

1 **RESOLUTION NO. 2024-73**

2 **A RESOLUTION OF THE ALBANY CITY COUNCIL APPROVING**
3 **THE UPDATED SALARY SCHEDULE FOR CITY EMPLOYEES**

4
5 **WHEREAS**, Section 9 of the Personnel Rules and Regulations as adopted by Resolution
6 No. 01-59 establishes that the City Council shall adopt salary ranges for each classification;
7 and

8
9 **WHEREAS**, on January 16, 2024 the Albany City Council approved the Memorandum
10 of Understanding between the City and the Service Employee International Union (SEIU),
11 Local 1024; and

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13 **WHEREAS**, the updated Memorandum of Understanding includes a three percent (3%)
14 Cost of Living Adjustment and Market Equity Adjustment effective the first full pay period
15 following October 1, 2024; and

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17 **WHEREAS**, on June 17, 2024 the Albany City Council approved the Memorandum of
18 Understanding between the City and the Albany Fire Fighters' Association, I.A.F.F. Local
19 5130; and

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21 **WHEREAS**, the updated Memorandum of Understanding includes a two percent (2%)
22 salary increase effective the first full pay period following October 1, 2024; and

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24 **WHEREAS**, the City Salary Schedule has been updated to reflect new salary ranges for
25 SEIU and Albany Fire Fighters' Association classifications to ensure compliance with the
26 Memorandum of Understanding; and

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WHEREAS, the City Salary Schedule has been updated to reflect new salary ranges for unrepresented employees to keep salary increases in line with represented groups and a subsequent market equity adjustment in order to help maintain competitiveness with comparable agencies; and

WHEREAS, the California Public Employees’ Retirement System (CalPERS) mandates the City adopt a publicly available pay schedule each time salaries are adjusted (California Code of Regulations §570.5).

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 effective October 14, 2024.



JOHN MIKI, MAYOR

ATTACHMENT:
EXHIBIT A – Updated Salary Schedule Effective October 14, 2024

CITY OF ALBANY SALARY SCHEDULE
 FY 2023-24 and FY 2024-25
 Adopted: Reso. 2024-02, 2024-44, 2024-58, 2024-67, 2024-73

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Accountant	MGMT	10-14-2024	Hourly	\$ 43.0178	\$ 45.1673	\$ 47.4231	\$ 49.7942	\$ 52.2865	\$ 54.9000	
			Monthly	\$ 7,456	\$ 7,829	\$ 8,220	\$ 8,631	\$ 9,063	\$ 9,516	
			Annual	\$ 89,477	\$ 93,948	\$ 98,640	\$ 103,572	\$ 108,756	\$ 114,192	
Accounting Supervisor	MGMT	10-14-2024	Hourly	\$ 52.2865	\$ 54.9000	\$ 57.6461	\$ 60.5308	\$ 63.5596	\$ 66.7385	
			Monthly	\$ 9,063	\$ 9,516	\$ 9,992	\$ 10,492	\$ 11,017	\$ 11,568	
			Annual	\$ 108,756	\$ 114,192	\$ 119,904	\$ 125,904	\$ 132,204	\$ 138,816	
Accounting Technician I	SEIU	10-14-2024	Hourly	\$ 28.5860	\$ 30.0173	\$ 31.5173	\$ 33.0923	\$ 34.7481	\$ 36.4846	
			Monthly	\$ 4,955	\$ 5,203	\$ 5,463	\$ 5,736	\$ 6,023	\$ 6,324	
			Annual	\$ 59,459	\$ 62,436	\$ 65,556	\$ 68,832	\$ 72,276	\$ 75,888	
Accounting Technician II	SEIU	10-14-2024	Hourly	\$ 31.5173	\$ 33.0923	\$ 34.7481	\$ 36.4846	\$ 38.3078	\$ 40.2231	
			Monthly	\$ 5,463	\$ 5,736	\$ 6,023	\$ 6,324	\$ 6,640	\$ 6,972	
			Annual	\$ 65,556	\$ 68,832	\$ 72,276	\$ 75,888	\$ 79,680	\$ 83,664	
Administrative Assistant	SEIU	10-14-2024	Hourly	\$ 32.3323	\$ 33.9461	\$ 35.6423	\$ 37.4250	\$ 39.2943	\$ 41.2615	
			Monthly	\$ 5,604	\$ 5,884	\$ 6,178	\$ 6,487	\$ 6,811	\$ 7,152	
			Annual	\$ 67,251	\$ 70,608	\$ 74,136	\$ 77,844	\$ 81,732	\$ 85,824	
Assistant City Manager	MGMT	10-14-2024	Hourly	\$ 94.9669	\$ 99.7154	\$ 104.7000	\$ 109.9328	\$ 115.4308	\$ 121.2000	
			Monthly	\$ 16,461	\$ 17,284	\$ 18,148	\$ 19,055	\$ 20,008	\$ 21,008	
			Annual	\$ 197,531	\$ 207,408	\$ 217,776	\$ 228,660	\$ 240,096	\$ 252,096	
Assistant Engineer	MGMT	10-14-2024	Hourly	\$ 45.3813	\$ 47.6481	\$ 50.0308	\$ 52.5346	\$ 55.1596	\$ 57.9173	
			Monthly	\$ 7,866	\$ 8,259	\$ 8,672	\$ 9,106	\$ 9,561	\$ 10,039	
			Annual	\$ 94,393	\$ 99,108	\$ 104,064	\$ 109,272	\$ 114,732	\$ 120,468	
Assistant Planner	SEIU	10-14-2024	Hourly	\$ 37.2341	\$ 39.0981	\$ 41.0539	\$ 43.1078	\$ 45.2654	\$ 47.5269	
			Monthly	\$ 6,454	\$ 6,777	\$ 7,116	\$ 7,472	\$ 7,846	\$ 8,238	
			Annual	\$ 77,447	\$ 81,324	\$ 85,392	\$ 89,664	\$ 94,152	\$ 98,856	
Assistant to the City Manager	MGMT	10-14-2024	Hourly	\$ 63.4240	\$ 66.5943	\$ 69.9231	\$ 73.4193	\$ 77.0885	\$ 80.9423	
			Monthly	\$ 10,993	\$ 11,543	\$ 12,120	\$ 12,726	\$ 13,362	\$ 14,030	
			Annual	\$ 131,922	\$ 138,516	\$ 145,440	\$ 152,712	\$ 160,344	\$ 168,360	
Assistant Transportation Planner	SEIU	10-14-2024	Hourly	\$ 37.2341	\$ 39.0981	\$ 41.0539	\$ 43.1078	\$ 45.2654	\$ 47.5269	
			Monthly	\$ 6,454	\$ 6,777	\$ 7,116	\$ 7,472	\$ 7,846	\$ 8,238	
			Annual	\$ 77,447	\$ 81,324	\$ 85,392	\$ 89,664	\$ 94,152	\$ 98,856	
Associate Engineer	MGMT	10-14-2024	Hourly	\$ 50.4216	\$ 52.9443	\$ 55.5923	\$ 58.3731	\$ 61.2923	\$ 64.3558	
			Monthly	\$ 8,740	\$ 9,177	\$ 9,636	\$ 10,118	\$ 10,624	\$ 11,155	
			Annual	\$ 104,877	\$ 110,124	\$ 115,632	\$ 121,416	\$ 127,488	\$ 133,860	
Associate Planner	MGMT	10-14-2024	Hourly	\$ 45.2914	\$ 47.5558	\$ 49.9328	\$ 52.4308	\$ 55.0500	\$ 57.8019	
			Monthly	\$ 7,851	\$ 8,243	\$ 8,655	\$ 9,088	\$ 9,542	\$ 10,019	
			Annual	\$ 94,206	\$ 98,916	\$ 103,860	\$ 109,056	\$ 114,504	\$ 120,228	
Associate Transportation Planner	MGMT	10-14-2024	Hourly	\$ 45.2914	\$ 47.5558	\$ 49.9328	\$ 52.4308	\$ 55.0500	\$ 57.8019	
			Monthly	\$ 7,851	\$ 8,243	\$ 8,655	\$ 9,088	\$ 9,542	\$ 10,019	
			Annual	\$ 94,206	\$ 98,916	\$ 103,860	\$ 109,056	\$ 114,504	\$ 120,228	

CITY OF ALBANY SALARY SCHEDULE
 FY 2023-24 and FY 2024-25
 Adopted: Reso. 2024-02, 2024-44, 2024-58, 2024-67, 2024-73

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	10-14-2024	Hourly	\$ 37.3068	\$ 39.1731	\$ 41.1346	\$ 43.1943	\$ 45.3519	\$ 47.6193	
			Monthly	\$ 6,466	\$ 6,790	\$ 7,130	\$ 7,487	\$ 7,861	\$ 8,254	
			Annual	\$ 77,598	\$ 81,480	\$ 85,560	\$ 89,844	\$ 94,332	\$ 99,048	
Building Inspector II	SEIU	10-14-2024	Hourly	\$ 41.1346	\$ 43.1943	\$ 45.3519	\$ 47.6193	\$ 50.0019	\$ 52.5000	
			Monthly	\$ 7,130	\$ 7,487	\$ 7,861	\$ 8,254	\$ 8,667	\$ 9,100	
			Annual	\$ 85,560	\$ 89,844	\$ 94,332	\$ 99,048	\$ 104,004	\$ 109,200	
Building Plans Examiner	MGMT	10-14-2024	Hourly	\$ 45.9870	\$ 48.2885	\$ 50.7058	\$ 53.2385	\$ 55.8981	\$ 58.6904	
			Monthly	\$ 7,971	\$ 8,370	\$ 8,789	\$ 9,228	\$ 9,689	\$ 10,173	
			Annual	\$ 95,653	\$ 100,440	\$ 105,468	\$ 110,736	\$ 116,268	\$ 122,076	
CIP Program Manager	MGMT	10-14-2024	Hourly	\$ 66.2375	\$ 69.5481	\$ 73.0269	\$ 76.6789	\$ 80.5154	\$ 84.5423	
			Monthly	\$ 11,481	\$ 12,055	\$ 12,658	\$ 13,291	\$ 13,956	\$ 14,654	
			Annual	\$ 137,774	\$ 144,660	\$ 151,896	\$ 159,492	\$ 167,472	\$ 175,848	
City Clerk	MGMT	10-14-2024	Hourly	\$ 86.6279	\$ 90.9578	\$ 95.5039	\$ 100.2808	\$ 105.2943	\$ 110.5615	
			Monthly	\$ 15,015	\$ 15,766	\$ 16,554	\$ 17,382	\$ 18,251	\$ 19,164	
			Annual	\$ 180,186	\$ 189,192	\$ 198,648	\$ 208,584	\$ 219,012	\$ 229,968	
City Clerk/Assistant City Manager	MGMT	10-14-2024	Hourly	\$ 86.6279	\$ 90.9578	\$ 95.5039	\$ 100.2808	\$ 105.2943	\$ 110.5615	
			Monthly	\$ 15,015	\$ 15,766	\$ 16,554	\$ 17,382	\$ 18,251	\$ 19,164	
			Annual	\$ 180,186	\$ 189,192	\$ 198,648	\$ 208,584	\$ 219,012	\$ 229,968	
City Manager	MGMT	10-14-2024	Hourly						\$ 143.9644	
			Monthly						\$ 24,954	
			Annual						\$ 299,446	
Community Development Director	MGMT	10-14-2024	Hourly	\$ 86.6279	\$ 90.9578	\$ 95.5039	\$ 100.2808	\$ 105.2943	\$ 110.5615	
			Monthly	\$ 15,015	\$ 15,766	\$ 16,554	\$ 17,382	\$ 18,251	\$ 19,164	
			Annual	\$ 180,186	\$ 189,192	\$ 198,648	\$ 208,584	\$ 219,012	\$ 229,968	
Community Development Technician	SEIU	10-14-2024	Hourly	\$ 33.5231	\$ 35.1981	\$ 36.9578	\$ 38.8039	\$ 40.7423	\$ 42.7789	
			Monthly	\$ 5,811	\$ 6,101	\$ 6,406	\$ 6,726	\$ 7,062	\$ 7,415	
			Annual	\$ 69,728	\$ 73,212	\$ 76,872	\$ 80,712	\$ 84,744	\$ 88,980	
Community Engagement Specialist	MGMT	10-14-2024	Hourly	\$ 33.7308	\$ 35.4173	\$ 37.1885	\$ 39.0461	\$ 40.9961	\$ 43.0443	
			Monthly	\$ 5,847	\$ 6,139	\$ 6,446	\$ 6,768	\$ 7,106	\$ 7,461	
			Annual	\$ 70,160	\$ 73,668	\$ 77,352	\$ 81,216	\$ 85,272	\$ 89,532	
Council Member	ELECT	01-01-2024	Monthly	\$950.00						
Deputy City Clerk	MGMT	10-14-2024	Hourly	\$ 39.5919	\$ 41.5731	\$ 43.6500	\$ 45.8308	\$ 48.1211	\$ 50.5269	
			Monthly	\$ 6,863	\$ 7,206	\$ 7,566	\$ 7,944	\$ 8,341	\$ 8,758	
			Annual	\$ 82,351	\$ 86,472	\$ 90,792	\$ 95,328	\$ 100,092	\$ 105,096	
Executive Assistant	MGMT	10-14-2024	Hourly	\$ 34.2831	\$ 35.9943	\$ 37.7943	\$ 39.6865	\$ 41.6711	\$ 43.7539	
			Monthly	\$ 5,942	\$ 6,239	\$ 6,551	\$ 6,879	\$ 7,223	\$ 7,584	
			Annual	\$ 71,309	\$ 74,868	\$ 78,612	\$ 82,548	\$ 86,676	\$ 91,008	
Finance and Administrative Services Director	MGMT	10-14-2024	Hourly	\$ 86.6279	\$ 90.9578	\$ 95.5039	\$ 100.2808	\$ 105.2943	\$ 110.5615	
			Monthly	\$ 15,015	\$ 15,766	\$ 16,554	\$ 17,382	\$ 18,251	\$ 19,164	
			Annual	\$ 180,186	\$ 189,192	\$ 198,648	\$ 208,584	\$ 219,012	\$ 229,968	

CITY OF ALBANY SALARY SCHEDULE
 FY 2023-24 and FY 2024-25
 Adopted: Reso. 2024-02, 2024-44, 2024-58, 2024-67, 2024-73

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE							
				1	2	3	4	5	6	7	
Finance Director	MGMT	10-14-2024	Hourly	\$ 86.6279	\$ 90.9578	\$ 95.5039	\$ 100.2808	\$ 105.2943	\$ 110.5615		
			Monthly	\$ 15,015	\$ 15,766	\$ 16,554	\$ 17,382	\$ 18,251	\$ 19,164		
			Annual	\$ 180,186	\$ 189,192	\$ 198,648	\$ 208,584	\$ 219,012	\$ 229,968		
Financial Analyst	MGMT	10-14-2024	Hourly	\$ 43.0183	\$ 45.1673	\$ 47.4231	\$ 49.7943	\$ 52.2865	\$ 54.9000		
			Monthly	\$ 7,457	\$ 7,829	\$ 8,220	\$ 8,631	\$ 9,063	\$ 9,516		
			Annual	\$ 89,478	\$ 93,948	\$ 98,640	\$ 103,572	\$ 108,756	\$ 114,192		
Financial Coordinator	MGMT	10-14-2024	Hourly	\$ 39.0178	\$ 40.9673	\$ 43.0154	\$ 45.1673	\$ 47.4231	\$ 49.7943		
			Monthly	\$ 6,763	\$ 7,101	\$ 7,456	\$ 7,829	\$ 8,220	\$ 8,631		
			Annual	\$ 81,157	\$ 85,212	\$ 89,472	\$ 93,948	\$ 98,640	\$ 103,572		
Finance Manager	MGMT	10-14-2024	Hourly	\$ 63.4240	\$ 66.5943	\$ 69.9231	\$ 73.4193	\$ 77.0885	\$ 80.9423		
			Monthly	\$ 10,993	\$ 11,543	\$ 12,120	\$ 12,726	\$ 13,362	\$ 14,030		
			Annual	\$ 131,922	\$ 138,516	\$ 145,440	\$ 152,712	\$ 160,344	\$ 168,360		
Finance Supervisor	MGMT	10-14-2024	Hourly	\$ 48.6885	\$ 51.1211	\$ 53.6769	\$ 56.3596	\$ 59.1750	\$ 62.1346		
			Monthly	\$ 8,439	\$ 8,861	\$ 9,304	\$ 9,769	\$ 10,257	\$ 10,770		
			Annual	\$ 101,272	\$ 106,332	\$ 111,648	\$ 117,228	\$ 123,084	\$ 129,240		
Fire Captain	AFFA	10-14-2024	Hourly	\$ 45.4464	\$ 47.7198	\$ 50.1058	\$ 52.6113	\$ 55.2404	\$ 58.0055	\$ 60.9025	
			Monthly	\$ 11,028	\$ 11,580	\$ 12,159	\$ 12,767	\$ 13,405	\$ 14,076	\$ 14,779	
			Annual	\$ 132,340	\$ 138,960	\$ 145,908	\$ 153,204	\$ 160,860	\$ 168,912	\$ 177,348	
Fire Chief	UNSFT	10-14-2024	Hourly	\$ 94.9669	\$ 99.7154	\$ 104.7000	\$ 109.9328	\$ 115.4308	\$ 121.2000		
			Monthly	\$ 16,461	\$ 17,284	\$ 18,148	\$ 19,055	\$ 20,008	\$ 21,008		
			Annual	\$ 197,531	\$ 207,408	\$ 217,776	\$ 228,660	\$ 240,096	\$ 252,096		
Fire Engineer	AFFA	10-14-2024	Hourly	\$ 37.3846	\$ 39.2555	\$ 41.2171	\$ 43.2816	\$ 45.4451	\$ 47.7198	\$ 50.1058	
			Monthly	\$ 9,072	\$ 9,526	\$ 10,002	\$ 10,503	\$ 11,028	\$ 11,580	\$ 12,159	
			Annual	\$ 108,864	\$ 114,312	\$ 120,024	\$ 126,036	\$ 132,336	\$ 138,960	\$ 145,908	
Fire Fighter	AFFA	10-14-2024	Hourly	\$ 33.9076	\$ 35.6003	\$ 37.3846	\$ 39.2555	\$ 41.2171	\$ 43.2816	\$ 45.4451	
			Monthly	\$ 8,228	\$ 8,639	\$ 9,072	\$ 9,526	\$ 10,002	\$ 10,503	\$ 11,028	
			Annual	\$ 98,739	\$ 103,668	\$ 108,864	\$ 114,312	\$ 120,024	\$ 126,036	\$ 132,336	
Fire Inspector	MGMT	10-14-2024	Hourly	\$ 43.9360	\$ 46.1308	\$ 48.4385	\$ 50.8615	\$ 53.4058	\$ 56.0769		
			Monthly	\$ 7,616	\$ 7,996	\$ 8,396	\$ 8,816	\$ 9,257	\$ 9,720		
			Annual	\$ 91,387	\$ 95,952	\$ 100,752	\$ 105,792	\$ 111,084	\$ 116,640		
Fire Lieutenant	AFFA	10-14-2024	Hourly	\$ 41.2188	\$ 43.2816	\$ 45.4451	\$ 47.7198	\$ 50.1058	\$ 52.6113	\$ 55.2404	
			Monthly	\$ 10,002	\$ 10,503	\$ 11,028	\$ 11,580	\$ 12,159	\$ 12,767	\$ 13,405	
			Annual	\$ 120,029	\$ 126,036	\$ 132,336	\$ 138,960	\$ 145,908	\$ 153,204	\$ 160,860	
Human Resources Analyst	MGMT	10-14-2024	Hourly	\$ 46.5360	\$ 48.8654	\$ 51.3115	\$ 53.8789	\$ 56.5731	\$ 59.4000		
			Monthly	\$ 8,066	\$ 8,470	\$ 8,894	\$ 9,339	\$ 9,806	\$ 10,296		
			Annual	\$ 96,795	\$ 101,640	\$ 106,728	\$ 112,068	\$ 117,672	\$ 123,552		
Human Resources Director	MGMT	10-14-2024	Hourly	\$ 86.6279	\$ 90.9578	\$ 95.5039	\$ 100.2808	\$ 105.2943	\$ 110.5615		
			Monthly	\$ 15,015	\$ 15,766	\$ 16,554	\$ 17,382	\$ 18,251	\$ 19,164		
			Annual	\$ 180,186	\$ 189,192	\$ 198,648	\$ 208,584	\$ 219,012	\$ 229,968		

CITY OF ALBANY SALARY SCHEDULE
 FY 2023-24 and FY 2024-25
 Adopted: Reso. 2024-02, 2024-44, 2024-58, 2024-67, 2024-73

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Human Resources Manager	MGMT	10-14-2024	Hourly	\$ 63.4240	\$ 66.5943	\$ 69.9231	\$ 73.4193	\$ 77.0885	\$ 80.9423	
			Monthly	\$ 10,993	\$ 11,543	\$ 12,120	\$ 12,726	\$ 13,362	\$ 14,030	
			Annual	\$ 131,922	\$ 138,516	\$ 145,440	\$ 152,712	\$ 160,344	\$ 168,360	
Human Resources Technician	MGMT	10-14-2024	Hourly	\$ 33.6130	\$ 35.2961	\$ 37.0615	\$ 38.9135	\$ 40.8578	\$ 42.9000	
			Monthly	\$ 5,826	\$ 6,118	\$ 6,424	\$ 6,745	\$ 7,082	\$ 7,436	
			Annual	\$ 69,915	\$ 73,416	\$ 77,088	\$ 80,940	\$ 84,984	\$ 89,232	
Information Technology Analyst	MGMT	10-14-2024	Hourly	\$ 45.6610	\$ 47.9423	\$ 50.3423	\$ 52.8578	\$ 55.5000	\$ 58.2750	
			Monthly	\$ 7,915	\$ 8,310	\$ 8,726	\$ 9,162	\$ 9,620	\$ 10,101	
			Annual	\$ 94,975	\$ 99,720	\$ 104,712	\$ 109,944	\$ 115,440	\$ 121,212	
Information Technology Manager	MGMT	10-14-2024	Hourly	\$ 64.1375	\$ 67.3443	\$ 70.7135	\$ 74.2500	\$ 77.9654	\$ 81.8654	
			Monthly	\$ 11,117	\$ 11,673	\$ 12,257	\$ 12,870	\$ 13,514	\$ 14,190	
			Annual	\$ 133,406	\$ 140,076	\$ 147,084	\$ 154,440	\$ 162,168	\$ 170,280	
Lead Maintenance Worker	SEIU	10-14-2024	Hourly	\$ 32.8154	\$ 34.4539	\$ 36.1789	\$ 37.9904	\$ 39.8885	\$ 41.8846	
			Monthly	\$ 5,688	\$ 5,972	\$ 6,271	\$ 6,585	\$ 6,914	\$ 7,260	
			Annual	\$ 68,256	\$ 71,664	\$ 75,252	\$ 79,020	\$ 82,968	\$ 87,120	
Maintenance Worker I	SEIU	10-14-2024	Hourly	\$ 27.4375	\$ 28.8115	\$ 30.2539	\$ 31.7654	\$ 33.3519	\$ 35.0193	
			Monthly	\$ 4,756	\$ 4,994	\$ 5,244	\$ 5,506	\$ 5,781	\$ 6,070	
			Annual	\$ 57,070	\$ 59,928	\$ 62,928	\$ 66,072	\$ 69,372	\$ 72,840	
Maintenance Worker II	SEIU	10-14-2024	Hourly	\$ 30.1029	\$ 31.6096	\$ 33.1904	\$ 34.8519	\$ 36.5943	\$ 38.4231	
			Monthly	\$ 5,218	\$ 5,479	\$ 5,753	\$ 6,041	\$ 6,343	\$ 6,660	
			Annual	\$ 62,614	\$ 65,748	\$ 69,036	\$ 72,492	\$ 76,116	\$ 79,920	
Management Analyst	MGMT	10-14-2024	Hourly	\$ 42.5673	\$ 44.6943	\$ 46.9269	\$ 49.2750	\$ 51.7385	\$ 54.3231	
			Monthly	\$ 7,378	\$ 7,747	\$ 8,134	\$ 8,541	\$ 8,968	\$ 9,416	
			Annual	\$ 88,540	\$ 92,964	\$ 97,608	\$ 102,492	\$ 107,616	\$ 112,992	
Media & Communications Manager	MGMT	10-14-2024	Hourly	\$ 57.1995	\$ 60.0578	\$ 63.0635	\$ 66.2193	\$ 69.5308	\$ 73.0096	
			Monthly	\$ 9,915	\$ 10,410	\$ 10,931	\$ 11,478	\$ 12,052	\$ 12,655	
			Annual	\$ 118,975	\$ 124,920	\$ 131,172	\$ 137,736	\$ 144,624	\$ 151,860	
Neighborhood Services Manager	MGMT	10-14-2024	Hourly	\$ 54.6828	\$ 57.4154	\$ 60.2885	\$ 63.3058	\$ 66.4731	\$ 69.7961	
			Monthly	\$ 9,478	\$ 9,952	\$ 10,450	\$ 10,973	\$ 11,522	\$ 12,098	
			Annual	\$ 113,740	\$ 119,424	\$ 125,400	\$ 131,676	\$ 138,264	\$ 145,176	
Office Assistant I	SEIU	10-14-2024	Hourly	\$ 21.8779	\$ 22.9731	\$ 24.1211	\$ 25.3269	\$ 26.5961	\$ 27.9289	
			Monthly	\$ 3,792	\$ 3,982	\$ 4,181	\$ 4,390	\$ 4,610	\$ 4,841	
			Annual	\$ 45,506	\$ 47,784	\$ 50,172	\$ 52,680	\$ 55,320	\$ 58,092	
Office Assistant II	SEIU	10-14-2024	Hourly	\$ 24.1211	\$ 25.3269	\$ 26.5961	\$ 27.9289	\$ 29.3250	\$ 30.7904	
			Monthly	\$ 4,181	\$ 4,390	\$ 4,610	\$ 4,841	\$ 5,083	\$ 5,337	
			Annual	\$ 50,172	\$ 52,680	\$ 55,320	\$ 58,092	\$ 60,996	\$ 64,044	
Payroll Technician	SEIU	10-14-2024	Hourly	\$ 33.4019	\$ 35.0711	\$ 36.8250	\$ 38.6654	\$ 40.5981	\$ 42.6289	
			Monthly	\$ 5,790	\$ 6,079	\$ 6,383	\$ 6,702	\$ 7,037	\$ 7,389	
			Annual	\$ 69,476	\$ 72,948	\$ 76,596	\$ 80,424	\$ 84,444	\$ 88,668	

CITY OF ALBANY SALARY SCHEDULE
 FY 2023-24 and FY 2024-25
 Adopted: Reso. 2024-02, 2024-44, 2024-58, 2024-67, 2024-73

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE							
				1	2	3	4	5	6	7	
Planning Manager	MGMT	10-14-2024	Hourly	\$ 66.2798	\$ 69.5943	\$ 73.0731	\$ 76.7250	\$ 80.5615	\$ 84.5885		
			Monthly	\$ 11,488	\$ 12,063	\$ 12,666	\$ 13,299	\$ 13,964	\$ 14,662		
			Annual	\$ 137,862	\$ 144,756	\$ 151,992	\$ 159,588	\$ 167,568	\$ 175,944		
Police Administrative Specialist	SEIU	10-14-2024	Hourly	\$ 34.8971	\$ 36.6404	\$ 38.4750	\$ 40.3961	\$ 42.4154	\$ 44.5385		
			Monthly	\$ 6,049	\$ 6,351	\$ 6,669	\$ 7,002	\$ 7,352	\$ 7,720		
			Annual	\$ 72,586	\$ 76,212	\$ 80,028	\$ 84,024	\$ 88,224	\$ 92,640		
Police Chief	UNSFT	10-14-2024	Hourly	\$ 94.9669	\$ 99.7154	\$ 104.7000	\$ 109.9328	\$ 115.4308	\$ 121.2000		
			Monthly	\$ 16,461	\$ 17,284	\$ 18,148	\$ 19,055	\$ 20,008	\$ 21,008		
			Annual	\$ 197,531	\$ 207,408	\$ 217,776	\$ 228,660	\$ 240,096	\$ 252,096		
Police Communications & Records Supervisor	APOA	10-28-2024	Hourly	\$ 44.0428	\$ 46.2461	\$ 48.5596	\$ 50.9885	\$ 53.5385	\$ 56.2154	\$ 59.0250	
			Monthly	\$ 7,634	\$ 8,016	\$ 8,417	\$ 8,838	\$ 9,280	\$ 9,744	\$ 10,231	
			Annual	\$ 91,609	\$ 96,192	\$ 101,004	\$ 106,056	\$ 111,360	\$ 116,928	\$ 122,772	
Police Lieutenant	APOA	10-28-2024	Hourly	\$ 75.3235	\$ 79.0904	\$ 83.0423	\$ 87.1961	\$ 91.5578	\$ 96.1385	\$ 100.9443	
			Monthly	\$ 13,056	\$ 13,709	\$ 14,394	\$ 15,114	\$ 15,870	\$ 16,664	\$ 17,497	
			Annual	\$ 156,673	\$ 164,508	\$ 172,728	\$ 181,368	\$ 190,440	\$ 199,968	\$ 209,964	
Police Officer	APOA	10-28-2024	Hourly	\$ 50.5985	\$ 53.1289	\$ 55.7828	\$ 58.5693	\$ 61.5000	\$ 64.5750	\$ 67.8058	
			Monthly	\$ 8,770	\$ 9,209	\$ 9,669	\$ 10,152	\$ 10,660	\$ 11,193	\$ 11,753	
			Annual	\$ 105,245	\$ 110,508	\$ 116,028	\$ 121,824	\$ 127,920	\$ 134,316	\$ 141,036	
Police Property & Evidence Specialist	SEIU	10-14-2024	Hourly	\$ 32.2360	\$ 33.8481	\$ 35.5385	\$ 37.3154	\$ 39.1789	\$ 41.1404		
			Monthly	\$ 5,588	\$ 5,867	\$ 6,160	\$ 6,468	\$ 6,791	\$ 7,131		
			Annual	\$ 67,051	\$ 70,404	\$ 73,920	\$ 77,616	\$ 81,492	\$ 85,572		
Police Records Assistant	SEIU	10-14-2024	Hourly	\$ 29.3178	\$ 30.7846	\$ 32.3250	\$ 33.9404	\$ 35.6365	\$ 37.4193		
			Monthly	\$ 5,082	\$ 5,336	\$ 5,603	\$ 5,883	\$ 6,177	\$ 6,486		
			Annual	\$ 60,981	\$ 64,032	\$ 67,236	\$ 70,596	\$ 74,124	\$ 77,832		
Police Records Specialist	SEIU	10-14-2024	Hourly	\$ 32.2438	\$ 33.8539	\$ 35.5443	\$ 37.3211	\$ 39.1846	\$ 41.1461		
			Monthly	\$ 5,589	\$ 5,868	\$ 6,161	\$ 6,469	\$ 6,792	\$ 7,132		
			Annual	\$ 67,067	\$ 66,384	\$ 69,708	\$ 73,188	\$ 76,848	\$ 80,688		
Police Sergeant	APOA	10-28-2024	Hourly	\$ 59.7231	\$ 62.7115	\$ 65.8500	\$ 69.1443	\$ 72.6000	\$ 76.2289	\$ 80.0423	
			Monthly	\$ 10,352	\$ 10,870	\$ 11,414	\$ 11,985	\$ 12,584	\$ 13,213	\$ 13,874	
			Annual	\$ 124,224	\$ 130,440	\$ 136,968	\$ 143,820	\$ 151,008	\$ 158,556	\$ 166,488	
Police Services Technician I	APOA	10-28-2024	Hourly	\$ 30.5640	\$ 32.0943	\$ 33.6981	\$ 35.3828	\$ 37.1539	\$ 39.0115	\$ 40.9615	
			Monthly	\$ 5,298	\$ 5,563	\$ 5,841	\$ 6,133	\$ 6,440	\$ 6,762	\$ 7,100	
			Annual	\$ 63,573	\$ 66,756	\$ 70,092	\$ 73,596	\$ 77,280	\$ 81,144	\$ 85,200	
Police Services Technician II	APOA	10-28-2024	Hourly	\$ 33.9221	\$ 35.6193	\$ 37.4019	\$ 39.2711	\$ 41.2328	\$ 43.2923	\$ 45.4558	
			Monthly	\$ 5,880	\$ 6,174	\$ 6,483	\$ 6,807	\$ 7,147	\$ 7,504	\$ 7,879	
			Annual	\$ 70,558	\$ 74,088	\$ 77,796	\$ 81,684	\$ 85,764	\$ 90,048	\$ 94,548	
Program Manager	MGMT	10-14-2024	Hourly	\$ 57.1995	\$ 60.0578	\$ 63.0635	\$ 66.2193	\$ 69.5308	\$ 73.0096		
			Monthly	\$ 9,915	\$ 10,410	\$ 10,931	\$ 11,478	\$ 12,052	\$ 12,655		
			Annual	\$ 118,975	\$ 124,920	\$ 131,172	\$ 137,736	\$ 144,624	\$ 151,860		

CITY OF ALBANY SALARY SCHEDULE
 FY 2023-24 and FY 2024-25
 Adopted: Reso. 2024-02, 2024-44, 2024-58, 2024-67, 2024-73

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE							
				1	2	3	4	5	6	7	
Project Manager	MGMT	10-14-2024	Hourly	\$ 57.1995	\$ 60.0578	\$ 63.0635	\$ 66.2193	\$ 69.5308	\$ 73.0096		
			Monthly	\$ 9,915	\$ 10,410	\$ 10,931	\$ 11,478	\$ 12,052	\$ 12,655		
			Annual	\$ 118,975	\$ 124,920	\$ 131,172	\$ 137,736	\$ 144,624	\$ 151,860		
Public Safety Dispatcher	APOA	10-28-2024	Hourly	\$ 37.6423	\$ 39.5250	\$ 41.5039	\$ 43.5808	\$ 45.7615	\$ 48.0519	\$ 50.4519	
			Monthly	\$ 6,525	\$ 6,851	\$ 7,194	\$ 7,554	\$ 7,932	\$ 8,329	\$ 8,745	
			Annual	\$ 78,296	\$ 82,212	\$ 86,328	\$ 90,648	\$ 95,184	\$ 99,948	\$ 104,940	
Public Works Director/City Engineer	MGMT	10-14-2024	Hourly	\$ 86.6279	\$ 90.9578	\$ 95.5039	\$ 100.2808	\$ 105.2943	\$ 110.5615		
			Monthly	\$ 15,015	\$ 15,766	\$ 16,554	\$ 17,382	\$ 18,251	\$ 19,164		
			Annual	\$ 180,186	\$ 189,192	\$ 198,648	\$ 208,584	\$ 219,012	\$ 229,968		
Public Works Manager	MGMT	10-14-2024	Hourly	\$ 63.4240	\$ 66.5943	\$ 69.9231	\$ 73.4193	\$ 77.0885	\$ 80.9423		
			Monthly	\$ 10,993	\$ 11,543	\$ 12,120	\$ 12,726	\$ 13,362	\$ 14,030		
			Annual	\$ 131,922	\$ 138,516	\$ 145,440	\$ 152,712	\$ 160,344	\$ 168,360		
Recreation & Community Services Director	MGMT	10-14-2024	Hourly	\$ 86.6279	\$ 90.9578	\$ 95.5039	\$ 100.2808	\$ 105.2943	\$ 110.5615		
			Monthly	\$ 15,015	\$ 15,766	\$ 16,554	\$ 17,382	\$ 18,251	\$ 19,164		
			Annual	\$ 180,186	\$ 189,192	\$ 198,648	\$ 208,584	\$ 219,012	\$ 229,968		
Recreation & Community Services Manager	MGMT	10-14-2024	Hourly	\$ 63.4240	\$ 66.5943	\$ 69.9231	\$ 73.4193	\$ 77.0885	\$ 80.9423		
			Monthly	\$ 10,993	\$ 11,543	\$ 12,120	\$ 12,726	\$ 13,362	\$ 14,030		
			Annual	\$ 131,922	\$ 138,516	\$ 145,440	\$ 152,712	\$ 160,344	\$ 168,360		
Recreation Coordinator I	SEIU	10-14-2024	Hourly	\$ 27.4794	\$ 28.8519	\$ 30.2943	\$ 31.8115	\$ 33.4039	\$ 35.0769		
			Monthly	\$ 4,763	\$ 5,001	\$ 5,251	\$ 5,514	\$ 5,790	\$ 6,080		
			Annual	\$ 57,157	\$ 60,012	\$ 63,012	\$ 66,168	\$ 69,480	\$ 72,960		
Recreation Coordinator II	SEIU	10-14-2024	Hourly	\$ 30.7135	\$ 32.2500	\$ 33.8654	\$ 35.5615	\$ 37.3385	\$ 39.2078		
			Monthly	\$ 5,324	\$ 5,590	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,796		
			Annual	\$ 63,884	\$ 67,080	\$ 70,440	\$ 73,968	\$ 77,664	\$ 81,552		
Recreation Supervisor	MGMT	10-14-2024	Hourly	\$ 41.8019	\$ 43.8923	\$ 46.0846	\$ 48.3865	\$ 50.8039	\$ 53.3423		
			Monthly	\$ 7,246	\$ 7,608	\$ 7,988	\$ 8,387	\$ 8,806	\$ 9,246		
			Annual	\$ 86,948	\$ 91,296	\$ 95,856	\$ 100,644	\$ 105,672	\$ 110,952		
Senior & Human Services Manager	MGMT	10-14-2024	Hourly	\$ 63.4240	\$ 66.5943	\$ 69.9231	\$ 73.4193	\$ 77.0885	\$ 80.9423		
			Monthly	\$ 10,993	\$ 11,543	\$ 12,120	\$ 12,726	\$ 13,362	\$ 14,030		
			Annual	\$ 131,922	\$ 138,516	\$ 145,440	\$ 152,712	\$ 160,344	\$ 168,360		
Senior Accountant	MGMT	10-14-2024	Hourly	\$ 47.4231	\$ 49.7943	\$ 52.2865	\$ 54.9000	\$ 57.6461	\$ 60.5308		
			Monthly	\$ 8,220	\$ 8,631	\$ 9,063	\$ 9,516	\$ 9,992	\$ 10,492		
			Annual	\$ 98,640	\$ 103,572	\$ 108,756	\$ 114,192	\$ 119,904	\$ 125,904		
Senior Engineer	MGMT	10-14-2024	Hourly	\$ 64.3135	\$ 67.5289	\$ 70.9039	\$ 74.4519	\$ 78.1731	\$ 82.0846		
			Monthly	\$ 11,148	\$ 11,705	\$ 12,290	\$ 12,905	\$ 13,550	\$ 14,228		
			Annual	\$ 133,772	\$ 140,460	\$ 147,480	\$ 154,860	\$ 162,600	\$ 170,736		
Senior Planner	MGMT	10-14-2024	Hourly	\$ 51.3755	\$ 53.9423	\$ 56.6423	\$ 59.4750	\$ 62.4461	\$ 65.5673		
			Monthly	\$ 8,905	\$ 9,350	\$ 9,818	\$ 10,309	\$ 10,824	\$ 11,365		
			Annual	\$ 106,861	\$ 112,200	\$ 117,816	\$ 123,708	\$ 129,888	\$ 136,380		

CITY OF ALBANY SALARY SCHEDULE
 FY 2023-24 and FY 2024-25
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Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Senior Recreation Supervisor	MGMT	10-14-2024	Hourly	\$ 48.9711	\$ 51.4211	\$ 53.9943	\$ 56.6943	\$ 59.5269	\$ 62.5039	
			Monthly	\$ 8,488	\$ 8,913	\$ 9,359	\$ 9,827	\$ 10,318	\$ 10,834	
			Annual	\$ 101,860	\$ 106,956	\$ 112,308	\$ 117,924	\$ 123,816	\$ 130,008	
Senior Van Driver	SEIU	10-14-2024	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	10-14-2024	Hourly	\$ 42.3044	\$ 44.4173	\$ 46.6385	\$ 48.9693	\$ 51.4154	\$ 53.9885	
			Monthly	\$ 7,333	\$ 7,699	\$ 8,084	\$ 8,488	\$ 8,912	\$ 9,358	
			Annual	\$ 87,993	\$ 92,388	\$ 97,008	\$ 101,856	\$ 106,944	\$ 112,296	

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. 2024-02, 2024-44, 2024-58, 2024-67, 2024-73

Hourly Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
On-Call Fire Inspector	HRLY	10-14-2024	Hourly	\$ 43.9360	\$ 46.1328	\$ 48.4394	\$ 50.8614	\$ 53.4045	\$ 56.0747	
Intern	HRLY	11-13-2023	Hourly	\$ 16.0050	\$ 16.8052	\$ 17.6455	\$ 18.5278	\$ 19.4542	\$ 20.4269	
Graphic Designer	HRLY	07-08-2024	Hourly	\$ 31.6731	\$ 33.2568	\$ 34.9196	\$ 36.6656	\$ 38.4989	\$ 40.4238	
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	10-14-2024	Hourly	\$ 37.6423	\$ 39.5244	\$ 41.5006	\$ 43.5756	\$ 45.7544	\$ 48.0421	
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	10-14-2024	Hourly	\$ 29.3178	\$ 30.7836	\$ 32.3228	\$ 33.9389	\$ 35.6358	\$ 37.4176	
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						
Project Manager	HRLY	10-14-2024	Hourly	\$ 57.1995	\$ 60.0595	\$ 63.0625	\$ 66.2156	\$ 69.5264	\$ 73.0027	
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	\$ 20.3841	\$ 21.4033	\$ 22.4735	\$ 23.5972	\$ 24.7771	
Urban Forestry Coordinator	HRLY	10-14-2024	Hourly	\$ 42.3044	\$ 44.4196	\$ 46.6406	\$ 48.9726	\$ 51.4212	\$ 53.9923	



City of Albany

1000 San Pablo Avenue • Albany, California 94706
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RESOLUTION NO. 2024-73

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

The 7th day of October, 2024, by the following votes:

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

Mayor Miki

NOES: none

ABSENT: none

ABSTAINED: none

RECUSED: none

WITNESS MY HAND AND THE SEAL OF THE CITY OF ALBANY, this 8th

day of October, 2024.

Anne Hsu
CITY CLERK

*Albany is committed to providing a healthy, safe, and accessible city,
and strives to lift every voice in our community.*