





**CITY OF ALBANY  
SALARY SCHEDULE**

Exhibit A

CLASSIFICATION	Pay Basis	Effective	STEPS WITHIN RANGE						
			1	2	3	4	5	6	7
<b>Albany Fire Fighters Association (AFFA)</b>									
Fire Captain	Monthly	01-01-2018	\$ 8,886	\$ 9,330	\$ 9,797	\$ 10,287	\$ 10,801	\$ 11,341	\$ 11,908
Fire Lieutenant	Monthly	01-01-2018	\$ 8,060	\$ 8,463	\$ 8,886	\$ 9,330	\$ 9,797	\$ 10,287	\$ 10,801
Fire Engineer	Monthly	01-01-2018	\$ 7,310	\$ 7,676	\$ 8,060	\$ 8,463	\$ 8,886	\$ 9,330	\$ 9,797
Fire Fighter	Monthly	01-01-2018	\$ 6,630	\$ 6,962	\$ 7,310	\$ 7,676	\$ 8,060	\$ 8,463	\$ 8,886
Fire Captain w/ Longevity Pay*	Monthly	01-01-2018	\$ 9,866	\$ 10,310	\$ 10,777	\$ 11,267	\$ 11,781	\$ 12,321	\$ 12,888
Fire Lieutenant w/ Longevity Pay*	Monthly	01-01-2018	\$ 9,040	\$ 9,443	\$ 9,866	\$ 10,310	\$ 10,777	\$ 11,267	\$ 11,781
Fire Engineer w/ Longevity Pay*	Monthly	01-01-2018	\$ 8,290	\$ 8,656	\$ 9,040	\$ 9,443	\$ 9,866	\$ 10,310	\$ 10,777
Fire Fighter w/ Longevity Pay*	Monthly	01-01-2018	\$ 7,610	\$ 7,942	\$ 8,290	\$ 8,656	\$ 9,040	\$ 9,443	\$ 9,866
<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 LOCAL 1021</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 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	<del>\$ 10.50</del>	<del>\$ 11.03</del>	<del>\$ 11.53</del>	<del>\$ 12.08</del>	<del>\$ 12.66</del>			
Program Assistant	Hourly	01-01-2017	<del>\$ 10.76</del>	<del>\$ 11.27</del>	<del>\$ 11.81</del>	<del>\$ 12.38</del>	<del>\$ 12.97</del>			
Program Leader I	Hourly	01-01-2017	<del>\$ 11.22</del>	<del>\$ 11.76</del>	<del>\$ 12.32</del>	<del>\$ 12.91</del>	<del>\$ 13.53</del>			
Program Aide	Hourly	01-01-2018	\$ 11.00	\$ 11.55	\$ 12.13	\$ 12.74	\$ 13.38			
Program Assistant	Hourly	01-01-2018	\$ 11.28	\$ 11.84	\$ 12.43	\$ 13.05	\$ 13.70			
Program Leader I	Hourly	01-01-2018	\$ 11.56	\$ 12.14	\$ 12.74	\$ 13.38	\$ 14.04			
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			

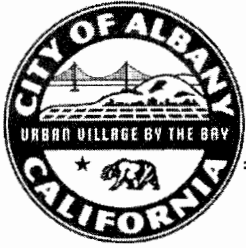


## CITY OF ALBANY SALARY SCHEDULE

CLASSIFICATION	Pay Basis	Effective	STEPS WITHIN RANGE							
			1	2	3	4	5	6	7	
<b>Elected Officials</b>										
Council Member	Monthly	12-15-2010						\$ 300		
City Treasurer**	Monthly	07-03-2017						\$ 3,328		
<b>Management/Confidential</b>										
Longevity Pay***										
Accountant	Monthly	07-03-2017	\$ 5,705	\$ 5,990	\$ 6,290	\$ 6,604	\$ 6,935	\$ 7,282		
Assistant City Manager	Monthly	07-03-2017	\$ 10,594	\$ 11,123	\$ 11,679	\$ 12,263	\$ 12,876	\$ 13,520		
Assistant Engineer	Monthly	07-03-2017	\$ 6,096	\$ 6,400	\$ 6,721	\$ 7,057	\$ 7,410	\$ 7,781		
Assistant to the City Manager	Monthly	07-03-2017	\$ 7,829	\$ 8,220	\$ 8,631	\$ 9,063	\$ 9,516	\$ 9,992		
Associate Engineer	Monthly	07-03-2017	\$ 6,923	\$ 7,269	\$ 7,632	\$ 8,014	\$ 8,415	\$ 8,836		
Building Plans Examiner	Monthly	07-03-2017	\$ 5,894	\$ 6,188	\$ 6,497	\$ 6,822	\$ 7,163	\$ 7,521		
Capital Improvements Project Program Manager	Monthly	07-03-2017	\$ 8,323	\$ 8,740	\$ 9,176	\$ 9,635	\$ 10,117	\$ 10,623		
City Clerk	Monthly	07-03-2017	\$ 7,781	\$ 8,170	\$ 8,579	\$ 9,007	\$ 9,457	\$ 9,930		
City Clerk/Assistant City Manager	Monthly	07-03-2017	\$ 10,594	\$ 11,123	\$ 11,679	\$ 12,263	\$ 12,876	\$ 13,520		
City Manager	Monthly	07-03-2017					\$ 14,853	\$ 15,596		
Community Development Associate	Monthly	07-03-2017	\$ 6,080	\$ 6,384	\$ 6,703	\$ 7,038	\$ 7,390	\$ 7,760		
Community Development Director	Monthly	07-03-2017	\$ 10,863	\$ 11,406	\$ 11,977	\$ 12,575	\$ 13,204	\$ 13,864		
Community Engagement Specialist	Monthly	07-03-2017	\$ 4,443	\$ 4,666	\$ 4,900	\$ 5,145	\$ 5,402	\$ 5,672		
Community Services Manager	Monthly	07-03-2017	\$ 8,004	\$ 8,405	\$ 8,825	\$ 9,266	\$ 9,729	\$ 10,215		
Facilities & Maintenance Manager	Monthly	07-03-2017	\$ 8,586	\$ 9,016	\$ 9,467	\$ 9,941	\$ 10,438	\$ 10,960		
Finance Director	Monthly	07-03-2017	\$ 10,594	\$ 11,123	\$ 11,679	\$ 12,263	\$ 12,876	\$ 13,520		
Financial Analyst	Monthly	07-03-2017	\$ 5,705	\$ 5,990	\$ 6,290	\$ 6,604	\$ 6,935	\$ 7,282		
Human Resources Analyst	Monthly	07-03-2017	\$ 5,894	\$ 6,188	\$ 6,497	\$ 6,822	\$ 7,163	\$ 7,521		
Human Resources Director	Monthly	07-03-2017	\$ 9,783	\$ 10,272	\$ 10,786	\$ 11,325	\$ 11,891	\$ 12,486		
Information Technology Analyst	Monthly	07-03-2017	\$ 5,698	\$ 5,983	\$ 6,282	\$ 6,596	\$ 6,926	\$ 7,272		
Management Analyst	Monthly	07-03-2017	\$ 5,894	\$ 6,188	\$ 6,497	\$ 6,822	\$ 7,163	\$ 7,521		
Planning Manager	Monthly	07-03-2017	\$ 8,323	\$ 8,740	\$ 9,176	\$ 9,635	\$ 10,117	\$ 10,623		
Police Administrative Specialist	Monthly	11-06-2017	\$ 4,571	\$ 4,800	\$ 5,040	\$ 5,292	\$ 5,557	\$ 5,835		
Program Manager	Monthly	07-03-2017	\$ 7,707	\$ 8,093	\$ 8,498	\$ 8,923	\$ 9,369	\$ 9,837		
Project Manager	Monthly	07-03-2017	\$ 7,707	\$ 8,093	\$ 8,498	\$ 8,923	\$ 9,369	\$ 9,837		
Public Works Director/City Engineer	Monthly	07-03-2017	\$ 11,322	\$ 11,888	\$ 12,483	\$ 13,107	\$ 13,762	\$ 14,450		
Recreation & Community Services Director	Monthly	07-03-2017	\$ 10,594	\$ 11,123	\$ 11,679	\$ 12,263	\$ 12,876	\$ 13,520		
Recreation Supervisor	Monthly	07-03-2017	\$ 5,379	\$ 5,647	\$ 5,930	\$ 6,226	\$ 6,537	\$ 6,864		
Resource Center Director	Hourly	07-03-2017	\$ 25.00	\$ 26.25	\$ 27.56	\$ 28.94	\$ 30.39	\$ 32.00		
Secretary to the City Manager	Monthly	07-03-2017	\$ 4,576	\$ 4,805	\$ 5,045	\$ 5,297	\$ 5,562	\$ 5,840		
Senior Accountant	Monthly	07-03-2017	\$ 6,590	\$ 6,920	\$ 7,266	\$ 7,629	\$ 8,010	\$ 8,411		
Senior Engineer	Monthly	07-03-2017	\$ 8,579	\$ 9,007	\$ 9,457	\$ 9,930	\$ 10,427	\$ 10,948		
Senior & Human Services Director	Monthly	11-06-2017	\$ 10,594	\$ 11,123	\$ 11,679	\$ 12,263	\$ 12,876	\$ 13,520		
Senior Planner	Monthly	07-03-2017	\$ 7,040	\$ 7,392	\$ 7,762	\$ 8,150	\$ 8,558	\$ 8,986		
Urban Forestry Coordinator	Monthly	07-03-2017	\$ 5,782	\$ 6,072	\$ 6,376	\$ 6,695	\$ 7,030	\$ 7,382		

\*\*Monthly rate for City Treasurer is based on 832 hours worked/year (0.4 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. 2018-11

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

the 8th day of January, 2018, 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

9th day of January, 2018.

*Eileen Harrington*

Eileen Harrington  
DEPUTY CITY CLERK