

**CITY OF ALBANY  
CITY COUNCIL AGENDA  
STAFF REPORT**

Agenda Date: October 15, 2018  
Reviewed by: NA

**SUBJECT:** Updated Salary Schedule for Service Employees International Union, Local 1021 Employees

**REPORT BY:** Melissa Rojas, Human Resources Director  
Nicole Almaguer, City Manager

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**SUMMARY**

An updated Salary Schedule has been prepared that incorporates the salary changes in the proposed Memorandum of Understanding (MOU) with Service Employees International Union, Local 1021 (SEIU).

**STAFF RECOMMENDATION**

That the Council Adopt Resolution No. 2018-123 – A Resolution of the Albany City Council approving the updated salary ranges for the SEIU bargaining unit.

**BACKGROUND/DISCUSSION**

In accordance with the proposed successor SEIU MOU, the attached Salary Schedule reflects a three percent (3%) base salary increase for all classifications within the bargaining unit, effective October 8, 2018.

**SUSTAINABILITY IMPACT**

None.

**FINANCIAL IMPACT**

Funding for the proposed salary increases for the SEIU bargaining unit can be sustained within the FY 2018-19 budget.

Attachments:

1. Resolution No. 2018-123
2. Exhibit A – Proposed Updated Salary Schedule Update for SEIU Employees





**CITY OF ALBANY  
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 (2018-89), [October 15, 2018 \(2018-123\)](#)

CLASSIFICATION	Bargaining Unit	Pay Basis	Effective	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
<b>Albany Fire Fighters Association (AFFA)</b>										
Fire Captain	AFFA	Monthly	01-01-2018	\$ 8,886	\$ 9,330	\$ 9,797	\$ 10,287	\$ 10,801	\$ 11,341	\$ 11,908
Fire Lieutenant	AFFA	Monthly	01-01-2018	\$ 8,060	\$ 8,463	\$ 8,886	\$ 9,330	\$ 9,797	\$ 10,287	\$ 10,801
Fire Engineer	AFFA	Monthly	01-01-2018	\$ 7,310	\$ 7,676	\$ 8,060	\$ 8,463	\$ 8,886	\$ 9,330	\$ 9,797
Fire Fighter	AFFA	Monthly	01-01-2018	\$ 6,630	\$ 6,962	\$ 7,310	\$ 7,676	\$ 8,060	\$ 8,463	\$ 8,886
Fire Captain w/ Longevity Pay*	AFFA	Monthly	01-01-2018	\$ 9,866	\$ 10,310	\$ 10,777	\$ 11,267	\$ 11,781	\$ 12,321	\$ 12,888
Fire Lieutenant w/ Longevity Pay*	AFFA	Monthly	01-01-2018	\$ 9,040	\$ 9,443	\$ 9,866	\$ 10,310	\$ 10,777	\$ 11,267	\$ 11,781
Fire Engineer w/ Longevity Pay*	AFFA	Monthly	01-01-2018	\$ 8,290	\$ 8,656	\$ 9,040	\$ 9,443	\$ 9,866	\$ 10,310	\$ 10,777
Fire Fighter w/ Longevity Pay*	AFFA	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	APOA	Monthly	11-07-2016	\$ 10,316	\$ 10,832	\$ 11,374	\$ 11,943	\$ 12,540	\$ 13,167	\$ 13,825
Police Sergeant	APOA	Monthly	11-07-2016	\$ 8,180	\$ 8,589	\$ 9,018	\$ 9,469	\$ 9,942	\$ 10,439	\$ 10,961
Police Officer	APOA	Monthly	11-07-2016	\$ 6,929	\$ 7,275	\$ 7,639	\$ 8,021	\$ 8,422	\$ 8,843	\$ 9,285
Communications Clerk	APOA	Monthly	11-07-2016	\$ 5,155	\$ 5,413	\$ 5,684	\$ 5,968	\$ 6,266	\$ 6,579	\$ 6,908
Police Services Technician II	APOA	Monthly	11-07-2016	\$ 4,645	\$ 4,877	\$ 5,121	\$ 5,377	\$ 5,646	\$ 5,928	\$ 6,224
Police Services Technician I	APOA	Monthly	11-07-2016	\$ 4,186	\$ 4,395	\$ 4,615	\$ 4,846	\$ 5,088	\$ 5,342	\$ 5,609
Police Lieutenant w/ Longevity Pay*	APOA	Monthly	01-01-2018	\$ 11,296	\$ 11,812	\$ 12,354	\$ 12,923	\$ 13,520	\$ 14,147	\$ 14,805
Police Sergeant w/ Longevity Pay*	APOA	Monthly	01-01-2018	\$ 9,160	\$ 9,569	\$ 9,998	\$ 10,449	\$ 10,922	\$ 11,419	\$ 11,941
Police Officer w/ Longevity Pay*	APOA	Monthly	01-01-2018	\$ 7,909	\$ 8,255	\$ 8,619	\$ 9,001	\$ 9,402	\$ 9,823	\$ 10,265
Communications Clerk w/ Longevity Pay*	APOA	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*	APOA	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*	APOA	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	UNREP STY MGMT	Monthly	02-12-2018	\$ 12,696	\$ 13,331	\$ 13,998	\$ 14,698	\$ 15,433		
Fire Chief	UNREP STY MGMT	Monthly	02-12-2018	\$ 12,696	\$ 13,331	\$ 13,998	\$ 14,698	\$ 15,433		
Police Chief w/ Longevity Pay*	UNREP STY MGMT	Monthly	02-12-2018	\$ 13,676	\$ 14,311	\$ 14,978	\$ 15,678	\$ 16,413		
Fire Chief w/ Longevity Pay*	UNREP STY MGMT	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

<b>Elected Officials</b>										
Council Member	Elected	Monthly	12-15-2010					\$ 300		
City Treasurer**	Elected	Monthly	07-03-2017					\$ 3,328		

\*\*Monthly rate for City Treasurer is based on 832 hours worked per year (0.4 FTE).



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CLASSIFICATION	Bargaining Unit	Pay Basis	Effective	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
<b>SEIU LOCAL 1021</b>										
Accounting Technician III	SEIU	Monthly	06-05-2017	\$ 4,360	\$ 4,578	\$ 4,807	\$ 5,047	\$ 5,299		
Accounting Technician III	SEIU	Monthly	10-08-2018	\$ 4,491	\$ 4,716	\$ 4,952	\$ 5,200	\$ 5,460		
Accounting Technician II	SEIU	Monthly	06-05-2017	\$ 3,954	\$ 4,152	\$ 4,360	\$ 4,578	\$ 4,807		
Accounting Technician II	SEIU	Monthly	10-08-2017	\$ 4,073	\$ 4,277	\$ 4,491	\$ 4,716	\$ 4,952		
Accounting Technician I	SEIU	Monthly	06-05-2017	\$ 3,586	\$ 3,765	\$ 3,954	\$ 4,152	\$ 4,360		
Accounting Technician I	SEIU	Monthly	10-08-2018	\$ 3,694	\$ 3,879	\$ 4,073	\$ 4,277	\$ 4,491		
Administrative Secretary	SEIU	Monthly	06-05-2017	\$ 4,360	\$ 4,578	\$ 4,807	\$ 5,047	\$ 5,299		
Administrative Secretary	SEIU	Monthly	10-08-2018	\$ 4,491	\$ 4,716	\$ 4,952	\$ 5,200	\$ 5,460		
Building Inspector II	SEIU	Monthly	06-05-2017	\$ 5,538	\$ 5,815	\$ 6,106	\$ 6,411	\$ 6,732		
Building Inspector II	SEIU	Monthly	10-08-2018	\$ 5,704	\$ 5,989	\$ 6,288	\$ 6,602	\$ 6,932		
Building Inspector I	SEIU	Monthly	06-05-2017	\$ 5,022	\$ 5,273	\$ 5,538	\$ 5,815	\$ 6,106		
Building Inspector I	SEIU	Monthly	10-08-2018	\$ 5,173	\$ 5,432	\$ 5,704	\$ 5,989	\$ 6,288		
Civilian Clerk Typist II	SEIU	Monthly	06-05-2017	\$ 2,644	\$ 2,776	\$ 2,915	\$ 3,061	\$ 3,214		
Civilian Clerk Typist II	SEIU	Monthly	10-08-2018	\$ 2,723	\$ 2,859	\$ 3,002	\$ 3,152	\$ 3,310		
Civilian Clerk Typist I	SEIU	Monthly	06-05-2017	\$ 2,398	\$ 2,518	\$ 2,644	\$ 2,776	\$ 2,915		
Civilian Clerk Typist I	SEIU	Monthly	10-08-2018	\$ 2,470	\$ 2,594	\$ 2,724	\$ 2,860	\$ 3,003		
Community Development Assistant	SEIU	Monthly	06-05-2017	\$ 5,022	\$ 5,273	\$ 5,538	\$ 5,815	\$ 6,106		
Community Development Assistant	SEIU	Monthly	10-08-2018	\$ 5,173	\$ 5,432	\$ 5,704	\$ 5,989	\$ 6,288		
Community Development Technician	SEIU	Monthly	06-05-2017	\$ 4,521	\$ 4,747	\$ 4,984	\$ 5,233	\$ 5,495		
Community Development Technician	SEIU	Monthly	10-08-2018	\$ 4,657	\$ 4,890	\$ 5,135	\$ 5,392	\$ 5,662		
Lead Maintenance Worker	SEIU	Monthly	06-05-2017	\$ 4,181	\$ 4,390	\$ 4,609	\$ 4,839	\$ 5,081		
Lead Maintenance Worker	SEIU	Monthly	10-08-2018	\$ 4,306	\$ 4,521	\$ 4,747	\$ 4,984	\$ 5,233		
Maintenance Worker II	SEIU	Monthly	06-05-2017	\$ 3,905	\$ 4,100	\$ 4,305	\$ 4,520	\$ 4,746		
Maintenance Worker II	SEIU	Monthly	10-08-2018	\$ 4,022	\$ 4,223	\$ 4,434	\$ 4,656	\$ 4,889		
Maintenance Worker I	SEIU	Monthly	06-05-2017	\$ 3,580	\$ 3,759	\$ 3,947	\$ 4,144	\$ 4,351		
Maintenance Worker I	SEIU	Monthly	10-08-2018	\$ 3,687	\$ 3,871	\$ 4,065	\$ 4,268	\$ 4,481		
Office Assistant II	SEIU	Monthly	06-05-2017	\$ 3,250	\$ 3,412	\$ 3,583	\$ 3,762	\$ 3,950		
Office Assistant II	SEIU	Monthly	10-08-2018	\$ 3,348	\$ 3,515	\$ 3,691	\$ 3,876	\$ 4,070		
Office Assistant I	SEIU	Monthly	06-05-2017	\$ 2,946	\$ 3,093	\$ 3,250	\$ 3,412	\$ 3,583		
Office Assistant I	SEIU	Monthly	10-08-2018	\$ 3,034	\$ 3,186	\$ 3,345	\$ 3,512	\$ 3,688		
Police Administrative Specialist	SEIU	Monthly	06-05-2017	\$ 4,708	\$ 4,943	\$ 5,190	\$ 5,450	\$ 5,723		
Police Administrative Specialist	SEIU	Monthly	10-08-2018	\$ 4,849	\$ 5,091	\$ 5,346	\$ 5,613	\$ 5,894		
Recreation Coordinator II	SEIU	Monthly	06-05-2017	\$ 3,693	\$ 3,878	\$ 4,072	\$ 4,276	\$ 4,490		
Recreation Coordinator II	SEIU	Monthly	10-08-2018	\$ 3,804	\$ 3,994	\$ 4,194	\$ 4,404	\$ 4,624		
Recreation Coordinator I	SEIU	Monthly	06-05-2017	\$ 3,137	\$ 3,294	\$ 3,459	\$ 3,632	\$ 3,814		
Recreation Coordinator I	SEIU	Monthly	10-08-2018	\$ 3,231	\$ 3,393	\$ 3,563	\$ 3,741	\$ 3,928		
Crossing Guard (Limited SEIU - Hourly)	SEIU	Hourly	06-05-2017	\$ 13	\$ 14	\$ 14	\$ 15	\$ 16		



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CLASSIFICATION	Bargaining Unit	Pay Basis	Effective	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
<b>Management/Confidential</b>				<b>Longevity Pay****</b>						
Accountant	MGMT	Monthly	02-12-2018	\$ 5,876	\$ 6,170	\$ 6,479	\$ 6,803	\$ 7,143	\$ 7,500	
Assistant City Manager	MGMT	Monthly	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280	
Assistant Engineer	MGMT	Monthly	02-12-2018	\$ 6,279	\$ 6,593	\$ 6,923	\$ 7,269	\$ 7,632	\$ 8,014	
Assistant to the City Manager	MGMT	Monthly	02-12-2018	\$ 8,064	\$ 8,467	\$ 8,890	\$ 9,335	\$ 9,802	\$ 10,292	
Associate Engineer	MGMT	Monthly	02-12-2018	\$ 7,131	\$ 7,488	\$ 7,862	\$ 8,255	\$ 8,668	\$ 9,101	
Building Plans Examiner	MGMT	Monthly	02-12-2018	\$ 6,071	\$ 6,375	\$ 6,694	\$ 7,029	\$ 7,380	\$ 7,749	
Capital Improvements Project Program Manager	MGMT	Monthly	02-12-2018	\$ 8,573	\$ 9,002	\$ 9,452	\$ 9,925	\$ 10,421	\$ 10,942	
City Clerk	MGMT	Monthly	07-01-2018	\$ 8,064	\$ 8,467	\$ 8,890	\$ 9,335	\$ 9,802	\$ 10,292	
City Clerk/Assistant City Manager	MGMT	Monthly	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280	
City Manager	MGMT	Monthly	02-12-2018					\$ 15,299	\$ 16,064	
Community Development Associate	MGMT	Monthly	02-12-2018	\$ 6,262	\$ 6,575	\$ 6,904	\$ 7,249	\$ 7,611	\$ 7,992	
Community Development Director	MGMT	Monthly	02-12-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280	
Community Engagement Specialist	MGMT	Monthly	02-12-2018	\$ 4,576	\$ 4,805	\$ 5,045	\$ 5,297	\$ 5,562	\$ 5,840	
Community Services Manager	MGMT	Monthly	02-12-2018	\$ 8,244	\$ 8,656	\$ 9,089	\$ 9,543	\$ 10,020	\$ 10,521	
Facilities & Maintenance Manager	MGMT	Monthly	02-12-2018	\$ 8,844	\$ 9,286	\$ 9,750	\$ 10,238	\$ 10,750	\$ 11,288	
Finance Director	MGMT	Monthly	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280	
Financial Analyst	MGMT	Monthly	02-12-2018	\$ 5,876	\$ 6,170	\$ 6,479	\$ 6,803	\$ 7,143	\$ 7,500	
Human Resources Analyst	MGMT	Monthly	02-12-2018	\$ 6,071	\$ 6,375	\$ 6,694	\$ 7,029	\$ 7,380	\$ 7,749	
Human Resources Director	MGMT	Monthly	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280	
Human Resources Technician	MGMT	Monthly	07-01-2018	\$ 4,360	\$ 4,578	\$ 4,807	\$ 5,047	\$ 5,299	\$ 5,564	
Information Technology Analyst	MGMT	Monthly	02-12-2018	\$ 5,869	\$ 6,162	\$ 6,470	\$ 6,794	\$ 7,134	\$ 7,491	
Management Analyst	MGMT	Monthly	02-12-2018	\$ 6,071	\$ 6,375	\$ 6,694	\$ 7,029	\$ 7,380	\$ 7,749	
Neighborhood Services Manager	MGMT	Monthly	07-01-2018	\$ 7,938	\$ 8,335	\$ 8,752	\$ 9,190	\$ 9,650	\$ 10,133	
Planning Manager	MGMT	Monthly	02-12-2018	\$ 8,573	\$ 9,002	\$ 9,452	\$ 9,925	\$ 10,421	\$ 10,942	
Police Administrative Specialist	MGMT	Monthly	02-12-2018	\$ 4,708	\$ 4,943	\$ 5,190	\$ 5,450	\$ 5,723	\$ 6,009	
Program Manager	MGMT	Monthly	02-12-2018	\$ 7,938	\$ 8,335	\$ 8,752	\$ 9,190	\$ 9,650	\$ 10,133	
Project Manager	MGMT	Monthly	02-12-2018	\$ 7,938	\$ 8,335	\$ 8,752	\$ 9,190	\$ 9,650	\$ 10,133	
Public Works Director/City Engineer	MGMT	Monthly	02-12-2018	\$ 11,662	\$ 12,245	\$ 12,857	\$ 13,500	\$ 14,175	\$ 14,884	
Recreation & Community Services Director	MGMT	Monthly	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280	
Recreation Supervisor	MGMT	Monthly	02-12-2018	\$ 5,540	\$ 5,817	\$ 6,108	\$ 6,413	\$ 6,734	\$ 7,071	
Resource Center Director	MGMT	Hourly	07-03-2017	\$ 25.00	\$ 26.25	\$ 27.56	\$ 28.94	\$ 30.39	\$ 32.00	
Secretary to the City Manager	MGMT	Monthly	02-12-2018	\$ 4,713	\$ 4,949	\$ 5,196	\$ 5,456	\$ 5,729	\$ 6,015	
Senior Accountant	MGMT	Monthly	02-12-2018	\$ 6,788	\$ 7,127	\$ 7,483	\$ 7,857	\$ 8,250	\$ 8,663	
Senior Engineer	MGMT	Monthly	02-12-2018	\$ 8,836	\$ 9,278	\$ 9,742	\$ 10,229	\$ 10,740	\$ 11,277	
Senior & Human Services Director	MGMT	Monthly	07-01-2018	\$ 11,189	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280	
Senior Planner	MGMT	Monthly	02-12-2018	\$ 7,251	\$ 7,614	\$ 7,995	\$ 8,395	\$ 8,815	\$ 9,256	
Senior Recreation Supervisor	MGMT	Monthly	07-01-2018	\$ 6,788	\$ 7,127	\$ 7,483	\$ 7,857	\$ 8,250	\$ 8,663	
Urban Forestry Coordinator	MGMT	Monthly	02-12-2018	\$ 5,955	\$ 6,253	\$ 6,566	\$ 6,894	\$ 7,239	\$ 7,601	

\*\*\* 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.



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CLASSIFICATION	Bargaining Unit	Pay Basis	Effective	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
<b>Unrepresented Hourly</b>										
Crossing Guard - Substitute	Unrep Hrly	Hourly	06-08-2015	\$ 12.34	\$ 12.96	\$ 13.61	\$ 14.29	\$ 15.00		
Fire Inspector	Unrep Hrly	Hourly	11-18-2013	\$ 30.00	\$ 31.50	\$ 33.08	\$ 34.73	\$ 36.47		
Intern	Unrep Hrly	Hourly	01-01-2017	\$ 12.91	\$ 13.53	\$ 14.18	\$ 14.87	\$ 15.58		
Library Board Liaison	Unrep Hrly	Hourly	08-21-2013	\$ 37.03	\$ 38.88	\$ 40.82	\$ 42.86	\$ 45.00		
On-Call Communications Clerk	Unrep Hrly	Hourly	08-21-2013	\$ 26.94	\$ 28.29	\$ 29.70	\$ 31.19	\$ 32.75		
Parking Enforcement & Traf Cont Technician	Unrep Hrly	Hourly	11-18-2013	\$ 15.08	\$ 15.83	\$ 16.62	\$ 17.45	\$ 18.32		
Part-Time, On-Call Police Clerk Typist	Unrep Hrly	Hourly	06-23-2014	\$ 12.65	\$ 13.28	\$ 13.94	\$ 14.64	\$ 15.37		
Police Cadet	Unrep Hrly	Hourly	11-06-2017	\$ 16.36	\$ 17.18	\$ 18.04	\$ 18.94	\$ 19.89		
Police Officer Recruit	Unrep Hrly	Hourly	11-06-2017					\$ 27.43		
Program Aide	Unrep Hrly	Hourly	01-01-2018	\$ 11.00	\$ 11.55	\$ 12.13	\$ 12.74	\$ 13.38		
Program Assistant	Unrep Hrly	Hourly	01-01-2018	\$ 11.28	\$ 11.84	\$ 12.43	\$ 13.05	\$ 13.70		
Program Leader I	Unrep Hrly	Hourly	01-01-2018	\$ 11.56	\$ 12.14	\$ 12.74	\$ 13.38	\$ 14.04		
Program Leader II	Unrep Hrly	Hourly	01-01-2017	\$ 12.91	\$ 13.53	\$ 14.18	\$ 14.86	\$ 15.58		
Program Leader III	Unrep Hrly	Hourly	01-01-2017	\$ 14.86	\$ 15.58	\$ 16.33	\$ 17.12	\$ 17.95		