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RESOLUTION NO. 2020-10

**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

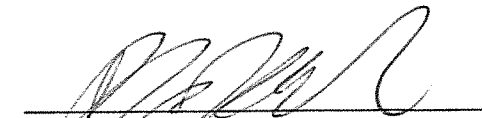
WHEREAS, on April 4, 2016, Governor Brown signed Senate Bill No. 3 which amended sections 245.5, 246, and 1182.12 of the California Labor Code; and

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

WHEREAS, Effective January 1, 2020 the minimum wage for all industries is \$13.00 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 six Unrepresented Hourly Classifications to ensure compliance with the law and fairness and equity within classifications.

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



NICK PILCH, MAYOR

**CITY OF ALBANY SALARY SCHEDULE
(FY 2019-20 and 2020-21)**

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE					
				1	2	3	4	5	6+
Accountant	MGMT	02-11-2019	Hourly	\$ 34,9154	\$ 36,6635	\$ 38,4981	\$ 40,4250	\$ 42,4443	\$ 44,5673
			Annual	\$ 6,052	\$ 6,355	\$ 6,673	\$ 7,007	\$ 7,357	\$ 7,725
Accounting Technician I	SEIU	10-07-2019	Hourly	\$ 21,9519	\$ 23,0481	\$ 24,2019	\$ 25,4135	\$ 26,6828	
			Annual	\$ 3,805	\$ 3,995	\$ 4,195	\$ 4,405	\$ 4,625	
Accounting Technician II	SEIU	10-07-2019	Hourly	\$ 24,2019	\$ 25,4135	\$ 26,6828	\$ 28,0154	\$ 29,4173	
			Annual	\$ 4,195	\$ 4,405	\$ 4,625	\$ 4,856	\$ 5,099	
Accounting Technician III	SEIU	10-07-2019	Hourly	\$ 26,6885	\$ 28,0211	\$ 29,4231	\$ 30,8943	\$ 32,4404	
			Annual	\$ 4,626	\$ 4,857	\$ 5,100	\$ 5,355	\$ 5,623	
Administrative Secretary	SEIU	10-07-2019	Hourly	\$ 26,6885	\$ 28,0211	\$ 29,4231	\$ 30,8943	\$ 32,4404	
			Annual	\$ 4,626	\$ 4,857	\$ 5,100	\$ 5,355	\$ 5,623	
Assistant City Manager	MGMT	02-11-2019	Hourly	\$ 66,4904	\$ 69,8135	\$ 73,3039	\$ 76,9673	\$ 80,8154	\$ 84,8539
			Annual	\$ 11,525	\$ 12,101	\$ 12,706	\$ 13,341	\$ 14,008	\$ 14,708
Assistant Engineer	MGMT	02-11-2019	Hourly	\$ 37,3096	\$ 39,1731	\$ 41,1346	\$ 43,1943	\$ 45,3519	\$ 47,6193
			Annual	\$ 6,467	\$ 6,790	\$ 7,130	\$ 7,487	\$ 7,861	\$ 8,254
Assistant to the City Manager	MGMT	02-11-2019	Hourly	\$ 47,9193	\$ 50,3135	\$ 52,8289	\$ 55,4711	\$ 58,2461	\$ 61,1596
			Annual	\$ 8,306	\$ 8,721	\$ 9,157	\$ 9,615	\$ 10,096	\$ 10,601
Associate Engineer	MGMT	02-11-2019	Hourly	\$ 42,3750	\$ 44,4923	\$ 46,7193	\$ 49,0558	\$ 51,5078	\$ 54,0808
			Annual	\$ 7,345	\$ 7,712	\$ 8,098	\$ 8,503	\$ 8,928	\$ 9,374
Building Inspector I	SEIU	10-07-2019	Hourly	\$ 30,7385	\$ 32,2731	\$ 33,8885	\$ 35,5846	\$ 37,3615	
			Annual	\$ 5,328	\$ 5,594	\$ 5,874	\$ 6,168	\$ 6,476	
Building Inspector II	SEIU	10-07-2019	Hourly	\$ 33,8943	\$ 35,5904	\$ 37,3673	\$ 39,2365	\$ 41,1981	
			Annual	\$ 5,875	\$ 6,169	\$ 6,477	\$ 6,801	\$ 7,141	
Building Plans Examiner	MGMT	02-11-2019	Hourly	\$ 36,0750	\$ 37,8808	\$ 39,7731	\$ 41,7635	\$ 43,8519	\$ 46,0443
			Annual	\$ 6,253	\$ 6,566	\$ 6,894	\$ 7,239	\$ 7,601	\$ 7,981
			Hourly	\$ 75,036	\$ 78,792	\$ 82,728	\$ 86,868	\$ 91,212	\$ 95,772

**CITY OF ALBANY SALARY SCHEDULE
(FY 2019-20 and 2020-21)**

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE					
				1	2	3	4	5	6*
CIP Program Manager	MGMT	02-11-2019	Hourly	\$ 50,9423	\$ 53,4923	\$ 56,1693	\$ 58,9789	\$ 61,9269	\$ 65,0250
			Monthly	\$ 8,830	\$ 9,272	\$ 9,736	\$ 10,223	\$ 10,734	\$ 11,271
City Clerk	MGMT	02-11-2019	Annual	\$ 105,960	\$ 111,264	\$ 116,832	\$ 122,676	\$ 128,808	\$ 135,252
			Hourly	\$ 47,9193	\$ 50,3135	\$ 52,8289	\$ 55,4711	\$ 58,2461	\$ 61,1596
City Clerk/Assistant City Manager	MGMT	02-11-2019	Monthly	\$ 8,306	\$ 8,721	\$ 9,157	\$ 9,615	\$ 10,096	\$ 10,601
			Annual	\$ 99,672	\$ 104,652	\$ 109,884	\$ 115,380	\$ 121,152	\$ 127,212
City Manager	MGMT	10-21-2019	Hourly	\$ 66,4904	\$ 69,8135	\$ 73,3039	\$ 76,9673	\$ 80,8154	\$ 84,8539
			Monthly	\$ 11,525	\$ 12,101	\$ 12,706	\$ 13,341	\$ 14,008	\$ 14,708
City Treasurer (0.4FTE - 832 hours/year) ²	ELECT	04-19-2018	Annual	\$ 138,300	\$ 145,212	\$ 152,472	\$ 160,092	\$ 168,096	\$ 176,496
			Hourly	\$ 96,8206	\$ 101,6620	\$ 106,5034	\$ 111,3448	\$ 116,1862	\$ 121,0276
Civilian Clerk Typist I	SEIU	10-07-2019	Monthly	\$ 2,544	\$ 2,671	\$ 2,805	\$ 2,945	\$ 3,092	\$ 3,247
			Annual	\$ 30,528	\$ 32,052	\$ 33,660	\$ 35,340	\$ 37,104	\$ 38,964
Civilian Clerk Typist II	SEIU	10-07-2019	Hourly	\$ 16,1828	\$ 16,9904	\$ 17,8385	\$ 18,7328	\$ 19,6673	\$ 20,6018
			Monthly	\$ 2,805	\$ 2,945	\$ 3,092	\$ 3,247	\$ 3,409	\$ 3,571
Communications Clerk ¹	APOA	11-04-2019	Annual	\$ 33,660	\$ 35,340	\$ 37,104	\$ 38,964	\$ 40,908	\$ 42,853
			Hourly	\$ 31,5519	\$ 33,1269	\$ 34,7828	\$ 36,5193	\$ 38,3481	\$ 40,2635
Community Development Assistant	SEIU	10-07-2019	Monthly	\$ 5,469	\$ 5,742	\$ 6,029	\$ 6,330	\$ 6,647	\$ 6,979
			Annual	\$ 65,628	\$ 68,904	\$ 72,348	\$ 75,960	\$ 79,764	\$ 83,748
Community Development Associate	MGMT	02-11-2019	Hourly	\$ 30,7385	\$ 32,2731	\$ 33,8885	\$ 35,5846	\$ 37,3615	\$ 39,2184
			Monthly	\$ 5,328	\$ 5,594	\$ 5,874	\$ 6,168	\$ 6,476	\$ 6,796
Community Development Technician	SEIU	10-07-2019	Annual	\$ 63,936	\$ 67,128	\$ 70,488	\$ 74,016	\$ 77,712	\$ 81,480
			Hourly	\$ 37,2115	\$ 39,0750	\$ 41,0308	\$ 43,0846	\$ 45,2365	\$ 47,4981
Community Development Director	MGMT	02-11-2019	Monthly	\$ 6,450	\$ 6,773	\$ 7,112	\$ 7,468	\$ 7,841	\$ 8,233
			Annual	\$ 77,400	\$ 81,276	\$ 85,344	\$ 89,616	\$ 94,092	\$ 98,796
Community Development Technician	SEIU	10-07-2019	Hourly	\$ 66,4904	\$ 69,8135	\$ 73,3039	\$ 76,9673	\$ 80,8154	\$ 84,8539
			Monthly	\$ 11,525	\$ 12,101	\$ 12,706	\$ 13,341	\$ 14,008	\$ 14,708
Community Development Technician	SEIU	10-07-2019	Annual	\$ 138,300	\$ 145,212	\$ 152,472	\$ 160,092	\$ 168,096	\$ 176,496
			Hourly	\$ 27,6750	\$ 29,0596	\$ 30,5135	\$ 32,0365	\$ 33,6404	\$ 35,2843
Community Development Technician	SEIU	10-07-2019	Monthly	\$ 4,797	\$ 5,037	\$ 5,289	\$ 5,553	\$ 5,831	\$ 6,114
			Annual	\$ 57,564	\$ 60,444	\$ 63,468	\$ 66,636	\$ 69,972	\$ 73,496

**CITY OF ALBANY SALARY SCHEDULE
(FY 2019-20 and 2020-21)**

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE							
				1	2	3	4	5	6*	7	
Community Engagement Specialist	MGMT	02-11-2019	Hourly	\$ 27,190	\$ 28,519	\$ 29,979	\$ 31,479	\$ 33,051	\$ 34,701		
			Monthly	\$ 4,713	\$ 4,949	\$ 5,196	\$ 5,456	\$ 5,729	\$ 6,015		
			Annual	\$ 56,556	\$ 59,388	\$ 62,352	\$ 65,472	\$ 68,748	\$ 72,180		
Community Services Manager	MGMT	02-11-2019	Hourly	\$ 48,985	\$ 51,438	\$ 54,011	\$ 56,711	\$ 59,500	\$ 62,569		
			Monthly	\$ 8,491	\$ 8,916	\$ 9,362	\$ 9,830	\$ 10,322	\$ 10,838		
			Annual	\$ 101,892	\$ 106,992	\$ 112,344	\$ 117,960	\$ 123,864	\$ 130,056		
Council Member	ELECT	12-15-2010	Monthly	\$300.00							
Facilities & Maintenance Manager	MGMT	02-11-2019	Hourly	\$ 52,551	\$ 55,179	\$ 57,936	\$ 60,838	\$ 63,871	\$ 67,067		
			Monthly	\$ 9,109	\$ 9,564	\$ 10,042	\$ 10,544	\$ 11,071	\$ 11,625		
			Annual	\$ 109,308	\$ 114,768	\$ 120,504	\$ 126,528	\$ 132,852	\$ 139,500		
Finance Director	MGMT	02-11-2019	Hourly	\$ 66,490	\$ 69,813	\$ 73,303	\$ 76,967	\$ 80,815	\$ 84,853		
			Monthly	\$ 11,525	\$ 12,101	\$ 12,706	\$ 13,341	\$ 14,008	\$ 14,708		
			Annual	\$ 138,300	\$ 145,212	\$ 152,472	\$ 160,092	\$ 168,096	\$ 176,496		
Financial Analyst	MGMT	02-11-2019	Hourly	\$ 34,915	\$ 36,663	\$ 38,498	\$ 40,425	\$ 42,443	\$ 44,567		
			Monthly	\$ 6,052	\$ 6,355	\$ 6,673	\$ 7,007	\$ 7,357	\$ 7,725		
			Annual	\$ 72,624	\$ 76,260	\$ 80,076	\$ 84,084	\$ 88,284	\$ 92,700		
Financial Coordinator	MGMT	11-04-2019	Hourly	\$ 31,667	\$ 33,248	\$ 34,909	\$ 36,657	\$ 38,492	\$ 40,419		
			Monthly	\$ 5,489	\$ 5,763	\$ 6,051	\$ 6,354	\$ 6,672	\$ 7,006		
			Annual	\$ 65,868	\$ 69,156	\$ 72,612	\$ 76,248	\$ 80,064	\$ 84,072		
Finance Supervisor	MGMT	11-04-2019	Hourly	\$ 40,338	\$ 42,357	\$ 44,475	\$ 46,691	\$ 49,032	\$ 51,484		
			Monthly	\$ 6,992	\$ 7,342	\$ 7,709	\$ 8,094	\$ 8,499	\$ 8,924		
			Annual	\$ 83,904	\$ 88,104	\$ 92,508	\$ 97,128	\$ 101,988	\$ 107,088		
Fire Captain ¹	AFFA	01-14-2019	Hourly	\$ 38,265	\$ 40,178	\$ 42,189	\$ 44,299	\$ 46,515	\$ 48,840	\$ 51,284	
			Monthly	\$ 9,286	\$ 9,750	\$ 10,238	\$ 10,750	\$ 11,288	\$ 11,852	\$ 12,445	
			Annual	\$ 111,432	\$ 117,000	\$ 122,856	\$ 129,000	\$ 135,456	\$ 142,224	\$ 149,340	
Fire Chief ¹	UNSFT	02-11-2019	Hourly	\$ 75,443	\$ 79,217	\$ 83,180	\$ 87,340	\$ 91,707			
			Monthly	\$ 13,077	\$ 13,731	\$ 14,418	\$ 15,139	\$ 15,896			
			Annual	\$ 156,924	\$ 164,772	\$ 173,016	\$ 181,668	\$ 190,752			
Fire Engineer ¹	AFFA	01-14-2019	Hourly	\$ 31,479	\$ 33,053	\$ 34,710	\$ 36,445	\$ 38,266	\$ 40,178	\$ 42,189	
			Monthly	\$ 7,639	\$ 8,021	\$ 8,423	\$ 8,844	\$ 9,286	\$ 9,750	\$ 10,238	
			Annual	\$ 91,668	\$ 96,252	\$ 101,076	\$ 106,128	\$ 111,432	\$ 117,000	\$ 122,856	
Fire Fighter ¹	AFFA	01-14-2019	Hourly	\$ 28,549	\$ 29,979	\$ 31,479	\$ 33,053	\$ 34,710	\$ 36,445	\$ 38,266	
			Monthly	\$ 6,928	\$ 7,275	\$ 7,639	\$ 8,021	\$ 8,423	\$ 8,844	\$ 9,286	
			Annual	\$ 83,136	\$ 87,300	\$ 91,668	\$ 96,252	\$ 101,076	\$ 106,128	\$ 111,432	
Fire Lieutenant ¹	AFFA	01-14-2019	Hourly	\$ 34,710	\$ 36,445	\$ 38,266	\$ 40,178	\$ 42,189	\$ 44,299	\$ 46,515	
			Monthly	\$ 8,423	\$ 8,844	\$ 9,286	\$ 9,750	\$ 10,238	\$ 10,750	\$ 11,288	
			Annual	\$ 101,076	\$ 106,128	\$ 111,432	\$ 117,000	\$ 122,856	\$ 129,000	\$ 135,456	

CITY OF ALBANY SALARY SCHEDULE
(FY 2019-20 and 2020-21)

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE							
				1	2	3	4	5	6*	7	
Human Resources Analyst	MGMT	02-11-2019	Hourly	\$ 36,075	\$ 37,808	\$ 39,773	\$ 41,763	\$ 43,851	\$ 46,044		
			Monthly	\$ 6,253	\$ 6,566	\$ 6,894	\$ 7,239	\$ 7,601	\$ 7,981		
			Annual	\$ 75,036	\$ 78,792	\$ 82,728	\$ 86,868	\$ 91,212	\$ 95,772		
Human Resources Director	MGMT	02-11-2019	Hourly	\$ 66,490	\$ 69,835	\$ 73,309	\$ 76,967	\$ 80,815	\$ 84,853		
			Monthly	\$ 11,525	\$ 12,101	\$ 12,706	\$ 13,341	\$ 14,008	\$ 14,708		
			Annual	\$ 138,300	\$ 145,212	\$ 152,472	\$ 160,092	\$ 168,096	\$ 176,496		
Human Resources Technician	MGMT	02-11-2019	Hourly	\$ 25,909	\$ 27,207	\$ 28,569	\$ 30,000	\$ 31,500	\$ 33,075		
			Monthly	\$ 4,491	\$ 4,716	\$ 4,952	\$ 5,200	\$ 5,460	\$ 5,733		
			Annual	\$ 53,892	\$ 56,592	\$ 59,424	\$ 62,400	\$ 65,520	\$ 68,796		
Information Technology Analyst	MGMT	02-11-2019	Hourly	\$ 34,875	\$ 36,617	\$ 38,446	\$ 40,367	\$ 42,385	\$ 44,503		
			Monthly	\$ 6,045	\$ 6,347	\$ 6,664	\$ 6,997	\$ 7,347	\$ 7,714		
			Annual	\$ 72,540	\$ 76,164	\$ 79,968	\$ 83,964	\$ 88,164	\$ 92,568		
Lead Maintenance Worker	SEIU	10-07-2019	Hourly	\$ 25,586	\$ 26,867	\$ 28,211	\$ 29,625	\$ 31,107			
			Monthly	\$ 4,435	\$ 4,657	\$ 4,890	\$ 5,135	\$ 5,392			
			Annual	\$ 53,220	\$ 55,884	\$ 58,680	\$ 61,620	\$ 64,704			
Maintenance Worker I	SEIU	10-07-2019	Hourly	\$ 21,911	\$ 23,007	\$ 24,158	\$ 25,361	\$ 26,630			
			Monthly	\$ 3,798	\$ 3,988	\$ 4,187	\$ 4,396	\$ 4,616			
			Annual	\$ 45,576	\$ 47,856	\$ 50,244	\$ 52,752	\$ 55,392			
Maintenance Worker II	SEIU	10-07-2019	Hourly	\$ 23,901	\$ 25,096	\$ 26,353	\$ 27,669	\$ 29,053			
			Monthly	\$ 4,143	\$ 4,350	\$ 4,568	\$ 4,796	\$ 5,036			
			Annual	\$ 49,716	\$ 52,200	\$ 54,816	\$ 57,552	\$ 60,432			
Management Analyst	MGMT	02-11-2019	Hourly	\$ 36,075	\$ 37,808	\$ 39,773	\$ 41,763	\$ 43,851	\$ 46,044		
			Monthly	\$ 6,253	\$ 6,566	\$ 6,894	\$ 7,239	\$ 7,601	\$ 7,981		
			Annual	\$ 75,036	\$ 78,792	\$ 82,728	\$ 86,868	\$ 91,212	\$ 95,772		
Neighborhood Services Manager	MGMT	02-11-2019	Hourly	\$ 47,169	\$ 49,529	\$ 52,009	\$ 54,608	\$ 57,336	\$ 60,209		
			Monthly	\$ 8,176	\$ 8,585	\$ 9,014	\$ 9,465	\$ 9,938	\$ 10,435		
			Annual	\$ 98,112	\$ 103,020	\$ 108,168	\$ 113,580	\$ 119,256	\$ 125,220		
Office Assistant I	SEIU	10-07-2019	Hourly	\$ 18,028	\$ 18,928	\$ 19,875	\$ 20,867	\$ 21,911			
			Monthly	\$ 3,125	\$ 3,281	\$ 3,445	\$ 3,617	\$ 3,798			
			Annual	\$ 37,500	\$ 39,372	\$ 41,340	\$ 43,404	\$ 45,576			
Office Assistant II	SEIU	10-07-2019	Hourly	\$ 19,892	\$ 20,884	\$ 21,928	\$ 23,025	\$ 24,178			
			Monthly	\$ 3,448	\$ 3,620	\$ 3,801	\$ 3,991	\$ 4,191			
			Annual	\$ 41,376	\$ 43,440	\$ 45,612	\$ 47,892	\$ 50,292			
Planning Manager	MGMT	02-11-2019	Hourly	\$ 50,942	\$ 53,492	\$ 56,193	\$ 58,978	\$ 61,926	\$ 65,025		
			Monthly	\$ 8,830	\$ 9,272	\$ 9,736	\$ 10,223	\$ 10,734	\$ 11,271		
			Annual	\$ 105,960	\$ 111,264	\$ 116,832	\$ 122,676	\$ 128,808	\$ 135,252		

**CITY OF ALBANY SALARY SCHEDULE
(FY 2019-20 and 2020-21)**

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE							
				1	2	3	4	5	6*	7	
Police Administrative Specialist	SEIU	10-07-2019	Hourly	\$ 28,8115	\$ 30,2539	\$ 31,7654	\$ 33,3519	\$ 35,0193			
			Monthly	\$ 4,994	\$ 5,244	\$ 5,506	\$ 5,781	\$ 6,070			
			Annual	\$ 59,928	\$ 62,928	\$ 66,072	\$ 69,372	\$ 72,840			
Police Chief ¹	UNSFT	02-11-2019	Hourly	\$ 75,4443	\$ 79,2173	\$ 83,1808	\$ 87,3404	\$ 91,7078			
			Monthly	\$ 13,077	\$ 13,731	\$ 14,418	\$ 15,139	\$ 15,896			
			Annual	\$ 156,924	\$ 164,772	\$ 173,016	\$ 181,668	\$ 190,752			
Police Lieutenant ¹	APOA	11-04-2019	Hourly	\$ 63,1385	\$ 66,2943	\$ 69,6115	\$ 73,0904	\$ 76,7423	\$ 80,5789	\$ 84,6058	
			Monthly	\$ 10,944	\$ 11,491	\$ 12,066	\$ 12,669	\$ 13,302	\$ 13,967	\$ 14,665	
			Annual	\$ 131,328	\$ 137,892	\$ 144,792	\$ 152,028	\$ 159,624	\$ 167,604	\$ 175,980	
Police Officer ¹	APOA	11-04-2019	Hourly	\$ 42,4096	\$ 44,5328	\$ 46,7596	\$ 49,0961	\$ 51,5539	\$ 54,1328	\$ 56,8385	
			Monthly	\$ 7,351	\$ 7,719	\$ 8,105	\$ 8,510	\$ 8,936	\$ 9,383	\$ 9,852	
			Annual	\$ 88,212	\$ 92,628	\$ 97,260	\$ 102,120	\$ 107,232	\$ 112,596	\$ 118,224	
Police Records Assistant	SEIU	10-07-2019	Hourly	\$ 24,2019	\$ 25,4135	\$ 26,6828	\$ 28,0154	\$ 29,4173			
			Monthly	\$ 4,195	\$ 4,405	\$ 4,625	\$ 4,856	\$ 5,099			
			Annual	\$ 50,340	\$ 52,860	\$ 55,500	\$ 58,272	\$ 61,188			
Police Sergeant ¹	APOA	11-04-2019	Hourly	\$ 50,0654	\$ 52,5693	\$ 55,2000	\$ 57,9578	\$ 60,8539	\$ 63,8943	\$ 67,0904	
			Monthly	\$ 8,678	\$ 9,112	\$ 9,568	\$ 10,046	\$ 10,548	\$ 11,075	\$ 11,629	
			Annual	\$ 104,136	\$ 109,344	\$ 114,816	\$ 120,552	\$ 126,576	\$ 132,900	\$ 139,548	
Police Services Technician I ¹	APOA	11-04-2019	Hourly	\$ 25,6211	\$ 26,9019	\$ 28,2461	\$ 29,6596	\$ 31,1423	\$ 32,7000	\$ 34,3328	
			Monthly	\$ 4,441	\$ 4,663	\$ 4,896	\$ 5,141	\$ 5,398	\$ 5,668	\$ 5,951	
			Annual	\$ 53,292	\$ 55,956	\$ 58,752	\$ 61,692	\$ 64,776	\$ 68,016	\$ 71,412	
Police Services Technician II ¹	APOA	11-04-2019	Hourly	\$ 28,4308	\$ 29,8500	\$ 31,3443	\$ 32,9135	\$ 34,5578	\$ 36,2885	\$ 38,1058	
			Monthly	\$ 4,928	\$ 5,174	\$ 5,433	\$ 5,705	\$ 5,990	\$ 6,290	\$ 6,605	
			Annual	\$ 59,136	\$ 62,088	\$ 65,196	\$ 68,460	\$ 71,880	\$ 75,480	\$ 79,260	
Program Manager	MGMT	02-11-2019	Hourly	\$ 47,1693	\$ 49,5289	\$ 52,0039	\$ 54,6058	\$ 57,3346	\$ 60,2019		
			Monthly	\$ 8,176	\$ 8,585	\$ 9,014	\$ 9,465	\$ 9,938	\$ 10,435		
			Annual	\$ 98,112	\$ 103,020	\$ 108,168	\$ 113,580	\$ 119,256	\$ 125,220		
Project Manager	MGMT	02-11-2019	Hourly	\$ 47,1693	\$ 49,5289	\$ 52,0039	\$ 54,6058	\$ 57,3346	\$ 60,2019		
			Monthly	\$ 8,176	\$ 8,585	\$ 9,014	\$ 9,465	\$ 9,938	\$ 10,435		
			Annual	\$ 98,112	\$ 103,020	\$ 108,168	\$ 113,580	\$ 119,256	\$ 125,220		
Public Works Director/City Engineer	MGMT	02-11-2019	Hourly	\$ 69,3000	\$ 72,7673	\$ 76,4078	\$ 80,2269	\$ 84,2365	\$ 88,4481		
			Monthly	\$ 12,012	\$ 12,613	\$ 13,244	\$ 13,906	\$ 14,601	\$ 15,331		
			Annual	\$ 144,144	\$ 151,356	\$ 158,928	\$ 166,872	\$ 175,212	\$ 183,972		
Recreation & Community Services Director	MGMT	02-11-2019	Hourly	\$ 66,4904	\$ 69,8135	\$ 73,3039	\$ 76,9673	\$ 80,8154	\$ 84,8539		
			Monthly	\$ 11,525	\$ 12,101	\$ 12,706	\$ 13,341	\$ 14,008	\$ 14,708		
			Annual	\$ 138,300	\$ 145,212	\$ 152,472	\$ 160,092	\$ 168,096	\$ 176,496		

CITY OF ALBANY SALARY SCHEDULE
(FY 2019-20 and 2020-21)

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE									
				1	2	3	4	5	6*	7			
Recreation Coordinator I	SEIU	10-07-2019	Hourly	\$ 19,200	\$ 20,157	\$ 21,167	\$ 22,231	\$ 23,365					
			Monthly	\$ 3,328	\$ 3,494	\$ 3,669	\$ 3,852	\$ 4,045					
			Annual	\$ 39,936	\$ 41,928	\$ 44,028	\$ 46,224	\$ 48,540					
Recreation Coordinator II	SEIU	10-07-2019	Hourly	\$ 22,603	\$ 23,734	\$ 24,923	\$ 26,169	\$ 27,479					
			Monthly	\$ 3,918	\$ 4,114	\$ 4,320	\$ 4,536	\$ 4,763					
			Annual	\$ 47,016	\$ 49,368	\$ 51,840	\$ 54,432	\$ 57,156					
Recreation Supervisor	MGMT	02-11-2019	Hourly	\$ 32,919	\$ 34,563	\$ 36,294	\$ 38,115	\$ 40,015	\$ 42,017				
			Monthly	\$ 5,706	\$ 5,991	\$ 6,291	\$ 6,606	\$ 6,936	\$ 7,283				
			Annual	\$ 68,472	\$ 71,892	\$ 75,492	\$ 79,272	\$ 83,232	\$ 87,396				
Secretary to the City Manager	MGMT	02-11-2019	Hourly	\$ 28,003	\$ 29,405	\$ 30,876	\$ 32,423	\$ 34,044					
			Monthly	\$ 4,854	\$ 5,097	\$ 5,352	\$ 5,620	\$ 5,901	\$ 6,196				
			Annual	\$ 58,248	\$ 61,164	\$ 64,224	\$ 67,440	\$ 70,812	\$ 74,352				
Senior & Human Services Director	MGMT	02-11-2019	Hourly	\$ 66,490	\$ 69,813	\$ 73,309	\$ 76,967	\$ 80,815	\$ 84,853				
			Monthly	\$ 11,525	\$ 12,101	\$ 12,706	\$ 13,341	\$ 14,008	\$ 14,708				
			Annual	\$ 138,300	\$ 145,212	\$ 152,472	\$ 160,092	\$ 168,096	\$ 176,496				
Senior Accountant	MGMT	02-11-2019	Hourly	\$ 40,338	\$ 42,357	\$ 44,475	\$ 46,691	\$ 49,032	\$ 51,484				
			Monthly	\$ 6,992	\$ 7,342	\$ 7,709	\$ 8,094	\$ 8,499	\$ 8,924				
			Annual	\$ 83,904	\$ 88,104	\$ 92,508	\$ 97,128	\$ 101,988	\$ 107,088				
Senior Engineer	MGMT	02-11-2019	Hourly	\$ 52,508	\$ 55,130	\$ 57,885	\$ 60,784	\$ 63,825	\$ 67,015				
			Monthly	\$ 9,101	\$ 9,556	\$ 10,034	\$ 10,536	\$ 11,063	\$ 11,616				
			Annual	\$ 109,212	\$ 114,672	\$ 120,408	\$ 126,432	\$ 132,756	\$ 139,392				
Senior Planner	MGMT	02-11-2019	Hourly	\$ 43,090	\$ 45,242	\$ 47,509	\$ 49,880	\$ 52,371	\$ 54,992				
			Monthly	\$ 7,469	\$ 7,842	\$ 8,234	\$ 8,646	\$ 9,078	\$ 9,532				
			Annual	\$ 89,628	\$ 94,104	\$ 98,808	\$ 103,752	\$ 108,936	\$ 114,384				
Senior Recreation Supervisor	MGMT	02-11-2019	Hourly	\$ 40,338	\$ 42,357	\$ 44,475	\$ 46,691	\$ 49,032	\$ 51,484				
			Monthly	\$ 6,992	\$ 7,342	\$ 7,709	\$ 8,094	\$ 8,499	\$ 8,924				
			Annual	\$ 83,904	\$ 88,104	\$ 92,508	\$ 97,128	\$ 101,988	\$ 107,088				
Senior Van Driver	SEIU	10-07-2019	Hourly	\$ 15,305	\$ 16,071	\$ 16,875	\$ 17,717	\$ 18,605					
			Monthly	\$ 2,653	\$ 2,786	\$ 2,925	\$ 3,071	\$ 3,225					
			Annual	\$ 31,836	\$ 33,432	\$ 35,100	\$ 36,852	\$ 38,700					
Urban Forestry Coordinator	MGMT	02-11-2019	Hourly	\$ 35,385	\$ 37,159	\$ 39,017	\$ 40,967	\$ 43,015	\$ 45,167				
			Monthly	\$ 6,134	\$ 6,441	\$ 6,763	\$ 7,101	\$ 7,456	\$ 7,829				
			Annual	\$ 73,608	\$ 77,292	\$ 81,156	\$ 85,212	\$ 89,472	\$ 93,948				

CITY OF ALBANY SALARY SCHEDULE
(FY 2019-20 and 2020-21)

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10)

Hourly Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE				
				1	2	3	4	5
Fire Inspector	HRLY	11-18-2013	Hourly	\$ 30,000	\$ 31,500	\$ 33,080	\$ 34,730	\$ 36,470
Intern	HRLY	01-01-2017	Hourly	\$ 12,910	\$ 13,530	\$ 14,180	\$ 14,870	\$ 15,590
Intern	HRLY	01-01-2020	Hourly	\$ 13,996	\$ 14,696	\$ 15,434	\$ 16,203	\$ 17,016
Library Board Liaison	HRLY	08-21-2013	Hourly	\$ 37,030	\$ 38,880	\$ 40,820	\$ 42,860	\$ 45,000
On-Call Communications Clerk	HRLY	08-21-2013	Hourly	\$ 26,940	\$ 28,290	\$ 29,700	\$ 31,190	\$ 32,750
Parking Enforcement &								
Traffic Control Technician	HRLY	10-07-2019	Hourly	\$ 25,000	\$ 26,250	\$ 27,560	\$ 28,940	\$ 30,390
Part-Time, On-Call Police Clerk-Typist	HRLY	06-23-2014	Hourly	\$ 12,650	\$ 13,280	\$ 13,940	\$ 14,640	\$ 15,370
Part-Time, On-Call Police Clerk-Typist	HRLY	01-01-2020	Hourly	\$ 14,676	\$ 15,406	\$ 16,182	\$ 16,990	\$ 17,835
Police Cadet	HRLY	11-06-2017	Hourly	\$ 16,360	\$ 17,180	\$ 18,040	\$ 18,940	\$ 19,890
Police Officer Recruit	HRLY	11-06-2017	Hourly	\$ 27,430				
Program Aide	HRLY	01-01-2019	Hourly	\$ 12,000	\$ 12,600	\$ 13,230	\$ 13,890	\$ 14,580
Program Aide	HRLY	01-01-2020	Hourly	\$ 13,000	\$ 13,650	\$ 14,325	\$ 15,041	\$ 15,801
Program Assistant	HRLY	01-01-2019	Hourly	\$ 12,300	\$ 12,920	\$ 13,570	\$ 14,250	\$ 14,960
Program Assistant	HRLY	01-01-2020	Hourly	\$ 13,325	\$ 13,993	\$ 14,699	\$ 15,425	\$ 16,167
Program Leader I	HRLY	01-01-2019	Hourly	\$ 12,600	\$ 13,230	\$ 13,890	\$ 14,580	\$ 15,310
Program Leader I	HRLY	01-01-2020	Hourly	\$ 13,651	\$ 14,341	\$ 15,051	\$ 15,811	\$ 16,601
Program Leader II	HRLY	01-01-2017	Hourly	\$ 12,910	\$ 13,530	\$ 14,180	\$ 14,860	\$ 15,580
Program Leader II	HRLY	01-01-2020	Hourly	\$ 13,996	\$ 14,696	\$ 15,434	\$ 16,203	\$ 17,016
Program Leader III	HRLY	01-01-2017	Hourly	\$ 14,860	\$ 15,580	\$ 16,330	\$ 17,120	\$ 17,950
Resource Center Director	HRLY	07-03-2017	Hourly	\$ 25,000	\$ 26,250	\$ 27,560	\$ 28,940	\$ 30,390

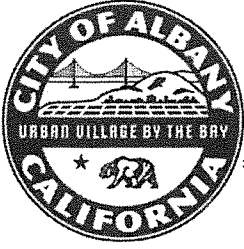
Notes to the Salary Schedule

¹ Longevity Pay for AFFA, APOA, Police Chief, and Fire Chief employees is paid during 25th-33rd years of service and is equal to 10% of Step 7 Fire Engineer

² 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.

* 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.

Annual rate is based on 2,912 hours worked per year for AFFA employees. Unless indicated otherwise, annual rate is based on 2,080 hours worked per year for all other employee groups.



City of Albany

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

RESOLUTION NO. 2020-10

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

The 21st day of January, 2020 by the following votes:

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

NOES: None

ABSENT: none

ABSTAINED: none

RECUSED: none

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

22nd day of January, 2020.

Eileen Harrington

Eileen Harrington
DEPUTY CITY CLERK