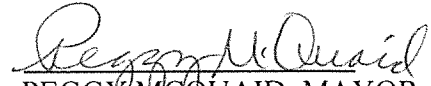




1                   **BE IT FURTHER RESOLVED** that the Salary Schedule adopted replaces the Salary  
2 Schedules as adopted by Resolution 2017-38 and Resolution 2017-64.  
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6 PEGGY MCQUAID, MAYOR  
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**CITY OF ALBANY  
SALARY SCHEDULE**

| CLASSIFICATION                                    | Pay Basis | Effective  | STEPS WITHIN RANGE |           |           |           |           |           |           |
|---|-----------|------------|--------------------|-----------|-----------|-----------|-----------|-----------|-----------|
|   |           |            | 1                  | 2         | 3         | 4         | 5         | 6         | 7         |
| <b>Albany Fire Fighters Association (AFFA)</b>    |           |            |                    |           |           |           |           |           |           |
| Fire Captain                                      | Monthly   | 01-04-2016 | \$ 8,627           | \$ 9,058  | \$ 9,511  | \$ 9,987  | \$ 10,486 | \$ 11,010 | \$ 11,561 |
| Fire Lieutenant                                   | Monthly   | 01-04-2016 | \$ 7,825           | \$ 8,216  | \$ 8,627  | \$ 9,058  | \$ 9,511  | \$ 9,987  | \$ 10,486 |
| Fire Engineer                                     | Monthly   | 01-04-2016 | \$ 7,097           | \$ 7,452  | \$ 7,825  | \$ 8,216  | \$ 8,627  | \$ 9,058  | \$ 9,511  |
| Fire Fighter                                      | Monthly   | 01-04-2016 | \$ 6,437           | \$ 6,759  | \$ 7,097  | \$ 7,452  | \$ 7,825  | \$ 8,216  | \$ 8,627  |
| Fire Captain w/ Longevity Pay*                    | Monthly   | 01-04-2016 | \$ 9,578           | \$ 10,009 | \$ 10,462 | \$ 10,938 | \$ 11,437 | \$ 11,961 | \$ 12,512 |
| Fire Lieutenant w/ Longevity Pay*                 | Monthly   | 01-04-2016 | \$ 8,776           | \$ 9,167  | \$ 9,578  | \$ 10,009 | \$ 10,462 | \$ 10,938 | \$ 11,437 |
| Fire Engineer w/ Longevity Pay*                   | Monthly   | 01-04-2016 | \$ 8,048           | \$ 8,403  | \$ 8,776  | \$ 9,167  | \$ 9,578  | \$ 10,009 | \$ 10,462 |
| Fire Fighter w/ Longevity Pay*                    | Monthly   | 01-04-2016 | \$ 7,388           | \$ 7,710  | \$ 8,048  | \$ 8,403  | \$ 8,776  | \$ 9,167  | \$ 9,578  |
| <b>Albany Police Officers' Association (APOA)</b> |           |            |                    |           |           |           |           |           |           |
| Police Lieutenant                                 | Monthly   | 11-07-2016 | \$ 10,316          | \$ 10,832 | \$ 11,374 | \$ 11,943 | \$ 12,540 | \$ 13,167 | \$ 13,825 |
| Police Sergeant                                   | Monthly   | 11-07-2016 | \$ 8,180           | \$ 8,589  | \$ 9,018  | \$ 9,469  | \$ 9,942  | \$ 10,439 | \$ 10,961 |
| Police Officer                                    | Monthly   | 11-07-2016 | \$ 6,929           | \$ 7,275  | \$ 7,639  | \$ 8,021  | \$ 8,422  | \$ 8,843  | \$ 9,285  |
| Communications Clerk                              | Monthly   | 11-07-2016 | \$ 5,155           | \$ 5,413  | \$ 5,684  | \$ 5,968  | \$ 6,266  | \$ 6,579  | \$ 6,908  |
| Police Services Technician II                     | Monthly   | 11-07-2016 | \$ 4,645           | \$ 4,877  | \$ 5,121  | \$ 5,377  | \$ 5,646  | \$ 5,928  | \$ 6,224  |
| Police Services Technician I                      | Monthly   | 11-07-2016 | \$ 4,186           | \$ 4,395  | \$ 4,615  | \$ 4,846  | \$ 5,088  | \$ 5,342  | \$ 5,609  |
| Police Lieutenant w/ Longevity Pay*               | Monthly   | 11-07-2016 | \$ 11,267          | \$ 11,783 | \$ 12,325 | \$ 12,894 | \$ 13,491 | \$ 14,118 | \$ 14,776 |
| Police Sergeant w/ Longevity Pay*                 | Monthly   | 11-07-2016 | \$ 9,131           | \$ 9,540  | \$ 9,969  | \$ 10,420 | \$ 10,893 | \$ 11,390 | \$ 11,912 |
| Police Officer w/ Longevity Pay*                  | Monthly   | 11-07-2016 | \$ 7,880           | \$ 8,226  | \$ 8,590  | \$ 8,972  | \$ 9,373  | \$ 9,794  | \$ 10,236 |
| Communications Clerk w/ Longevity Pay*            | Monthly   | 11-07-2016 | \$ 6,106           | \$ 6,364  | \$ 6,635  | \$ 6,919  | \$ 7,217  | \$ 7,530  | \$ 7,859  |
| Police Services Technician II w/ Longevity Pay*   | Monthly   | 11-07-2016 | \$ 5,596           | \$ 5,828  | \$ 6,072  | \$ 6,328  | \$ 6,597  | \$ 6,879  | \$ 7,175  |
| Police Services Technician I w/ Longevity Pay*    | Monthly   | 11-07-2016 | \$ 5,137           | \$ 5,346  | \$ 5,566  | \$ 5,797  | \$ 6,039  | \$ 6,293  | \$ 6,560  |
| <b>Unrepresented Public Safety Management</b>     |           |            |                    |           |           |           |           |           |           |
| Police Chief                                      | Monthly   | 11-07-2016 | \$ 12,086          | \$ 12,691 | \$ 13,325 | \$ 13,991 | \$ 14,690 |           |           |
| Fire Chief  | Monthly   | 10-24-2016 | \$ 12,326          | \$ 12,942 | \$ 13,589 | \$ 14,268 | \$ 14,981 |           |           |
| Police Chief w/ Longevity Pay*                    | Monthly   | 11-07-2016 | \$ 13,037          | \$ 13,642 | \$ 14,276 | \$ 14,942 | \$ 15,641 |           |           |
| Fire Chief w/ Longevity Pay*                      | Monthly   | 10-24-2016 | \$ 13,277          | \$ 13,893 | \$ 14,540 | \$ 15,219 | \$ 15,932 |           |           |

\* Longevity Pay for AFFA, APOA and Unrepresented Public Safety Management employees is paid during 25th-33rd years of service, and is calculated by adding 10% of Step 7 Fire Engineer to each step



**CITY OF ALBANY  
SALARY SCHEDULE**

| CLASSIFICATION                             | Pay Basis | Effective  | STEPS WITHIN RANGE |          |          |          |          |   |   |  |  |  |
|--|-----------|------------|--------------------|----------|----------|----------|----------|---|---|--|--|--|
|  |           |            | 1                  | 2        | 3        | 4        | 5        | 6 | 7 |  |  |  |
| <b>SEIU</b>                                |           |            |                    |          |          |          |          |   |   |  |  |  |
| Accounting Technician III                  | Monthly   | 06-05-2017 | \$ 4,360           | \$ 4,578 | \$ 4,807 | \$ 5,047 | \$ 5,299 |   |   |  |  |  |
| Accounting Technician II                   | Monthly   | 06-05-2017 | \$ 3,954           | \$ 4,152 | \$ 4,360 | \$ 4,578 | \$ 4,807 |   |   |  |  |  |
| Accounting Technician I                    | Monthly   | 06-05-2017 | \$ 3,586           | \$ 3,765 | \$ 3,954 | \$ 4,152 | \$ 4,360 |   |   |  |  |  |
| Administrative Secretary                   | Monthly   | 06-05-2017 | \$ 4,360           | \$ 4,578 | \$ 4,807 | \$ 5,047 | \$ 5,299 |   |   |  |  |  |
| Building Inspector II                      | Monthly   | 06-05-2017 | \$ 5,538           | \$ 5,815 | \$ 6,106 | \$ 6,411 | \$ 6,732 |   |   |  |  |  |
| Building Inspector I                       | Monthly   | 06-05-2017 | \$ 5,022           | \$ 5,273 | \$ 5,538 | \$ 5,815 | \$ 6,106 |   |   |  |  |  |
| Civilian Clerk Typist II                   | Monthly   | 06-05-2017 | \$ 2,644           | \$ 2,776 | \$ 2,915 | \$ 3,061 | \$ 3,214 |   |   |  |  |  |
| Civilian Clerk Typist I                    | Monthly   | 06-05-2017 | \$ 2,398           | \$ 2,518 | \$ 2,644 | \$ 2,776 | \$ 2,915 |   |   |  |  |  |
| Community Development Assistant            | Monthly   | 06-05-2017 | \$ 5,022           | \$ 5,273 | \$ 5,538 | \$ 5,815 | \$ 6,106 |   |   |  |  |  |
| Community Development Technician           | Monthly   | 06-05-2017 | \$ 4,521           | \$ 4,747 | \$ 4,984 | \$ 5,233 | \$ 5,495 |   |   |  |  |  |
| Lead Maintenance Worker                    | Monthly   | 06-05-2017 | \$ 4,181           | \$ 4,390 | \$ 4,609 | \$ 4,839 | \$ 5,081 |   |   |  |  |  |
| Maintenance Worker II                      | Monthly   | 06-05-2017 | \$ 3,905           | \$ 4,100 | \$ 4,305 | \$ 4,520 | \$ 4,746 |   |   |  |  |  |
| Maintenance Worker I                       | Monthly   | 06-05-2017 | \$ 3,580           | \$ 3,759 | \$ 3,947 | \$ 4,144 | \$ 4,351 |   |   |  |  |  |
| Office Assistant II                        | Monthly   | 06-05-2017 | \$ 3,250           | \$ 3,412 | \$ 3,583 | \$ 3,762 | \$ 3,950 |   |   |  |  |  |
| Office Assistant I                         | Monthly   | 06-05-2017 | \$ 2,946           | \$ 3,093 | \$ 3,250 | \$ 3,412 | \$ 3,583 |   |   |  |  |  |
| Recreation Coordinator II                  | Monthly   | 06-05-2017 | \$ 3,693           | \$ 3,878 | \$ 4,072 | \$ 4,276 | \$ 4,490 |   |   |  |  |  |
| Recreation Coordinator I                   | Monthly   | 06-05-2017 | \$ 3,137           | \$ 3,294 | \$ 3,459 | \$ 3,632 | \$ 3,814 |   |   |  |  |  |
| Crossing Guard (Limited SEIU - Hourly)     | Hourly    | 06-05-2017 | \$ 13.10           | \$ 13.75 | \$ 14.44 | \$ 15.16 | \$ 15.92 |   |   |  |  |  |
| <b>Unrepresented Hourly</b>                |           |            |                    |          |          |          |          |   |   |  |  |  |
| Crossing Guard - Substitute                | Hourly    | 06-08-2015 | \$ 12.34           | \$ 12.96 | \$ 13.61 | \$ 14.29 | \$ 15.00 |   |   |  |  |  |
| Fire Inspector                             | Hourly    | 11-18-2013 | \$ 30.00           | \$ 31.50 | \$ 33.08 | \$ 34.73 | \$ 36.47 |   |   |  |  |  |
| Intern                                     | Hourly    | 01-01-2017 | \$ 12.91           | \$ 13.53 | \$ 14.18 | \$ 14.87 | \$ 15.58 |   |   |  |  |  |
| Library Board Liaison                      | Hourly    | 08-21-2013 | \$ 37.03           | \$ 38.88 | \$ 40.82 | \$ 42.86 | \$ 45.00 |   |   |  |  |  |
| On-Call Communications Clerk               | Hourly    | 08-21-2013 | \$ 26.94           | \$ 28.29 | \$ 29.70 | \$ 31.19 | \$ 32.75 |   |   |  |  |  |
| Parking Enforcement & Traf Cont Technician | Hourly    | 11-18-2013 | \$ 15.08           | \$ 15.83 | \$ 16.62 | \$ 17.45 | \$ 18.32 |   |   |  |  |  |
| Part-Time, On-Call Police Clerk Typist     | Hourly    | 06-23-2014 | \$ 12.65           | \$ 13.28 | \$ 13.94 | \$ 14.64 | \$ 15.37 |   |   |  |  |  |
| Police Administrative Specialist           | Hourly    | 12-03-2012 | \$ 31.76           | \$ 33.35 | \$ 35.02 | \$ 36.77 | \$ 38.61 |   |   |  |  |  |
| Police Cadet                               | Hourly    | 11-06-2017 | \$ 16.36           | \$ 17.18 | \$ 18.04 | \$ 18.94 | \$ 19.89 |   |   |  |  |  |
| Police Officer Recruit                     | Hourly    | 11-06-2017 |                    |          |          |          | \$ 27.43 |   |   |  |  |  |
| Program Aide                               | Hourly    | 01-01-2017 | \$ 10.50           | \$ 11.03 | \$ 11.53 | \$ 12.08 | \$ 12.66 |   |   |  |  |  |
| Program Assistant                          | Hourly    | 01-01-2017 | \$ 10.76           | \$ 11.27 | \$ 11.81 | \$ 12.38 | \$ 12.97 |   |   |  |  |  |
| Program Leader I                           | Hourly    | 01-01-2017 | \$ 11.22           | \$ 11.76 | \$ 12.32 | \$ 12.91 | \$ 13.53 |   |   |  |  |  |
| Program Leader II                          | Hourly    | 01-01-2017 | \$ 12.91           | \$ 13.53 | \$ 14.18 | \$ 14.86 | \$ 15.58 |   |   |  |  |  |
| Program Leader III                         | Hourly    | 01-01-2017 | \$ 14.86           | \$ 15.58 | \$ 16.33 | \$ 17.12 | \$ 17.95 |   |   |  |  |  |
| <b>Elected Officials</b>                   |           |            |                    |          |          |          |          |   |   |  |  |  |
| Council Member                             | Monthly   | 12-15-2010 |                    |          |          |          | \$ 300   |   |   |  |  |  |
| City Treasurer**                           | Monthly   | 07-03-2017 |                    |          |          |          | \$ 3,328 |   |   |  |  |  |

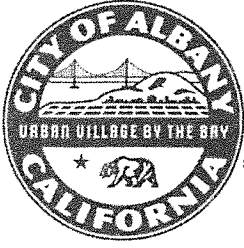


## CITY OF ALBANY SALARY SCHEDULE

| CLASSIFICATION                               | Pay Basis | Effective  | STEPS WITHIN RANGE |           |           |           |           |           |   |  |  |                  |           |
|--|-----------|------------|--------------------|-----------|-----------|-----------|-----------|-----------|---|--|--|------------------|-----------|
|  |           |            | 1                  | 2         | 3         | 4         | 5         | 6         | 7 |  |  |                  |           |
| <b>Management/Confidential</b>               |           |            |                    |           |           |           |           |           |   |  |  | Longevity Pay*** |           |
| Accountant                                   | Monthly   | 07-03-2017 | \$ 5,705           | \$ 5,990  | \$ 6,290  | \$ 6,604  | \$ 6,935  | \$ 7,282  |   |  |  |                  | \$ 7,282  |
| Assistant City Manager                       | Monthly   | 07-03-2017 | \$ 10,594          | \$ 11,123 | \$ 11,679 | \$ 12,263 | \$ 12,876 | \$ 13,520 |   |  |  |                  | \$ 13,520 |
| Assistant Engineer                           | Monthly   | 07-03-2017 | \$ 6,096           | \$ 6,400  | \$ 6,721  | \$ 7,057  | \$ 7,410  | \$ 7,781  |   |  |  |                  | \$ 7,781  |
| Assistant to the City Manager                | Monthly   | 07-03-2017 | \$ 7,829           | \$ 8,220  | \$ 8,631  | \$ 9,063  | \$ 9,516  | \$ 9,992  |   |  |  |                  | \$ 9,992  |
| Associate Engineer                           | Monthly   | 07-03-2017 | \$ 6,923           | \$ 7,269  | \$ 7,632  | \$ 8,014  | \$ 8,415  | \$ 8,836  |   |  |  |                  | \$ 8,836  |
| Building Plans Examiner                      | Monthly   | 07-03-2017 | \$ 5,894           | \$ 6,188  | \$ 6,497  | \$ 6,822  | \$ 7,163  | \$ 7,521  |   |  |  |                  | \$ 7,521  |
| Capital Improvements Project Program Manager | Monthly   | 07-03-2017 | \$ 8,323           | \$ 8,740  | \$ 9,176  | \$ 9,635  | \$ 10,117 | \$ 10,623 |   |  |  |                  | \$ 10,623 |
| City Clerk                                   | Monthly   | 07-03-2017 | \$ 7,781           | \$ 8,170  | \$ 8,579  | \$ 9,007  | \$ 9,457  | \$ 9,930  |   |  |  |                  | \$ 9,930  |
| City Clerk/Assistant City Manager            | Monthly   | 07-03-2017 | \$ 10,594          | \$ 11,123 | \$ 11,679 | \$ 12,263 | \$ 12,876 | \$ 13,520 |   |  |  |                  | \$ 13,520 |
| City Manager                                 | Monthly   | 07-03-2017 | \$ 6,080           | \$ 6,384  | \$ 6,703  | \$ 7,038  | \$ 7,390  | \$ 7,760  |   |  |  |                  | \$ 7,760  |
| Community Development Associate              | Monthly   | 07-03-2017 | \$ 10,863          | \$ 11,406 | \$ 11,977 | \$ 12,575 | \$ 13,204 | \$ 13,864 |   |  |  |                  | \$ 13,864 |
| Community Development Director               | Monthly   | 07-03-2017 | \$ 4,443           | \$ 4,666  | \$ 4,900  | \$ 5,145  | \$ 5,402  | \$ 5,672  |   |  |  |                  | \$ 5,672  |
| Community Engagement Specialist              | Monthly   | 07-03-2017 | \$ 8,004           | \$ 8,405  | \$ 8,825  | \$ 9,266  | \$ 9,729  | \$ 10,215 |   |  |  |                  | \$ 10,215 |
| Community Services Manager                   | Monthly   | 07-03-2017 | \$ 8,586           | \$ 9,016  | \$ 9,467  | \$ 9,941  | \$ 10,438 | \$ 10,960 |   |  |  |                  | \$ 10,960 |
| Facilities & Maintenance Manager             | Monthly   | 07-03-2017 | \$ 10,594          | \$ 11,123 | \$ 11,679 | \$ 12,263 | \$ 12,876 | \$ 13,520 |   |  |  |                  | \$ 13,520 |
| Finance Director                             | Monthly   | 07-03-2017 | \$ 5,705           | \$ 5,990  | \$ 6,290  | \$ 6,604  | \$ 6,935  | \$ 7,282  |   |  |  |                  | \$ 7,282  |
| Financial Analyst                            | Monthly   | 07-03-2017 | \$ 5,894           | \$ 6,188  | \$ 6,497  | \$ 6,822  | \$ 7,163  | \$ 7,521  |   |  |  |                  | \$ 7,521  |
| Human Resources Analyst                      | Monthly   | 07-03-2017 | \$ 9,783           | \$ 10,272 | \$ 10,786 | \$ 11,325 | \$ 11,891 | \$ 12,486 |   |  |  |                  | \$ 12,486 |
| Human Resources Director                     | Monthly   | 07-03-2017 | \$ 5,698           | \$ 5,983  | \$ 6,282  | \$ 6,596  | \$ 6,926  | \$ 7,272  |   |  |  |                  | \$ 7,272  |
| Information Technology Analyst               | Monthly   | 07-03-2017 | \$ 5,894           | \$ 6,188  | \$ 6,497  | \$ 6,822  | \$ 7,163  | \$ 7,521  |   |  |  |                  | \$ 7,521  |
| Management Analyst                           | Monthly   | 07-03-2017 | \$ 8,323           | \$ 8,740  | \$ 9,176  | \$ 9,635  | \$ 10,117 | \$ 10,623 |   |  |  |                  | \$ 10,623 |
| Planning Manager                             | Monthly   | 11-06-2017 | \$ 4,571           | \$ 4,800  | \$ 5,040  | \$ 5,292  | \$ 5,557  | \$ 5,835  |   |  |  |                  | \$ 5,835  |
| Police Administrative Specialist             | Monthly   | 07-03-2017 | \$ 7,707           | \$ 8,093  | \$ 8,498  | \$ 8,923  | \$ 9,369  | \$ 9,837  |   |  |  |                  | \$ 9,837  |
| Program Manager                              | Monthly   | 07-03-2017 | \$ 7,707           | \$ 8,093  | \$ 8,498  | \$ 8,923  | \$ 9,369  | \$ 9,837  |   |  |  |                  | \$ 9,837  |
| Project Manager                              | Monthly   | 07-03-2017 | \$ 11,322          | \$ 11,888 | \$ 12,483 | \$ 13,107 | \$ 13,762 | \$ 14,450 |   |  |  |                  | \$ 14,450 |
| Public Works Director/City Engineer          | Monthly   | 07-03-2017 | \$ 10,594          | \$ 11,123 | \$ 11,679 | \$ 12,263 | \$ 12,876 | \$ 13,520 |   |  |  |                  | \$ 13,520 |
| Recreation & Community Services Director     | Monthly   | 07-03-2017 | \$ 5,379           | \$ 5,647  | \$ 5,930  | \$ 6,226  | \$ 6,537  | \$ 6,864  |   |  |  |                  | \$ 6,864  |
| Recreation Supervisor                        | Monthly   | 07-03-2017 | \$ 25,000          | \$ 26,250 | \$ 27,560 | \$ 28,940 | \$ 30,390 | \$ 32,000 |   |  |  |                  | \$ 32,000 |
| Resource Center Director                     | Hourly    | 07-03-2017 | \$ 4,576           | \$ 4,805  | \$ 5,045  | \$ 5,297  | \$ 5,562  | \$ 5,840  |   |  |  |                  | \$ 5,840  |
| Secretary to the City Manager                | Monthly   | 07-03-2017 | \$ 6,590           | \$ 6,920  | \$ 7,266  | \$ 7,629  | \$ 8,010  | \$ 8,411  |   |  |  |                  | \$ 8,411  |
| Senior Accountant                            | Monthly   | 07-03-2017 | \$ 8,579           | \$ 9,007  | \$ 9,457  | \$ 9,930  | \$ 10,427 | \$ 10,948 |   |  |  |                  | \$ 10,948 |
| Senior Engineer                              | Monthly   | 11-06-2017 | \$ 10,594          | \$ 11,123 | \$ 11,679 | \$ 12,263 | \$ 12,876 | \$ 13,520 |   |  |  |                  | \$ 13,520 |
| Senior & Human Services Director             | Monthly   | 07-03-2017 | \$ 7,040           | \$ 7,392  | \$ 7,762  | \$ 8,150  | \$ 8,558  | \$ 8,986  |   |  |  |                  | \$ 8,986  |
| Senior Planner                               | Monthly   | 07-03-2017 | \$ 5,782           | \$ 6,072  | \$ 6,376  | \$ 6,695  | \$ 7,030  | \$ 7,382  |   |  |  |                  | \$ 7,382  |
| Urban Forestry Coordinator                   | Monthly   | 07-03-2017 | \$ 5,782           | \$ 6,072  | \$ 6,376  | \$ 6,695  | \$ 7,030  | \$ 7,382  |   |  |  |                  | \$ 7,382  |

\*\*\* Monthly rate for City Treasurer is based on 832 hours worked/year (10.4 FTE)

\*\*\* Management/Confidential unrepresented employee longevity pay: Upon reaching 10 years of service with the City of Albany, the sixth step will be available, which is equal to 5% above step 5.



# City of Albany

1000 San Pablo Avenue • Albany, California 94706  
(510) 528-5710 • [www.albanyca.org](http://www.albanyca.org)

## RESOLUTION NO. 2017-79

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

The 6th day of November, 2017, by the following votes:

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

NOES: none

ABSENT: none

ABSTAINED: none

RECUSED: none

WITNESS MY HAND AND THE SEAL OF THE CITY OF ALBANY, this

7th day of November, 2017.

*Eileen Harrington*

Eileen Harrington  
DEPUTY CITY CLERK