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**RESOLUTION NO. 2018-123**

**A RESOLUTION OF THE ALBANY CITY COUNCIL APPROVING AN UPDATED  
SALARY SCHEDULE FOR CITY EMPLOYEES**

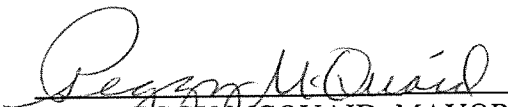
**WHEREAS**, Section 9 of the Personnel Rules and Regulations as adopted by Resolution 01-59 establishes that the City Council shall adopt salary ranges for each classification; and

**WHEREAS**, the City of Albany and the Service Employees International Union, Local 1021 (SEIU) have negotiated a new Memorandum of Understanding (MOU), effective October 1, 2018 through September 30, 2021; and

**WHEREAS**, the MOU between the City of Albany and SEIU provides periodic updates to the salary ranges for all classifications within the bargaining unit; and

**WHEREAS**, the MOU authorizes a three percent (3%) base salary increase effective October 8, 2018.

**NOW, THEREFORE, BE IT RESOLVED**, that the Albany City Council hereby adopts and confirms the Salary Schedule contained in Exhibit A and by reference made part of this Resolution.

  
PEGGY MCQUAID, MAYOR



**CITY OF ALBANY  
SALARY SCHEDULE**

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)  
FY 2017-18 and 2018-19

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).





**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							Longevity Pay****	
				1	2	3	4	5	6	7		
<b>Management/Confidential</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			
Finance 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	\$ 4,788	\$ 4,943	\$ 5,100	\$ 5,259	\$ 5,420	\$ 5,583			
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			

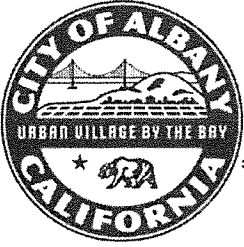
\*\*\* Management/Confidential unrepresented employee longevity pay: Upon reaching 10 years of service with the City of Albany, the sixth step will be available, which is equal to 5% above step 5.



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			
Unrepresented Hourly													
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					



# City of Albany

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

## RESOLUTION NO. 2018-123

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

The 15th day of October, 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

16th day of October, 2018.

Eileen Harrington  
DEPUTY CITY CLERK