

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

Agenda Date: July 15, 2024

SUBJECT: Amendment No. 5 to the Employment Agreement for City Manager Services

REPORT BY: Mala Subramanian, City Attorney

SUMMARY

This report details the proposed Amendment No. 5 to the Employment Agreement for City Manager Services.

STAFF RECOMMENDATION

That the Council adopt Resolution No. 2024-67, approving Amendment No. 5 to the Employment Agreement for City Manager Services, and accompanying updated salary schedule to incorporate the amendment.

BACKGROUND/DISCUSSION

On January 22, 2018, the City Council adopted [Resolution No. 2018-20](#) approving an employment agreement with Nicole Almaguer for City Manager Services (“Agreement”). On October 21, 2019, the City Council adopted [Resolution No. 2019-88](#) approving Amendment No. 1 to the Agreement to increase the compensation. On December 7, 2020, the City Council adopted [Resolution No. 2020-119](#) approving Amendment No. 2 to the Agreement to provide for additional administrative leave. On September 6, 2022, the City Council adopted [Resolution No. 2022-98](#) to execute the Restated Amendment No. 3 to the Employment Agreement for the City Manager, effective July 1, 2022 to provide for an increase in base salary and 6 months’ severance pay upon removal without cause. On September 4, 2023, the City Council adopted [Resolution No. 2023-64](#) to execute Amendment No. 4 to the Employment Agreement for the City Manager, effective July 1, 2023 to provide for an increase in base salary.

In accordance with the terms of the Agreement, the City Council conducted an annual performance review of the City Manager on July 1, 2024 and requested a fifth amendment to the Agreement to increase the City Manager’s base salary to \$290,723 effective July 1, 2024 and provide for a 4/5ths vote of the Council to terminate the Agreement.

Attachment:

1. Resolution No. 2024-67 with Amendment No. 5 to the Employment Agreement
2. Updated Salary Schedule

1 **NOW, THEREFORE**, in consideration of the mutual covenants and conditions set
2 forth in this Amendment No. 5, the parties agree as follows:

3
4 **A. Amendment No. 5 to Agreement.** This Amendment No. 5 makes certain specific
5 changes to the Agreement. Except for the provisions expressly modified in this
6 Amendment No. 5, the remaining terms and conditions of the Agreement as otherwise
7 amended remain in full force and effect.

8
9 **B. Amendment to Section 3.** Section 3: COMPENSATION is amended in full to
10 read as follows:

11 **“SECTION 3: COMPENSATION**

12
13 Employer agrees to pay Employee for her services rendered pursuant hereto an
14 annual base salary of two hundred ninety thousand seven hundred twenty-three dollars
15 (\$290,723). Employee shall also receive the following from the Management and
16 Confidential Employees Benefits Booklet as approved by the City Council as it may be
17 amended from time to time: an additional five percent (5%) of the base salary as longevity
18 pay for serving ten (10) or more years with the City and as additional two point five percent
19 (2.5%) of base salary plus longevity pay as incentive pay, as provided to other management
20 employees. Employee shall automatically receive any cost of living increases to base salary
21 the management employees may be granted by the Employer during the term of this
22 Agreement. The annual base salary may be further increased by the Employer from time to
23 time by written amendment of this Agreement. The current salary shall be accurately
24 reflected in the Employer’s Salary Schedule. Employee shall receive compensation
25 payable in installments at the same time as other employees of the Employer are paid.”

26
27 **C. Amendment to Section 5A.** Section 5A.: Termination is amended in full to read
28 as follows:

29

1 “A. Employee is an at-will employee appointed by and serving at the pleasure of
2 Employer, acting through its City Council; and this Agreement may be terminated by
3 Employer at any time, with or without cause by a 4/5ths vote of the City Council. Pursuant to
4 Albany Municipal Code Section 2-3.1, if Employer terminates this Agreement for any reason,
5 Employee shall be entitled to receive a severance payment equal to ninety (90) days salary
6 following receipt of a written notice of termination, in addition to payment for accrued vacation
7 as required by law.”

8
9 **IN WITNESS WHEREOF**, the parties have executed this Amendment No. 5 as of
10 the day and year written above.

11
12 **CITY OF ALBANY**

12 **EMPLOYEE**

13
14 By: _____
15 JOHN MIKI, MAYOR

14 By: _____
15 NICOLE ALMAGUER, CITY MANAGER

16
17 **APPROVED AS TO FORM:**

18
19 By: _____
20 MALA SUBRAMANIAN, CITY ATTORNEY

21
22 **ATTEST:**

23
24 By: _____
25 ANNE HSU, CITY CLERK

26
27 Date: _____
28
29

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2024-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	11-13-2023	Hourly	\$ 40.5317	\$ 42.5596	\$ 44.6885	\$ 46.9212	\$ 49.2692	\$ 51.7327	
			Monthly	\$ 7,025	\$ 7,377	\$ 7,746	\$ 8,133	\$ 8,540	\$ 8,967	
			Annual	\$ 84,306	\$ 88,524	\$ 92,952	\$ 97,596	\$ 102,480	\$ 107,604	
Accounting Supervisor	MGMT	11-13-2023	Hourly	\$ 49.2693	\$ 51.7328	\$ 54.3173	\$ 57.0346	\$ 59.8846	\$ 62.8789	
			Monthly	\$ 8,540	\$ 8,967	\$ 9,415	\$ 9,886	\$ 10,380	\$ 10,899	
			Annual	\$ 102,480	\$ 107,604	\$ 112,980	\$ 118,632	\$ 124,560	\$ 130,788	
Accounting Technician I	SEIU	01-17-2024	Hourly	\$ 26.3956	\$ 27.7154	\$ 29.1000	\$ 30.5539	\$ 32.0828	\$ 33.6865	
			Monthly	\$ 4,575	\$ 4,804	\$ 5,044	\$ 5,296	\$ 5,561	\$ 5,839	
			Annual	\$ 54,903	\$ 57,648	\$ 60,528	\$ 63,552	\$ 66,732	\$ 70,068	
Accounting Technician II	SEIU	01-17-2024	Hourly	\$ 29.1000	\$ 30.5539	\$ 32.0828	\$ 33.6865	\$ 35.3711	\$ 37.1423	
			Monthly	\$ 5,044	\$ 5,296	\$ 5,561	\$ 5,839	\$ 6,131	\$ 6,438	
			Annual	\$ 60,528	\$ 63,552	\$ 66,732	\$ 70,068	\$ 73,572	\$ 77,256	
Administrative Assistant	SEIU	01-17-2024	Hourly	\$ 30.9399	\$ 32.4865	\$ 34.1135	\$ 35.8211	\$ 37.6096	\$ 39.4904	
			Monthly	\$ 5,363	\$ 5,631	\$ 5,913	\$ 6,209	\$ 6,519	\$ 6,845	
			Annual	\$ 64,355	\$ 67,572	\$ 70,956	\$ 74,508	\$ 78,228	\$ 82,140	
Assistant City Manager	MGMT	11-13-2023	Hourly	\$ 83.0086	\$ 87.1615	\$ 91.5173	\$ 96.0923	\$ 100.8981	\$ 105.9404	
			Monthly	\$ 14,388	\$ 15,108	\$ 15,863	\$ 16,656	\$ 17,489	\$ 18,363	
			Annual	\$ 172,658	\$ 181,296	\$ 190,356	\$ 199,872	\$ 209,868	\$ 220,356	
Assistant Engineer	MGMT	11-13-2023	Hourly	\$ 43.0294	\$ 45.1789	\$ 47.4404	\$ 49.8115	\$ 52.3039	\$ 54.9173	
			Monthly	\$ 7,458	\$ 7,831	\$ 8,223	\$ 8,634	\$ 9,066	\$ 9,519	
			Annual	\$ 89,501	\$ 93,972	\$ 98,676	\$ 103,608	\$ 108,792	\$ 114,228	
Assistant Planner	SEIU	01-17-2024	Hourly	\$ 35.6308	\$ 37.4135	\$ 39.2828	\$ 41.2443	\$ 43.3039	\$ 45.4673	
			Monthly	\$ 6,176	\$ 6,485	\$ 6,809	\$ 7,149	\$ 7,506	\$ 7,881	
			Annual	\$ 74,112	\$ 77,820	\$ 81,708	\$ 85,788	\$ 90,072	\$ 94,572	
Assistant to the City Manager	MGMT	11-13-2023	Hourly	\$ 53.9346	\$ 56.6308	\$ 59.4635	\$ 62.4346	\$ 65.5558	\$ 68.8328	
			Monthly	\$ 9,349	\$ 9,816	\$ 10,307	\$ 10,822	\$ 11,363	\$ 11,931	
			Annual	\$ 112,184	\$ 117,792	\$ 123,684	\$ 129,864	\$ 136,356	\$ 143,172	
Assistant Transportation Planner	SEIU	01-17-2024	Hourly	\$ 35.6308	\$ 37.4135	\$ 39.2828	\$ 41.2443	\$ 43.3039	\$ 45.4673	
			Monthly	\$ 6,176	\$ 6,485	\$ 6,809	\$ 7,149	\$ 7,506	\$ 7,881	
			Annual	\$ 74,112	\$ 77,820	\$ 81,708	\$ 85,788	\$ 90,072	\$ 94,572	
Associate Engineer	MGMT	11-13-2023	Hourly	\$ 48.3274	\$ 50.7461	\$ 53.2846	\$ 55.9500	\$ 58.7481	\$ 61.6846	
			Monthly	\$ 8,377	\$ 8,796	\$ 9,236	\$ 9,698	\$ 10,183	\$ 10,692	
			Annual	\$ 100,521	\$ 105,552	\$ 110,832	\$ 116,376	\$ 122,196	\$ 128,304	
Associate Planner	MGMT	11-13-2023	Hourly	\$ 42.9303	\$ 45.0750	\$ 47.3308	\$ 49.6961	\$ 52.1828	\$ 54.7904	
			Monthly	\$ 7,441	\$ 7,813	\$ 8,204	\$ 8,614	\$ 9,045	\$ 9,497	
			Annual	\$ 89,295	\$ 93,756	\$ 98,448	\$ 103,368	\$ 108,540	\$ 113,964	
Associate Transportation Planner	MGMT	11-13-2023	Hourly	\$ 42.9303	\$ 45.0750	\$ 47.3308	\$ 49.6961	\$ 52.1828	\$ 54.7904	
			Monthly	\$ 7,441	\$ 7,813	\$ 8,204	\$ 8,614	\$ 9,045	\$ 9,497	
			Annual	\$ 89,295	\$ 93,756	\$ 98,448	\$ 103,368	\$ 108,540	\$ 113,964	

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2024-XX

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	01-17-2024	Hourly	\$ 35.6659	\$ 37.4481	\$ 39.3231	\$ 41.2904	\$ 43.3558	\$ 45.5250	
			Monthly	\$ 6,182	\$ 6,491	\$ 6,816	\$ 7,157	\$ 7,515	\$ 7,891	
			Annual	\$ 74,185	\$ 77,892	\$ 81,792	\$ 85,884	\$ 90,180	\$ 94,692	
Building Inspector II	SEIU	01-17-2024	Hourly	\$ 39.3231	\$ 41.2904	\$ 43.3558	\$ 45.5250	\$ 47.8039	\$ 50.1923	
			Monthly	\$ 6,816	\$ 7,157	\$ 7,515	\$ 7,891	\$ 8,286	\$ 8,700	
			Annual	\$ 81,792	\$ 85,884	\$ 90,180	\$ 94,692	\$ 99,432	\$ 104,400	
Building Plans Examiner	MGMT	11-13-2023	Hourly	\$ 42.6073	\$ 44.7346	\$ 46.9731	\$ 49.3211	\$ 51.7846	\$ 54.3750	
			Monthly	\$ 7,385	\$ 7,754	\$ 8,142	\$ 8,549	\$ 8,976	\$ 9,425	
			Annual	\$ 88,623	\$ 93,048	\$ 97,704	\$ 102,588	\$ 107,712	\$ 113,100	
CIP Program Manager	MGMT	11-13-2023	Hourly	\$ 60.7683	\$ 63.8078	\$ 66.9981	\$ 70.3500	\$ 73.8693	\$ 77.5615	
			Monthly	\$ 10,533	\$ 11,060	\$ 11,613	\$ 12,194	\$ 12,804	\$ 13,444	
			Annual	\$ 126,398	\$ 132,720	\$ 139,356	\$ 146,328	\$ 153,648	\$ 161,328	
City Clerk	MGMT	11-13-2023	Hourly	\$ 81.0360	\$ 85.0904	\$ 89.3423	\$ 93.8078	\$ 98.4981	\$ 103.4250	
			Monthly	\$ 14,046	\$ 14,749	\$ 15,486	\$ 16,260	\$ 17,073	\$ 17,927	
			Annual	\$ 168,555	\$ 176,988	\$ 185,832	\$ 195,120	\$ 204,876	\$ 215,124	
City Clerk/Assistant City Manager	MGMT	11-13-2023	Hourly	\$ 83.0086	\$ 87.1615	\$ 91.5173	\$ 96.0923	\$ 100.8981	\$ 105.9404	
			Monthly	\$ 14,388	\$ 15,108	\$ 15,863	\$ 16,656	\$ 17,489	\$ 18,363	
			Annual	\$ 172,658	\$ 181,296	\$ 190,356	\$ 199,872	\$ 209,868	\$ 220,356	
<u>City Manager</u>	<u>MGMT</u>	<u>07-01-2024</u>	<u>Hourly</u>							
			<u>Monthly</u>						\$ 139,7707	
			<u>Annual</u>						\$ 24,227	
									\$ 290,723	
Community Development Director	MGMT	11-13-2023	Hourly	\$ 81.0360	\$ 85.0904	\$ 89.3423	\$ 93.8078	\$ 98.4981	\$ 103.4250	
			Monthly	\$ 14,046	\$ 14,749	\$ 15,486	\$ 16,260	\$ 17,073	\$ 17,927	
			Annual	\$ 168,555	\$ 176,988	\$ 185,832	\$ 195,120	\$ 204,876	\$ 215,124	
Community Development Technician	SEIU	01-17-2024	Hourly	\$ 32.0794	\$ 33.6808	\$ 35.3654	\$ 37.1365	\$ 38.9943	\$ 40.9443	
			Monthly	\$ 5,560	\$ 5,838	\$ 6,130	\$ 6,437	\$ 6,759	\$ 7,097	
			Annual	\$ 66,725	\$ 70,056	\$ 73,560	\$ 77,244	\$ 81,108	\$ 85,164	
Community Engagement Specialist	MGMT	11-13-2023	Hourly	\$ 31.6731	\$ 33.2539	\$ 34.9154	\$ 36.6635	\$ 38.4981	\$ 40.4250	
			Monthly	\$ 5,490	\$ 5,764	\$ 6,052	\$ 6,355	\$ 6,673	\$ 7,007	
			Annual	\$ 65,880	\$ 69,168	\$ 72,624	\$ 76,260	\$ 80,076	\$ 84,084	
Council Member	ELECT	01-01-2024	Monthly	\$950.00						
Deputy City Clerk	MGMT	11-13-2023	Hourly	\$ 37.0365	\$ 38.8904	\$ 40.8346	\$ 42.8769	\$ 45.0231	\$ 47.2731	
			Monthly	\$ 6,420	\$ 6,741	\$ 7,078	\$ 7,432	\$ 7,804	\$ 8,194	
			Annual	\$ 77,036	\$ 80,892	\$ 84,936	\$ 89,184	\$ 93,648	\$ 98,328	
Executive Assistant	MGMT	11-13-2023	Hourly	\$ 32.4034	\$ 34.0211	\$ 35.7231	\$ 37.5115	\$ 39.3865	\$ 41.3539	
			Monthly	\$ 5,617	\$ 5,897	\$ 6,192	\$ 6,502	\$ 6,827	\$ 7,168	
			Annual	\$ 67,399	\$ 70,764	\$ 74,304	\$ 78,024	\$ 81,924	\$ 86,016	

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2024-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	MGMT	11-13-2023	Hourly	\$ 81.0360	\$ 85.0904	\$ 89.3423	\$ 93.8078	\$ 98.4981	\$ 103.4250		
			Monthly	\$ 14,046	\$ 14,749	\$ 15,486	\$ 16,260	\$ 17,073	\$ 17,927		
			Annual	\$ 168,555	\$ 176,988	\$ 185,832	\$ 195,120	\$ 204,876	\$ 215,124		
Finance Director	MGMT	11-13-2023	Hourly	\$ 81.0360	\$ 85.0904	\$ 89.3423	\$ 93.8078	\$ 98.4981	\$ 103.4250		
			Monthly	\$ 14,046	\$ 14,749	\$ 15,486	\$ 16,260	\$ 17,073	\$ 17,927		
			Annual	\$ 168,555	\$ 176,988	\$ 185,832	\$ 195,120	\$ 204,876	\$ 215,124		
Financial Analyst	MGMT	11-13-2023	Hourly	\$ 40.5328	\$ 42.5596	\$ 44.6885	\$ 46.9211	\$ 49.2693	\$ 51.7328		
			Monthly	\$ 7,026	\$ 7,377	\$ 7,746	\$ 8,133	\$ 8,540	\$ 8,967		
			Annual	\$ 84,308	\$ 88,524	\$ 92,952	\$ 97,596	\$ 102,480	\$ 107,604		
Financial Coordinator	MGMT	11-13-2023	Hourly	\$ 36.7630	\$ 38.6019	\$ 40.5346	\$ 42.5596	\$ 44.6885	\$ 46.9211		
			Monthly	\$ 6,372	\$ 6,691	\$ 7,026	\$ 7,377	\$ 7,746	\$ 8,133		
			Annual	\$ 76,467	\$ 80,292	\$ 84,312	\$ 88,524	\$ 92,952	\$ 97,596		
Finance Manager	MGMT	11-13-2023	Hourly	\$ 60.3654	\$ 63.3865	\$ 66.5539	\$ 69.8828	\$ 73.3789	\$ 77.0481		
			Monthly	\$ 10,463	\$ 10,987	\$ 11,536	\$ 12,113	\$ 12,719	\$ 13,355		
			Annual	\$ 125,560	\$ 131,844	\$ 138,432	\$ 145,356	\$ 152,628	\$ 160,260		
Finance Supervisor	MGMT	11-13-2023	Hourly	\$ 46.3409	\$ 48.6578	\$ 51.0923	\$ 53.6481	\$ 56.3308	\$ 59.1461		
			Monthly	\$ 8,032	\$ 8,434	\$ 8,856	\$ 9,299	\$ 9,764	\$ 10,252		
			Annual	\$ 96,389	\$ 101,208	\$ 106,272	\$ 111,588	\$ 117,168	\$ 123,024		
Fire Captain	AFFA	01-08-2024	Hourly	\$ 44.5543	\$ 46.7829	\$ 49.1229	\$ 51.5786	\$ 54.1586	\$ 56.8671	\$ 59.7086	
			Monthly	\$ 10,812	\$ 11,353	\$ 11,920	\$ 12,516	\$ 13,142	\$ 13,800	\$ 14,489	
			Annual	\$ 129,742	\$ 136,232	\$ 143,046	\$ 150,197	\$ 157,710	\$ 165,597	\$ 173,871	
Fire Chief	UNSFT	11-13-2023	Hourly	\$ 88.5336	\$ 92.9596	\$ 97.6096	\$ 102.4904	\$ 107.6135	\$ 112.9961		
			Monthly	\$ 15,346	\$ 16,113	\$ 16,919	\$ 17,765	\$ 18,653	\$ 19,586		
			Annual	\$ 184,150	\$ 193,356	\$ 203,028	\$ 213,180	\$ 223,836	\$ 235,032		
Fire Engineer	AFFA	01-08-2024	Hourly	\$ 36.6514	\$ 38.4857	\$ 40.4100	\$ 42.4329	\$ 44.5543	\$ 46.7829	\$ 49.1229	
			Monthly	\$ 8,894	\$ 9,339	\$ 9,806	\$ 10,297	\$ 10,812	\$ 11,353	\$ 11,920	
			Annual	\$ 106,729	\$ 112,070	\$ 117,674	\$ 123,564	\$ 129,742	\$ 136,232	\$ 143,046	
Fire Fighter	AFFA	01-08-2024	Hourly	\$ 33.2400	\$ 34.9029	\$ 36.6514	\$ 38.4857	\$ 40.4100	\$ 42.4329	\$ 44.5543	
			Monthly	\$ 8,066	\$ 8,470	\$ 8,894	\$ 9,339	\$ 9,806	\$ 10,297	\$ 10,812	
			Annual	\$ 96,795	\$ 101,637	\$ 106,729	\$ 112,070	\$ 117,674	\$ 123,564	\$ 129,742	
Fire Inspector	MGMT	11-13-2023	Hourly	\$ 40.7568	\$ 42.7961	\$ 44.9365	\$ 47.1808	\$ 49.5404	\$ 52.0154		
			Monthly	\$ 7,065	\$ 7,418	\$ 7,789	\$ 8,178	\$ 8,587	\$ 9,016		
			Annual	\$ 84,774	\$ 89,016	\$ 93,468	\$ 98,136	\$ 103,044	\$ 108,192		
Fire Lieutenant	AFFA	01-08-2024	Hourly	\$ 40.4100	\$ 42.4329	\$ 44.5543	\$ 46.7829	\$ 49.1229	\$ 51.5786	\$ 54.1586	
			Monthly	\$ 9,806	\$ 10,297	\$ 10,812	\$ 11,353	\$ 11,920	\$ 12,516	\$ 13,142	
			Annual	\$ 117,674	\$ 123,564	\$ 129,742	\$ 136,232	\$ 143,046	\$ 150,197	\$ 157,710	
Human Resources Analyst	MGMT	11-13-2023	Hourly	\$ 42.8644	\$ 45.0058	\$ 47.2558	\$ 49.6211	\$ 52.1019	\$ 54.7096		
			Monthly	\$ 7,430	\$ 7,801	\$ 8,191	\$ 8,601	\$ 9,031	\$ 9,483		
			Annual	\$ 89,158	\$ 93,612	\$ 98,292	\$ 103,212	\$ 108,372	\$ 113,796		

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2024-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	11-13-2023	Hourly	\$ 81.0360	\$ 85.0904	\$ 89.3423	\$ 93.8078	\$ 98.4981	\$ 103.4250	
			Monthly	\$ 14,046	\$ 14,749	\$ 15,486	\$ 16,260	\$ 17,073	\$ 17,927	
			Annual	\$ 168,555	\$ 176,988	\$ 185,832	\$ 195,120	\$ 204,876	\$ 215,124	
Human Resources Manager	MGMT	11-13-2023	Hourly	\$ 59.1433	\$ 62.1000	\$ 65.2039	\$ 68.4635	\$ 71.8846	\$ 75.4789	
			Monthly	\$ 10,251	\$ 10,764	\$ 11,302	\$ 11,867	\$ 12,460	\$ 13,083	
			Annual	\$ 123,018	\$ 129,168	\$ 135,624	\$ 142,404	\$ 149,520	\$ 156,996	
Human Resources Technician	MGMT	11-13-2023	Hourly	\$ 30.8755	\$ 32.4173	\$ 34.0385	\$ 35.7404	\$ 37.5289	\$ 39.4039	
			Monthly	\$ 5,352	\$ 5,619	\$ 5,900	\$ 6,195	\$ 6,505	\$ 6,830	
			Annual	\$ 64,221	\$ 67,428	\$ 70,800	\$ 74,340	\$ 78,060	\$ 81,960	
Information Technology Analyst	MGMT	11-13-2023	Hourly	\$ 41.7505	\$ 43.8404	\$ 46.0328	\$ 48.3346	\$ 50.7519	\$ 53.2904	
			Monthly	\$ 7,237	\$ 7,599	\$ 7,979	\$ 8,378	\$ 8,797	\$ 9,237	
			Annual	\$ 86,841	\$ 91,188	\$ 95,748	\$ 100,536	\$ 105,564	\$ 110,844	
Information Technology Manager	MGMT	11-13-2023	Hourly	\$ 58.6443	\$ 61.5750	\$ 64.6558	\$ 67.8865	\$ 71.2789	\$ 74.8443	
			Monthly	\$ 10,165	\$ 10,673	\$ 11,207	\$ 11,767	\$ 12,355	\$ 12,973	
			Annual	\$ 121,980	\$ 128,076	\$ 134,484	\$ 141,204	\$ 148,260	\$ 155,676	
Lead Maintenance Worker	SEIU	01-17-2024	Hourly	\$ 30.5289	\$ 32.0539	\$ 33.6578	\$ 35.3423	\$ 37.1078	\$ 38.9654	
			Monthly	\$ 5,292	\$ 5,556	\$ 5,834	\$ 6,126	\$ 6,432	\$ 6,754	
			Annual	\$ 63,500	\$ 66,672	\$ 70,008	\$ 73,512	\$ 77,184	\$ 81,048	
Maintenance Worker I	SEIU	01-17-2024	Hourly	\$ 25.8308	\$ 27.1211	\$ 28.4769	\$ 29.9019	\$ 31.3961	\$ 32.9654	
			Monthly	\$ 4,477	\$ 4,701	\$ 4,936	\$ 5,183	\$ 5,442	\$ 5,714	
			Annual	\$ 53,728	\$ 56,412	\$ 59,232	\$ 62,196	\$ 65,304	\$ 68,568	
Maintenance Worker II	SEIU	01-17-2024	Hourly	\$ 28.2578	\$ 29.6711	\$ 31.1539	\$ 32.7115	\$ 34.3500	\$ 36.0693	
			Monthly	\$ 4,898	\$ 5,143	\$ 5,400	\$ 5,670	\$ 5,954	\$ 6,252	
			Annual	\$ 58,776	\$ 61,716	\$ 64,800	\$ 68,040	\$ 71,448	\$ 75,024	
Management Analyst	MGMT	11-13-2023	Hourly	\$ 40.9693	\$ 43.0154	\$ 45.1673	\$ 47.4231	\$ 49.7943	\$ 52.2865	
			Monthly	\$ 7,101	\$ 7,456	\$ 7,829	\$ 8,220	\$ 8,631	\$ 9,063	
			Annual	\$ 85,216	\$ 89,472	\$ 93,948	\$ 98,640	\$ 103,572	\$ 108,756	
Media & Communications Manager	MGMT	11-13-2023	Hourly	\$ 55.3365	\$ 58.1019	\$ 61.0096	\$ 64.0615	\$ 67.2635	\$ 70.6269	
			Monthly	\$ 9,592	\$ 10,071	\$ 10,575	\$ 11,104	\$ 11,659	\$ 12,242	
			Annual	\$ 115,100	\$ 120,852	\$ 126,900	\$ 133,248	\$ 139,908	\$ 146,904	
Neighborhood Services Manager	MGMT	11-13-2023	Hourly	\$ 53.0899	\$ 55.7423	\$ 58.5289	\$ 61.4539	\$ 64.5289	\$ 67.7539	
			Monthly	\$ 9,202	\$ 9,662	\$ 10,145	\$ 10,652	\$ 11,185	\$ 11,744	
			Annual	\$ 110,427	\$ 115,944	\$ 121,740	\$ 127,824	\$ 134,220	\$ 140,928	
Office Assistant I	SEIU	01-17-2024	Hourly	\$ 20.9198	\$ 21.9635	\$ 22.7078	\$ 23.8443	\$ 25.0385	\$ 26.2904	
			Monthly	\$ 3,626	\$ 3,807	\$ 3,936	\$ 4,133	\$ 4,340	\$ 4,557	
			Annual	\$ 43,513	\$ 45,684	\$ 47,232	\$ 49,596	\$ 52,080	\$ 54,684	
Office Assistant II	SEIU	01-17-2024	Hourly	\$ 22.7078	\$ 23.8443	\$ 25.0385	\$ 26.2904	\$ 27.6058	\$ 28.9846	
			Monthly	\$ 3,936	\$ 4,133	\$ 4,340	\$ 4,557	\$ 4,785	\$ 5,024	
			Annual	\$ 47,232	\$ 49,596	\$ 52,080	\$ 54,684	\$ 57,420	\$ 60,288	

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2024-XX

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	01-17-2024	Hourly	\$ 31.4490	\$ 33.0231	\$ 34.6731	\$ 36.4096	\$ 38.2328	\$ 40.1423		
			Monthly	\$ 5,451	\$ 5,724	\$ 6,010	\$ 6,311	\$ 6,627	\$ 6,958		
			Annual	\$ 65,414	\$ 68,688	\$ 72,120	\$ 75,732	\$ 79,524	\$ 83,496		
Planning Manager	MGMT	11-13-2023	Hourly	\$ 61.9438	\$ 65.0423	\$ 68.2961	\$ 71.7115	\$ 75.3000	\$ 79.0673		
			Monthly	\$ 10,737	\$ 11,274	\$ 11,838	\$ 12,430	\$ 13,052	\$ 13,705		
			Annual	\$ 128,843	\$ 135,288	\$ 142,056	\$ 149,160	\$ 156,624	\$ 164,460		
Police Administrative Specialist	SEIU	01-17-2024	Hourly	\$ 33.3948	\$ 35.0654	\$ 36.8193	\$ 38.6596	\$ 40.5923	\$ 42.6231		
			Monthly	\$ 5,788	\$ 6,078	\$ 6,382	\$ 6,701	\$ 7,036	\$ 7,388		
			Annual	\$ 69,461	\$ 72,936	\$ 76,584	\$ 80,412	\$ 84,432	\$ 88,656		
Police Chief	UNSFT	11-13-2023	Hourly	\$ 88.5336	\$ 92.9596	\$ 97.6096	\$ 102.4904	\$ 107.6135	\$ 112.9961		
			Monthly	\$ 15,346	\$ 16,113	\$ 16,919	\$ 17,765	\$ 18,653	\$ 19,586		
			Annual	\$ 184,150	\$ 193,356	\$ 203,028	\$ 213,180	\$ 223,836	\$ 235,032		
Police Lieutenant	APOA	11-13-2023	Hourly	\$ 71.0601	\$ 74.6135	\$ 78.3461	\$ 82.2635	\$ 86.3769	\$ 90.6981	\$ 95.2328	
			Monthly	\$ 12,317	\$ 12,933	\$ 13,580	\$ 14,259	\$ 14,972	\$ 15,721	\$ 16,507	
			Annual	\$ 147,805	\$ 155,196	\$ 162,960	\$ 171,108	\$ 179,664	\$ 188,652	\$ 198,084	
Police Officer	APOA	11-13-2023	Hourly	\$ 47.7346	\$ 50.1231	\$ 52.6269	\$ 55.2578	\$ 58.0211	\$ 60.9231	\$ 63.9693	
			Monthly	\$ 8,274	\$ 8,688	\$ 9,122	\$ 9,578	\$ 10,057	\$ 10,560	\$ 11,088	
			Annual	\$ 99,288	\$ 104,256	\$ 109,464	\$ 114,936	\$ 120,684	\$ 126,720	\$ 133,056	
Police Records Assistant	SEIU	01-17-2024	Hourly	\$ 28.0553	\$ 29.4578	\$ 30.9289	\$ 32.4750	\$ 34.0961	\$ 35.8039		
			Monthly	\$ 4,863	\$ 5,106	\$ 5,361	\$ 5,629	\$ 5,910	\$ 6,206		
			Annual	\$ 58,355	\$ 61,272	\$ 64,332	\$ 67,548	\$ 70,920	\$ 74,472		
Police Records Specialist	SEIU	01-17-2024	Hourly	\$ 30.8553	\$ 31.9154	\$ 33.5135	\$ 35.1865	\$ 36.9461	\$ 38.7923		
			Monthly	\$ 5,348	\$ 5,532	\$ 5,809	\$ 6,099	\$ 6,404	\$ 6,724		
			Annual	\$ 64,179	\$ 66,384	\$ 69,708	\$ 73,188	\$ 76,848	\$ 80,688		
Police Sergeant	APOA	11-14-2022	Hourly	\$ 56.3423	\$ 59.1578	\$ 62.1173	\$ 65.2211	\$ 68.4808	\$ 71.9078	\$ 75.5019	
			Monthly	\$ 9,766	\$ 10,254	\$ 10,767	\$ 11,305	\$ 11,870	\$ 12,464	\$ 13,087	
			Annual	\$ 117,192	\$ 123,048	\$ 129,204	\$ 135,660	\$ 142,440	\$ 149,568	\$ 157,044	
Police Services Technician I	APOA	11-13-2023	Hourly	\$ 28.8341	\$ 30.2769	\$ 31.7885	\$ 33.3808	\$ 35.0481	\$ 36.8019	\$ 38.6423	
			Monthly	\$ 4,998	\$ 5,248	\$ 5,510	\$ 5,786	\$ 6,075	\$ 6,379	\$ 6,698	
			Annual	\$ 59,975	\$ 62,976	\$ 66,120	\$ 69,432	\$ 72,900	\$ 76,548	\$ 80,376	
Police Services Technician II	APOA	11-13-2023	Hourly	\$ 32.0019	\$ 33.6000	\$ 35.2789	\$ 37.0443	\$ 38.8961	\$ 40.8404	\$ 42.8828	
			Monthly	\$ 5,547	\$ 5,824	\$ 6,115	\$ 6,421	\$ 6,742	\$ 7,079	\$ 7,433	
			Annual	\$ 66,564	\$ 69,888	\$ 73,380	\$ 77,052	\$ 80,904	\$ 84,948	\$ 89,196	
Program Manager	MGMT	11-13-2023	Hourly	\$ 53.0899	\$ 55.7423	\$ 58.5289	\$ 61.4539	\$ 64.5289	\$ 67.7539		
			Monthly	\$ 9,202	\$ 9,662	\$ 10,145	\$ 10,652	\$ 11,185	\$ 11,744		
			Annual	\$ 110,427	\$ 115,944	\$ 121,740	\$ 127,824	\$ 134,220	\$ 140,928		
Project Manager	MGMT	11-13-2023	Hourly	\$ 48.3274	\$ 50.7461	\$ 53.2846	\$ 55.9500	\$ 58.7481	\$ 61.6846		
			Monthly	\$ 8,377	\$ 8,796	\$ 9,236	\$ 9,698	\$ 10,183	\$ 10,692		
			Annual	\$ 100,521	\$ 105,552	\$ 110,832	\$ 116,376	\$ 122,196	\$ 128,304		

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2024-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	11-13-2023	Hourly	\$ 35.5115	\$ 37.2865	\$ 39.1500	\$ 41.1058	\$ 43.1596	\$ 45.3173	\$ 47.5846
			Monthly	\$ 6,155	\$ 6,463	\$ 6,786	\$ 7,125	\$ 7,481	\$ 7,855	\$ 8,248
			Annual	\$ 73,864	\$ 77,556	\$ 81,432	\$ 85,500	\$ 89,772	\$ 94,260	\$ 98,976
Public Works Director/City Engineer	MGMT	11-13-2023	Hourly	\$ 81.0360	\$ 85.0904	\$ 89.3423	\$ 93.8078	\$ 98.4981	\$ 103.4250	
			Monthly	\$ 14,046	\$ 14,749	\$ 15,486	\$ 16,260	\$ 17,073	\$ 17,927	
			Annual	\$ 168,555	\$ 176,988	\$ 185,832	\$ 195,120	\$ 204,876	\$ 215,124	
Public Works Manager	MGMT	11-13-2023	Hourly	\$ 59.1828	\$ 62.1404	\$ 65.2500	\$ 68.5154	\$ 71.9423	\$ 75.5423	
			Monthly	\$ 10,258	\$ 10,771	\$ 11,310	\$ 11,876	\$ 12,470	\$ 13,094	
			Annual	\$ 123,100	\$ 129,252	\$ 135,720	\$ 142,512	\$ 149,640	\$ 157,128	
Recreation & Community Services	MGMT	11-13-2023	Hourly	\$ 81.0360	\$ 85.0904	\$ 89.3423	\$ 93.8078	\$ 98.4981	\$ 103.4250	
			Monthly	\$ 14,046	\$ 14,749	\$ 15,486	\$ 16,260	\$ 17,073	\$ 17,927	
			Annual	\$ 168,555	\$ 176,988	\$ 185,832	\$ 195,120	\$ 204,876	\$ 215,124	
Recreation & Community Services	MGMT	11-13-2023	Hourly	\$ 59.1433	\$ 62.1000	\$ 65.2039	\$ 68.4635	\$ 71.8846	\$ 75.4789	
			Monthly	\$ 10,251	\$ 10,764	\$ 11,302	\$ 11,867	\$ 12,460	\$ 13,083	
			Annual	\$ 123,018	\$ 129,168	\$ 135,624	\$ 142,404	\$ 149,520	\$ 156,996	
Recreation Coordinator I	SEIU	01-17-2024	Hourly	\$ 24.2198	\$ 25.4308	\$ 26.7000	\$ 28.0328	\$ 29.4346	\$ 30.9058	
			Monthly	\$ 4,198	\$ 4,408	\$ 4,628	\$ 4,859	\$ 5,102	\$ 5,357	
			Annual	\$ 50,377	\$ 52,896	\$ 55,536	\$ 58,308	\$ 61,224	\$ 64,284	
Recreation Coordinator II	SEIU	01-17-2024	Hourly	\$ 27.7726	\$ 29.1635	\$ 30.6231	\$ 32.1519	\$ 33.7615	\$ 35.4519	
			Monthly	\$ 4,814	\$ 5,055	\$ 5,308	\$ 5,573	\$ 5,852	\$ 6,145	
			Annual	\$ 57,767	\$ 60,660	\$ 63,696	\$ 66,876	\$ 70,224	\$ 73,740	
Recreation Supervisor	MGMT	11-13-2023	Hourly	\$ 38.8015	\$ 40.7423	\$ 42.7789	\$ 44.9193	\$ 47.1635	\$ 49.5231	
			Monthly	\$ 6,726	\$ 7,062	\$ 7,415	\$ 7,786	\$ 8,175	\$ 8,584	
			Annual	\$ 80,707	\$ 84,744	\$ 88,980	\$ 93,432	\$ 98,100	\$ 103,008	
Senior & Human Services Manager	MGMT	11-13-2023	Hourly	\$ 59.1433	\$ 62.1000	\$ 65.2039	\$ 68.4635	\$ 71.8846	\$ 75.4789	
			Monthly	\$ 10,251	\$ 10,764	\$ 11,302	\$ 11,867	\$ 12,460	\$ 13,083	
			Annual	\$ 123,018	\$ 129,168	\$ 135,624	\$ 142,404	\$ 149,520	\$ 156,996	
Senior Accountant	MGMT	11-13-2023	Hourly	\$ 44.6885	\$ 46.9211	\$ 49.2693	\$ 51.7328	\$ 54.3173	\$ 57.0346	
			Monthly	\$ 7,746	\$ 8,133	\$ 8,540	\$ 8,967	\$ 9,415	\$ 9,886	
			Annual	\$ 92,952	\$ 97,596	\$ 102,480	\$ 107,604	\$ 112,980	\$ 118,632	
Senior Engineer	MGMT	11-13-2023	Hourly	\$ 60.7683	\$ 63.8078	\$ 66.9981	\$ 70.3500	\$ 73.8693	\$ 77.5615	
			Monthly	\$ 10,533	\$ 11,060	\$ 11,613	\$ 12,194	\$ 12,804	\$ 13,444	
			Annual	\$ 126,398	\$ 132,720	\$ 139,356	\$ 146,328	\$ 153,648	\$ 161,328	
Senior Planner	MGMT	11-13-2023	Hourly	\$ 49.1948	\$ 51.6519	\$ 54.2365	\$ 56.9481	\$ 59.7981	\$ 62.7865	
			Monthly	\$ 8,527	\$ 8,953	\$ 9,401	\$ 9,871	\$ 10,365	\$ 10,883	
			Annual	\$ 102,325	\$ 107,436	\$ 112,812	\$ 118,452	\$ 124,380	\$ 130,596	
Senior Recreation Supervisor	MGMT	11-13-2023	Hourly	\$ 46.4769	\$ 48.8019	\$ 51.2423	\$ 53.8039	\$ 56.4923	\$ 59.3193	
			Monthly	\$ 8,056	\$ 8,459	\$ 8,882	\$ 9,326	\$ 9,792	\$ 10,282	
			Annual	\$ 96,672	\$ 101,508	\$ 106,584	\$ 111,912	\$ 117,504	\$ 123,384	

CITY OF ALBANY SALARY SCHEDULE

FY 2023-24 and FY 2024-25

Adopted: Reso. 2024-XX

Regular Full-Time and Part-Time Classifications

STEPS WITHIN RANGE

CLASSIFICATION	Unit	Effective	Pay Basis	1	2	3	4	5	6	7
Senior Van Driver	SEIU	01-17-2024	Hourly	\$ 18.8078	\$ 19.7481	\$ 20.7346	\$ 21.7731	\$ 22.8635	\$ 24.0058	
			Monthly	\$ 3,260	\$ 3,423	\$ 3,594	\$ 3,774	\$ 3,963	\$ 4,161	
			Annual	\$ 39,120	\$ 41,076	\$ 43,128	\$ 45,288	\$ 47,556	\$ 49,932	
Urban Forestry Coordinator	MGMT	11-13-2023	Hourly	\$ 40.4568	\$ 42.4789	\$ 44.6019	\$ 46.8346	\$ 49.1769	\$ 51.6346	
			Monthly	\$ 7,013	\$ 7,363	\$ 7,731	\$ 8,118	\$ 8,524	\$ 8,950	
			Annual	\$ 84,150	\$ 88,356	\$ 92,772	\$ 97,416	\$ 102,288	\$ 107,400	

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. 2024-XX

Hourly Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
On-Call Fire Inspector	HRLY	11-13-2023	Hourly	\$ 40.7568	\$ 42.7946	\$ 44.9343	\$ 47.1810	\$ 49.5401	\$ 52.0171	
Intern	HRLY	11-13-2023	Hourly	\$ 16.0050	\$ 16.8052	\$ 17.6455	\$ 18.5278	\$ 19.4542	\$ 20.4269	
Neighborhood Services Coordinator	HRLY	11-13-2023	Hourly	\$ 31.6731	\$ 33.2568	\$ 34.9196	\$ 36.6656	\$ 38.4989	\$ 40.4238	
On-Call Public Safety Dispatcher	HRLY	11-13-2023	Hourly	\$ 35.5115	\$ 37.2871	\$ 39.1515	\$ 41.1091	\$ 43.1646	\$ 45.3228	
Parking Enforcement & Traffic Control Technician	HRLY	11-13-2023	Hourly	\$ 27.2096	\$ 28.5701	\$ 29.9986	\$ 31.4985	\$ 33.0734	\$ 34.7271	
Part-Time, On-Call Police Records Assistant	HRLY	11-13-2023	Hourly	\$ 28.0553	\$ 29.4580	\$ 30.9309	\$ 32.4774	\$ 34.1013	\$ 35.8064	
Police Cadet	HRLY	11-13-2023	Hourly	\$ 17.3563	\$ 18.2241	\$ 19.1353	\$ 20.0921	\$ 21.0967	\$ 22.1515	
Police Officer Recruit	HRLY	01-01-2023	Hourly	\$ 37.2500						
Recreation Leader I	HRLY	11-13-2023	Hourly	\$ 16.6380	\$ 17.4699	\$ 18.3434	\$ 19.2606	\$ 20.2236	\$ 21.2348	
Recreation Leader II	HRLY	11-13-2023	Hourly	\$ 17.9066	\$ 18.8020	\$ 19.7421	\$ 20.7292	\$ 21.7657	\$ 22.8540	
Recreation Leader III	HRLY	11-13-2023	Hourly	\$ 19.4134	\$ 20.3840	\$ 21.4032	\$ 22.4734	\$ 23.5971	\$ 24.7770	