

**CITY OF ALBANY
CITY COUNCIL AGENDA
STAFF REPORT**

Agenda Date: October 18, 2021
Reviewed by: NA

SUBJECT: Updated Salary Schedule for City of Albany Employees

REPORT BY: Heather Rowden, Finance Director
Nicole Almaguer, City Manager

SUMMARY

An updated Salary Schedule has been prepared that incorporates negotiated salary adjustments for Albany Peace Officer Association (APOA) employee classifications, in accordance with the ratified Memorandum of Understanding (MOU). In addition, the proposed resolution provides for a market adjustment of 3% for the unrepresented employees and incorporates updates to Human Resources positions including Human Resources Manager and Finance & Administrative Services Director.

STAFF RECOMMENDATION

That the Council adopt Resolution No. 2021-101, approving an updated Salary Schedule for City employees.

BACKGROUND/DISCUSSION

In accordance with the ratified APOA MOU, effective November 1, 2019 – October 31, 2024, the attached updated Salary Schedule reflects a three percent (3%) base salary increase for all classifications within the bargaining unit, effective November 1, 2021 (the first full pay period following November 1, 2021).

Although these salary adjustments were approved through the ratification of the MOU, a separate action approving the salary schedule is required by the California Public Employees' Retirement System (CalPERS) which mandates the City adopt a publicly available pay schedule each time salaries are adjusted (California Code of Regulations §570.5).

In addition, due to recent vacancies within Human Resources, the position of Human Resources Manager that was used in years prior is proposed again for the salary schedule to further organizational capacity. Per Chapter 2 of the Albany Municipal Code, the position of Finance & Administrative Services Director has also been incorporated into the salary schedule.

Resolution No. 2021-101 also incorporates a 3% market adjustment for the unrepresented and hourly group of City employees, consisting of approximately 50 employees (varies by season

due to part time Recreation positions). The previous equity adjustment for this unrepresented group was approved via Resolution No. 2020-16 on February 3, 2020.

Recreation Aide, Assistant, and Leader positions were not updated as an overall recreation adjustment proposal will be brought to Council in December in association with the State minimum wage increase.

SUSTAINABILITY CONSIDERATIONS

None.

SOCIAL EQUITY AND INCLUSIVITY CONSIDERATIONS

The recommended action encourages fairness and equity and will not result in limitations or exclusions to our community or any certain group of people.

CITY COUNCIL STRATEGIC PLAN INITIATIVES

Not applicable.

FINANCIAL CONSIDERATIONS

Funding for the previously approved salary adjustments, APOA MOU adjustments, were accounted for in the FY 2021-22 Biennial Operating Budget. Therefore, no additional appropriation of funds is needed.

The proposed 3% salary adjustment for unrepresented employees may require a budget adjustment, not to exceed \$80,000. Any budget adjustment required would be presented as part of the midyear budget update in early 2022. An adjustment may not be required if there is sufficient savings from other budget lines which will be made evident further into the fiscal year.

Attachments:

1. Resolution No. 2021-101
2. Exhibit A to Resolution – Updated Salary Schedule

CITY OF ALBANY SALARY SCHEDULE

FY 2021-22 and FY 2022-23

Adopted: Reso 2021-60. Revised: Reso. 2021-69 and Reso. 2021-101

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Accountant	MGMT	11-01-2021	Hourly	\$ 37.0442	\$ 38.8962	\$ 40.8404	\$ 42.8827	\$ 45.0288		
			Monthly	\$ 6,421	\$ 6,742	\$ 7,079	\$ 7,433	\$ 7,805		
			Annual	\$ 77,052	\$ 80,904	\$ 84,948	\$ 89,196	\$ 93,660		
Accounting Supervisor	MGMT	11-01-2021	Hourly	\$ 42.7966	\$ 44.9365	\$ 47.1808	\$ 49.5404	\$ 52.0154		
			Monthly	\$ 7,418	\$ 7,789	\$ 8,178	\$ 8,587	\$ 9,016		
			Annual	\$ 89,017	\$ 93,468	\$ 98,136	\$ 103,044	\$ 108,192		
Accounting Technician I	SEIU	07-12-2021	Hourly	\$ 22.6096	\$ 23.7404	\$ 24.9289	\$ 26.1750	\$ 27.4846	\$ 28.8578	
			Monthly	\$ 3,919	\$ 4,115	\$ 4,321	\$ 4,537	\$ 4,764	\$ 5,002	
			Annual	\$ 47,028	\$ 49,380	\$ 51,852	\$ 54,444	\$ 57,168	\$ 60,024	
Accounting Technician II	SEIU	07-12-2021	Hourly	\$ 24.9289	\$ 26.1750	\$ 27.4846	\$ 28.8578	\$ 30.3000	\$ 31.8173	
			Monthly	\$ 4,321	\$ 4,537	\$ 4,764	\$ 5,002	\$ 5,252	\$ 5,515	
			Annual	\$ 51,852	\$ 54,444	\$ 57,168	\$ 60,024	\$ 63,024	\$ 66,180	
Administrative Assistant	SEIU	07-12-2021	Hourly	\$ 27.4904	\$ 28.8635	\$ 30.3058	\$ 31.8231	\$ 33.4154	\$ 35.0885	
			Monthly	\$ 4,765	\$ 5,003	\$ 5,253	\$ 5,516	\$ 5,792	\$ 6,082	
			Annual	\$ 57,180	\$ 60,036	\$ 63,036	\$ 66,192	\$ 69,504	\$ 72,984	
Assistant City Manager	MGMT	11-01-2021	Hourly	\$ 74.0706	\$ 77.7750	\$ 81.6635	\$ 85.7481	\$ 90.0346		
			Monthly	\$ 12,839	\$ 13,481	\$ 14,155	\$ 14,863	\$ 15,606		
			Annual	\$ 154,067	\$ 161,772	\$ 169,860	\$ 178,356	\$ 187,272		
Assistant Engineer	MGMT	11-01-2021	Hourly	\$ 39.5818	\$ 41.5615	\$ 43.6385	\$ 45.8193	\$ 48.1096		
			Monthly	\$ 6,861	\$ 7,204	\$ 7,564	\$ 7,942	\$ 8,339		
			Annual	\$ 82,330	\$ 86,448	\$ 90,768	\$ 95,304	\$ 100,068		
Assistant Planner	SEIU	07-12-2021	Hourly	\$ 31.6615	\$ 33.2423	\$ 34.9039	\$ 36.6519	\$ 38.4865	\$ 40.4135	
			Monthly	\$ 5,488	\$ 5,762	\$ 6,050	\$ 6,353	\$ 6,671	\$ 7,005	
			Annual	\$ 65,856	\$ 69,144	\$ 72,600	\$ 76,236	\$ 80,052	\$ 84,060	
Assistant to the City Manager	MGMT	11-01-2021	Hourly	\$ 50.8365	\$ 53.3769	\$ 56.0481	\$ 58.8519	\$ 61.7943		
			Monthly	\$ 8,812	\$ 9,252	\$ 9,715	\$ 10,201	\$ 10,711		
			Annual	\$ 105,740	\$ 111,024	\$ 116,580	\$ 122,412	\$ 128,532		
Assistant Transportation Planner	SEIU	07-12-2021	Hourly	\$ 31.6615	\$ 33.2423	\$ 34.9039	\$ 36.6519	\$ 38.4865	\$ 40.4135	
			Monthly	\$ 5,488	\$ 5,762	\$ 6,050	\$ 6,353	\$ 6,671	\$ 7,005	
			Annual	\$ 65,856	\$ 69,144	\$ 72,600	\$ 76,236	\$ 80,052	\$ 84,060	
Associate Engineer	MGMT	11-01-2021	Hourly	\$ 44.9534	\$ 47.2039	\$ 49.5635	\$ 52.0443	\$ 54.6461		
			Monthly	\$ 7,792	\$ 8,182	\$ 8,591	\$ 9,021	\$ 9,472		
			Annual	\$ 93,503	\$ 98,184	\$ 103,092	\$ 108,252	\$ 113,664		
Associate Planner	MGMT	11-01-2021	Hourly	\$ 39.4808	\$ 41.4519	\$ 43.5231	\$ 45.6981	\$ 47.9828		
			Monthly	\$ 6,843	\$ 7,185	\$ 7,544	\$ 7,921	\$ 8,317		
			Annual	\$ 82,120	\$ 86,220	\$ 90,528	\$ 95,052	\$ 99,804		

CITY OF ALBANY SALARY SCHEDULE

FY 2021-22 and FY 2022-23

Adopted: Reso 2021-60. Revised: Reso. 2021-69 and Reso. 2021-101

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Associate Transportation Planner	MGMT	11-01-2021	Hourly	\$ 39,4808	\$ 41,4519	\$ 43,5231	\$ 45,6981	\$ 47,9828		
			Monthly	\$ 6,843	\$ 7,185	\$ 7,544	\$ 7,921	\$ 8,317		
			Annual	\$ 82,120	\$ 86,220	\$ 90,528	\$ 95,052	\$ 99,804		
Building Inspector I	SEIU	07-12-2021	Hourly	\$ 31,6615	\$ 33,2423	\$ 34,9039	\$ 36,6519	\$ 38,4865	\$ 40,4135	
			Monthly	\$ 5,488	\$ 5,762	\$ 6,050	\$ 6,353	\$ 6,671	\$ 7,005	
			Annual	\$ 65,856	\$ 69,144	\$ 72,600	\$ 76,236	\$ 80,052	\$ 84,060	
Building Inspector II	SEIU	07-12-2021	Hourly	\$ 34,9096	\$ 36,6578	\$ 38,4923	\$ 40,4193	\$ 42,4385	\$ 44,5615	
			Monthly	\$ 6,051	\$ 6,354	\$ 6,672	\$ 7,006	\$ 7,356	\$ 7,724	
			Annual	\$ 72,612	\$ 76,248	\$ 80,064	\$ 84,072	\$ 88,272	\$ 92,688	
Building Plans Examiner	MGMT	11-01-2021	Hourly	\$ 38,2745	\$ 40,1885	\$ 42,1961	\$ 44,3078	\$ 46,5231		
			Monthly	\$ 6,634	\$ 6,966	\$ 7,314	\$ 7,680	\$ 8,064		
			Annual	\$ 79,611	\$ 83,592	\$ 87,768	\$ 92,160	\$ 96,768		
CIP Program Manager	MGMT	11-01-2021	Hourly	\$ 55,7019	\$ 58,4885	\$ 61,4135	\$ 64,4828	\$ 67,7078		
			Monthly	\$ 9,655	\$ 10,138	\$ 10,645	\$ 11,177	\$ 11,736		
			Annual	\$ 115,860	\$ 121,656	\$ 127,740	\$ 134,124	\$ 140,832		
City Clerk	MGMT	11-01-2021	Hourly	\$ 70,5414	\$ 74,0654	\$ 77,7693	\$ 81,6578	\$ 85,7423		
			Monthly	\$ 12,227	\$ 12,838	\$ 13,480	\$ 14,154	\$ 14,862		
			Annual	\$ 146,726	\$ 154,056	\$ 161,760	\$ 169,848	\$ 178,344		
City Clerk/Assistant City Manager	MGMT	11-01-2021	Hourly	\$ 70,5414	\$ 74,0654	\$ 77,7693	\$ 81,6578	\$ 85,7423		
			Monthly	\$ 12,227	\$ 12,838	\$ 13,480	\$ 14,154	\$ 14,862		
			Annual	\$ 146,726	\$ 154,056	\$ 161,760	\$ 169,848	\$ 178,344		
City Manager	MGMT	11-01-2021	Hourly					\$ 102,7188		
			Monthly					\$ 17,805		
			Annual					\$ 213,655		
Community Development Director	MGMT	11-01-2021	Hourly	\$ 70,5414	\$ 74,0654	\$ 77,7693	\$ 81,6578	\$ 85,7423		
			Monthly	\$ 12,227	\$ 12,838	\$ 13,480	\$ 14,154	\$ 14,862		
			Annual	\$ 146,726	\$ 154,056	\$ 161,760	\$ 169,848	\$ 178,344		
Community Development Technician	SEIU	07-12-2021	Hourly	\$ 28,5058	\$ 29,9308	\$ 31,4250	\$ 32,9943	\$ 34,6443	\$ 36,3750	
			Monthly	\$ 4,941	\$ 5,188	\$ 5,447	\$ 5,719	\$ 6,005	\$ 6,305	
			Annual	\$ 59,292	\$ 62,256	\$ 65,364	\$ 68,628	\$ 72,060	\$ 75,660	
Community Engagement Specialist	MGMT	11-01-2021	Hourly	\$ 28,8438	\$ 30,2885	\$ 31,8058	\$ 33,3981	\$ 35,0654		
			Monthly	\$ 5,000	\$ 5,250	\$ 5,513	\$ 5,789	\$ 6,078		
			Annual	\$ 59,995	\$ 63,000	\$ 66,156	\$ 69,468	\$ 72,936		
Council Member	ELECT	12-15-2010	Monthly	\$300.00						
Deputy City Clerk	MGMT	11-01-2021	Hourly	\$ 33,5976	\$ 35,2789	\$ 37,0443	\$ 38,8961	\$ 40,8404		
			Monthly	\$ 5,824	\$ 6,115	\$ 6,421	\$ 6,742	\$ 7,079		
			Annual	\$ 69,883	\$ 73,380	\$ 77,052	\$ 80,904	\$ 84,948		

CITY OF ALBANY SALARY SCHEDULE

FY 2021-22 and FY 2022-23

Adopted: Reso 2021-60. Revised: Reso. 2021-69 and Reso. 2021-101

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Executive Assistant	MGMT	11-01-2021	Hourly	\$ 29,7115	\$ 31,2000	\$ 32,7578	\$ 34,3961	\$ 36,1154		
			Monthly	\$ 5,150	\$ 5,408	\$ 5,678	\$ 5,962	\$ 6,260		
			Annual	\$ 61,800	\$ 64,896	\$ 68,136	\$ 71,544	\$ 75,120		
Finance and Administrative Services Director	MGMT	11-01-2021	Hourly	\$ 73,5183	\$ 77,1923	\$ 81,0519	\$ 85,1019	\$ 89,3596		
			Monthly	\$ 12,743	\$ 13,380	\$ 14,049	\$ 14,751	\$ 15,489		
			Annual	\$ 152,918	\$ 160,560	\$ 168,588	\$ 177,012	\$ 185,868		
Finance Director	MGMT	11-01-2021	Hourly	\$ 70,5414	\$ 74,0654	\$ 77,7693	\$ 81,6578	\$ 85,7423		
			Monthly	\$ 12,227	\$ 12,838	\$ 13,480	\$ 14,154	\$ 14,862		
			Annual	\$ 146,726	\$ 154,056	\$ 161,760	\$ 169,848	\$ 178,344		
Financial Analyst	MGMT	11-01-2021	Hourly	\$ 37,0443	\$ 38,8961	\$ 40,8404	\$ 42,8828	\$ 45,0289		
			Monthly	\$ 6,421	\$ 6,742	\$ 7,079	\$ 7,433	\$ 7,805		
			Annual	\$ 77,052	\$ 80,904	\$ 84,948	\$ 89,196	\$ 93,660		
Financial Coordinator	MGMT	11-01-2021	Hourly	\$ 33,5976	\$ 35,2789	\$ 37,0443	\$ 38,8961	\$ 40,8404		
			Monthly	\$ 5,824	\$ 6,115	\$ 6,421	\$ 6,742	\$ 7,079		
			Annual	\$ 69,883	\$ 73,380	\$ 77,052	\$ 80,904	\$ 84,948		
Finance Manager	MGMT	11-01-2021	Hourly	\$ 55,7510	\$ 58,5404	\$ 61,4654	\$ 64,5404	\$ 67,7654		
			Monthly	\$ 9,663	\$ 10,147	\$ 10,654	\$ 11,187	\$ 11,746		
			Annual	\$ 115,962	\$ 121,764	\$ 127,848	\$ 134,244	\$ 140,952		
Finance Supervisor	MGMT	11-01-2021	Hourly	\$ 42,7966	\$ 44,9365	\$ 47,1808	\$ 49,5404	\$ 52,0154		
			Monthly	\$ 7,418	\$ 7,789	\$ 8,178	\$ 8,587	\$ 9,016		
			Annual	\$ 89,017	\$ 93,468	\$ 98,136	\$ 103,044	\$ 108,192		
Fire Captain	AFFA	07-12-2021	Hourly	\$ 39,9890	\$ 41,9877	\$ 44,0852	\$ 46,2898	\$ 48,6058	\$ 51,0371	\$ 53,5879
			Monthly	\$ 9,704	\$ 10,189	\$ 10,698	\$ 11,233	\$ 11,795	\$ 12,385	\$ 13,004
			Annual	\$ 116,448	\$ 122,268	\$ 128,376	\$ 134,796	\$ 141,540	\$ 148,620	\$ 156,048
Fire Chief	UNSFT	11-01-2021	Hourly	\$ 80,0370	\$ 84,0404	\$ 88,2404	\$ 92,6539	\$ 97,2865		
			Monthly	\$ 13,873	\$ 14,567	\$ 15,295	\$ 16,060	\$ 16,863		
			Annual	\$ 166,477	\$ 174,804	\$ 183,540	\$ 192,720	\$ 202,356		
Fire Engineer	AFFA	07-12-2021	Hourly	\$ 32,8970	\$ 34,5413	\$ 36,2720	\$ 38,0852	\$ 39,9890	\$ 41,9877	\$ 44,0852
			Monthly	\$ 7,983	\$ 8,382	\$ 8,802	\$ 9,242	\$ 9,704	\$ 10,189	\$ 10,698
			Annual	\$ 95,796	\$ 100,584	\$ 105,624	\$ 110,904	\$ 116,448	\$ 122,268	\$ 128,376
Fire Fighter	AFFA	07-12-2021	Hourly	\$ 29,8352	\$ 31,3270	\$ 32,8970	\$ 34,5413	\$ 36,2720	\$ 38,0852	\$ 39,9890
			Monthly	\$ 7,240	\$ 7,602	\$ 7,983	\$ 8,382	\$ 8,802	\$ 9,242	\$ 9,704
			Annual	\$ 86,880	\$ 91,224	\$ 95,796	\$ 100,584	\$ 105,624	\$ 110,904	\$ 116,448
Fire Inspector	MGMT	11-01-2021	Hourly	\$ 36,6581	\$ 38,4923	\$ 40,4193	\$ 42,4385	\$ 44,5615		
			Monthly	\$ 6,354	\$ 6,672	\$ 7,006	\$ 7,356	\$ 7,724		
			Annual	\$ 76,249	\$ 80,064	\$ 84,072	\$ 88,272	\$ 92,688		

CITY OF ALBANY SALARY SCHEDULE

FY 2021-22 and FY 2022-23

Adopted: Reso 2021-60. Revised: Reso. 2021-69 and Reso. 2021-101

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Fire Lieutenant	AFFA	07-12-2021	Hourly	\$ 36,2720	\$ 38,0852	\$ 39,9890	\$ 41,9877	\$ 44,0852	\$ 46,2898	\$ 48,6058
			Monthly	\$ 8,802	\$ 9,242	\$ 9,704	\$ 10,189	\$ 10,698	\$ 11,233	\$ 11,795
			Annual	\$ 105,624	\$ 110,904	\$ 116,448	\$ 122,268	\$ 128,376	\$ 134,796	\$ 141,540
Human Resources Analyst	MGMT	11-01-2021	Hourly	\$ 38,2745	\$ 40,1885	\$ 42,1961	\$ 44,3078	\$ 46,5231		
			Monthly	\$ 6,634	\$ 6,966	\$ 7,314	\$ 7,680	\$ 8,064		
			Annual	\$ 79,611	\$ 83,592	\$ 87,768	\$ 92,160	\$ 96,768		
Human Resources Director	MGMT	11-01-2021	Hourly	\$ 70,5414	\$ 74,0654	\$ 77,7693	\$ 81,6578	\$ 85,7423		
			Monthly	\$ 12,227	\$ 12,838	\$ 13,480	\$ 14,154	\$ 14,862		
			Annual	\$ 146,726	\$ 154,056	\$ 161,760	\$ 169,848	\$ 178,344		
Human Resources Manager	MGMT	11-01-2021	Hourly	\$ 55,7510	\$ 58,5404	\$ 61,4654	\$ 64,5404	\$ 67,7654		
			Monthly	\$ 9,663	\$ 10,147	\$ 10,654	\$ 11,187	\$ 11,746		
			Annual	\$ 115,962	\$ 121,764	\$ 127,848	\$ 134,244	\$ 140,952		
Human Resources Technician	MGMT	11-01-2021	Hourly	\$ 27,4890	\$ 28,8635	\$ 30,3058	\$ 31,8231	\$ 33,4154		
			Monthly	\$ 4,765	\$ 5,003	\$ 5,253	\$ 5,516	\$ 5,792		
			Annual	\$ 57,177	\$ 60,036	\$ 63,036	\$ 66,192	\$ 69,504		
Information Technology Analyst	MGMT	11-01-2021	Hourly	\$ 36,9966	\$ 38,8443	\$ 40,7885	\$ 42,8308	\$ 44,9711		
			Monthly	\$ 6,413	\$ 6,733	\$ 7,070	\$ 7,424	\$ 7,795		
			Annual	\$ 76,953	\$ 80,796	\$ 84,840	\$ 89,088	\$ 93,540		
Information Technology Manager	MGMT	11-01-2021	Hourly	\$ 51,9716	\$ 54,5711	\$ 57,3000	\$ 60,1673	\$ 63,1731		
			Monthly	\$ 9,008	\$ 9,459	\$ 9,932	\$ 10,429	\$ 10,950		
			Annual	\$ 108,101	\$ 113,508	\$ 119,184	\$ 125,148	\$ 131,400		
Lead Maintenance Worker	SEIU	07-12-2021	Hourly	\$ 26,3539	\$ 27,6693	\$ 29,0539	\$ 30,5078	\$ 32,0308	\$ 33,6346	
			Monthly	\$ 4,568	\$ 4,796	\$ 5,036	\$ 5,288	\$ 5,552	\$ 5,830	
			Annual	\$ 54,816	\$ 57,552	\$ 60,432	\$ 63,456	\$ 66,624	\$ 69,960	
Maintenance Worker I	SEIU	07-12-2021	Hourly	\$ 22,5693	\$ 23,7000	\$ 24,8828	\$ 26,1289	\$ 27,4328	\$ 28,8058	
			Monthly	\$ 3,912	\$ 4,108	\$ 4,313	\$ 4,529	\$ 4,755	\$ 4,993	
			Annual	\$ 46,944	\$ 49,296	\$ 51,756	\$ 54,348	\$ 57,060	\$ 59,916	
Maintenance Worker II	SEIU	07-12-2021	Hourly	\$ 24,6173	\$ 25,8461	\$ 27,1385	\$ 28,4943	\$ 29,9193	\$ 31,4135	
			Monthly	\$ 4,267	\$ 4,480	\$ 4,704	\$ 4,939	\$ 5,186	\$ 5,445	
			Annual	\$ 51,204	\$ 53,760	\$ 56,448	\$ 59,268	\$ 62,232	\$ 65,340	
Management Analyst	MGMT	11-01-2021	Hourly	\$ 38,2745	\$ 40,1885	\$ 42,1961	\$ 44,3078	\$ 46,5231		
			Monthly	\$ 6,634	\$ 6,966	\$ 7,314	\$ 7,680	\$ 8,064		
			Annual	\$ 79,611	\$ 83,592	\$ 87,768	\$ 92,160	\$ 96,768		
Media & Communications Manager	MGMT	11-01-2021	Hourly	\$ 51,9716	\$ 54,5711	\$ 57,3000	\$ 60,1673	\$ 63,1731		
			Monthly	\$ 9,008	\$ 9,459	\$ 9,932	\$ 10,429	\$ 10,950		
			Annual	\$ 108,101	\$ 113,508	\$ 119,184	\$ 125,148	\$ 131,400		

CITY OF ALBANY SALARY SCHEDULE

FY 2021-22 and FY 2022-23

Adopted: Reso 2021-60. Revised: Reso. 2021-69 and Reso. 2021-101

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	11-01-2021	Hourly	\$ 50.0404	\$ 52.5404	\$ 55.1654	\$ 57.9231	\$ 60.8193		
			Monthly	\$ 8,674	\$ 9,107	\$ 9,562	\$ 10,040	\$ 10,542		
			Annual	\$ 104,084	\$ 109,284	\$ 114,744	\$ 120,480	\$ 126,504		
Office Assistant I	SEIU	07-12-2021	Hourly	\$ 18.5711	\$ 19.5000	\$ 20.4750	\$ 21.4961	\$ 22.5693	\$ 23.7000	
			Monthly	\$ 3,219	\$ 3,380	\$ 3,549	\$ 3,726	\$ 3,912	\$ 4,108	
			Annual	\$ 38,628	\$ 40,560	\$ 42,588	\$ 44,712	\$ 46,944	\$ 49,296	
Office Assistant II	SEIU	07-12-2021	Hourly	\$ 20.4865	\$ 21.5135	\$ 22.5865	\$ 23.7173	\$ 24.9058	\$ 26.1519	
			Monthly	\$ 3,551	\$ 3,729	\$ 3,915	\$ 4,111	\$ 4,317	\$ 4,533	
			Annual	\$ 42,612	\$ 44,748	\$ 46,980	\$ 49,332	\$ 51,804	\$ 54,396	
Payroll Technician	SEIU	07-12-2021	Hourly	\$ 27.4904	\$ 28.8635	\$ 30.3058	\$ 31.8231	\$ 33.4154	\$ 35.0885	
			Monthly	\$ 4,765	\$ 5,003	\$ 5,253	\$ 5,516	\$ 5,792	\$ 6,082	
			Annual	\$ 57,180	\$ 60,036	\$ 63,036	\$ 66,192	\$ 69,504	\$ 72,984	
Planning Manager	MGMT	11-01-2021	Hourly	\$ 54.0453	\$ 56.7461	\$ 59.5846	\$ 62.5615	\$ 65.6885		
			Monthly	\$ 9,368	\$ 9,836	\$ 10,328	\$ 10,844	\$ 11,386		
			Annual	\$ 112,414	\$ 118,032	\$ 123,936	\$ 130,128	\$ 136,632		
Police Administrative Specialist	SEIU	07-12-2021	Hourly	\$ 29.6769	\$ 31.1596	\$ 32.7173	\$ 34.3558	\$ 36.0750	\$ 37.8808	
			Monthly	\$ 5,144	\$ 5,401	\$ 5,671	\$ 5,955	\$ 6,253	\$ 6,566	
			Annual	\$ 61,728	\$ 64,812	\$ 68,052	\$ 71,460	\$ 75,036	\$ 78,792	
Police Chief	UNSFT	11-01-2021	Hourly	\$ 80.0370	\$ 84.0404	\$ 88.2404	\$ 92.6539	\$ 97.2865		
			Monthly	\$ 13,873	\$ 14,567	\$ 15,295	\$ 16,060	\$ 16,863		
			Annual	\$ 166,477	\$ 174,804	\$ 183,540	\$ 192,720	\$ 202,356		
Police Lieutenant	APOA	11-01-2021	Hourly	\$ 66.9808	\$ 70.3328	\$ 73.8519	\$ 77.5443	\$ 81.4211	\$ 85.4943	\$ 89.7693
			Monthly	\$ 11,610	\$ 12,191	\$ 12,801	\$ 13,441	\$ 14,113	\$ 14,819	\$ 15,560
			Annual	\$ 139,320	\$ 146,292	\$ 153,612	\$ 161,292	\$ 169,356	\$ 177,828	\$ 186,720
Police Officer	APOA	11-01-2021	Hourly	\$ 44.9943	\$ 47.2443	\$ 49.6039	\$ 52.0846	\$ 54.6865	\$ 57.4211	\$ 60.2943
			Monthly	\$ 7,799	\$ 8,189	\$ 8,598	\$ 9,028	\$ 9,479	\$ 9,953	\$ 10,451
			Annual	\$ 93,588	\$ 98,268	\$ 103,176	\$ 108,336	\$ 113,748	\$ 119,436	\$ 125,412
Police Records Assistant	SEIU	07-12-2021	Hourly	\$ 24.9289	\$ 26.1750	\$ 27.4846	\$ 28.8578	\$ 30.3000	\$ 31.8173	
			Monthly	\$ 4,321	\$ 4,537	\$ 4,764	\$ 5,002	\$ 5,252	\$ 5,515	
			Annual	\$ 51,852	\$ 54,444	\$ 57,168	\$ 60,024	\$ 63,024	\$ 66,180	
Police Records Specialist	SEIU	07-12-2021	Hourly	\$ 27.4211	\$ 28.7943	\$ 30.2365	\$ 31.7481	\$ 33.3346	\$ 35.0019	
			Monthly	\$ 4,753	\$ 4,991	\$ 5,241	\$ 5,503	\$ 5,778	\$ 6,067	
			Annual	\$ 57,036	\$ 59,892	\$ 62,892	\$ 66,036	\$ 69,336	\$ 72,804	
Police Sergeant	APOA	11-01-2021	Hourly	\$ 53.1115	\$ 55.7654	\$ 58.5519	\$ 61.4769	\$ 64.5519	\$ 67.7769	\$ 71.1635
			Monthly	\$ 9,206	\$ 9,666	\$ 10,149	\$ 10,656	\$ 11,189	\$ 11,748	\$ 12,335
			Annual	\$ 110,472	\$ 115,992	\$ 121,788	\$ 127,872	\$ 134,268	\$ 140,976	\$ 148,020

CITY OF ALBANY SALARY SCHEDULE

FY 2021-22 and FY 2022-23

Adopted: Reso 2021-60. Revised: Reso. 2021-69 and Reso. 2021-101

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Police Services Technician I	APOA	11-01-2021	Hourly	\$ 27,1789	\$ 28,5404	\$ 29,9654	\$ 31,4654	\$ 33,0404	\$ 34,6904	\$ 36,4269
			Monthly	\$ 4,711	\$ 4,947	\$ 5,194	\$ 5,454	\$ 5,727	\$ 6,013	\$ 6,314
			Annual	\$ 56,532	\$ 59,364	\$ 62,328	\$ 65,448	\$ 68,724	\$ 72,156	\$ 75,768
Police Services Technician II	APOA	11-01-2021	Hourly	\$ 30,1615	\$ 31,6673	\$ 33,2481	\$ 34,9096	\$ 36,6578	\$ 38,4923	\$ 40,4193
			Monthly	\$ 5,228	\$ 5,489	\$ 5,763	\$ 6,051	\$ 6,354	\$ 6,672	\$ 7,006
			Annual	\$ 62,736	\$ 65,868	\$ 69,156	\$ 72,612	\$ 76,248	\$ 80,064	\$ 84,072
Program Manager	MGMT	11-01-2021	Hourly	\$ 50,0404	\$ 52,5404	\$ 55,1654	\$ 57,9231	\$ 60,8193		
			Monthly	\$ 8,674	\$ 9,107	\$ 9,562	\$ 10,040	\$ 10,542		
			Annual	\$ 104,084	\$ 109,284	\$ 114,744	\$ 120,480	\$ 126,504		
Project Manager	MGMT	11-01-2021	Hourly	\$ 50,0404	\$ 52,5404	\$ 55,1654	\$ 57,9231	\$ 60,8193		
			Monthly	\$ 8,674	\$ 9,107	\$ 9,562	\$ 10,040	\$ 10,542		
			Annual	\$ 104,084	\$ 109,284	\$ 114,744	\$ 120,480	\$ 126,504		
Public Safety Dispatcher	APOA	11-01-2021	Hourly	\$ 33,4731	\$ 35,1461	\$ 36,9058	\$ 38,7519	\$ 40,6904	\$ 42,7269	\$ 44,8615
			Monthly	\$ 5,802	\$ 6,092	\$ 6,397	\$ 6,717	\$ 7,053	\$ 7,406	\$ 7,776
			Annual	\$ 69,624	\$ 73,104	\$ 76,764	\$ 80,604	\$ 84,636	\$ 88,872	\$ 93,312
Public Works Director/City Engineer	MGMT	11-01-2021	Hourly	\$ 73,5183	\$ 77,1923	\$ 81,0519	\$ 85,1019	\$ 89,3596		
			Monthly	\$ 12,743	\$ 13,380	\$ 14,049	\$ 14,751	\$ 15,489		
			Annual	\$ 152,918	\$ 160,560	\$ 168,588	\$ 177,012	\$ 185,868		
Public Works Manager	MGMT	11-01-2021	Hourly	\$ 55,7510	\$ 58,5404	\$ 61,4654	\$ 64,5404	\$ 67,7654		
			Monthly	\$ 9,663	\$ 10,147	\$ 10,654	\$ 11,187	\$ 11,746		
			Annual	\$ 115,962	\$ 121,764	\$ 127,848	\$ 134,244	\$ 140,952		
Recreation & Community Services Director	MGMT	11-01-2021	Hourly	\$ 70,5414	\$ 74,0654	\$ 77,7693	\$ 81,6578	\$ 85,7423		
			Monthly	\$ 12,227	\$ 12,838	\$ 13,480	\$ 14,154	\$ 14,862		
			Annual	\$ 146,726	\$ 154,056	\$ 161,760	\$ 169,848	\$ 178,344		
Recreation & Community Services Manager	MGMT	11-01-2021	Hourly	\$ 55,7510	\$ 58,5404	\$ 61,4654	\$ 64,5404	\$ 67,7654		
			Monthly	\$ 9,663	\$ 10,147	\$ 10,654	\$ 11,187	\$ 11,746		
			Annual	\$ 115,962	\$ 121,764	\$ 127,848	\$ 134,244	\$ 140,952		
Recreation Coordinator I	SEIU	07-12-2021	Hourly	\$ 19,7769	\$ 20,7635	\$ 21,8019	\$ 22,8923	\$ 24,0346	\$ 25,2346	
			Monthly	\$ 3,428	\$ 3,599	\$ 3,779	\$ 3,968	\$ 4,166	\$ 4,374	
			Annual	\$ 41,136	\$ 43,188	\$ 45,348	\$ 47,616	\$ 49,992	\$ 52,488	
Recreation Coordinator II	SEIU	07-12-2021	Hourly	\$ 23,2846	\$ 24,4500	\$ 25,6731	\$ 26,9596	\$ 28,3096	\$ 29,7231	
			Monthly	\$ 4,036	\$ 4,238	\$ 4,450	\$ 4,673	\$ 4,907	\$ 5,152	
			Annual	\$ 48,432	\$ 50,856	\$ 53,400	\$ 56,076	\$ 58,884	\$ 61,824	
Recreation Supervisor	MGMT	11-01-2021	Hourly	\$ 34,9231	\$ 36,6693	\$ 38,5039	\$ 40,4308	\$ 42,4500		
			Monthly	\$ 6,053	\$ 6,356	\$ 6,674	\$ 7,008	\$ 7,358		
			Annual	\$ 72,640	\$ 76,272	\$ 80,088	\$ 84,096	\$ 88,296		

CITY OF ALBANY SALARY SCHEDULE

FY 2021-22 and FY 2022-23

Adopted: Reso 2021-60. Revised: Reso. 2021-69 and Reso. 2021-101

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Senior & Human Services Director	MGMT	11-01-2021	Hourly	\$ 70,5414	\$ 74,0654	\$ 77,7693	\$ 81,6578	\$ 85,7423		
			Monthly	\$ 12,227	\$ 12,838	\$ 13,480	\$ 14,154	\$ 14,862		
			Annual	\$ 146,726	\$ 154,056	\$ 161,760	\$ 169,848	\$ 178,344		
Senior Accountant	MGMT	11-01-2021	Hourly	\$ 42,7966	\$ 44,9365	\$ 47,1808	\$ 49,5404	\$ 52,0154		
			Monthly	\$ 7,418	\$ 7,789	\$ 8,178	\$ 8,587	\$ 9,016		
			Annual	\$ 89,017	\$ 93,468	\$ 98,136	\$ 103,044	\$ 108,192		
Senior Engineer	MGMT	11-01-2021	Hourly	\$ 55,7034	\$ 58,4885	\$ 61,4135	\$ 64,4828	\$ 67,7078		
			Monthly	\$ 9,655	\$ 10,138	\$ 10,645	\$ 11,177	\$ 11,736		
			Annual	\$ 115,863	\$ 121,656	\$ 127,740	\$ 134,124	\$ 140,832		
Senior Planner	MGMT	11-01-2021	Hourly	\$ 45,7140	\$ 48,0000	\$ 50,4000	\$ 52,9211	\$ 55,5693		
			Monthly	\$ 7,924	\$ 8,320	\$ 8,736	\$ 9,173	\$ 9,632		
			Annual	\$ 95,085	\$ 99,840	\$ 104,832	\$ 110,076	\$ 115,584		
Senior Recreation Supervisor	MGMT	11-01-2021	Hourly	\$ 42,7966	\$ 44,9365	\$ 47,1808	\$ 49,5404	\$ 52,0154		
			Monthly	\$ 7,418	\$ 7,789	\$ 8,178	\$ 8,587	\$ 9,016		
			Annual	\$ 89,017	\$ 93,468	\$ 98,136	\$ 103,044	\$ 108,192		
Senior Van Driver	SEIU	07-12-2021	Hourly	\$ 15,7673	\$ 16,5578	\$ 17,3885	\$ 18,2596	\$ 19,1711	\$ 20,1289	
			Monthly	\$ 2,733	\$ 2,870	\$ 3,014	\$ 3,165	\$ 3,323	\$ 3,489	
			Annual	\$ 32,796	\$ 34,440	\$ 36,168	\$ 37,980	\$ 39,876	\$ 41,868	
Urban Forestry Coordinator	MGMT	11-01-2021	Hourly	\$ 37,5433	\$ 39,4211	\$ 41,3943	\$ 43,4654	\$ 45,6404		
			Monthly	\$ 6,508	\$ 6,833	\$ 7,175	\$ 7,534	\$ 7,911		
			Annual	\$ 78,090	\$ 81,996	\$ 86,100	\$ 90,408	\$ 94,932		

CITY OF ALBANY SALARY SCHEDULE

FY 2021-22 and FY 2022-23

Adopted: Reso 2021-60. Revised: Reso. 2021-69 and Reso. 2021-101

Hourly Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
On-Call Fire Inspector	HRLY	11-01-2021	Hourly	\$ 30.9000	\$ 32.4450	\$ 34.0673	\$ 35.7707	\$ 37.5592		
Intern	HRLY	11-01-2021	Hourly	\$ 15.5288	\$ 16.3052	\$ 17.1205	\$ 17.9765	\$ 18.8753		
Library Board Liaison	HRLY	08-21-2013	Hourly	\$ 37.0300	\$ 38.8800	\$ 40.8200	\$ 42.8600	\$ 45.0000		
Neighborhood Services Coordinator	HRLY	11-01-2021	Hourly	\$ 25.7500	\$ 26.2500	\$ 27.5600	\$ 28.9400	\$ 30.3900		
On-Call Public Safety Dispatcher	HRLY	11-01-2021	Hourly	\$ 27.7482	\$ 29.1356	\$ 30.5924	\$ 32.1220	\$ 33.7281		
Parking Enforcement & Traffic Control Technician	HRLY	11-01-2021	Hourly	\$ 25.7500	\$ 27.0375	\$ 28.3894	\$ 29.8089	\$ 31.2993		
Part-Time, On-Call Police Records Assistant	HRLY	11-01-2021	Hourly	\$ 15.1172	\$ 15.8730	\$ 16.6667	\$ 17.5000	\$ 18.3750		
Police Cadet	HRLY	11-01-2021	Hourly	\$ 16.8508	\$ 17.6933	\$ 18.5780	\$ 19.5069	\$ 20.4822		
Police Officer Recruit	HRLY	11-01-2021	Hourly	\$ 28.2529						
Recreation Aide	HRLY	01-01-2021	Hourly	\$ 14.0000	\$ 14.7000	\$ 15.4350	\$ 16.2068	\$ 17.0171		
Recreation Assistant	HRLY	01-01-2021	Hourly	\$ 14.3500	\$ 15.0675	\$ 15.8209	\$ 16.6119	\$ 17.4425		
Recreation Leader I	HRLY	01-01-2021	Hourly	\$ 14.7088	\$ 15.4442	\$ 16.2164	\$ 17.0272	\$ 17.8786		
Recreation Leader II	HRLY	01-01-2021	Hourly	\$ 15.0765	\$ 15.8303	\$ 16.6218	\$ 17.4529	\$ 18.3255		
Recreation Leader III	HRLY	01-01-2021	Hourly	\$ 15.4534	\$ 16.2261	\$ 17.0374	\$ 17.8893	\$ 18.7838		

Notes to the Salary Schedule

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.