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RESOLUTION NO. 2018-25

**A RESOLUTION OF THE ALBANY CITY COUNCIL APPROVING THE UPDATED
SALARY RANGES FOR MANAGEMENT/CONFIDENTIAL AND
UNREPRESENTED PUBLIC SAFETY MANAGEMENT EMPLOYEE GROUPS**

WHEREAS, Section 9 of the Personnel Rules and Regulations as adopted by Resolution 01-59 establishes that the City Council shall adopt salary ranges for each classification; and

WHEREAS, on October 17, 2016, the City Council authorized a 4% contribution to the deferred compensation account for Unrepresented Management/Confidential employees hired on or before January 1, 2017 to offset the impact of the increased employee retirement costs; and

WHEREAS, on June 19, 2017, a longevity pay step was added to the salary range for the Unrepresented Management/Confidential group which becomes available after ten years of service with the City of Albany; and

WHEREAS, the Unrepresented Management/Confidential employee group has not received a uniform cost of living increase since June 15, 2015; and

WHEREAS, the Unrepresented Public Safety Management employee group has not received a uniform cost of living increase since October 7, 2016; and

WHEREAS, a 3% cost of living increase aligns with the increase to salary ranges provided as part of the recent amendment to the Memorandum of Understanding for the Albany Firefighters Association; and

WHEREAS, City Council Resolution No. 2013-30 provides that the salary of Police Chief and Fire Chief shall remain equivalent on the salary schedule; and



**CITY OF ALBANY
SALARY SCHEDULE**

CLASSIFICATION	Pay Basis	Effective	STEPS WITHIN RANGE						
			1	2	3	4	5	6	7
Albany Fire Fighters Association (AFFA)									
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
Albany Police Officers' Association (APOA)									
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
Unrepresented Public Safety Management									
Police Chief	Monthly	02-12-2018	\$ 12,696	\$ 13,331	\$ 13,998	\$ 14,698	\$ 15,433		
Fire Chief	Monthly	02-12-2018	\$ 12,696	\$ 13,331	\$ 13,998	\$ 14,698	\$ 15,433		
Police Chief w/ Longevity Pay*	Monthly	02-12-2018	\$ 13,676	\$ 14,311	\$ 14,978	\$ 15,678	\$ 16,413		
Fire Chief w/ Longevity Pay*	Monthly	02-12-2018	\$ 13,676	\$ 14,311	\$ 14,978	\$ 15,678	\$ 16,413		

* 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
SEIU LOCAL 1021									
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		
Unrepresented Hourly									
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	01-01-2018	\$ 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		
Elected Officials									
Council Member	Monthly	12-15-2010					\$ 300		
City Treasurer**	Monthly	07-03-2017					\$ 3,328		

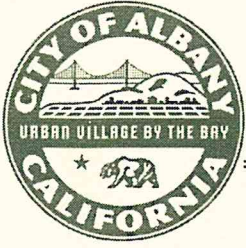


**CITY OF ALBANY
SALARY SCHEDULE**

CLASSIFICATION	Pay Basis	Effective	STEPS WITHIN RANGE						
			1	2	3	4	5	6	7
Management/Confidential									
Accountant	Monthly	02-12-2018	\$ 5,876	\$ 6,170	\$ 6,479	\$ 6,803	\$ 7,143	\$ 7,500	Longevity Pay***
Assistant City Manager	Monthly	02-12-2018	\$ 10,912	\$ 11,458	\$ 12,031	\$ 12,633	\$ 13,265	\$ 13,928	
Assistant Engineer	Monthly	02-12-2018	\$ 6,279	\$ 6,593	\$ 6,923	\$ 7,269	\$ 7,632	\$ 8,014	
Assistant to the City Manager	Monthly	02-12-2018	\$ 8,064	\$ 8,467	\$ 8,890	\$ 9,335	\$ 9,802	\$ 10,292	
Associate Engineer	Monthly	02-12-2018	\$ 7,131	\$ 7,488	\$ 7,862	\$ 8,255	\$ 8,668	\$ 9,101	
Building Plans Examiner	Monthly	02-12-2018	\$ 6,071	\$ 6,375	\$ 6,694	\$ 7,029	\$ 7,380	\$ 7,749	
Capital Improvements Project Program Manager	Monthly	02-12-2018	\$ 8,573	\$ 9,002	\$ 9,452	\$ 9,925	\$ 10,421	\$ 10,942	
City Clerk	Monthly	02-12-2018	\$ 8,014	\$ 8,415	\$ 8,836	\$ 9,278	\$ 9,742	\$ 10,229	
City Clerk/Assistant City Manager	Monthly	02-12-2018	\$ 10,912	\$ 11,458	\$ 12,031	\$ 12,633	\$ 13,265	\$ 13,928	
City Manager	Monthly	07-03-2017					\$ 14,853	\$ 15,596	
Community Development Associate	Monthly	02-12-2018	\$ 6,262	\$ 6,575	\$ 6,904	\$ 7,249	\$ 7,611	\$ 7,992	
Community Development Director	Monthly	02-12-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280	
Community Engagement Specialist	Monthly	02-12-2018	\$ 4,576	\$ 4,805	\$ 5,045	\$ 5,297	\$ 5,562	\$ 5,840	
Community Services Manager	Monthly	02-12-2018	\$ 8,244	\$ 8,656	\$ 9,089	\$ 9,543	\$ 10,020	\$ 10,521	
Facilities & Maintenance Manager	Monthly	02-12-2018	\$ 8,844	\$ 9,286	\$ 9,750	\$ 10,238	\$ 10,750	\$ 11,288	
Finance Director	Monthly	02-12-2018	\$ 10,912	\$ 11,458	\$ 12,031	\$ 12,633	\$ 13,265	\$ 13,928	
Financial Analyst	Monthly	02-12-2018	\$ 5,876	\$ 6,170	\$ 6,479	\$ 6,803	\$ 7,143	\$ 7,500	
Human Resources Analyst	Monthly	02-12-2018	\$ 6,071	\$ 6,375	\$ 6,694	\$ 7,029	\$ 7,380	\$ 7,749	
Human Resources Director	Monthly	02-12-2018	\$ 10,076	\$ 10,580	\$ 11,109	\$ 11,664	\$ 12,247	\$ 12,859	
Information Technology Analyst	Monthly	02-12-2018	\$ 5,869	\$ 6,162	\$ 6,470	\$ 6,794	\$ 7,134	\$ 7,491	
Management Analyst	Monthly	02-12-2018	\$ 6,071	\$ 6,375	\$ 6,694	\$ 7,029	\$ 7,380	\$ 7,749	
Planning Manager	Monthly	02-12-2018	\$ 8,573	\$ 9,002	\$ 9,452	\$ 9,925	\$ 10,421	\$ 10,942	
Police Administrative Specialist	Monthly	02-12-2018	\$ 4,708	\$ 4,943	\$ 5,190	\$ 5,450	\$ 5,723	\$ 6,009	
Program Manager	Monthly	02-12-2018	\$ 7,938	\$ 8,335	\$ 8,752	\$ 9,190	\$ 9,650	\$ 10,133	
Project Manager	Monthly	02-12-2018	\$ 7,938	\$ 8,335	\$ 8,752	\$ 9,190	\$ 9,650	\$ 10,133	
Public Works Director/City Engineer	Monthly	02-12-2018	\$ 11,662	\$ 12,245	\$ 12,857	\$ 13,500	\$ 14,175	\$ 14,884	
Recreation & Community Services Director	Monthly	02-12-2018	\$ 10,912	\$ 11,457	\$ 12,029	\$ 12,631	\$ 13,262	\$ 13,926	
Recreation Supervisor	Monthly	02-12-2018	\$ 5,540	\$ 5,817	\$ 6,108	\$ 6,413	\$ 6,734	\$ 7,071	
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	02-12-2018	\$ 4,713	\$ 4,949	\$ 5,196	\$ 5,456	\$ 5,729	\$ 6,015	
Senior Accountant	Monthly	02-12-2018	\$ 6,788	\$ 7,127	\$ 7,483	\$ 7,857	\$ 8,250	\$ 8,663	
Senior Engineer	Monthly	02-12-2018	\$ 8,836	\$ 9,278	\$ 9,742	\$ 10,229	\$ 10,740	\$ 11,277	
Senior & Human Services Director	Monthly	02-12-2018	\$ 10,912	\$ 11,458	\$ 12,031	\$ 12,633	\$ 13,265	\$ 13,928	
Senior Planner	Monthly	02-12-2018	\$ 7,251	\$ 7,614	\$ 7,995	\$ 8,395	\$ 8,815	\$ 9,256	
Urban Forestry Coordinator	Monthly	02-12-2018	\$ 5,955	\$ 6,253	\$ 6,566	\$ 6,894	\$ 7,239	\$ 7,601	

*** 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

RESOLUTION NO. 2018-25

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

The 20th day of February, 2018, by the following votes:

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

NOES: none

ABSENT: Council Member Barnes

ABSTAINED: none

RECUSED: none

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

21st day of February, 2018.

Eileen Harrington
DEPUTY CITY CLERK