,599	-	-	-	7/13/2025
EXME	1030	City Clerk	36	-	-	-	-	230,812	-	-	-	7/13/2025

Non-Exempt Hourly												
IBEW International Brotherhood												

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MCEA	1258	Human Resources Analyst I	36	94,728	99,464	104,436	109,659	115,141	-	-	-	7/13/2025
MCEA	1697	Controller	36	170,053	178,557	187,484	196,858	206,702	-	-	-	7/13/2025
MCEA	1695	Financial Services Manager	36	145,046	152,301	159,914	167,908	176,306	-	-	-	7/13/2025
MCEA	1694	Budget Manager/Purchasing Agent	36	132,974	139,623	146,604	153,935	161,631	-	-	-	7/13/2025
MCEA	1682	Senior Financial Analyst	36	120,885	126,930	133,276	139,941	146,937	-	-	-	7/13/2025
MCEA	1681	Purchasing & Payables Coordinator	36	94,728	99,464	104,436	109,659	115,141	-	-	-	7/13/2025
MCEA	1680	Accountant II	36	96,092	100,896	105,941	111,239	116,799	-	-	-	7/13/2025
MCEA	1677	Accountant I	36	79,574	83,552	87,730	92,114	96,720	-	-	-	7/13/2025
MCEA	1684	Information Technology Manager	36	145,046	152,301	159,914	167,908	176,306	-	-	-	7/13/2025
MCEA	1678	Public Safety Information Technology Systems Analyst	36	109,642	115,124	120,880	126,924	133,270	-	-	-	7/13/2025
MCEA	1676	Information Technology Systems Analyst	36	109,642	115,124	120,880	126,924	133,270	-	-	-	7/13/2025
MCEA	1670	Technology Services Coordinator	36	94,730	99,468	104,441	109,662	115,146	-	-	-	7/13/2025
MCEA	2601	Deputy Public Works Director	36	168,403	176,824	185,665	194,948	204,696	-	-	-	7/13/2025
MCEA	3180	City Engineer	36	160,386	168,404	176,827	185,667	194,949	-	-	-	7/13/2025
MCEA	3175	Supervising Civil Engineer	36	147,137	154,496	162,220	170,330	178,848	-	-	-	7/13/2025
MCEA	3150	Senior Engineer	36	136,073	142,877	150,021	157,522	165,400	-	-	-	7/13/2025
MCEA	3140	Associate Civil Engineer	36	120,885	126,930	133,276	139,941	146,937	-	-	-	7/13/2025
MCEA	3145	Transportation Engineer	36	116,791	122,640	128,757	135,208	141,946	-	-	-	7/13/2025
MCEA	3179	Public Works Project Manager III	36	147,137	154,496	162,220	170,330	178,848	-	-	-	7/13/2025
MCEA	3178	Public Works Project Manager II	36	136,073	142,877	150,021	157,522	165,400	-	-	-	7/13/2025
MCEA	3177	Public Works Project Manager I	36	120,885	126,930	133,276	139,941	146,937	-	-	-	7/13/2025
MCEA	2605	Public Works Coordinator	36	136,073	142,877	150,021	157,522	165,400	-	-	-	7/13/2025
MCEA	3080	Construction Inspection & Survey Supervisor	40	134,315	141,036	148,079	155,494	163,254	-	-	-	7/13/2025
MCEA	2603	Public Works Superintendent	38	145,046	152,301	159,914	167,908	176,306	-	-	-	7/13/2025
MCEA	2650	Public Works Supervisor	38	120,885	126,930	133,276	139,941	146,937	-	-	-	7/13/2025
MCEA	2607	ADA Coordinator	36	109,642	115,124	120,880	126,924	133,271	-	-	-	7/13/2025
MCEA	1700	Assistant Community Development Director	36	178,558	187,485	196,859	206,703	217,038	-	-	-	7/13/2025
MCEA	1701	Economic Development Division Manager	36	170,053	178,557	187,484	196,858	206,702	-	-	-	7/13/2025
MCEA	1728	Base Reuse Manager	36	160,386	168,404	176,827	185,667	194,949	-	-	-	7/13/2025
MCEA	1705	Housing Development Manager	36	145,046	152,301	159,914	167,908	176,306	-	-	-	7/13/2025
MCEA	1715	Community Development Manager	36	145,046	152,301	159,914	167,908	176,306	-	-	-	7/13/2025
MCEA	1713	Economic Development Program Manager	36	120,885	126,930	133,276	139,941	146,937	-	-	-	7/13/2025
MCEA	1720	Housing and Human Services Program Manager	36	120,885	126,930	133,276	139,941	146,937	-	-	-	7/13/2025
MCEA	1703	Assistant Planning, Building & Transportation Director	36	178								

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MCEA	1465	Administrative Technician II	36	37.95	39.83	41.83	43.92	46.12	-	-	-	7/13/2025
MCEA	1470	Administrative Technician I	36	34.42	36.13	37.93	39.82	41.82	-	-	-	7/13/2025
MCEA	1650	Computer Services Technician	36	41.46	43.51	45.68	47.98	50.37	-	-	-	7/13/2025
MCEA	1590	Deputy City Clerk	36	44.86	47.11	49.45	51.92	54.53	-	-	-	7/13/2025
MCEA	1404	Principal Executive Assistant	36	48.06	50.46	52.99	55.63	58.42	-	-	-	7/13/2025
MCEA	1560	Executive Assistant	36	42.73	44.85	47.10	49.46	51.92	-	-	-	7/13/2025
MCEA	1570	Paralegal	36	42.73	44.85	47.10	49.46	51.92	-	-	-	7/13/2025
MCEA	1571	Paralegal - Investigator	37.5	42.73	44.85	47.10	49.46	51.92	-	-	-	7/13/2025
MCEA	1550	Office Assistant	36	33.49	35.16	36.91	38.75	40.70	-	-	-	7/13/2025

Exempt Annual		Alameda Police Officers Association: Non-Sworn										
PANS	4070	Public Safety Communications Supervisor†	40	112,931	118,576	124,507	130,731	137,268	-	-	-	7/13/2025
Non-Exempt Hourly		Alameda Police Officers Association: Non-Sworn										
PANS	4071	Senior Public Safety Dispatcher	40	49.16	51.62	54.20	56.92	59.74	-	-	-	7/13/2025
PANS	4072	Crime Scene Specialist	40	38.77	40.72	42.75	44.88	47.14	49.50	51.95	-	7/13/2025
PANS	4074	Public Safety Dispatcher	40	42.74	44.87	47.12	49.45	51.91	-	-	-	7/13/2025
PANS	4075	Property & Evidence Technician	40	38.02	39.91	41.92	44.01	46.22	-	-	-	7/13/2025
PANS	4076	Crime Prevention Technician	40	34.48	36.19	38.02	39.91	41.92	44.01	46.22	-	7/13/2025
PANS	4079	Police Technician	40	32.75	34.38	36.11	37.92	39.80	41.76	43.87	-	7/13/2025
PANS	4095	Animal Control Officer	40	32.01	33.56	35.26	37.02	38.86	40.83	42.86	-	7/13/2025