

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29

**RESOLUTION NO. 2018-89**

**A RESOLUTION OF THE ALBANY CITY COUNCIL APPROVING  
THE UPDATED FISCAL YEAR 2017-18 AND 2018-19  
SALARY SCHEDULE**

**WHEREAS**, all proposed modifications to the FY2017-18/FY2018-19 salary schedule are included in the proposed updated operating budget for FY2018-19; and

**WHEREAS**, in an effort to achieve the City Council Strategic Goals of engaging with our diverse community, and facilitating governmental accountability, the classification of Neighborhood Services Manager has been added to the salary schedule with a monthly pay range of \$7,938 - \$10,133; and

**WHEREAS**, a proposed Human Resources Technician position has been added to the salary schedule with a monthly pay range of \$4,360 - \$5,564 to support the Human Resources Director given the ongoing and increasing obligations to effectively administer resources for employees and ensure compliance with the increasing mandates placed upon the City by agencies such as CalPERS, the IRS, and State and Federal employment laws; and

**WHEREAS**, reclassification of existing staff in the Recreation and Community Services Department is proposed to promote the three current Recreation Supervisor positions to a new classification of Senior Recreation Supervisor added to the salary schedule with a monthly salary pay range of \$6,788 - \$8,663; and

**WHEREAS**, reclassification of a Recreation Coordinator II position to a Recreation Supervisor position with a pay range of \$5,540 - \$7,071 is also proposed; and

**WHEREAS**, the City periodically conducts salary surveys using the cities of Berkeley, El Cerrito, Emeryville, Hercules, Oakland, Piedmont, Pinole, and Richmond for comparison of the unrepresented management group; and

**WHEREAS**, the salary survey completed in May 2017 indicated that many cities have consistency among the directors/department heads paying equal salary range; and

**WHEREAS**, in an effort to create a more equitable salary schedule for directors/department heads, the proposed salary schedule brings the classifications of Assistant City Manager, Assistant City Manager/City Clerk, Recreation and Community Services Director, Finance Director, Human Resources Director and Senior & Human Services Director at the same level as the Community Development Director with a monthly pay range of \$11,189 - \$14,280; and

**WHEREAS**, the proposed salary schedule aligns the classification of City Clerk at the same level as the Assistant to the City Manager schedule with a monthly pay range of \$8,064 - \$10,292.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29

**NOW, THEREFORE, BE IT RESOLVED** that the Albany City Council approve the update to the FY2017-18 and FY2018-19 salary schedule to include new classifications and their associated salary ranges, and salary increases described above effective July 1, 2018.

  
PEGGY MCQUAID, MAYOR



CITY OF ALBANY  
PROPOSED SALARY SCHEDULE  
FY 2017-18 and 2018-19

Revised: July 3, 2017 (2017-64), November 6, 2017 (2017-79), January 1, 2018 (2018-11), February 12, 2018 (2018-25), July 1, 2018

CLASSIFICATION	Pay Basis	Effective	STEPS WITHIN RANGE						
			1	2	3	4	5	6	7
<b>Albany Fire Fighters Association (AFAA)</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 Peace 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	01-01-2018	\$ 11,296	\$ 11,812	\$ 12,354	\$ 12,923	\$ 13,520	\$ 14,147	\$ 14,805
Police Sergeant w/ Longevity Pay*	Monthly	01-01-2018	\$ 9,160	\$ 9,569	\$ 9,998	\$ 10,449	\$ 10,922	\$ 11,419	\$ 11,941
Police Officer w/ Longevity Pay*	Monthly	01-01-2018	\$ 7,909	\$ 8,255	\$ 8,619	\$ 9,001	\$ 9,402	\$ 9,823	\$ 10,265
Communications Clerk w/ Longevity Pay*	Monthly	01-01-2018	\$ 6,135	\$ 6,393	\$ 6,664	\$ 6,948	\$ 7,246	\$ 7,559	\$ 7,888
Police Services Technician II w/ Longevity Pay*	Monthly	01-01-2018	\$ 5,625	\$ 5,857	\$ 6,101	\$ 6,357	\$ 6,626	\$ 6,908	\$ 7,204
Police Services Technician I w/ Longevity Pay*	Monthly	01-01-2018	\$ 5,166	\$ 5,375	\$ 5,595	\$ 5,826	\$ 6,068	\$ 6,322	\$ 6,589
<b>Unrepresented Public Safety Management</b>									
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 AFAA, 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

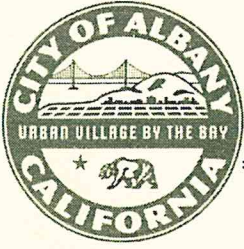
<b>SEIU LOCAL 1021</b>									
Accounting Technician III	Monthly	06-05-2017	\$ 4,360	\$ 4,578	\$ 4,807	\$ 5,047	\$ 5,299		
Accounting Technician II	Monthly	06-05-2017	\$ 3,954	\$ 4,152	\$ 4,360	\$ 4,578	\$ 4,807		
Accounting Technician I	Monthly	06-05-2017	\$ 3,586	\$ 3,765	\$ 3,954	\$ 4,152	\$ 4,360		
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	01-01-2018	\$ 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	
<b>Elected Officials</b>								
Council Member	Monthly	12-15-2010					\$ 300	
City Treasurer**	Monthly	07-03-2017					\$ 3,328	
<b>Management/Confidential</b>								Longevity
Accountant	Monthly	02-12-2018	\$ 5,876	\$ 6,170	\$ 6,479	\$ 6,803	\$ 7,143	\$ 7,500
Assistant City Manager	Monthly	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280
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	07-01-2018	\$ 8,064	\$ 8,467	\$ 8,890	\$ 9,335	\$ 9,802	\$ 10,292
City Clerk/Assistant City Manager	Monthly	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280
City Manager	Monthly	02-12-2018					\$ 15,299	\$ 16,064
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
Neighborhood Services Manager	Monthly	07-01-2018	\$ 7,938	\$ 8,335	\$ 8,752	\$ 9,190	\$ 9,650	\$ 10,133
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	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280
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	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280
Human Resources Technician	Monthly	07-01-2018	\$ 4,360	\$ 4,578	\$ 4,807	\$ 5,047	\$ 5,299	\$ 5,564
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	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280
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	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280
Senior Planner	Monthly	02-12-2018	\$ 7,251	\$ 7,614	\$ 7,995	\$ 8,395	\$ 8,815	\$ 9,256
Senior Recreation Supervisor	Monthly	07-01-2018	\$ 6,788	\$ 7,127	\$ 7,483	\$ 7,857	\$ 8,250	\$ 8,663
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](http://www.albanyca.org)

## RESOLUTION NO. 2018-89

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

The 18th day of June, 2018, by the following votes:

AYES: Council Members Nason, Pilch and Mayor McQuaid

NOES: None

ABSENT: Council Members Barnes and Maass

ABSTAINED: none

RECUSED: none

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

19th day of June, 2018.

Eileen Harrington  
DEPUTY CITY CLERK