

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. 2019-14

**A RESOLUTION OF THE ALBANY CITY COUNCIL APPROVING THE UPDATED
SALARY RANGES FOR UNREPRESENTED MANAGEMENT/CONFIDENTIAL
AND PUBLIC SAFETY MANAGEMENT EMPLOYEE GROUPS**

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 Unrepresented Management/Confidential and Public Safety Management Employees received a uniform cost of living increase on February 12, 2018; and

WHEREAS, a 3% cost of living increase aligns with the increase to salary ranges provided as part of the recently ratified Memorandum of Understanding for the Service Employees' International Union, Local 1021; and

WHEREAS, the City Salary Schedule has been updated to reflect new salary ranges for the Unrepresented Management/Confidential and Public Safety Management employee groups.

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 (2017-64), 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 (2018-139), February 11, 2019 (2019-14)

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		
Police Chief	Monthly	02-11-2019	\$ 13,077	\$ 13,731	\$ 14,418	\$ 15,139	\$ 15,896		
Fire Chief	Monthly	02-12-2018	\$ 12,696	\$ 13,331	\$ 13,998	\$ 14,698	\$ 15,433		
Fire Chief	Monthly	02-11-2019	\$ 13,077	\$ 13,731	\$ 14,418	\$ 15,139	\$ 15,896		
Police Chief w/ Longevity Pay*	Monthly	02-12-2018	\$ 13,676	\$ 14,311	\$ 14,978	\$ 15,678	\$ 16,413		
Police Chief w/ Longevity Pay*	Monthly	02-11-2019	\$ 14,057	\$ 14,711	\$ 15,398	\$ 16,119	\$ 16,876		
Fire Chief w/ Longevity Pay*	Monthly	02-12-2018	\$ 13,676	\$ 14,311	\$ 14,978	\$ 15,678	\$ 16,413		
Fire Chief w/ Longevity Pay*	Monthly	02-13-2018	\$ 14,057	\$ 14,711	\$ 15,398	\$ 16,119	\$ 16,876		

* 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		Longevity Pay***	
Council Member	Monthly	12-15-2010	\$ 300
City Treasurer**	Monthly	04-19-2018	\$ 3,328

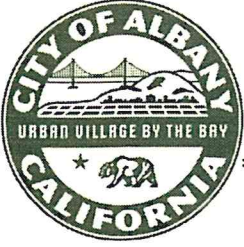
**Monthly rate for City Treasurer is based on 832 hours worked per year (0.4 FTE).

***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 4, 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 (2018-139), February 11, 2019 (2019-14)

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	01-01-2019	\$ 12.00	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.58		
Program Assistant	Hourly	01-01-2019	\$12.30	\$ 12.92	\$ 13.57	\$ 14.25	\$ 14.96		
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		
Resource Center Director	Hourly	07-03-2017	\$ 25.00	\$ 26.25	\$ 27.56	\$ 28.94	\$ 30.39		
Management/Confidential									
Accountant	Monthly	02-12-2018	\$ 5,876	\$ 6,170	\$ 6,479	\$ 6,803	\$ 7,143	\$ 7,500	
Accountant	Monthly	02-11-2019	\$ 6,052	\$ 6,355	\$ 6,673	\$ 7,007	\$ 7,357	\$ 7,725	
Assistant City Manager	Monthly	07-01-2018	\$ 11,199	\$ 11,748	\$ 12,335	\$ 12,952	\$ 13,600	\$ 14,280	
Assistant City Manager	Monthly	02-11-2019	\$ 11,525	\$ 12,101	\$ 12,706	\$ 13,341	\$ 14,008	\$ 14,708	
Longevity Pay****									



City of Albany

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

RESOLUTION NO. 2019-14

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

The 22nd day of January, 2019, by the following votes:

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

NOES: None

ABSENT: Council Member Barnes

ABSTAINED: none

RECUSED: none

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

23rd Day of January, 2019.

Eileen Harrington
DEPUTY CITY CLERK