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RESOLUTION NO. 2020-16

**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 01-59 establishes that the City Council shall adopt salary ranges for each classification; and

WHEREAS, an updated Salary Schedule has been prepared that incorporates salary adjustments for various employee classifications, incorporates various classification title changes, and updates due to new CalPERS guidance; and

WHEREAS, in accordance with the approved FY 2019-20 and 2020-21 Biennial Operating Budget, an updated Salary Schedule has been prepared that incorporates new salaries for unrepresented Management/Confidential and Safety Management employees, Fire Chief and Police Chief; and

WHEREAS, in order to ensure the City is able to attract and retain qualified candidates to maintain service levels for critical positions and avoid compaction issues, market adjustments are recommended for the Police Records Assistant, Part-Time, On-Call Police Records Assistant and Police Records Specialist classifications; and

WHEREAS, the City’s CIP Program Manager was mis-classified upon hire as a Senior Engineer; and

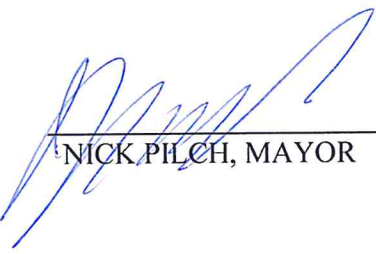
WHEREAS, since these salaries are commonly benchmarked due to the similarities in the level of job tasks and significance in responsibilities, the updated salary schedule updates the CIP Program Manager salary as benchmarked with the Senior Engineer; and

1 **WHEREAS**, the Assistant City Manager salary has been updated with a five percent (5%)
2 increase to reflect the wide range of expertise and responsibilities this position now requires due
3 to the consolidation of key City services; and
4

5 **WHEREAS**, the updated salary schedule also provides for various title changes with no
6 proposed salary adjustments. This is done to more accurately reflect the job scope,
7 responsibilities, and to more closely mirror the job titles that are used by comparator agencies;
8 and
9

10 **WHEREAS**, staff have removed all references to special compensation as a precautionary
11 measure to ensure compliance with California Code of Regulations section 570.5.
12

13 **NOW, THEREFORE, BE IT RESOLVED**, that the Albany City Council hereby adopts
14 and confirms the Salary Schedule contained in Exhibit A and by reference made part of this
15 Resolution.
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20 _____
21 NICK PILCH, MAYOR
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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), February 10, 2020 (Reso. 2020-16)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Accountant	MGMT	02-10-2020	Hourly	\$ 35.9654	\$ 37.7654	\$ 39.6519	\$ 41.6365	\$ 43.7192		
			Monthly	\$ 6,234	\$ 6,546	\$ 6,873	\$ 7,217	\$ 7,578		
			Annual	\$ 74,808	\$ 78,552	\$ 82,476	\$ 86,604	\$ 90,936		
Accounting Supervisor (new title)	MGMT	02-10-2020	Hourly	\$ 41.5500	\$ 43.6269	\$ 45.8078	\$ 48.0981	\$ 50.5039		
			Monthly	\$ 7,202	\$ 7,562	\$ 7,940	\$ 8,337	\$ 8,754		
			Annual	\$ 86,424	\$ 90,744	\$ 95,280	\$ 100,044	\$ 105,048		
Accounting Technician I	SEIU	10-07-2019	Hourly	\$ 21.9519	\$ 23.0481	\$ 24.2019	\$ 25.4135	\$ 26.6828		
			Monthly	\$ 3,805	\$ 3,995	\$ 4,195	\$ 4,405	\$ 4,625		
			Annual	\$ 45,660	\$ 47,940	\$ 50,340	\$ 52,860	\$ 55,500		
Accounting Technician II	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		
Accounting Technician III Payroll Technician	SEIU	10-07-2019	Hourly	\$ 26.6885	\$ 28.0211	\$ 29.4231	\$ 30.8943	\$ 32.4404		
			Monthly	\$ 4,626	\$ 4,857	\$ 5,100	\$ 5,355	\$ 5,623		
			Annual	\$ 55,512	\$ 58,284	\$ 61,200	\$ 64,260	\$ 67,476		
Administrative Secretary Administrative Assistant	SEIU	10-07-2019	Hourly	\$ 26.6885	\$ 28.0211	\$ 29.4231	\$ 30.8943	\$ 32.4404		
			Monthly	\$ 4,626	\$ 4,857	\$ 5,100	\$ 5,355	\$ 5,623		
			Annual	\$ 55,512	\$ 58,284	\$ 61,200	\$ 64,260	\$ 67,476		
Assistant City Manager	MGMT	02-10-2020	Hourly	\$ 71.9135	\$ 75.5078	\$ 79.2808	\$ 83.2443	\$ 87.4039		
			Monthly	\$ 12,465	\$ 13,088	\$ 13,742	\$ 14,429	\$ 15,150		
			Annual	\$ 149,580	\$ 157,056	\$ 164,904	\$ 173,148	\$ 181,800		
Assistant Engineer	MGMT	02-10-2020	Hourly	\$ 38.4289	\$ 40.3500	\$ 42.3693	\$ 44.4865	\$ 46.7135		
			Monthly	\$ 6,661	\$ 6,994	\$ 7,344	\$ 7,711	\$ 8,097		
			Annual	\$ 79,932	\$ 83,928	\$ 88,128	\$ 92,532	\$ 97,164		
Assistant to the City Manager	MGMT	02-10-2020	Hourly	\$ 49.3558	\$ 51.8250	\$ 54.4154	\$ 57.1385	\$ 59.9943		
			Monthly	\$ 8,555	\$ 8,983	\$ 9,432	\$ 9,904	\$ 10,399		
			Annual	\$ 102,660	\$ 107,796	\$ 113,184	\$ 118,848	\$ 124,788		
Associate Engineer	MGMT	02-10-2020	Hourly	\$ 43.6443	\$ 45.8250	\$ 48.1154	\$ 50.5211	\$ 53.0481		
			Monthly	\$ 7,565	\$ 7,943	\$ 8,340	\$ 8,757	\$ 9,195		
			Annual	\$ 90,780	\$ 95,316	\$ 100,080	\$ 105,084	\$ 110,340		
Building Inspector I	SEIU	10-07-2019	Hourly	\$ 30.7385	\$ 32.2731	\$ 33.8885	\$ 35.5846	\$ 37.3615		
			Monthly	\$ 5,328	\$ 5,594	\$ 5,874	\$ 6,168	\$ 6,476		
			Annual	\$ 63,936	\$ 67,128	\$ 70,488	\$ 74,016	\$ 77,712		
Building Inspector II	SEIU	10-07-2019	Hourly	\$ 33.8943	\$ 35.5904	\$ 37.3673	\$ 39.2365	\$ 41.1981		
			Monthly	\$ 5,875	\$ 6,169	\$ 6,477	\$ 6,801	\$ 7,141		
			Annual	\$ 70,500	\$ 74,028	\$ 77,724	\$ 81,612	\$ 85,692		
Building Plans Examiner	MGMT	02-11-2019	Hourly	\$ 37.1596	\$ 39.0173	\$ 40.9673	\$ 43.0154	\$ 45.1673		
			Monthly	\$ 6,441	\$ 6,763	\$ 7,101	\$ 7,456	\$ 7,829		
			Annual	\$ 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), February 10, 2020 (Reso. 2020-16)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
CIP Program Manager	MGMT	02-10-2020	Hourly	\$ 54.0808	\$ 56.7865	\$ 59.6250	\$ 62.6078	\$ 65.7404		
			Monthly	\$ 9,374	\$ 9,843	\$ 10,335	\$ 10,852	\$ 11,395		
			Annual	\$ 112,488	\$ 118,116	\$ 124,020	\$ 130,224	\$ 136,740		
City Clerk	MGMT	02-10-2020	Hourly	\$ 49.3558	\$ 51.8250	\$ 54.4154	\$ 57.1385	\$ 59.9943		
			Monthly	\$ 8,555	\$ 8,983	\$ 9,432	\$ 9,904	\$ 10,399		
			Annual	\$ 102,660	\$ 107,796	\$ 113,184	\$ 118,848	\$ 124,788		
City Clerk/Assistant City Manager	MGMT	02-10-2020	Hourly	\$ 68.4865	\$ 71.9135	\$ 75.5078	\$ 79.2808	\$ 83.2443		
			Monthly	\$ 11,871	\$ 12,465	\$ 13,088	\$ 13,742	\$ 14,429		
			Annual	\$ 142,452	\$ 149,580	\$ 157,056	\$ 164,904	\$ 173,148		
City Manager	MGMT	02-10-2020	Hourly					\$ 99.7269		
			Monthly					\$ 17,286		
			Annual					\$ 207,432		
City Treasurer (0.4FTE - 832 hours/year)	ELECT	04-19-2018	Hourly					\$ 48.0000		
			Monthly					\$ 3,328		
			Annual					\$ 39,936		
Civilian Clerk Typist I Police Records Assistant	SEIU	02-10-2020	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		
Civilian Clerk Typist II Police Records Specialist	SEIU	02-10-2020	Hourly	\$ 26.6250	\$ 27.9578	\$ 29.3539	\$ 30.8193	\$ 32.3596		
			Monthly	\$ 4,615	\$ 4,846	\$ 5,088	\$ 5,342	\$ 5,609		
			Annual	\$ 55,380	\$ 58,152	\$ 61,056	\$ 64,104	\$ 67,308		
Communications Clerk Public Safety Dispatcher	APOA	11-04-2019	Hourly	\$ 31.5519	\$ 33.1269	\$ 34.7828	\$ 36.5193	\$ 38.3481	\$ 40.2635	\$ 42.2769
			Monthly	\$ 5,469	\$ 5,742	\$ 6,029	\$ 6,330	\$ 6,647	\$ 6,979	\$ 7,328
			Annual	\$ 65,628	\$ 68,904	\$ 72,348	\$ 75,960	\$ 79,764	\$ 83,748	\$ 87,936
Community Development Assistant Assistant Planner	SEIU	10-07-2019	Hourly	\$ 30.7385	\$ 32.2731	\$ 33.8885	\$ 35.5846	\$ 37.3615		
			Monthly	\$ 5,328	\$ 5,594	\$ 5,874	\$ 6,168	\$ 6,476		
			Annual	\$ 63,936	\$ 67,128	\$ 70,488	\$ 74,016	\$ 77,712		
Community Development Associate Associate Planner	MGMT	02-10-2020	Hourly	\$ 38.3308	\$ 40.2461	\$ 42.2596	\$ 44.3711	\$ 46.5923		
			Monthly	\$ 6,644	\$ 6,976	\$ 7,325	\$ 7,691	\$ 8,076		
			Annual	\$ 79,728	\$ 83,712	\$ 87,900	\$ 92,292	\$ 96,912		
Community Development Assistant Assistant Transportation Planner	SEIU	10-07-2019	Hourly	\$ 30.7385	\$ 32.2731	\$ 33.8885	\$ 35.5846	\$ 37.3615		
			Monthly	\$ 5,328	\$ 5,594	\$ 5,874	\$ 6,168	\$ 6,476		
			Annual	\$ 63,936	\$ 67,128	\$ 70,488	\$ 74,016	\$ 77,712		
Community Development Associate Associate Transportation Planner	MGMT	02-10-2020	Hourly	\$ 38.3308	\$ 40.2461	\$ 42.2596	\$ 44.3711	\$ 46.5923		
			Monthly	\$ 6,644	\$ 6,976	\$ 7,325	\$ 7,691	\$ 8,076		
			Annual	\$ 79,728	\$ 83,712	\$ 87,900	\$ 92,292	\$ 96,912		

**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), February 10, 2020 (Reso. 2020-16)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE							
				1	2	3	4	5	6	7	
Community Development Director	MGMT	02-10-2020	Hourly	\$ 68.4865	\$ 71.9135	\$ 75.5078	\$ 79.2808	\$ 83.2443			
			Monthly	\$ 11,871	\$ 12,465	\$ 13,088	\$ 13,742	\$ 14,429			
			Annual	\$ 142,452	\$ 149,580	\$ 157,056	\$ 164,904	\$ 173,148			
Community Development Technician	SEIU	10-07-2019	Hourly	\$ 27.6750	\$ 29.0596	\$ 30.5135	\$ 32.0365	\$ 33.6404			
			Monthly	\$ 4,797	\$ 5,037	\$ 5,289	\$ 5,553	\$ 5,831			
			Annual	\$ 57,564	\$ 60,444	\$ 63,468	\$ 66,636	\$ 69,972			
Community Engagement Specialist	MGMT	02-10-2020	Hourly	\$ 28.0039	\$ 29.4058	\$ 30.8769	\$ 32.4231	\$ 34.0443			
			Monthly	\$ 4,854	\$ 5,097	\$ 5,352	\$ 5,620	\$ 5,901			
			Annual	\$ 58,248	\$ 61,164	\$ 64,224	\$ 67,440	\$ 70,812			
Community Services Manager Recreation & Community Services Manager	MGMT	02-10-2020	Hourly	\$ 50.4578	\$ 52.9789	\$ 55.6269	\$ 58.4078	\$ 61.3269			
			Monthly	\$ 8,746	\$ 9,183	\$ 9,642	\$ 10,124	\$ 10,630			
			Annual	\$ 104,952	\$ 110,196	\$ 115,704	\$ 121,488	\$ 127,560			
Council Member	ELECT	12-15-2010	Monthly	\$300.00							
Facilities & Maintenance Manager Public Works Manager	MGMT	02-10-2020	Hourly	\$ 54.1269	\$ 56.8328	\$ 59.6769	\$ 62.6596	\$ 65.7923			
			Monthly	\$ 9,382	\$ 9,851	\$ 10,344	\$ 10,861	\$ 11,404			
			Annual	\$ 112,584	\$ 118,212	\$ 124,128	\$ 130,332	\$ 136,848			
Finance Director	MGMT	02-10-2020	Hourly	\$ 68.4865	\$ 71.9135	\$ 75.5078	\$ 79.2808	\$ 83.2443			
			Monthly	\$ 11,871	\$ 12,465	\$ 13,088	\$ 13,742	\$ 14,429			
			Annual	\$ 142,452	\$ 149,580	\$ 157,056	\$ 164,904	\$ 173,148			
Financial Analyst	MGMT	02-10-2020	Hourly	\$ 35.9654	\$ 37.7654	\$ 39.6519	\$ 41.6365	\$ 43.7193			
			Monthly	\$ 6,234	\$ 6,546	\$ 6,873	\$ 7,217	\$ 7,578			
			Annual	\$ 74,808	\$ 78,552	\$ 82,476	\$ 86,604	\$ 90,936			
Financial Coordinator	MGMT	02-10-2020	Hourly	\$ 32.6193	\$ 34.2519	\$ 35.9654	\$ 37.7654	\$ 39.6519			
			Monthly	\$ 5,654	\$ 5,937	\$ 6,234	\$ 6,546	\$ 6,873			
			Annual	\$ 67,848	\$ 71,244	\$ 74,808	\$ 78,552	\$ 82,476			
Finance Supervisor	MGMT	02-10-2020	Hourly	\$ 41.5500	\$ 43.6269	\$ 45.8078	\$ 48.0981	\$ 50.5039			
			Monthly	\$ 7,202	\$ 7,562	\$ 7,940	\$ 8,337	\$ 8,754			
			Annual	\$ 86,424	\$ 90,744	\$ 95,280	\$ 100,044	\$ 105,048			
Fire Captain	AFFA	01-14-2019	Hourly	\$ 38.2665	\$ 40.1786	\$ 42.1896	\$ 44.2995	\$ 46.5165	\$ 48.8406	\$ 51.2844	
			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	UNSFT	02-10-2020	Hourly	\$ 77.7058	\$ 81.5885	\$ 85.6673	\$ 89.9481	\$ 94.4481			
			Monthly	\$ 13,469	\$ 14,142	\$ 14,849	\$ 15,591	\$ 16,371			
			Annual	\$ 161,628	\$ 169,704	\$ 178,188	\$ 187,092	\$ 196,452			
Fire Engineer	AFFA	01-14-2019	Hourly	\$ 31.4794	\$ 33.0536	\$ 34.7102	\$ 36.4451	\$ 38.2665	\$ 40.1786	\$ 42.1896	
			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	

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), February 10, 2020 (Reso. 2020-16)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Fire Fighter	AFFA	01-14-2019	Hourly	\$ 28,5495	\$ 29,9794	\$ 31,4794	\$ 33,0536	\$ 34,7102	\$ 36,4451	\$ 38,2665
			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	AFFA	01-14-2019	Hourly	\$ 34,7102	\$ 36,4451	\$ 38,2665	\$ 40,1786	\$ 42,1896	\$ 44,2995	\$ 46,5165
			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
Human Resources Analyst	MGMT	02-10-2020	Hourly	\$ 37,1596	\$ 39,0173	\$ 40,9673	\$ 43,0154	\$ 45,1673		
			Monthly	\$ 6,441	\$ 6,763	\$ 7,101	\$ 7,456	\$ 7,829		
			Annual	\$ 77,292	\$ 81,156	\$ 85,212	\$ 89,472	\$ 93,948		
Human Resources Director	MGMT	02-10-2020	Hourly	\$ 68,4865	\$ 71,9135	\$ 75,5078	\$ 79,2808	\$ 83,2443		
			Monthly	\$ 11,871	\$ 12,465	\$ 13,088	\$ 13,742	\$ 14,429		
			Annual	\$ 142,452	\$ 149,580	\$ 157,056	\$ 164,904	\$ 173,148		
Human Resources Technician	MGMT	02-10-2020	Hourly	\$ 26,6885	\$ 28,0211	\$ 29,4231	\$ 30,8943	\$ 32,4404		
			Monthly	\$ 4,626	\$ 4,857	\$ 5,100	\$ 5,355	\$ 5,623		
			Annual	\$ 55,512	\$ 58,284	\$ 61,200	\$ 64,260	\$ 67,476		
Information Technology Analyst	MGMT	02-10-2020	Hourly	\$ 35,9193	\$ 37,7135	\$ 39,6000	\$ 41,5789	\$ 43,6558		
			Monthly	\$ 6,226	\$ 6,537	\$ 6,864	\$ 7,207	\$ 7,567		
			Annual	\$ 74,712	\$ 78,444	\$ 82,368	\$ 86,484	\$ 90,804		
Information Technology Manager (new title)	MGMT	02-10-2020	Hourly	\$ 48,5828	\$ 51,0115	\$ 53,5615	\$ 56,2385	\$ 59,0481		
			Monthly	\$ 8,421	\$ 8,842	\$ 9,284	\$ 9,748	\$ 10,235		
			Annual	\$ 101,052	\$ 106,104	\$ 111,408	\$ 116,976	\$ 122,820		
Lead Maintenance Worker	SEIU	10-07-2019	Hourly	\$ 25,5865	\$ 26,8673	\$ 28,2115	\$ 29,6250	\$ 31,1078		
			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	\$ 21,9115	\$ 23,0078	\$ 24,1558	\$ 25,3615	\$ 26,6308		
			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	\$ 23,9019	\$ 25,0961	\$ 26,3539	\$ 27,6693	\$ 29,0539		
			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	02-10-2020	Hourly	\$ 37,1596	\$ 39,0173	\$ 40,9673	\$ 43,0154	\$ 45,1673		
			Monthly	\$ 6,441	\$ 6,763	\$ 7,101	\$ 7,456	\$ 7,829		
			Annual	\$ 77,292	\$ 81,156	\$ 85,212	\$ 89,472	\$ 93,948		
Media & Communications Administrator (new title)	MGMT	02-10-2020	Hourly	\$ 48,5828	\$ 51,0115	\$ 53,5615	\$ 56,2385	\$ 59,0481		
			Monthly	\$ 8,421	\$ 8,842	\$ 9,284	\$ 9,748	\$ 10,235		
			Annual	\$ 101,052	\$ 106,104	\$ 111,408	\$ 116,976	\$ 122,820		

**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), February 10, 2020 (Reso. 2020-16)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Neighborhood Services Manager	MGMT	02-10-2020	Hourly	\$ 48,5828	\$ 51,0115	\$ 53,5615	\$ 56,2385	\$ 59,0481		
			Monthly	\$ 8,421	\$ 8,842	\$ 9,284	\$ 9,748	\$ 10,235		
			Annual	\$ 101,052	\$ 106,104	\$ 111,408	\$ 116,976	\$ 122,820		
Office Assistant I	SEIU	10-07-2019	Hourly	\$ 18,0289	\$ 18,9289	\$ 19,8750	\$ 20,8673	\$ 21,9115		
			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	\$ 19,8923	\$ 20,8846	\$ 21,9289	\$ 23,0250	\$ 24,1789		
			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	02-10-2020	Hourly	\$ 52,4711	\$ 55,0961	\$ 57,8539	\$ 60,7443	\$ 63,7789		
			Monthly	\$ 9,095	\$ 9,550	\$ 10,028	\$ 10,529	\$ 11,055		
			Annual	\$ 109,140	\$ 114,600	\$ 120,336	\$ 126,348	\$ 132,660		
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	UNSFT	02-10-2020	Hourly	\$ 77,7058	\$ 81,5885	\$ 85,6673	\$ 89,9481	\$ 94,4481		
			Monthly	\$ 13,469	\$ 14,142	\$ 14,849	\$ 15,591	\$ 16,371		
			Annual	\$ 161,628	\$ 169,704	\$ 178,188	\$ 187,092	\$ 196,452		
Police Lieutenant	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	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 Sergeant	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	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	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	02-10-2020	Hourly	\$ 48,5828	\$ 51,0115	\$ 53,5615	\$ 56,2385	\$ 59,0481		
			Monthly	\$ 8,421	\$ 8,842	\$ 9,284	\$ 9,748	\$ 10,235		
			Annual	\$ 101,052	\$ 106,104	\$ 111,408	\$ 116,976	\$ 122,820		
Project Manager	MGMT	02-10-2020	Hourly	\$ 48,5828	\$ 51,0115	\$ 53,5615	\$ 56,2385	\$ 59,0481		
			Monthly	\$ 8,421	\$ 8,842	\$ 9,284	\$ 9,748	\$ 10,235		
			Annual	\$ 101,052	\$ 106,104	\$ 111,408	\$ 116,976	\$ 122,820		

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), February 10, 2020 (Reso. 2020-16)

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Public Works Director/City Engineer	MGMT	02-10-2020	Hourly	\$ 71,3769	\$ 74,9481	\$ 78,6981	\$ 82,6328	\$ 86,7635		
			Monthly	\$ 12,372	\$ 12,991	\$ 13,641	\$ 14,323	\$ 15,039		
			Annual	\$ 148,464	\$ 155,892	\$ 163,692	\$ 171,876	\$ 180,468		
Recreation & Community Services Director	MGMT	02-10-2020	Hourly	\$ 68,4865	\$ 71,9135	\$ 75,5078	\$ 79,2808	\$ 83,2443		
			Monthly	\$ 11,871	\$ 12,465	\$ 13,088	\$ 13,742	\$ 14,429		
			Annual	\$ 142,452	\$ 149,580	\$ 157,056	\$ 164,904	\$ 173,148		
Recreation Coordinator I	SEIU	10-07-2019	Hourly	\$ 19,2000	\$ 20,1578	\$ 21,1673	\$ 22,2231	\$ 23,3365		
			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	\$ 22,6039	\$ 23,7346	\$ 24,9231	\$ 26,1693	\$ 27,4789		
			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	\$ 32,9193	\$ 34,5635	\$ 36,2943	\$ 38,1115	\$ 40,0154		
			Monthly	\$ 5,706	\$ 5,991	\$ 6,291	\$ 6,606	\$ 6,936		
			Annual	\$ 68,472	\$ 71,892	\$ 75,492	\$ 79,272	\$ 83,232		
Secretary to the City Manager Executive Assistant	MGMT	02-10-2020	Hourly	\$ 28,8461	\$ 30,2885	\$ 31,8058	\$ 33,3981	\$ 35,0654		
			Monthly	\$ 5,000	\$ 5,250	\$ 5,513	\$ 5,789	\$ 6,078		
			Annual	\$ 60,000	\$ 63,000	\$ 66,156	\$ 69,468	\$ 72,936		
Senior & Human Services Director	MGMT	02-10-2020	Hourly	\$ 68,4865	\$ 71,9135	\$ 75,5078	\$ 79,2808	\$ 83,2443		
			Monthly	\$ 11,871	\$ 12,465	\$ 13,088	\$ 13,742	\$ 14,429		
			Annual	\$ 142,452	\$ 149,580	\$ 157,056	\$ 164,904	\$ 173,148		
Senior Accountant	MGMT	02-10-2020	Hourly	\$ 41,5500	\$ 43,6269	\$ 45,8078	\$ 48,0981	\$ 50,5039		
			Monthly	\$ 7,202	\$ 7,562	\$ 7,940	\$ 8,337	\$ 8,754		
			Annual	\$ 86,424	\$ 90,744	\$ 95,280	\$ 100,044	\$ 105,048		
Senior Engineer	MGMT	02-10-2020	Hourly	\$ 54,0808	\$ 56,7865	\$ 59,6250	\$ 62,6078	\$ 65,7404		
			Monthly	\$ 9,374	\$ 9,843	\$ 10,335	\$ 10,852	\$ 11,395		
			Annual	\$ 112,488	\$ 118,116	\$ 124,020	\$ 130,224	\$ 136,740		
Senior Planner	MGMT	02-10-2020	Hourly	\$ 44,3828	\$ 46,6039	\$ 48,9346	\$ 51,3808	\$ 53,9481		
			Monthly	\$ 7,693	\$ 8,078	\$ 8,482	\$ 8,906	\$ 9,351		
			Annual	\$ 92,316	\$ 96,936	\$ 101,784	\$ 106,872	\$ 112,212		
Senior Recreation Supervisor	MGMT	02-10-2020	Hourly	\$ 41,5500	\$ 43,6269	\$ 45,8078	\$ 48,0981	\$ 50,5039		
			Monthly	\$ 7,202	\$ 7,562	\$ 7,940	\$ 8,337	\$ 8,754		
			Annual	\$ 86,424	\$ 90,744	\$ 95,280	\$ 100,044	\$ 105,048		
Senior Van Driver	SEIU	10-07-2019	Hourly	\$ 15,3058	\$ 16,0731	\$ 16,8750	\$ 17,7173	\$ 18,6058		
			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	02-10-2020	Hourly	\$ 36,4500	\$ 38,2731	\$ 40,1885	\$ 42,1961	\$ 44,3078		
			Monthly	\$ 6,318	\$ 6,634	\$ 6,966	\$ 7,314	\$ 7,680		
			Annual	\$ 75,816	\$ 79,608	\$ 83,592	\$ 87,768	\$ 92,160		

**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), February 10, 2020 (Reso. 2020-16)

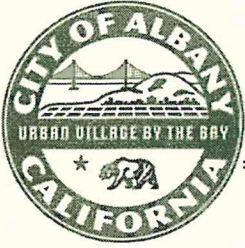
Hourly Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE				
				1	2	3	4	5
Fire Inspector	HRLY	11-18-2013	Hourly	\$ 30.0000	\$ 31.5000	\$ 33.0800	\$ 34.7300	\$ 36.4700
Intern	HRLY	01-01-2020	Hourly	\$ 13.9996	\$ 14.6996	\$ 15.4346	\$ 16.2063	\$ 17.0166
Library Board Liaison	HRLY	08-21-2013	Hourly	\$ 37.0300	\$ 38.8800	\$ 40.8200	\$ 42.8600	\$ 45.0000
On-Call Communications Clerk	HRLY	08-21-2013	Hourly	\$ 26.9400	\$ 28.2900	\$ 29.7000	\$ 31.1900	\$ 32.7500
On-Call Public Safety Dispatcher								
Parking Enforcement & Traffic Control Technician	HRLY	10-07-2019	Hourly	\$ 25.0000	\$ 26.2500	\$ 27.5600	\$ 28.9400	\$ 30.3900
Part-Time, On-Call Police Clerk Typist	HRLY	01-01-2020	Hourly	\$ 14.6769	\$ 15.4096	\$ 16.1828	\$ 16.9904	\$ 17.8385
Part-Time, On-Call Police Records Assistant								
Police Cadet	HRLY	11-06-2017	Hourly	\$ 16.3600	\$ 17.1800	\$ 18.0400	\$ 18.9400	\$ 19.8900
Police Officer Recruit	HRLY	11-06-2017	Hourly	\$ 27.4300				
Program Aide	HRLY	01-01-2020	Hourly	\$ 13.0000	\$ 13.6500	\$ 14.3325	\$ 15.0491	\$ 15.8016
Recreation Aide								
Program Assistant	HRLY	01-01-2020	Hourly	\$ 13.3250	\$ 13.9913	\$ 14.6909	\$ 15.4254	\$ 16.1967
Recreation Assistant								
Program Leader I	HRLY	01-01-2020	Hourly	\$ 13.6581	\$ 14.3410	\$ 15.0581	\$ 15.8110	\$ 16.6016
Recreation Leader I								
Program Leader II	HRLY	01-01-2020	Hourly	\$ 13.9996	\$ 14.6996	\$ 15.4346	\$ 16.2063	\$ 17.0166
Recreation Leader II								
Program Leader III	HRLY	01-01-2017	Hourly	\$ 14.8600	\$ 15.5800	\$ 16.3300	\$ 17.1200	\$ 17.9500
Recreation Leader III								
Resource Center Director	HRLY	07-03-2017	Hourly	\$ 25.0000	\$ 26.2500	\$ 27.5600	\$ 28.9400	\$ 30.3900
Neighborhood Services Coordinator								

Notes to the Salary Schedule

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

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
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RESOLUTION NO. 2020-16

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

The 3rd day of February, 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

4th day of February, 2020.

Eileen Harrington
DEPUTY CITY CLERK