

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

Agenda Date: September 5, 2023  
Reviewed by: NA

**SUBJECT:** Updated Salary Schedule for City of Albany Employees

**REPORT BY:** Nicole Almaguer, City Manager  
Penny Ha, Human Resources Director

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**SUMMARY**

An updated Salary Schedule has been prepared that incorporates negotiated salary adjustments for Service Employee International Union (SEIU) employee classifications, in accordance with the ratified Memorandum of Understanding (MOU).

**STAFF RECOMMENDATION**

That the Council adopt Resolution No. 2023-60, approving an updated Salary Schedule for City employees.

**BACKGROUND/DISCUSSION**

In accordance with the ratified SEIU MOU, effective October 1, 2021 – September 30, 2024, the attached updated Salary Schedule reflects a three percent (3%) cost of living adjustment and zero-point five percent (0.5%) equity adjustment increasing the base salary for all classifications within the bargaining unit, effective October 2, 2023 (the first full pay period following October 1, 2023).

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).

**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 were accounted for in the FY 2023-25 Biennial Operating Budget. Therefore, no additional appropriation of funds is needed.

### **Attachments:**

1. Resolution No. 2023-60 (including Exhibit A – Updated Salary Schedule)
2. Exhibit A to Resolution No. 2023-60 – Updated Salary Schedule

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**RESOLUTION NO. 2023-60**

**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 March 7, 2022 the Albany City Council approved the Memorandum of Understanding between the City and the Service Employee International Union, Local 1021; and

**WHEREAS**, the updated Memorandum of Understanding includes a three percent (3%) Cost of Living Adjustment, as well as a zero point five percent (0.5%) equity adjustment effective the first full pay period following October 1, 2023; and

**WHEREAS**, the City Salary Schedule has been updated to reflect new salary ranges for Service Employee International Union, Local 1021 classifications to ensure compliance with the Memorandum of Understanding.

**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.

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AARON TIEDEMANN, MAYOR

**ATTACHMENT:** Exhibit A – Updated Salary Schedule

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2023-xx

**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	
<a href="#">Accounting Technician I</a>	SEIU	<a href="#">10-02-2023</a>	Hourly	\$ 25,0669	\$ 26,3193	\$ 27,6346	\$ 29,0193	\$ 30,4731	\$ 31,9961	
			Monthly	\$ 4,345	\$ 4,562	\$ 4,790	\$ 5,030	\$ 5,282	\$ 5,546	
			Annual	\$ 52,139	\$ 54,744	\$ 57,480	\$ 60,360	\$ 63,384	\$ 66,552	
<a href="#">Accounting Technician II</a>	SEIU	<a href="#">10-02-2023</a>	Hourly	\$ 27,6346	\$ 29,0193	\$ 30,4731	\$ 31,9961	\$ 33,5943	\$ 35,2731	
			Monthly	\$ 4,790	\$ 5,030	\$ 5,282	\$ 5,546	\$ 5,823	\$ 6,114	
			Annual	\$ 57,480	\$ 60,360	\$ 63,384	\$ 66,552	\$ 69,876	\$ 73,368	
<a href="#">Administrative Assistant</a>	SEIU	<a href="#">10-02-2023</a>	Hourly	\$ 30,4828	\$ 32,0078	\$ 33,6058	\$ 35,2846	\$ 37,0500	\$ 38,9019	
			Monthly	\$ 5,284	\$ 5,548	\$ 5,825	\$ 6,116	\$ 6,422	\$ 6,743	
			Annual	\$ 63,404	\$ 66,576	\$ 69,900	\$ 73,392	\$ 77,064	\$ 80,916	
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	
<a href="#">Assistant Planner</a>	SEIU	<a href="#">10-02-2023</a>	Hourly	\$ 35,1044	\$ 36,8596	\$ 38,7000	\$ 40,6328	\$ 42,6635	\$ 44,7981	
			Monthly	\$ 6,085	\$ 6,389	\$ 6,708	\$ 7,043	\$ 7,395	\$ 7,765	
			Annual	\$ 73,017	\$ 76,668	\$ 80,496	\$ 84,516	\$ 88,740	\$ 93,180	
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	
<a href="#">Assistant Transportation Planner</a>	SEIU	<a href="#">10-02-2023</a>	Hourly	\$ 35,1044	\$ 36,8596	\$ 38,7000	\$ 40,6328	\$ 42,6635	\$ 44,7981	
			Monthly	\$ 6,085	\$ 6,389	\$ 6,708	\$ 7,043	\$ 7,395	\$ 7,765	
			Annual	\$ 73,017	\$ 76,668	\$ 80,496	\$ 84,516	\$ 88,740	\$ 93,180	
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-xx

**Regular Full-Time and Part-Time Classifications**

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
<a href="#">Building Inspector I</a>	<a href="#">SEIU</a>	<a href="#">10-02-2023</a>	Hourly	\$ 35,1044	\$ 36,8596	\$ 38,7000	\$ 40,6328	\$ 42,6635	\$ 44,7981	
			Monthly	\$ 6,085	\$ 6,389	\$ 6,708	\$ 7,043	\$ 7,395	\$ 7,765	
			Annual	\$ 73,017	\$ 76,668	\$ 80,496	\$ 84,516	\$ 88,740	\$ 93,180	
<a href="#">Building Inspector II</a>	<a href="#">SEIU</a>	<a href="#">10-02-2023</a>	Hourly	\$ 38,7000	\$ 40,6328	\$ 42,6635	\$ 44,7981	\$ 47,0365	\$ 49,3904	
			Monthly	\$ 6,708	\$ 7,043	\$ 7,395	\$ 7,765	\$ 8,153	\$ 8,561	
			Annual	\$ 80,496	\$ 84,516	\$ 88,740	\$ 93,180	\$ 97,836	\$ 102,732	
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	
<a href="#">Community Development Technician</a>	<a href="#">SEIU</a>	<a href="#">10-02-2023</a>	Hourly	\$ 31,6053	\$ 33,1846	\$ 34,8461	\$ 36,5885	\$ 38,4173	\$ 40,3385	
			Monthly	\$ 5,478	\$ 5,752	\$ 6,040	\$ 6,342	\$ 6,659	\$ 6,992	
			Annual	\$ 65,739	\$ 69,024	\$ 72,480	\$ 76,104	\$ 79,908	\$ 83,904	
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-xx

**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-xx

**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	
<a href="#">Lead Maintenance Worker</a>	SEIU	<a href="#">10-02-2023</a>	Hourly	<a href="#">\$ 29,2169</a>	<a href="#">\$ 30,6750</a>	<a href="#">\$ 32,2096</a>	<a href="#">\$ 33,8193</a>	<a href="#">\$ 35,5096</a>	<a href="#">\$ 37,2865</a>	
			Monthly	<a href="#">\$ 5,064</a>	<a href="#">\$ 5,317</a>	<a href="#">\$ 5,583</a>	<a href="#">\$ 5,862</a>	<a href="#">\$ 6,155</a>	<a href="#">\$ 6,463</a>	
			Annual	<a href="#">\$ 60,771</a>	<a href="#">\$ 63,804</a>	<a href="#">\$ 66,996</a>	<a href="#">\$ 70,344</a>	<a href="#">\$ 73,860</a>	<a href="#">\$ 77,556</a>	
<a href="#">Maintenance Worker I</a>	SEIU	<a href="#">10-02-2023</a>	Hourly	<a href="#">\$ 25,0250</a>	<a href="#">\$ 26,2789</a>	<a href="#">\$ 27,5943</a>	<a href="#">\$ 28,9731</a>	<a href="#">\$ 30,4211</a>	<a href="#">\$ 31,9443</a>	
			Monthly	<a href="#">\$ 4,338</a>	<a href="#">\$ 4,555</a>	<a href="#">\$ 4,783</a>	<a href="#">\$ 5,022</a>	<a href="#">\$ 5,273</a>	<a href="#">\$ 5,537</a>	
			Annual	<a href="#">\$ 52,052</a>	<a href="#">\$ 54,660</a>	<a href="#">\$ 57,396</a>	<a href="#">\$ 60,264</a>	<a href="#">\$ 63,276</a>	<a href="#">\$ 66,444</a>	
<a href="#">Maintenance Worker II</a>	SEIU	<a href="#">10-02-2023</a>	Hourly	<a href="#">\$ 27,2943</a>	<a href="#">\$ 28,6615</a>	<a href="#">\$ 30,0923</a>	<a href="#">\$ 31,5981</a>	<a href="#">\$ 33,1789</a>	<a href="#">\$ 34,8404</a>	
			Monthly	<a href="#">\$ 4,731</a>	<a href="#">\$ 4,968</a>	<a href="#">\$ 5,216</a>	<a href="#">\$ 5,477</a>	<a href="#">\$ 5,751</a>	<a href="#">\$ 6,039</a>	
			Annual	<a href="#">\$ 56,772</a>	<a href="#">\$ 59,616</a>	<a href="#">\$ 62,592</a>	<a href="#">\$ 65,724</a>	<a href="#">\$ 69,012</a>	<a href="#">\$ 72,468</a>	
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	
<a href="#">Office Assistant I</a>	SEIU	<a href="#">10-02-2023</a>	Hourly	<a href="#">\$ 20,5948</a>	<a href="#">\$ 21,6231</a>	<a href="#">\$ 22,7078</a>	<a href="#">\$ 23,8443</a>	<a href="#">\$ 25,0385</a>	<a href="#">\$ 26,2904</a>	
			Monthly	<a href="#">\$ 3,570</a>	<a href="#">\$ 3,748</a>	<a href="#">\$ 3,936</a>	<a href="#">\$ 4,133</a>	<a href="#">\$ 4,340</a>	<a href="#">\$ 4,557</a>	
			Annual	<a href="#">\$ 42,837</a>	<a href="#">\$ 44,976</a>	<a href="#">\$ 47,232</a>	<a href="#">\$ 49,596</a>	<a href="#">\$ 52,080</a>	<a href="#">\$ 54,684</a>	
<a href="#">Office Assistant II</a>	SEIU	<a href="#">10-02-2023</a>	Hourly	<a href="#">\$ 22,7078</a>	<a href="#">\$ 23,8443</a>	<a href="#">\$ 25,0385</a>	<a href="#">\$ 26,2904</a>	<a href="#">\$ 27,6058</a>	<a href="#">\$ 28,9846</a>	
			Monthly	<a href="#">\$ 3,936</a>	<a href="#">\$ 4,133</a>	<a href="#">\$ 4,340</a>	<a href="#">\$ 4,557</a>	<a href="#">\$ 4,785</a>	<a href="#">\$ 5,024</a>	
			Annual	<a href="#">\$ 47,232</a>	<a href="#">\$ 49,596</a>	<a href="#">\$ 52,080</a>	<a href="#">\$ 54,684</a>	<a href="#">\$ 57,420</a>	<a href="#">\$ 60,288</a>	

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2023-xx

**Regular Full-Time and Part-Time Classifications**

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
<a href="#">Payroll Technician</a>	<a href="#">SEIU</a>	<a href="#">10-02-2023</a>	Hourly	\$ 30,4706	\$ 31,9961	\$ 33,5943	\$ 35,2731	\$ 37,0385	\$ 38,8904	
			Monthly	\$ 5,282	\$ 5,546	\$ 5,823	\$ 6,114	\$ 6,420	\$ 6,741	
			Annual	\$ 63,379	\$ 66,552	\$ 69,876	\$ 73,368	\$ 77,040	\$ 80,892	
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	
<a href="#">Police Administrative Specialist</a>	<a href="#">SEIU</a>	<a href="#">10-02-2023</a>	Hourly	\$ 32,9010	\$ 34,5461	\$ 36,2711	\$ 38,0828	\$ 39,9865	\$ 41,9885	
			Monthly	\$ 5,703	\$ 5,988	\$ 6,287	\$ 6,601	\$ 6,931	\$ 7,278	
			Annual	\$ 68,434	\$ 71,856	\$ 75,444	\$ 79,212	\$ 83,172	\$ 87,336	
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
<a href="#">Police Records Assistant</a>	<a href="#">SEIU</a>	<a href="#">10-02-2023</a>	Hourly	\$ 27,6404	\$ 29,0250	\$ 30,4789	\$ 32,0019	\$ 33,6000	\$ 35,2789	
			Monthly	\$ 4,791	\$ 5,031	\$ 5,283	\$ 5,547	\$ 5,824	\$ 6,115	
			Annual	\$ 57,492	\$ 60,372	\$ 63,396	\$ 66,564	\$ 69,888	\$ 73,380	
<a href="#">Police Records Specialist</a>	<a href="#">SEIU</a>	<a href="#">10-02-2023</a>	Hourly	\$ 30,3990	\$ 31,9154	\$ 33,5135	\$ 35,1865	\$ 36,9461	\$ 38,7923	
			Monthly	\$ 5,269	\$ 5,532	\$ 5,809	\$ 6,099	\$ 6,404	\$ 6,724	
			Annual	\$ 63,230	\$ 66,384	\$ 69,708	\$ 73,188	\$ 76,848	\$ 80,688	
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-xx

**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	
<a href="#">Recreation Coordinator I</a>	<a href="#">SEIU</a>	<a href="#">10-02-2023</a>	Hourly	\$ 21.9260	\$ 23.0250	\$ 24.1789	\$ 25.3904	\$ 26.6596	\$ 27.9923	
			Monthly	\$ 3,801	\$ 3,991	\$ 4,191	\$ 4,401	\$ 4,621	\$ 4,852	
			Annual	\$ 45,606	\$ 47,892	\$ 50,292	\$ 52,812	\$ 55,452	\$ 58,224	
<a href="#">Recreation Coordinator II</a>	<a href="#">SEIU</a>	<a href="#">10-02-2023</a>	Hourly	\$ 25.8135	\$ 27.1039	\$ 28.4596	\$ 29.8846	\$ 31.3789	\$ 32.9481	
			Monthly	\$ 4,474	\$ 4,698	\$ 4,933	\$ 5,180	\$ 5,439	\$ 5,711	
			Annual	\$ 53,692	\$ 56,376	\$ 59,196	\$ 62,160	\$ 65,268	\$ 68,532	
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-xx

**Regular Full-Time and Part-Time Classifications**

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
<a href="#">Senior Van Driver</a>	<a href="#">SEIU</a>	<a href="#">10-02-2023</a>	Hourly	\$ 17,4808	\$ 18,3578	\$ 19,2750	\$ 20,2385	\$ 21,2481	\$ 22,3096	
			Monthly	\$ 3,030	\$ 3,182	\$ 3,341	\$ 3,508	\$ 3,683	\$ 3,867	
			Annual	\$ 36,360	\$ 38,184	\$ 40,092	\$ 42,096	\$ 44,196	\$ 46,404	
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.