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RESOLUTION NO. 2023-33

**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, the City has completed a salary survey that has shown several position significantly below market rate compared to other local agencies; and

WHEREAS, the City Council wishes to establish fair rates of pay for all City employees; and

WHEREAS, unrepresented employee and hourly salaries may be adjusted by the Council at any time; and

WHEREAS, on October 17, 2019 the Albany City Council approved the Memorandum of Understanding between the City and the Albany Fire Fighters' Associations, I.A.F.F. Local 1021; and

WHEREAS, the updated Memorandum of Understanding includes a three point five percent (3.5%) Cost of Living Adjustment effective the first full pay period in July 2023, starting July 10, 2023.

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.


AARON TIEDEMANN, MAYOR

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2023-33

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Accountant	MGMT	07-10-2023	Hourly	\$ 39.3510	\$ 41.3192	\$ 43.3846	\$ 45.5538	\$ 47.8327	\$ 50.2269	
			Monthly	\$ 6,821	\$ 7,162	\$ 7,520	\$ 7,896	\$ 8,291	\$ 8,706	
			Annual	\$ 81,850	\$ 85,944	\$ 90,240	\$ 94,752	\$ 99,492	\$ 104,472	
Accounting Supervisor	MGMT	07-10-2023	Hourly	\$ 47.8328	\$ 50.2269	\$ 52.7365	\$ 55.3731	\$ 58.1423	\$ 61.0500	
			Monthly	\$ 8,291	\$ 8,706	\$ 9,141	\$ 9,598	\$ 10,078	\$ 10,582	
			Annual	\$ 99,492	\$ 104,472	\$ 109,692	\$ 115,176	\$ 120,936	\$ 126,984	
Accounting Technician I	SEIU	10-03-2022	Hourly	\$ 24.2193	\$ 25.4308	\$ 26.7000	\$ 28.0328	\$ 29.4346	\$ 30.9058	
			Monthly	\$ 4,198	\$ 4,408	\$ 4,628	\$ 4,859	\$ 5,102	\$ 5,357	
			Annual	\$ 50,376	\$ 52,896	\$ 55,536	\$ 58,308	\$ 61,224	\$ 64,284	
Accounting Technician II	SEIU	10-03-2022	Hourly	\$ 26.7058	\$ 28.0385	\$ 29.4404	\$ 30.9115	\$ 32.4578	\$ 34.0789	
			Monthly	\$ 4,629	\$ 4,860	\$ 5,103	\$ 5,358	\$ 5,626	\$ 5,907	
			Annual	\$ 55,548	\$ 58,320	\$ 61,236	\$ 64,296	\$ 67,512	\$ 70,884	
Administrative Assistant	SEIU	10-03-2022	Hourly	\$ 29.4519	\$ 30.9231	\$ 32.4693	\$ 34.0904	\$ 35.7923	\$ 37.5808	
			Monthly	\$ 5,105	\$ 5,360	\$ 5,628	\$ 5,909	\$ 6,204	\$ 6,514	
			Annual	\$ 61,260	\$ 64,320	\$ 67,536	\$ 70,908	\$ 74,448	\$ 78,168	
Assistant City Manager	MGMT	07-10-2023	Hourly	\$ 80.5914	\$ 84.6231	\$ 88.8519	\$ 93.2943	\$ 97.9615	\$ 102.8596	
			Monthly	\$ 13,969	\$ 14,668	\$ 15,401	\$ 16,171	\$ 16,980	\$ 17,829	
			Annual	\$ 167,630	\$ 176,016	\$ 184,812	\$ 194,052	\$ 203,760	\$ 213,948	
Assistant Engineer	MGMT	07-10-2023	Hourly	\$ 41.7760	\$ 43.8635	\$ 46.0558	\$ 48.3578	\$ 50.7750	\$ 53.3135	
			Monthly	\$ 7,241	\$ 7,603	\$ 7,983	\$ 8,382	\$ 8,801	\$ 9,241	
			Annual	\$ 86,894	\$ 91,236	\$ 95,796	\$ 100,584	\$ 105,612	\$ 110,892	
Assistant Planner	SEIU	10-03-2022	Hourly	\$ 33.9173	\$ 35.6135	\$ 37.3961	\$ 39.2654	\$ 41.2269	\$ 43.2865	
			Monthly	\$ 5,879	\$ 6,173	\$ 6,482	\$ 6,806	\$ 7,146	\$ 7,503	
			Annual	\$ 70,548	\$ 74,076	\$ 77,784	\$ 81,672	\$ 85,752	\$ 90,036	
Assistant to the City Manager	MGMT	07-10-2023	Hourly	\$ 52.3635	\$ 54.9808	\$ 57.7328	\$ 60.6173	\$ 63.6461	\$ 66.8308	
			Monthly	\$ 9,076	\$ 9,530	\$ 10,007	\$ 10,507	\$ 11,032	\$ 11,584	
			Annual	\$ 108,916	\$ 114,360	\$ 120,084	\$ 126,084	\$ 132,384	\$ 139,008	
Assistant Transportation Planner	SEIU	10-03-2022	Hourly	\$ 33.9173	\$ 35.6135	\$ 37.3961	\$ 39.2654	\$ 41.2269	\$ 43.2865	
			Monthly	\$ 5,879	\$ 6,173	\$ 6,482	\$ 6,806	\$ 7,146	\$ 7,503	
			Annual	\$ 70,548	\$ 74,076	\$ 77,784	\$ 81,672	\$ 85,752	\$ 90,036	
Associate Engineer	MGMT	07-10-2023	Hourly	\$ 46.9198	\$ 49.2635	\$ 51.7269	\$ 54.3115	\$ 57.0289	\$ 59.8789	
			Monthly	\$ 8,133	\$ 8,539	\$ 8,966	\$ 9,414	\$ 9,885	\$ 10,379	
			Annual	\$ 97,593	\$ 102,468	\$ 107,592	\$ 112,968	\$ 118,620	\$ 124,548	
Associate Planner	MGMT	07-10-2023	Hourly	\$ 41.6798	\$ 43.7654	\$ 45.9519	\$ 48.2481	\$ 50.6596	\$ 53.1923	
			Monthly	\$ 7,224	\$ 7,586	\$ 7,965	\$ 8,363	\$ 8,781	\$ 9,220	
			Annual	\$ 86,694	\$ 91,032	\$ 95,580	\$ 100,356	\$ 105,372	\$ 110,640	
Associate Transportation Planner	MGMT	07-10-2023	Hourly	\$ 41.6798	\$ 43.7654	\$ 45.9519	\$ 48.2481	\$ 50.6596	\$ 53.1923	
			Monthly	\$ 7,224	\$ 7,586	\$ 7,965	\$ 8,363	\$ 8,781	\$ 9,220	
			Annual	\$ 86,694	\$ 91,032	\$ 95,580	\$ 100,356	\$ 105,372	\$ 110,640	

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2023-33

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Building Inspector I	SEIU	10-03-2022	Hourly	\$ 33.9173	\$ 35.6135	\$ 37.3961	\$ 39.2654	\$ 41.2269	\$ 43.2865	
			Monthly	\$ 5,879	\$ 6,173	\$ 6,482	\$ 6,806	\$ 7,146	\$ 7,503	
			Annual	\$ 70,548	\$ 74,076	\$ 77,784	\$ 81,672	\$ 85,752	\$ 90,036	
Building Inspector II	SEIU	10-03-2022	Hourly	\$ 37.3961	\$ 39.2654	\$ 41.2269	\$ 43.2865	\$ 45.4500	\$ 47.7231	
			Monthly	\$ 6,482	\$ 6,806	\$ 7,146	\$ 7,503	\$ 7,878	\$ 8,272	
			Annual	\$ 77,784	\$ 81,672	\$ 85,752	\$ 90,036	\$ 94,536	\$ 99,264	
Building Plans Examiner	MGMT	07-10-2023	Hourly	\$ 41.3659	\$ 43.4365	\$ 45.6058	\$ 47.8846	\$ 50.2789	\$ 52.7943	
			Monthly	\$ 7,170	\$ 7,529	\$ 7,905	\$ 8,300	\$ 8,715	\$ 9,151	
			Annual	\$ 86,041	\$ 90,348	\$ 94,860	\$ 99,600	\$ 104,580	\$ 109,812	
CIP Program Manager	MGMT	07-10-2023	Hourly	\$ 58.9985	\$ 61.9500	\$ 65.0481	\$ 68.3019	\$ 71.7173	\$ 75.3058	
			Monthly	\$ 10,226	\$ 10,738	\$ 11,275	\$ 11,839	\$ 12,431	\$ 13,053	
			Annual	\$ 122,717	\$ 128,856	\$ 135,300	\$ 142,068	\$ 149,172	\$ 156,636	
City Clerk	MGMT	07-10-2023	Hourly	\$ 78.6760	\$ 82.6096	\$ 86.7404	\$ 91.0789	\$ 95.6308	\$ 100.4135	
			Monthly	\$ 13,637	\$ 14,319	\$ 15,035	\$ 15,787	\$ 16,576	\$ 17,405	
			Annual	\$ 163,646	\$ 171,828	\$ 180,420	\$ 189,444	\$ 198,912	\$ 208,860	
City Clerk/Assistant City Manager	MGMT	07-10-2023	Hourly	\$ 80.5914	\$ 84.6231	\$ 88.8519	\$ 93.2943	\$ 97.9615	\$ 102.8596	
			Monthly	\$ 13,969	\$ 14,668	\$ 15,401	\$ 16,171	\$ 16,980	\$ 17,829	
			Annual	\$ 167,630	\$ 176,016	\$ 184,812	\$ 194,052	\$ 203,760	\$ 213,948	
City Manager	MGMT	11-14-2022	Hourly						\$ 116.3806	
			Monthly						\$ 20,173	
			Annual						\$ 242,072	
Community Development Director	MGMT	07-10-2023	Hourly	\$ 78.6760	\$ 82.6096	\$ 86.7404	\$ 91.0789	\$ 95.6308	\$ 100.4135	
			Monthly	\$ 13,637	\$ 14,319	\$ 15,035	\$ 15,787	\$ 16,576	\$ 17,405	
			Annual	\$ 163,646	\$ 171,828	\$ 180,420	\$ 189,444	\$ 198,912	\$ 208,860	
Community Development Technician	SEIU	07-10-2023	Hourly	\$ 30.5365	\$ 32.0654	\$ 33.6693	\$ 35.3539	\$ 37.1193	\$ 38.9769	
			Monthly	\$ 5,293	\$ 5,558	\$ 5,836	\$ 6,128	\$ 6,434	\$ 6,756	
			Annual	\$ 63,516	\$ 66,696	\$ 70,032	\$ 73,536	\$ 77,208	\$ 81,072	
Community Engagement Specialist	MGMT	07-10-2023	Hourly	\$ 30.7505	\$ 32.2904	\$ 33.9058	\$ 35.6019	\$ 37.3846	\$ 39.2539	
			Monthly	\$ 5,330	\$ 5,597	\$ 5,877	\$ 6,171	\$ 6,480	\$ 6,804	
			Annual	\$ 63,961	\$ 67,164	\$ 70,524	\$ 74,052	\$ 77,760	\$ 81,648	
Council Member	ELECT	12-15-2010	Monthly	\$300.00						
Deputy City Clerk	MGMT	07-10-2023	Hourly	\$ 35.9578	\$ 37.7539	\$ 39.6404	\$ 41.6250	\$ 43.7078	\$ 45.8943	
			Monthly	\$ 6,233	\$ 6,544	\$ 6,871	\$ 7,215	\$ 7,576	\$ 7,955	
			Annual	\$ 74,792	\$ 78,528	\$ 82,452	\$ 86,580	\$ 90,912	\$ 95,460	
Executive Assistant	MGMT	07-10-2023	Hourly	\$ 31.4596	\$ 33.0346	\$ 34.6846	\$ 36.4211	\$ 38.2443	\$ 40.1539	
			Monthly	\$ 5,453	\$ 5,726	\$ 6,012	\$ 6,313	\$ 6,629	\$ 6,960	
			Annual	\$ 65,436	\$ 68,712	\$ 72,144	\$ 75,756	\$ 79,548	\$ 83,520	

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2023-33

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE							
				1	2	3	4	5	6	7	
Finance and Administrative Services Director	MGMT	07-10-2023	Hourly	\$ 78,6760	\$ 82,6096	\$ 86,7404	\$ 91,0789	\$ 95,6308	\$ 100,4135		
			Monthly	\$ 13,637	\$ 14,319	\$ 15,035	\$ 15,787	\$ 16,576	\$ 17,405		
			Annual	\$ 163,646	\$ 171,828	\$ 180,420	\$ 189,444	\$ 198,912	\$ 208,860		
Finance Director	MGMT	07-10-2023	Hourly	\$ 78,6760	\$ 82,6096	\$ 86,7404	\$ 91,0789	\$ 95,6308	\$ 100,4135		
			Monthly	\$ 13,637	\$ 14,319	\$ 15,035	\$ 15,787	\$ 16,576	\$ 17,405		
			Annual	\$ 163,646	\$ 171,828	\$ 180,420	\$ 189,444	\$ 198,912	\$ 208,860		
Financial Analyst	MGMT	07-10-2023	Hourly	\$ 39,3519	\$ 41,3193	\$ 43,3846	\$ 45,5539	\$ 47,8328	\$ 50,2269		
			Monthly	\$ 6,821	\$ 7,162	\$ 7,520	\$ 7,896	\$ 8,291	\$ 8,706		
			Annual	\$ 81,852	\$ 85,944	\$ 90,240	\$ 94,752	\$ 99,492	\$ 104,472		
Financial Coordinator	MGMT	07-10-2023	Hourly	\$ 35,6923	\$ 37,4769	\$ 39,3519	\$ 41,3193	\$ 43,3846	\$ 45,5539		
			Monthly	\$ 6,187	\$ 6,496	\$ 6,821	\$ 7,162	\$ 7,520	\$ 7,896		
			Annual	\$ 74,240	\$ 77,952	\$ 81,852	\$ 85,944	\$ 90,240	\$ 94,752		
Finance Manager	MGMT	07-10-2023	Hourly	\$ 58,6073	\$ 61,5404	\$ 64,6154	\$ 67,8461	\$ 71,2385	\$ 74,7981		
			Monthly	\$ 10,159	\$ 10,667	\$ 11,200	\$ 11,760	\$ 12,348	\$ 12,965		
			Annual	\$ 121,903	\$ 128,004	\$ 134,400	\$ 141,120	\$ 148,176	\$ 155,580		
Finance Supervisor	MGMT	07-10-2023	Hourly	\$ 44,9909	\$ 47,2385	\$ 49,5981	\$ 52,0789	\$ 54,6808	\$ 57,4154		
			Monthly	\$ 7,798	\$ 8,188	\$ 8,597	\$ 9,027	\$ 9,478	\$ 9,952		
			Annual	\$ 93,581	\$ 98,256	\$ 103,164	\$ 108,324	\$ 113,736	\$ 119,424		
Fire Captain	AFFA	07-10-2023	Hourly	\$ 42,8406	\$ 44,9835	\$ 47,2335	\$ 49,5948	\$ 52,0755	\$ 54,6799	\$ 57,4121	
			Monthly	\$ 10,396	\$ 10,916	\$ 11,462	\$ 12,035	\$ 12,637	\$ 13,269	\$ 13,932	
			Annual	\$ 124,752	\$ 130,992	\$ 137,544	\$ 144,420	\$ 151,644	\$ 159,228	\$ 167,184	
Fire Chief	UNSFT	07-10-2023	Hourly	\$ 85,9548	\$ 90,2539	\$ 94,7654	\$ 99,5019	\$ 104,4750	\$ 109,6961		
			Monthly	\$ 14,899	\$ 15,644	\$ 16,426	\$ 17,247	\$ 18,109	\$ 19,014		
			Annual	\$ 178,786	\$ 187,728	\$ 197,112	\$ 206,964	\$ 217,308	\$ 228,168		
Fire Engineer	AFFA	07-10-2023	Hourly	\$ 35,2418	\$ 37,0055	\$ 38,8558	\$ 40,8008	\$ 42,8406	\$ 44,9835	\$ 47,2335	
			Monthly	\$ 8,552	\$ 8,980	\$ 9,429	\$ 9,901	\$ 10,396	\$ 10,916	\$ 11,462	
			Annual	\$ 102,624	\$ 107,760	\$ 113,148	\$ 118,812	\$ 124,752	\$ 130,992	\$ 137,544	
Fire Fighter	AFFA	07-10-2023	Hourly	\$ 31,9615	\$ 33,5604	\$ 35,2418	\$ 37,0055	\$ 38,8599	\$ 40,8049	\$ 42,8448	
			Monthly	\$ 7,756	\$ 8,144	\$ 8,552	\$ 8,980	\$ 9,430	\$ 9,902	\$ 10,397	
			Annual	\$ 93,072	\$ 97,728	\$ 102,624	\$ 107,760	\$ 113,160	\$ 118,824	\$ 124,764	
Fire Inspector	MGMT	07-10-2023	Hourly	\$ 39,5698	\$ 41,5500	\$ 43,6269	\$ 45,8078	\$ 48,0981	\$ 50,5039		
			Monthly	\$ 6,859	\$ 7,202	\$ 7,562	\$ 7,940	\$ 8,337	\$ 8,754		
			Annual	\$ 82,305	\$ 86,424	\$ 90,744	\$ 95,280	\$ 100,044	\$ 105,048		
Fire Lieutenant	AFFA	07-10-2023	Hourly	\$ 38,8558	\$ 40,8008	\$ 42,8406	\$ 44,9835	\$ 47,2335	\$ 49,5948	\$ 52,0755	
			Monthly	\$ 9,429	\$ 9,901	\$ 10,396	\$ 10,916	\$ 11,462	\$ 12,035	\$ 12,637	
			Annual	\$ 113,148	\$ 118,812	\$ 124,752	\$ 130,992	\$ 137,544	\$ 144,420	\$ 151,644	
Human Resources Analyst	MGMT	07-10-2023	Hourly	\$ 41,6159	\$ 43,6961	\$ 45,8828	\$ 48,1789	\$ 50,5904	\$ 53,1173		
			Monthly	\$ 7,213	\$ 7,574	\$ 7,953	\$ 8,351	\$ 8,769	\$ 9,207		
			Annual	\$ 86,561	\$ 90,888	\$ 95,436	\$ 100,212	\$ 105,228	\$ 110,484		

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2023-33

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Human Resources Director	MGMT	07-10-2023	Hourly	\$ 78,6760	\$ 82,6096	\$ 86,7404	\$ 91,0789	\$ 95,6308	\$ 100,4135	
			Monthly	\$ 13,637	\$ 14,319	\$ 15,035	\$ 15,787	\$ 16,576	\$ 17,405	
			Annual	\$ 163,646	\$ 171,828	\$ 180,420	\$ 189,444	\$ 198,912	\$ 208,860	
Human Resources Manager	MGMT	11-14-2022	Hourly	\$ 57,4206	\$ 60,2943	\$ 63,3115	\$ 66,4789	\$ 69,8019	\$ 73,2923	
			Monthly	\$ 9,953	\$ 10,451	\$ 10,974	\$ 11,523	\$ 12,099	\$ 12,704	
			Annual	\$ 119,435	\$ 125,412	\$ 131,688	\$ 138,276	\$ 145,188	\$ 152,448	
Human Resources Technician	MGMT	07-10-2023	Hourly	\$ 29,9765	\$ 31,4769	\$ 33,0519	\$ 34,7019	\$ 36,4385	\$ 38,2615	
			Monthly	\$ 5,196	\$ 5,456	\$ 5,729	\$ 6,015	\$ 6,316	\$ 6,632	
			Annual	\$ 62,351	\$ 65,472	\$ 68,748	\$ 72,180	\$ 75,792	\$ 79,584	
Information Technology Analyst	MGMT	07-10-2023	Hourly	\$ 40,5341	\$ 42,5596	\$ 44,6885	\$ 46,9211	\$ 49,2693	\$ 51,7328	
			Monthly	\$ 7,026	\$ 7,377	\$ 7,746	\$ 8,133	\$ 8,540	\$ 8,967	
			Annual	\$ 84,311	\$ 88,524	\$ 92,952	\$ 97,596	\$ 102,480	\$ 107,604	
Information Technology Manager	MGMT	07-10-2023	Hourly	\$ 56,9360	\$ 59,7808	\$ 62,7693	\$ 65,9078	\$ 69,2019	\$ 72,6635	
			Monthly	\$ 9,869	\$ 10,362	\$ 10,880	\$ 11,424	\$ 11,995	\$ 12,595	
			Annual	\$ 118,427	\$ 124,344	\$ 130,560	\$ 137,088	\$ 143,940	\$ 151,140	
Lead Maintenance Worker	SEIU	10-03-2022	Hourly	\$ 28,2289	\$ 29,6423	\$ 31,1250	\$ 32,6828	\$ 34,3154	\$ 36,0289	
			Monthly	\$ 4,893	\$ 5,138	\$ 5,395	\$ 5,665	\$ 5,948	\$ 6,245	
			Annual	\$ 58,716	\$ 61,656	\$ 64,740	\$ 67,980	\$ 71,376	\$ 74,940	
Maintenance Worker I	SEIU	10-03-2022	Hourly	\$ 24,1789	\$ 25,3904	\$ 26,6596	\$ 27,9923	\$ 29,3943	\$ 30,8654	
			Monthly	\$ 4,191	\$ 4,401	\$ 4,621	\$ 4,852	\$ 5,095	\$ 5,350	
			Annual	\$ 50,292	\$ 52,812	\$ 55,452	\$ 58,224	\$ 61,140	\$ 64,200	
Maintenance Worker II	SEIU	10-03-2022	Hourly	\$ 26,3711	\$ 27,6923	\$ 29,0769	\$ 30,5308	\$ 32,0596	\$ 33,6635	
			Monthly	\$ 4,571	\$ 4,800	\$ 5,040	\$ 5,292	\$ 5,557	\$ 5,835	
			Annual	\$ 54,852	\$ 57,600	\$ 60,480	\$ 63,504	\$ 66,684	\$ 70,020	
Management Analyst	MGMT	07-10-2023	Hourly	\$ 39,7760	\$ 41,7635	\$ 43,8519	\$ 46,0443	\$ 48,3461	\$ 50,7635	
			Monthly	\$ 6,895	\$ 7,239	\$ 7,601	\$ 7,981	\$ 8,380	\$ 8,799	
			Annual	\$ 82,734	\$ 86,868	\$ 91,212	\$ 95,772	\$ 100,560	\$ 105,588	
Media & Communications Manager	MGMT	07-10-2023	Hourly	\$ 53,7245	\$ 56,4115	\$ 59,2328	\$ 62,1923	\$ 65,3019	\$ 68,5673	
			Monthly	\$ 9,312	\$ 9,778	\$ 10,267	\$ 10,780	\$ 11,319	\$ 11,885	
			Annual	\$ 111,747	\$ 117,336	\$ 123,204	\$ 129,360	\$ 135,828	\$ 142,620	
Neighborhood Services Manager	MGMT	11-14-2022	Hourly	\$ 51,5438	\$ 54,1211	\$ 56,8269	\$ 59,6711	\$ 62,6539	\$ 65,7865	
			Monthly	\$ 8,934	\$ 9,381	\$ 9,850	\$ 10,343	\$ 10,860	\$ 11,403	
			Annual	\$ 107,211	\$ 112,572	\$ 118,200	\$ 124,116	\$ 130,320	\$ 136,836	
Office Assistant I	SEIU	10-03-2022	Hourly	\$ 19,8981	\$ 20,8904	\$ 21,9346	\$ 23,0308	\$ 24,1846	\$ 25,3961	
			Monthly	\$ 3,449	\$ 3,621	\$ 3,802	\$ 3,992	\$ 4,192	\$ 4,402	
			Annual	\$ 41,388	\$ 43,452	\$ 45,624	\$ 47,904	\$ 50,304	\$ 52,824	
Office Assistant II	SEIU	10-03-2022	Hourly	\$ 21,9346	\$ 23,0308	\$ 24,1846	\$ 25,3961	\$ 26,6654	\$ 27,9981	
			Monthly	\$ 3,802	\$ 3,992	\$ 4,192	\$ 4,402	\$ 4,622	\$ 4,853	
			Annual	\$ 45,624	\$ 47,904	\$ 50,304	\$ 52,824	\$ 55,464	\$ 58,236	

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2023-33

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Payroll Technician	SEIU	10-03-2022	Hourly	\$ 29.4404	\$ 30.9115	\$ 32.4578	\$ 34.0789	\$ 35.7808	\$ 37.5693	
			Monthly	\$ 5,103	\$ 5,358	\$ 5,626	\$ 5,907	\$ 6,202	\$ 6,512	
			Annual	\$ 61,236	\$ 64,296	\$ 67,512	\$ 70,884	\$ 74,424	\$ 78,144	
Planning Manager	MGMT	07-10-2023	Hourly	\$ 60.1394	\$ 63.1443	\$ 66.3000	\$ 69.6173	\$ 73.0961	\$ 76.7539	
			Monthly	\$ 10,424	\$ 10,945	\$ 11,492	\$ 12,067	\$ 12,670	\$ 13,304	
			Annual	\$ 125,090	\$ 131,340	\$ 137,904	\$ 144,804	\$ 152,040	\$ 159,648	
Police Administrative Specialist	SEIU	10-03-2022	Hourly	\$ 31.7885	\$ 33.3808	\$ 35.0481	\$ 36.8019	\$ 38.6423	\$ 40.5750	
			Monthly	\$ 5,510	\$ 5,786	\$ 6,075	\$ 6,379	\$ 6,698	\$ 7,033	
			Annual	\$ 66,120	\$ 69,432	\$ 72,900	\$ 76,548	\$ 80,376	\$ 84,396	
Police Chief	UNSFT	07-10-2023	Hourly	\$ 85.9548	\$ 90.2539	\$ 94.7654	\$ 99.5019	\$ 104.4750	\$ 109.6961	
			Monthly	\$ 14,899	\$ 15,644	\$ 16,426	\$ 17,247	\$ 18,109	\$ 19,014	
			Annual	\$ 178,786	\$ 187,728	\$ 197,112	\$ 206,964	\$ 217,308	\$ 228,168	
Police Lieutenant	APOA	11-14-2022	Hourly	\$ 68.9904	\$ 72.4385	\$ 76.0615	\$ 79.8635	\$ 83.8558	\$ 88.0500	\$ 92.4519
			Monthly	\$ 11,958	\$ 12,556	\$ 13,184	\$ 13,843	\$ 14,535	\$ 15,262	\$ 16,025
			Annual	\$ 143,500	\$ 150,672	\$ 158,208	\$ 166,116	\$ 174,420	\$ 183,144	\$ 192,300
Police Officer	APOA	11-14-2022	Hourly	\$ 46.3443	\$ 48.6635	\$ 51.0981	\$ 53.6539	\$ 56.3365	\$ 59.1519	\$ 62.1115
			Monthly	\$ 8,033	\$ 8,435	\$ 8,857	\$ 9,300	\$ 9,765	\$ 10,253	\$ 10,766
			Annual	\$ 96,396	\$ 101,220	\$ 106,284	\$ 111,600	\$ 117,180	\$ 123,036	\$ 129,192
Police Records Assistant	SEIU	10-03-2022	Hourly	\$ 26.7058	\$ 28.0385	\$ 29.4404	\$ 30.9115	\$ 32.4578	\$ 34.0789	
			Monthly	\$ 4,629	\$ 4,860	\$ 5,103	\$ 5,358	\$ 5,626	\$ 5,907	
			Annual	\$ 55,548	\$ 58,320	\$ 61,236	\$ 64,296	\$ 67,512	\$ 70,884	
Police Records Specialist	SEIU	10-03-2022	Hourly	\$ 29.3711	\$ 30.8423	\$ 32.3828	\$ 34.0039	\$ 35.7058	\$ 37.4885	
			Monthly	\$ 5,091	\$ 5,346	\$ 5,613	\$ 5,894	\$ 6,189	\$ 6,498	
			Annual	\$ 61,092	\$ 64,152	\$ 67,356	\$ 70,728	\$ 74,268	\$ 77,976	
Police Sergeant	APOA	11-14-2022	Hourly	\$ 54.7048	\$ 57.4385	\$ 60.3115	\$ 63.3289	\$ 66.4961	\$ 69.8193	\$ 73.3096
			Monthly	\$ 9,482	\$ 9,956	\$ 10,454	\$ 10,977	\$ 11,526	\$ 12,102	\$ 12,707
			Annual	\$ 113,786	\$ 119,472	\$ 125,448	\$ 131,724	\$ 138,312	\$ 145,224	\$ 152,484
Police Services Technician I	APOA	11-14-2022	Hourly	\$ 27.9943	\$ 29.3943	\$ 30.8654	\$ 32.4115	\$ 34.0328	\$ 35.7346	\$ 37.5231
			Monthly	\$ 4,852	\$ 5,095	\$ 5,350	\$ 5,618	\$ 5,899	\$ 6,194	\$ 6,504
			Annual	\$ 58,228	\$ 61,140	\$ 64,200	\$ 67,416	\$ 70,788	\$ 74,328	\$ 78,048
Police Services Technician II	APOA	11-14-2022	Hourly	\$ 31.0664	\$ 32.6193	\$ 34.2519	\$ 35.9654	\$ 37.7654	\$ 39.6519	\$ 41.6365
			Monthly	\$ 5,385	\$ 5,654	\$ 5,937	\$ 6,234	\$ 6,546	\$ 6,873	\$ 7,217
			Annual	\$ 64,618	\$ 67,848	\$ 71,244	\$ 74,808	\$ 78,552	\$ 82,476	\$ 86,604
Program Manager	MGMT	11-14-2022	Hourly	\$ 51.5438	\$ 54.1211	\$ 56.8269	\$ 59.6711	\$ 62.6539	\$ 65.7865	
			Monthly	\$ 8,934	\$ 9,381	\$ 9,850	\$ 10,343	\$ 10,860	\$ 11,403	
			Annual	\$ 107,211	\$ 112,572	\$ 118,200	\$ 124,116	\$ 130,320	\$ 136,836	
Project Manager	MGMT	07-10-2023	Hourly	\$ 46.9198	\$ 49.2635	\$ 51.7269	\$ 54.3115	\$ 57.0289	\$ 59.8789	
			Monthly	\$ 8,133	\$ 8,539	\$ 8,966	\$ 9,414	\$ 9,885	\$ 10,379	
			Annual	\$ 97,593	\$ 102,468	\$ 107,592	\$ 112,968	\$ 118,620	\$ 124,548	

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2023-33

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Public Safety Dispatcher	APOA	11-14-2022	Hourly	\$ 34,4774	\$ 36,2019	\$ 38,0135	\$ 39,9115	\$ 41,9078	\$ 44,0019	\$ 46,2000
			Monthly	\$ 5,976	\$ 6,275	\$ 6,589	\$ 6,918	\$ 7,264	\$ 7,627	\$ 8,008
			Annual	\$ 71,713	\$ 75,300	\$ 79,068	\$ 83,016	\$ 87,168	\$ 91,524	\$ 96,096
Public Works Director/City Engineer	MGMT	07-10-2023	Hourly	\$ 78.6760	\$ 82.6096	\$ 86.7404	\$ 91.0789	\$ 95.6308	\$ 100.4135	
			Monthly	\$ 13,637	\$ 14,319	\$ 15,035	\$ 15,787	\$ 16,576	\$ 17,405	
			Annual	\$ 163,646	\$ 171,828	\$ 180,420	\$ 189,444	\$ 198,912	\$ 208,860	
Public Works Manager	MGMT	07-10-2023	Hourly	\$ 57.4586	\$ 60.3346	\$ 63.3519	\$ 66.5193	\$ 69.8481	\$ 73.3385	
			Monthly	\$ 9,960	\$ 10,458	\$ 10,981	\$ 11,530	\$ 12,107	\$ 12,712	
			Annual	\$ 119,514	\$ 125,496	\$ 131,772	\$ 138,360	\$ 145,284	\$ 152,544	
Recreation & Community Services Director	MGMT	07-10-2023	Hourly	\$ 78.6760	\$ 82.6096	\$ 86.7404	\$ 91.0789	\$ 95.6308	\$ 100.4135	
			Monthly	\$ 13,637	\$ 14,319	\$ 15,035	\$ 15,787	\$ 16,576	\$ 17,405	
			Annual	\$ 163,646	\$ 171,828	\$ 180,420	\$ 189,444	\$ 198,912	\$ 208,860	
Recreation & Community Services Manager	MGMT	11-14-2022	Hourly	\$ 57.4206	\$ 60.2943	\$ 63.3115	\$ 66.4789	\$ 69.8019	\$ 73.2923	
			Monthly	\$ 9,953	\$ 10,451	\$ 10,974	\$ 11,523	\$ 12,099	\$ 12,704	
			Annual	\$ 119,435	\$ 125,412	\$ 131,688	\$ 138,276	\$ 145,188	\$ 152,448	
Recreation Coordinator I	SEIU	10-03-2022	Hourly	\$ 21.1846	\$ 22.2461	\$ 23.3596	\$ 24.5250	\$ 25.7539	\$ 27.0404	
			Monthly	\$ 3,672	\$ 3,856	\$ 4,049	\$ 4,251	\$ 4,464	\$ 4,687	
			Annual	\$ 44,064	\$ 46,272	\$ 48,588	\$ 51,012	\$ 53,568	\$ 56,244	
Recreation Coordinator II	SEIU	10-03-2022	Hourly	\$ 24.9404	\$ 26.1865	\$ 27.4961	\$ 28.8693	\$ 30.3115	\$ 31.8289	
			Monthly	\$ 4,323	\$ 4,539	\$ 4,766	\$ 5,004	\$ 5,254	\$ 5,517	
			Annual	\$ 51,876	\$ 54,468	\$ 57,192	\$ 60,048	\$ 63,048	\$ 66,204	
Recreation Supervisor	MGMT	07-10-2023	Hourly	\$ 37.6711	\$ 39.5539	\$ 41.5328	\$ 43.6096	\$ 45.7904	\$ 48.0808	
			Monthly	\$ 6,530	\$ 6,856	\$ 7,199	\$ 7,559	\$ 7,937	\$ 8,334	
			Annual	\$ 78,356	\$ 82,272	\$ 86,388	\$ 90,708	\$ 95,244	\$ 100,008	
Senior & Human Services Manager	MGMT	07-10-2023	Hourly	\$ 57.4206	\$ 60.2943	\$ 63.3115	\$ 66.4789	\$ 69.8019	\$ 73.2923	
			Monthly	\$ 9,953	\$ 10,451	\$ 10,974	\$ 11,523	\$ 12,099	\$ 12,704	
			Annual	\$ 119,435	\$ 125,412	\$ 131,688	\$ 138,276	\$ 145,188	\$ 152,448	
Senior Accountant	MGMT	07-10-2023	Hourly	\$ 43.3846	\$ 45.5539	\$ 47.8328	\$ 50.2269	\$ 52.7365	\$ 55.3731	
			Monthly	\$ 7,520	\$ 7,896	\$ 8,291	\$ 8,706	\$ 9,141	\$ 9,598	
			Annual	\$ 90,240	\$ 94,752	\$ 99,492	\$ 104,472	\$ 109,692	\$ 115,176	
Senior Engineer	MGMT	07-10-2023	Hourly	\$ 58.9985	\$ 61.9500	\$ 65.0481	\$ 68.3019	\$ 71.7173	\$ 75.3058	
			Monthly	\$ 10,226	\$ 10,738	\$ 11,275	\$ 11,839	\$ 12,431	\$ 13,053	
			Annual	\$ 122,717	\$ 128,856	\$ 135,300	\$ 142,068	\$ 149,172	\$ 156,636	
Senior Planner	MGMT	07-10-2023	Hourly	\$ 47.7615	\$ 50.1519	\$ 52.6615	\$ 55.2923	\$ 58.0558	\$ 60.9578	
			Monthly	\$ 8,279	\$ 8,693	\$ 9,128	\$ 9,584	\$ 10,063	\$ 10,566	
			Annual	\$ 99,344	\$ 104,316	\$ 109,536	\$ 115,008	\$ 120,756	\$ 126,792	
Senior Recreation Supervisor	MGMT	07-10-2023	Hourly	\$ 45.1231	\$ 47.3769	\$ 49.7481	\$ 52.2346	\$ 54.8481	\$ 57.5885	
			Monthly	\$ 7,821	\$ 8,212	\$ 8,623	\$ 9,054	\$ 9,507	\$ 9,982	
			Annual	\$ 93,856	\$ 98,544	\$ 103,476	\$ 108,648	\$ 114,084	\$ 119,784	

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2023-33

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Senior Van Driver	SEIU	10-03-2022	Hourly	\$ 16.8346	\$ 17.6769	\$ 18.5596	\$ 19.4885	\$ 20.4635	\$ 21.4846	
			Monthly	\$ 2,918	\$ 3,064	\$ 3,217	\$ 3,378	\$ 3,547	\$ 3,724	
			Annual	\$ 35,016	\$ 36,768	\$ 38,604	\$ 40,536	\$ 42,564	\$ 44,688	
Urban Forestry Coordinator	MGMT	07-10-2023	Hourly	\$ 39.2784	\$ 41.2443	\$ 43.3039	\$ 45.4673	\$ 47.7404	\$ 50.1289	
			Monthly	\$ 6,808	\$ 7,149	\$ 7,506	\$ 7,881	\$ 8,275	\$ 8,689	
			Annual	\$ 81,699	\$ 85,788	\$ 90,072	\$ 94,572	\$ 99,300	\$ 104,268	

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.

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2023-33

Hourly Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
On-Call Fire Inspector	HRLY	07-10-2023	Hourly	\$ 39.5698	\$ 41.5482	\$ 43.6256	\$ 45.8069	\$ 48.0972	\$ 50.5021	
Intern	HRLY	07-10-2023	Hourly	\$ 15.5288	\$ 16.3052	\$ 17.1205	\$ 17.9765	\$ 18.8753	\$ 19.8191	
Neighborhood Services Coordinator	HRLY	07-10-2023	Hourly	\$ 30.7505	\$ 32.2880	\$ 33.9024	\$ 35.5975	\$ 37.3774	\$ 39.2463	
On-Call Public Safety Dispatcher	HRLY	07-10-2023	Hourly	\$ 34.4774	\$ 36.2012	\$ 38.0113	\$ 39.9119	\$ 41.9075	\$ 44.0029	
Parking Enforcement & Traffic Control Technician	HRLY	07-10-2023	Hourly	\$ 25.9560	\$ 27.2538	\$ 28.6165	\$ 30.0473	\$ 31.5497	\$ 33.1272	
Part-Time, On-Call Police Records Assistant	HRLY	07-10-2023	Hourly	\$ 26.7058	\$ 28.0410	\$ 29.4431	\$ 30.9153	\$ 32.4611	\$ 34.0842	
Police Cadet	HRLY	01-01-2023	Hourly	\$ 16.8508	\$ 17.6933	\$ 18.5780	\$ 19.5069	\$ 20.4822	\$ 21.5063	
Police Officer Recruit	HRLY	01-01-2023	Hourly	\$ 37.2500						
Recreation Leader I	HRLY	01-01-2023	Hourly	\$ 16.1534	\$ 16.9611	\$ 17.8092	\$ 18.6997	\$ 19.6347	\$ 20.6164	
Recreation Leader II	HRLY	01-01-2023	Hourly	\$ 17.3851	\$ 18.2544	\$ 19.1671	\$ 20.1255	\$ 21.1318	\$ 22.1884	
Recreation Leader III	HRLY	07-10-2023	Hourly	\$ 18.8480	\$ 19.7904	\$ 20.7799	\$ 21.8189	\$ 22.9098	\$ 24.0553	



City of Albany

1000 San Pablo Avenue • Albany, California 94706
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RESOLUTION NO. 2023-33

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

The 5th day of June, 2023, by the following votes:

AYES: Council Members Hansen-Romero, Jordan, López, Miki and Mayor Tiedemann

NOES: none

ABSENT: none

ABSTAINED: none

RECUSED: none

WITNESS MY HAND AND THE SEAL OF THE CITY OF ALBANY, this 6th
day of June, 2023.

Anne Hsu
CITY CLERK