

RESOLUTION # 2015-32 EXHIBIT A

**CITY OF ALBANY
SALARY SCHEDULE**

Presented to the City Council For Confirmation June 1, 2015

UNIT	CLASSIFICATION	Pay Basis	Effective	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
AFFA	Fire Captain	Monthly	01-05-2015	\$8,417	\$8,838	\$9,280	\$9,744	\$10,231	\$10,743	\$11,280
AFFA	Fire Lieutenant	Monthly	01-05-2015	\$7,634	\$8,016	\$8,417	\$8,838	\$9,280	\$9,744	\$10,231
AFFA	Fire Engineer	Monthly	01-05-2015	\$6,924	\$7,270	\$7,634	\$8,016	\$8,417	\$8,838	\$9,280
AFFA	Fire Fighter	Monthly	01-05-2015	\$6,280	\$6,594	\$6,924	\$7,270	\$7,634	\$8,016	\$8,417
AFFA	Fire Captain w/ Longevity Pay*	Monthly	01-05-2015	\$9,345	\$9,766	\$10,208	\$10,672	\$11,159	\$11,671	\$12,208
AFFA	Fire Lieutenant w/ Longevity Pay*	Monthly	01-05-2015	\$8,562	\$8,944	\$9,345	\$9,766	\$10,208	\$10,672	\$11,159
AFFA	Fire Engineer w/ Longevity Pay*	Monthly	01-05-2015	\$7,852	\$8,198	\$8,562	\$8,944	\$9,345	\$9,766	\$10,208
AFFA	Fire Fighter w/ Longevity Pay*	Monthly	01-05-2015	\$7,208	\$7,522	\$7,852	\$8,198	\$8,562	\$8,944	\$9,345
<i>* Longevity Pay for 25th-33rd year of service</i>										
APOA	Police Lieutenant	Monthly	04-27-2015	\$9,725	\$10,211	\$10,722	\$11,258	\$11,821	\$12,176	\$12,541
APOA	Police Sergeant	Monthly	04-27-2015	\$7,712	\$8,098	\$8,503	\$8,928	\$9,374	\$9,655	\$9,945
APOA	Police Officer	Monthly	04-27-2015	\$6,532	\$6,859	\$7,202	\$7,562	\$7,940	\$8,178	\$8,423
APOA	Communications Clerk	Monthly	04-27-2015	\$4,860	\$5,103	\$5,358	\$5,626	\$5,907	\$6,084	\$6,267
APOA	Police Services Technician II	Monthly	04-27-2015	\$4,379	\$4,598	\$4,828	\$5,069	\$5,322	\$5,482	\$5,646
APOA	Police Services Technician I	Monthly	04-27-2015	\$3,946	\$4,143	\$4,350	\$4,568	\$4,796	\$4,940	\$5,088
APOA	Police Lieutenant w/ Longevity Pay*	Monthly	04-27-2015	\$10,653	\$11,139	\$11,650	\$12,186	\$12,749	\$13,104	\$13,469
APOA	Police Sergeant w/ Longevity Pay*	Monthly	04-27-2015	\$8,640	\$9,026	\$9,431	\$9,856	\$10,302	\$10,583	\$10,873
APOA	Police Officer w/ Longevity Pay*	Monthly	04-27-2015	\$7,460	\$7,787	\$8,130	\$8,490	\$8,868	\$9,106	\$9,351
APOA	Communications Clerk w/ Longevity Pay*	Monthly	04-27-2015	\$5,788	\$6,031	\$6,286	\$6,554	\$6,835	\$7,012	\$7,195
APOA	Police Services Technician II w/ Longevity Pay*	Monthly	04-27-2015	\$5,307	\$5,526	\$5,756	\$5,997	\$6,250	\$6,410	\$6,574
APOA	Police Services Technician I w/ Longevity Pay*	Monthly	04-27-2015	\$4,874	\$5,071	\$5,278	\$5,496	\$5,724	\$5,868	\$6,016
<i>* Longevity Pay for 25th-33rd year of service</i>										
SEIU	Accounting Technician III	Monthly	06-08-2015	\$4,109	\$4,314	\$4,530	\$4,757	\$4,995		
SEIU	Accounting Technician II	Monthly	06-08-2015	\$3,727	\$3,913	\$4,109	\$4,314	\$4,530		
SEIU	Accounting Technician I	Monthly	06-08-2015	\$3,381	\$3,550	\$3,727	\$3,913	\$4,109		
SEIU	Administrative Secretary	Monthly	06-08-2015	\$4,109	\$4,314	\$4,530	\$4,757	\$4,995		
SEIU	Building Inspector II	Monthly	06-08-2015	\$5,220	\$5,481	\$5,755	\$6,043	\$6,345		
SEIU	Building Inspector I	Monthly	06-08-2015	\$4,734	\$4,971	\$5,220	\$5,481	\$5,755		
SEIU	Civilian Clerk Typist II	Monthly	06-08-2015	\$2,490	\$2,615	\$2,746	\$2,883	\$3,027		
SEIU	Civilian Clerk Typist I	Monthly	06-08-2015	\$2,258	\$2,371	\$2,490	\$2,615	\$2,746		
SEIU	Community Development Assistant	Monthly	06-08-2015	\$4,734	\$4,971	\$5,220	\$5,481	\$5,755		
SEIU	Community Development Technician	Monthly	06-08-2015	\$4,260	\$4,473	\$4,697	\$4,932	\$5,179		
SEIU	Lead Maintenance Worker	Monthly	06-08-2015	\$3,940	\$4,137	\$4,344	\$4,561	\$4,789		
SEIU	Maintenance Worker II	Monthly	06-08-2015	\$3,681	\$3,865	\$4,058	\$4,261	\$4,474		
SEIU	Maintenance Worker I	Monthly	06-08-2015	\$3,374	\$3,543	\$3,720	\$3,906	\$4,101		
SEIU	Office Assistant II	Monthly	06-08-2015	\$3,062	\$3,215	\$3,376	\$3,545	\$3,722		
SEIU	Office Assistant I	Monthly	06-08-2015	\$2,777	\$2,916	\$3,062	\$3,215	\$3,376		
SEIU	Recreation Coordinator II	Monthly	06-08-2015	\$3,480	\$3,654	\$3,837	\$4,029	\$4,230		
SEIU	Recreation Coordinator I	Monthly	06-08-2015	\$2,957	\$3,105	\$3,260	\$3,423	\$3,594		
Limited SEIU (Hourly)	Crossing Guard	Hourly	06-08-2015	\$12.34	\$12.96	\$13.61	\$14.29	\$15.00		
Unrep Public Safety Mgt	Police Chief	Monthly	06-23-2014	\$11,618	\$12,199	\$12,809	\$13,449	\$14,121		
Unrep Public Safety Mgt	Fire Chief	Monthly	06-23-2014	\$11,618	\$12,199	\$12,809	\$13,449	\$14,121		
Unrep Public Safety Mgt	Police Chief w/ Longevity Pay*	Monthly	04-13-2015	\$12,546	\$13,127	\$13,737	\$14,377	\$15,049		
Unrep Public Safety Mgt	Fire Chief w/ Longevity Pay*	Monthly	01-05-2015	\$12,546	\$13,127	\$13,737	\$14,377	\$15,049		
<i>* Longevity Pay for 25th-33rd year of service</i>										
Unrepresented Hourly	Program Leader III	Hourly	06-24-2013	\$14.36	\$15.08	\$15.83	\$16.62	\$17.45		
Unrepresented Hourly	Program Leader II	Hourly	06-24-2013	\$12.41	\$13.03	\$13.68	\$14.36	\$15.08		
Unrepresented Hourly	Program Leader I	Hourly	06-24-2013	\$10.72	\$11.26	\$11.82	\$12.41	\$13.03		
Unrepresented Hourly	Program Assistant	Hourly	06-24-2013	\$9.26	\$9.72	\$10.21	\$10.72	\$11.26		
Unrepresented Hourly	Program Aide	Hourly	06-23-2014	\$9.00	\$9.45	\$9.92	\$10.42	\$10.94		
Unrepresented Hourly	Crossing Guard - Substitute	Hourly	06-08-2015	\$12.34	\$12.96	\$13.61	\$14.29	\$15.00		
Unrepresented Hourly	Part-Time, On-Call Police Clerk Typist	Hourly	06-23-2014	\$12.65	\$13.28	\$13.94	\$14.64	\$15.37		
Unrepresented Hourly	Parking Enforcement & Traf Cont Technician	Hourly	11-18-2013	\$15.08	\$15.83	\$16.62	\$17.45	\$18.32		
Unrepresented Hourly	On-Call Communications Clerk	Hourly	08-21-2013	\$26.94	\$28.29	\$29.70	\$31.19	\$32.75		
Unrepresented Hourly	Police Administrative Specialist	Hourly	12-03-2012	\$31.76	\$33.35	\$35.02	\$36.77	\$38.61		
Unrepresented Hourly	Fire Inspector	Hourly	11-18-2013	\$30.00	\$31.50	\$33.08	\$34.73	\$36.47		
Unrepresented Hourly	Library Board Liaison	Hourly	08-21-2013	\$37.03	\$38.88	\$40.82	\$42.86	\$45.00		
Unrepresented Hourly	Intern	Hourly	06-24-2013	\$12.41	\$13.03	\$13.68	\$14.36	\$15.08		
ELECTED	Council Member	Monthly	12-15-2010					\$300		
ELECTED	City Treasurer	Monthly	06-23-2014					\$3,078		

Memorandum of Understanding

Between

City of Albany

and

Service Employees International Union (SEIU), Local 1021,

April 1, 2014 – March 31, 2018

emergencies; exercise complete control and discretion over its organization and technology of performing its work; and take such other and further action as may be necessary to organize and operate the City in the most efficient and economical manner and in the best interests of the public it serves.

4 **No Discrimination**

There shall be no discrimination of any kind because of race, religion, color, creed, national origin, sex, sexual orientation, marital status, union activities or political affiliation, and to the extent prohibited by applicable state and federal law, there shall be no discrimination because of age or disability.

There shall be no reprisals or discrimination against any City employee involved in a labor dispute concluded by reason of this Memorandum of Understanding.

5 **Salaries**

5.1 **Salaries**

Salary ranges for represented classifications shall be as set forth in Appendix A, which is attached hereto and made a part hereof.

1. Effective April 28, 2014, salaries for all classifications in the bargaining unit shall be increased by three percent.
2. Effective June 8, 2015, salaries for all classifications in the bargaining unit shall be increased by three percent.
3. Effective June 6, 2016, salaries for all classifications in the bargaining unit shall be increased by three percent.
4. Effective June 5, 2017, salaries for all classifications in the bargaining unit shall be increased by three percent.

5.2 **Permanent Part-Time Employee Definition**

Except as otherwise provided in this Memorandum of Understanding, permanent part-time employees shall be included in the provisions of this Memorandum of Understanding. Permanent part-time employees are those employees who are regularly employed by the City and who work one thousand or more hours per fiscal year.

5.3 **Application of Wage Rates**

Where multiple steps are provided, employees hired at step one will be eligible for a step increase after completing the first six months of service. Advancement within the salary schedule specified for an employee's classification shall be on the basis of one year's meeting or exceeding satisfactory service standards, as evidenced by a performance appraisal.

If an employee receives an annual performance appraisal whose overall rating "does not meet standards," then the employee shall advance within the salary schedule for the employee's classification; provided, however, the employee has been re-evaluated six months from the appraisal period of the "does not meet standards" appraisal and now receives an overall performance rating of "meets standards" or better.

Appendix A

- C. Effective June 8, 2015, salaries for all classifications in the bargaining unit shall be increased by three percent as follows:

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Accounting Technician III	4109	4314	4530	4757	4995
Accounting Technician II	3727	3913	4109	4314	4530
Accounting Technician I	3381	3550	3727	3913	4109
Administrative Secretary	4109	4314	4530	4757	4995
Building Inspector II	5220	5481	5755	6043	6345
Building Inspector I	4734	4971	5220	5481	5755
Civilian Clerk Typist II	2490	2615	2746	2883	3027
Civilian Clerk Typist I	2258	2371	2490	2615	2746
Community Development Assistant	4734	4971	5220	5481	5755
Community Development Technician	4260	4473	4697	4932	5179
Lead Maintenance Worker	3940	4137	4344	4561	4789
Maintenance Worker II	3681	3865	4058	4261	4474
Maintenance Worker I	3374	3543	3720	3906	4101
Office Assistant II	3062	3215	3376	3545	3722
Office Assistant I	2777	2916	3062	3215	3376
Recreation Coordinator II	3480	3654	3837	4029	4230
Recreation Coordinator I	2957	3105	3260	3423	3594

**Supplemental Agreement to the Memorandum of Understanding
Between the City of Albany and Service Employees International Union (SEIU), Local 1021**

It is agreed that the City of Albany (City) and Service Employees International Union (SEIU), Local 1021 (Union) adopt this Supplemental Agreement to the Memorandum of Understanding as the exclusive agreement concerning wages, health/welfare benefits, and other terms of conditions of employment for Crossing Guards.

1. Term

This exclusive agreement between City and Union for Crossing Guards shall be effective from April 1, 2014 through March 31, 2018.

2. Wages

Effective	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
June 24, 2013	11.63	12.21	12.82	13.46	14.13
April 28, 2014	11.98	12.58	13.21	13.87	14.56
June 8, 2015	12.34	12.96	13.61	14.29	15.00
June 6, 2016	12.71	13.35	14.02	14.72	15.46
June 5, 2017	13.10	13.75	14.44	15.16	15.92

3. Hours Paid

Crossing Guards work a variety of times during the day. If a Crossing Guard worked all scheduled work times during that day, then the Crossing Guard shall receive differential pay such that the total number of hours paid (this is, hours worked plus the differential pay) equals four and one-half hours paid, for the school year only.

For the summer school schedule only, if a Crossing Guard worked all scheduled work times during that day, then the Crossing Guard shall receive differential pay such that the total number of hours paid (that is, hours worked plus the differential pay) equals two hours paid.

If a Crossing Guard works more than four and one-half hours during the school year or more than two hours during the summer school schedule, then the Crossing Guard shall receive pay for all hours worked and there shall be no differential pay.

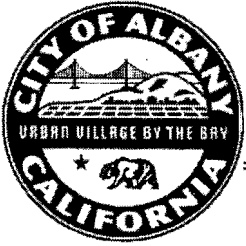
4. Health and Welfare Benefits

4.1 Health Insurance

Effective July 1, 2000 and thereafter the City shall no longer make any contributions toward any employee's and his/her eligible dependents' health insurance and, furthermore, no Crossing Guard is eligible to participate in any City-offered health insurance program.

4.2 Deferred Compensation

Effective July 1, 2000 and thereafter no Crossing Guard shall be permitted to make payroll deductions into the City's deferred compensation plan.



City of Albany

1000 San Pablo Avenue • Albany, California 94706
(510) 528-5710 • www.albanyca.org

RESOLUTION NO. 2015-32

PASSED AND APPROVED BY THE COUNCIL OF THE CITY OF ALBANY,

the 1st day of June, 2015, by the following votes:

AYES: Council Members Barnes, McQuaid, Nason, Pilch, and Mayor Maass

NOES: none

ABSENT: none

ABSTAINED: none

RECUSED: none

WITNESS MY HAND AND THE SEAL OF THE CITY OF ALBANY, this 2nd
day of June, 2015.

Eileen Harrington
DEPUTY CITY CLERK