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**RESOLUTION NO. 2018-128**

**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 salary schedule is periodically updated to reflect any changes to classifications or salaries; and

WHEREAS, the Memorandum of Understanding (MOU) between the City of Albany and the Albany Peace Officers' Association (APOA) provides for scheduled 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 November 5, 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  
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 (2018-89),  
October 15, 2018 (2018-119 and 2018-123), November 5, 2018 (2018- 128)

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 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 Lieutenant	Monthly	11-05-2018	\$ 10,625	\$ 11,156	\$ 11,714	\$ 12,300	\$ 12,915	\$ 13,561	\$ 14,239
Police Sergeant	Monthly	11-07-2016	\$ 9,189	\$ 9,589	\$ 9,918	\$ 10,287	\$ 10,684	\$ 11,111	\$ 11,561
Police Sergeant	Monthly	11-05-2018	\$ 8,425	\$ 8,846	\$ 9,288	\$ 9,752	\$ 10,240	\$ 10,752	\$ 11,290
Police Officer	Monthly	11-07-2016	\$ 6,929	\$ 7,275	\$ 7,639	\$ 8,021	\$ 8,423	\$ 8,843	\$ 9,285
Police Officer	Monthly	11-05-2018	\$ 7,137	\$ 7,494	\$ 7,869	\$ 8,262	\$ 8,675	\$ 9,109	\$ 9,564
Communications Clerk	Monthly	11-07-2016	\$ 5,155	\$ 5,413	\$ 5,684	\$ 5,968	\$ 6,266	\$ 6,579	\$ 6,908
Communications Clerk	Monthly	11-05-2018	\$ 5,310	\$ 5,576	\$ 5,855	\$ 6,148	\$ 6,455	\$ 6,778	\$ 7,117
Police Services Technician I	Monthly	11-07-2016	\$ 4,645	\$ 4,877	\$ 5,121	\$ 5,377	\$ 5,646	\$ 5,928	\$ 6,224
Police Services Technician II	Monthly	11-05-2018	\$ 4,784	\$ 5,023	\$ 5,274	\$ 5,538	\$ 5,815	\$ 6,106	\$ 6,411
Police Services Technician I	Monthly	11-07-2016	\$ 4,186	\$ 4,395	\$ 4,615	\$ 4,846	\$ 5,088	\$ 5,342	\$ 5,609
Police Services Technician I	Monthly	11-05-2018	\$ 4,312	\$ 4,528	\$ 4,754	\$ 4,992	\$ 5,242	\$ 5,504	\$ 5,779
Police Lieutenant w/ Longevity Pay*	Monthly	01-01-2018	\$ 11,296	\$ 11,812	\$ 12,354	\$ 12,923	\$ 13,520	\$ 14,147	\$ 14,805
Police Lieutenant w/ Longevity Pay*	Monthly	11-05-2018	\$ 11,605	\$ 12,136	\$ 12,694	\$ 13,280	\$ 13,895	\$ 14,541	\$ 15,219
Police Sergeant w/ Longevity Pay*	Monthly	01-01-2018	\$ 9,160	\$ 9,569	\$ 9,998	\$ 10,449	\$ 10,922	\$ 11,419	\$ 11,941
Police Sergeant w/ Longevity Pay*	Monthly	11-05-2018	\$ 9,405	\$ 9,826	\$ 10,268	\$ 10,732	\$ 11,220	\$ 11,732	\$ 12,270
Police Officer w/ Longevity Pay*	Monthly	01-01-2018	\$ 7,909	\$ 8,255	\$ 8,619	\$ 8,991	\$ 9,372	\$ 9,765	\$ 10,165
Police Officer w/ Longevity Pay*	Monthly	11-05-2018	\$ 8,117	\$ 8,474	\$ 8,849	\$ 9,242	\$ 9,655	\$ 10,089	\$ 10,544
Communications Clerk w/ Longevity Pay*	Monthly	01-01-2018	\$ 6,135	\$ 6,393	\$ 6,664	\$ 6,948	\$ 7,246	\$ 7,559	\$ 7,888
Communications Clerk w/ Longevity Pay*	Monthly	11-05-2018	\$ 6,290	\$ 6,556	\$ 6,835	\$ 7,128	\$ 7,435	\$ 7,758	\$ 8,097
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 II w/ Longevity Pay*	Monthly	11-05-2018	\$ 5,764	\$ 6,003	\$ 6,254	\$ 6,518	\$ 6,795	\$ 7,086	\$ 7,391
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
Police Services Technician I w/ Longevity Pay*	Monthly	11-05-2018	\$ 5,292	\$ 5,508	\$ 5,734	\$ 5,972	\$ 6,222	\$ 6,484	\$ 6,759



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 (2018-89), October 15, 2018 (2018-119 and 2018-123), November 5, 2018 (2018-128)

CLASSIFICATION	Pay Basis	Effective	STEPS WITHIN RANGE						
			1	2	3	4	5	6	7
<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

Elected Officials		Longevity Pay***							
Classification	Pay Basis	Effective	1	2	3	4	5	6	7
Council Member	Monthly	12-15-2010						\$ 300	
City Treasurer**	Monthly	04-19-2018						\$ 3,328	\$ 3,772

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

\*\*\*Longevity Pay for City Treasurer is calculated by adding 5% of Step 5 Fire Engineer to the Treasurer's current rate of pay.

**SEIU LOCAL 1021**

Accounting Technician III	Monthly	10-08-2018	\$ 4,491	\$ 4,716	\$ 4,952	\$ 5,200	\$ 5,460		
Accounting Technician II	Monthly	10-08-2018	\$ 4,073	\$ 4,277	\$ 4,491	\$ 4,716	\$ 4,952		
Accounting Technician I	Monthly	10-08-2018	\$ 3,694	\$ 3,879	\$ 4,073	\$ 4,277	\$ 4,491		
Administrative Secretary	Monthly	10-08-2018	\$ 4,491	\$ 4,716	\$ 4,952	\$ 5,200	\$ 5,460		
Building Inspector II	Monthly	10-08-2018	\$ 5,704	\$ 5,989	\$ 6,288	\$ 6,602	\$ 6,932		
Building Inspector I	Monthly	10-08-2018	\$ 5,173	\$ 5,432	\$ 5,704	\$ 5,989	\$ 6,288		
Civilian Clerk Typist II	Monthly	10-08-2018	\$ 2,723	\$ 2,859	\$ 3,002	\$ 3,152	\$ 3,310		
Civilian Clerk Typist I	Monthly	10-08-2018	\$ 2,470	\$ 2,594	\$ 2,724	\$ 2,860	\$ 3,003		
Community Development Assistant	Monthly	10-08-2018	\$ 5,173	\$ 5,432	\$ 5,704	\$ 5,989	\$ 6,288		
Community Development Technician	Monthly	10-08-2018	\$ 4,657	\$ 4,890	\$ 5,135	\$ 5,392	\$ 5,662		
Lead Maintenance Worker	Monthly	10-08-2018	\$ 4,306	\$ 4,521	\$ 4,747	\$ 4,984	\$ 5,233		
Maintenance Worker II	Monthly	10-08-2018	\$ 4,022	\$ 4,223	\$ 4,434	\$ 4,656	\$ 4,889		
Maintenance Worker I	Monthly	10-08-2018	\$ 3,687	\$ 3,871	\$ 4,065	\$ 4,268	\$ 4,481		
Office Assistant II	Monthly	10-08-2018	\$ 3,348	\$ 3,515	\$ 3,691	\$ 3,876	\$ 4,070		
Office Assistant I	Monthly	10-08-2018	\$ 3,034	\$ 3,186	\$ 3,345	\$ 3,512	\$ 3,688		
Police Administrative Specialist	Monthly	10-08-2018	\$ 4,849	\$ 5,091	\$ 5,346	\$ 5,613	\$ 5,894		
Recreation Coordinator II	Monthly	10-08-2018	\$ 3,804	\$ 3,994	\$ 4,194	\$ 4,404	\$ 4,624		
Recreation Coordinator I	Monthly	10-08-2018	\$ 3,231	\$ 3,393	\$ 3,563	\$ 3,741	\$ 3,928		

**Unrepresented Hourly**

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		

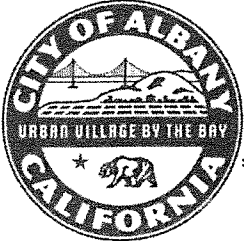


**CITY OF ALBANY  
PROPOSED SALARY SCHEDULE (FY 2017-18 and 2018-19)**

Revised: July 3, 2017 (2017-64), November 6, 2017 (2017-79), January 1, 2018 (2018-11), February 12, 2018 (2018-25), July 1, 2018 (2018-89),  
October 15, 2018 (2018-119 and 2018-123), November 5, 2018 (2018-128)

CLASSIFICATION	Pay Basis	Effective	STEPS WITHIN RANGE									
			1	2	3	4	5	6	7			
Management/Confidential												Longevity Pay****
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				
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				
Neighborhood Services Manager	Monthly	07-01-2018	\$ 7,938	\$ 8,335	\$ 8,752	\$ 9,190	\$ 9,650	\$ 10,133				
Planning Manager	Monthly	02-12-2018	\$ 8,573	\$ 9,002	\$ 9,452	\$ 9,925	\$ 10,421	\$ 10,942				
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				

\*\*\*\* 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. 2018-128

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

The 5th day of November, 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

7th day of November, 2018.

Eileen Harrington  
DEPUTY CITY CLERK