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RESOLUTION NO. 2018-139

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

WHEREAS, Section 9 of the Personnel Rules and Regulations as adopted by Resolution No. 01-59 establishes that the City Council shall adopt salary ranges for each classification; and

WHEREAS, on April 4, 2016, Governor Brown signed Senate Bill No. 3 which amended sections 245.5, 246, and 1182.12 of the California Labor Code; and

WHEREAS, the California Labor Code provides for yearly incremental adjustments to the minimum wage for employees; and

WHEREAS, effective January 1, 2019 the minimum wage for all industries is \$12.00 per hour for employers with 26 more or more employees; and

WHEREAS, the City Salary Schedule has been updated to reflect new salary ranges for three unrepresented hourly classifications to insure compliance with the law.

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.



ROCHELLE NASON, MAYOR

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

Revised: July 3, 2017 (2017-79), 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), January 1, 2019 (Reso 2018-139)

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 Peace Officers' Association (APOA)									
Police Lieutenant	Monthly	11-05-2018	\$ 10,625	\$ 11,156	\$ 11,714	\$ 12,300	\$ 12,915	\$ 13,561	\$ 14,239
Police Sergeant	Monthly	11-05-2018	\$ 8,425	\$ 8,846	\$ 9,288	\$ 9,752	\$ 10,240	\$ 10,752	\$ 11,290
Police Officer	Monthly	11-05-2018	\$ 7,137	\$ 7,494	\$ 7,869	\$ 8,262	\$ 8,675	\$ 9,109	\$ 9,564
Communications Clerk	Monthly	11-05-2018	\$ 5,310	\$ 5,576	\$ 5,855	\$ 6,148	\$ 6,455	\$ 6,778	\$ 7,117
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	11-05-2018	\$ 4,312	\$ 4,528	\$ 4,754	\$ 4,992	\$ 5,242	\$ 5,504	\$ 5,779
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	11-05-2018	\$ 9,405	\$ 9,826	\$ 10,268	\$ 10,732	\$ 11,220	\$ 11,732	\$ 12,270
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	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	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	11-05-2018	\$ 5,292	\$ 5,508	\$ 5,734	\$ 5,972	\$ 6,222	\$ 6,484	\$ 6,759
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									
Elected Officials									
Council Member	Monthly	12-15-2010					\$ 300		Longevity Pay***
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.

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

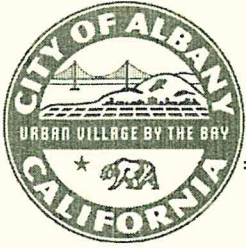
Revised: July 3, 2017 (2017-64), November 6, 2017 (2017-79), January 1, 2018 (2018-11), February 12, 2018 (2018-25), July 1, 2018 (2018-89), October 15, 2018 (2018-119 and 2018-123), November 5, 2018 (2018-128), January 1, 2019 (Reso 2018-139)

CLASSIFICATION	Pay Basis	Effective	STEPS WITHIN RANGE						
			1	2	3	4	5	6	7
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 Aide	Hourly	01-01-2019	\$ 12.00	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.58		
Program Assistant	Hourly	01-01-2018	\$ 11.28	\$ 11.84	\$ 12.43	\$ 13.05	\$ 13.70		
Program Assistant	Hourly	01-01-2019	\$12.30	\$ 12.92	\$ 13.57	\$ 14.25	\$ 14.96		
Program Leader I	Hourly	01-01-2018	\$ 11.56	\$ 12.14	\$ 12.74	\$ 13.38	\$ 14.04		
Program Leader I	Hourly	01-01-2019	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.58	\$ 15.31		
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
SALARY SCHEDULE (FY 2017-18 and 2018-19)

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



City of Albany

1000 San Pablo Avenue • Albany, California 94706
(510) 528-5710 • www.albanyca.org

RESOLUTION NO. 2018-139

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

The 17th day of December, 2018, by the following votes:

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

NOES: None

ABSENT: none

ABSTAINED: none

RECUSED: none

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

18th day of December, 2018.

Eileen Harrington
DEPUTY CITY CLERK