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WHEREAS, the City of Albany (“City”) contracts with the California Public Employees’ Retirement System (“CalPERS”) to provide retirement benefits to eligible employees; and

WHEREAS, CalPERS regulations require that employee salaries be included on a publicly available pay schedule as defined in California Code of Regulations, Title 2, section 570.5 for classic members and section 571.1 for new members; and

WHEREAS, on June 17, 2024 the Albany City Council approved the Memorandum of Understanding between the City and the Albany Fire Fighter’s Association, IAFF Local 5130, which includes a two percent (2%) salary increase effective the first full pay period following July 1, 2026; and

WHEREAS, the City of Albany Salary Schedule has been updated to reflect an equity wage increase for Department Manager classifications: Finance Manager, Information Technology Manager, Human Resources Manager, Public Works Manager, Recreation & Community Services Manager, and Assistant to the City Manager; and

WHEREAS, the wage increase aligns the Department Managers and Assistant to the City Manager classifications to the City's current Planning Manager classification effective the first full pay period following July 1, 2026 to maintain internal equity and ensure compensation remains competitive with neighboring cities.

1 **NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of
2 Albany, California, that the publicly available Salary Schedule attached hereto as "Exhibit A"
3 is approved and adopted, effective July 1, 2026.

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7 PEGGY McQUAID, MAYOR

8 **ATTACHMENT**
9 Exhibit A – Salary Schedule
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CITY OF ALBANY SALARY SCHEDULE

FY 2026/27

Adopted: Reso. 2026-30, 2026-36

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Accountant	MGMT	10-13-2025	Hourly	\$ 45.6558	\$ 47.9365	\$ 50.3308	\$ 52.8462	\$ 55.4885	\$ 58.2635	
			Monthly	\$ 7,914	\$ 8,309	\$ 8,724	\$ 9,160	\$ 9,618	\$ 10,099	
			Annual	\$ 94,964	\$ 99,708	\$ 104,688	\$ 109,920	\$ 115,416	\$ 121,188	
Accounting Supervisor	MGMT	10-13-2025	Hourly	\$ 55.4885	\$ 58.2635	\$ 61.1769	\$ 64.2346	\$ 67.4481	\$ 70.8231	
			Monthly	\$ 9,618	\$ 10,099	\$ 10,604	\$ 11,134	\$ 11,691	\$ 12,276	
			Annual	\$ 115,416	\$ 121,188	\$ 127,248	\$ 133,608	\$ 140,292	\$ 147,312	
Accounting Technician I	SEIU	10-13-2025	Hourly	\$ 30.9591	\$ 32.5096	\$ 34.1365	\$ 35.8443	\$ 37.6385	\$ 39.5193	
			Monthly	\$ 5,366	\$ 5,635	\$ 5,917	\$ 6,213	\$ 6,524	\$ 6,850	
			Annual	\$ 64,395	\$ 67,620	\$ 71,004	\$ 74,556	\$ 78,288	\$ 82,200	
Accounting Technician II	SEIU	10-13-2025	Hourly	\$ 34.1365	\$ 35.8443	\$ 37.6385	\$ 39.5193	\$ 41.4981	\$ 43.5750	
			Monthly	\$ 5,917	\$ 6,213	\$ 6,524	\$ 6,850	\$ 7,193	\$ 7,553	
			Annual	\$ 71,004	\$ 74,556	\$ 78,288	\$ 82,200	\$ 86,316	\$ 90,636	
Administrative Assistant	SEIU	10-13-2025	Hourly	\$ 33.7870	\$ 35.4750	\$ 37.2461	\$ 39.1096	\$ 41.0654	\$ 43.1193	
			Monthly	\$ 5,856	\$ 6,149	\$ 6,456	\$ 6,779	\$ 7,118	\$ 7,474	
			Annual	\$ 70,277	\$ 73,788	\$ 77,472	\$ 81,348	\$ 85,416	\$ 89,688	
Assistant City Manager	MGMT	10-13-2025	Hourly	\$ 101.8678	\$ 106.9615	\$ 112.3096	\$ 117.9231	\$ 123.8193	\$ 130.0096	
			Monthly	\$ 17,657	\$ 18,540	\$ 19,467	\$ 20,440	\$ 21,462	\$ 22,535	
			Annual	\$ 211,885	\$ 222,480	\$ 233,604	\$ 245,280	\$ 257,544	\$ 270,420	
Assistant Engineer	MGMT	10-13-2025	Hourly	\$ 47.8620	\$ 50.2558	\$ 52.7711	\$ 55.4078	\$ 58.1769	\$ 61.0846	
			Monthly	\$ 8,296	\$ 8,711	\$ 9,147	\$ 9,604	\$ 10,084	\$ 10,588	
			Annual	\$ 99,553	\$ 104,532	\$ 109,764	\$ 115,248	\$ 121,008	\$ 127,056	
Assistant Planner	SEIU	10-13-2025	Hourly	\$ 38.9101	\$ 40.8578	\$ 42.9000	\$ 45.0461	\$ 47.2961	\$ 49.6615	
			Monthly	\$ 6,744	\$ 7,082	\$ 7,436	\$ 7,808	\$ 8,198	\$ 8,608	
			Annual	\$ 80,933	\$ 84,984	\$ 89,232	\$ 93,696	\$ 98,376	\$ 103,296	
Assistant to the City Manager	MGMT	07-06-2026	Hourly	\$ 70.9193	\$ 74.4635	\$ 78.1846	\$ 82.0961	\$ 86.2039	\$ 90.5135	
			Monthly	\$ 12,293	\$ 12,907	\$ 13,552	\$ 14,230	\$ 14,942	\$ 15,689	
			Annual	\$ 147,512	\$ 154,884	\$ 162,624	\$ 170,760	\$ 179,304	\$ 188,268	
Assistant Transportation Planner	SEIU	10-13-2025	Hourly	\$ 38.9101	\$ 40.8578	\$ 42.9000	\$ 45.0461	\$ 47.2961	\$ 49.6615	
			Monthly	\$ 6,744	\$ 7,082	\$ 7,436	\$ 7,808	\$ 8,198	\$ 8,608	
			Annual	\$ 80,933	\$ 84,984	\$ 89,232	\$ 93,696	\$ 98,376	\$ 103,296	
Associate Engineer	MGMT	10-13-2025	Hourly	\$ 52.6068	\$ 55.2346	\$ 57.9981	\$ 60.9000	\$ 63.9461	\$ 67.1423	
			Monthly	\$ 9,118	\$ 9,574	\$ 10,053	\$ 10,556	\$ 11,084	\$ 11,638	
			Annual	\$ 109,422	\$ 114,888	\$ 120,636	\$ 126,672	\$ 133,008	\$ 139,656	
Associate Planner	MGMT	10-13-2025	Hourly	\$ 47.7823	\$ 50.1693	\$ 52.6789	\$ 55.3154	\$ 58.0789	\$ 60.9808	
			Monthly	\$ 8,282	\$ 8,696	\$ 9,131	\$ 9,588	\$ 10,067	\$ 10,570	
			Annual	\$ 99,387	\$ 104,352	\$ 109,572	\$ 115,056	\$ 120,804	\$ 126,840	
Associate Transportation Planner	MGMT	10-13-2025	Hourly	\$ 47.7823	\$ 50.1693	\$ 52.6789	\$ 55.3154	\$ 58.0789	\$ 60.9808	
			Monthly	\$ 8,282	\$ 8,696	\$ 9,131	\$ 9,588	\$ 10,067	\$ 10,570	
			Annual	\$ 99,387	\$ 104,352	\$ 109,572	\$ 115,056	\$ 120,804	\$ 126,840	

CITY OF ALBANY SALARY SCHEDULE

FY 2026/27

Adopted: Reso. 2026-30, 2026-36

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	10-13-2025	Hourly	\$ 39.0226	\$ 40.9731	\$ 43.0211	\$ 45.1731	\$ 47.4346	\$ 49.8058	
			Monthly	\$ 6,764	\$ 7,102	\$ 7,457	\$ 7,830	\$ 8,222	\$ 8,633	
			Annual	\$ 81,167	\$ 85,224	\$ 89,484	\$ 93,960	\$ 98,664	\$ 103,596	
Building Inspector II	SEIU	10-13-2025	Hourly	\$ 43.0211	\$ 45.1731	\$ 47.4346	\$ 49.8058	\$ 52.2981	\$ 54.9115	
			Monthly	\$ 7,457	\$ 7,830	\$ 8,222	\$ 8,633	\$ 9,065	\$ 9,518	
			Annual	\$ 89,484	\$ 93,960	\$ 98,664	\$ 103,596	\$ 108,780	\$ 114,216	
Building Plans Examiner	MGMT	10-13-2025	Hourly	\$ 49.6356	\$ 52.1193	\$ 54.7269	\$ 57.4615	\$ 60.3346	\$ 63.3519	
			Monthly	\$ 8,603	\$ 9,034	\$ 9,486	\$ 9,960	\$ 10,458	\$ 10,981	
			Annual	\$ 103,242	\$ 108,408	\$ 113,832	\$ 119,520	\$ 125,496	\$ 131,772	
CIP Program Manager	MGMT	10-13-2025	Hourly	\$ 72.1990	\$ 75.8078	\$ 79.5981	\$ 83.5789	\$ 87.7558	\$ 92.1461	
			Monthly	\$ 12,515	\$ 13,140	\$ 13,797	\$ 14,487	\$ 15,211	\$ 15,972	
			Annual	\$ 150,174	\$ 157,680	\$ 165,564	\$ 173,844	\$ 182,532	\$ 191,664	
City Clerk	MGMT	10-13-2025	Hourly	\$ 92.6053	\$ 97.2346	\$ 102.0981	\$ 107.2039	\$ 112.5635	\$ 118.1943	
			Monthly	\$ 16,052	\$ 16,854	\$ 17,697	\$ 18,582	\$ 19,511	\$ 20,487	
			Annual	\$ 192,619	\$ 202,248	\$ 212,364	\$ 222,984	\$ 234,132	\$ 245,844	
City Clerk/Assistant City Manager	MGMT	10-13-2025	Hourly	\$ 92.6053	\$ 97.2346	\$ 102.0981	\$ 107.2039	\$ 112.5635	\$ 118.1943	
			Monthly	\$ 16,052	\$ 16,854	\$ 17,697	\$ 18,582	\$ 19,511	\$ 20,487	
			Annual	\$ 192,619	\$ 202,248	\$ 212,364	\$ 222,984	\$ 234,132	\$ 245,844	
City Manager	MGMT	07-01-2026	Hourly						\$ 157.1800	
			Monthly						\$ 27,245	
			Annual						\$ 326,934	
Community Development Director	MGMT	10-13-2025	Hourly	\$ 92.6053	\$ 97.2346	\$ 102.0981	\$ 107.2039	\$ 112.5635	\$ 118.1943	
			Monthly	\$ 16,052	\$ 16,854	\$ 17,697	\$ 18,582	\$ 19,511	\$ 20,487	
			Annual	\$ 192,619	\$ 202,248	\$ 212,364	\$ 222,984	\$ 234,132	\$ 245,844	
Community Development Technician	SEIU	10-13-2025	Hourly	\$ 35.0318	\$ 36.7846	\$ 38.6250	\$ 40.5578	\$ 42.5885	\$ 44.7173	
			Monthly	\$ 6,072	\$ 6,376	\$ 6,695	\$ 7,030	\$ 7,382	\$ 7,751	
			Annual	\$ 72,866	\$ 76,512	\$ 80,340	\$ 84,360	\$ 88,584	\$ 93,012	
Community Engagement Specialist	MGMT	10-13-2025	Hourly	\$ 35.9221	\$ 37.7193	\$ 39.6058	\$ 41.5846	\$ 43.6615	\$ 45.8423	
			Monthly	\$ 6,226	\$ 6,538	\$ 6,865	\$ 7,208	\$ 7,568	\$ 7,946	
			Annual	\$ 74,718	\$ 78,456	\$ 82,380	\$ 86,496	\$ 90,816	\$ 95,352	
Council Member	ELECT	01-01-2024	Monthly	\$950.00						
Deputy City Clerk	MGMT	10-13-2025	Hourly	\$ 42.3240	\$ 44.4404	\$ 46.6615	\$ 48.9923	\$ 51.4443	\$ 54.0173	
			Monthly	\$ 7,336	\$ 7,703	\$ 8,088	\$ 8,492	\$ 8,917	\$ 9,363	
			Annual	\$ 88,034	\$ 92,436	\$ 97,056	\$ 101,904	\$ 107,004	\$ 112,356	
Executive Assistant	MGMT	10-13-2025	Hourly	\$ 36.2711	\$ 38.0828	\$ 39.9865	\$ 41.9885	\$ 44.0885	\$ 46.2923	
			Monthly	\$ 6,287	\$ 6,601	\$ 6,931	\$ 7,278	\$ 7,642	\$ 8,024	
			Annual	\$ 75,444	\$ 79,212	\$ 83,172	\$ 87,336	\$ 91,704	\$ 96,288	

CITY OF ALBANY SALARY SCHEDULE

FY 2026/27

Adopted: Reso. 2026-30, 2026-36

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	10-13-2025	Hourly	\$ 92.6053	\$ 97.2346	\$ 102.0981	\$ 107.2039	\$ 112.5635	\$ 118.1943	
			Monthly	\$ 16,052	\$ 16,854	\$ 17,697	\$ 18,582	\$ 19,511	\$ 20,487	
			Annual	\$ 192,619	\$ 202,248	\$ 212,364	\$ 222,984	\$ 234,132	\$ 245,844	
Finance Director	MGMT	10-13-2025	Hourly	\$ 92.6053	\$ 97.2346	\$ 102.0981	\$ 107.2039	\$ 112.5635	\$ 118.1943	
			Monthly	\$ 16,052	\$ 16,854	\$ 17,697	\$ 18,582	\$ 19,511	\$ 20,487	
			Annual	\$ 192,619	\$ 202,248	\$ 212,364	\$ 222,984	\$ 234,132	\$ 245,844	
Financial Analyst	MGMT	10-13-2025	Hourly	\$ 45.6568	\$ 47.9423	\$ 50.3423	\$ 52.8578	\$ 55.5000	\$ 58.2750	
			Monthly	\$ 7,914	\$ 8,310	\$ 8,726	\$ 9,162	\$ 9,620	\$ 10,101	
			Annual	\$ 94,966	\$ 99,720	\$ 104,712	\$ 109,944	\$ 115,440	\$ 121,212	
Financial Coordinator	MGMT	10-13-2025	Hourly	\$ 41.4110	\$ 43.4828	\$ 45.6578	\$ 47.9423	\$ 50.3423	\$ 52.8578	
			Monthly	\$ 7,178	\$ 7,537	\$ 7,914	\$ 8,310	\$ 8,726	\$ 9,162	
			Annual	\$ 86,135	\$ 90,444	\$ 94,968	\$ 99,720	\$ 104,712	\$ 109,944	
Finance Manager	MGMT	07-06-2026	Hourly	\$ 70.9193	\$ 74.4635	\$ 78.1846	\$ 82.0961	\$ 86.2039	\$ 90.5135	
			Monthly	\$ 12,293	\$ 12,907	\$ 13,552	\$ 14,230	\$ 14,942	\$ 15,689	
			Annual	\$ 147,512	\$ 154,884	\$ 162,624	\$ 170,760	\$ 179,304	\$ 188,268	
Finance Supervisor	MGMT	10-13-2025	Hourly	\$ 51.1558	\$ 53.7115	\$ 56.4000	\$ 59.2211	\$ 62.1808	\$ 65.2904	
			Monthly	\$ 8,867	\$ 9,310	\$ 9,776	\$ 10,265	\$ 10,778	\$ 11,317	
			Annual	\$ 106,404	\$ 111,720	\$ 117,312	\$ 123,180	\$ 129,336	\$ 135,804	
Fire Captain	AFFA	07-06-2026	Hourly	\$ 49.6566	\$ 52.1373	\$ 54.7459	\$ 57.4821	\$ 60.3585	\$ 63.3791	\$ 66.5439
			Monthly	\$ 12,050	\$ 12,652	\$ 13,285	\$ 13,949	\$ 14,647	\$ 15,380	\$ 16,148
			Annual	\$ 144,600	\$ 151,824	\$ 159,420	\$ 167,388	\$ 175,764	\$ 184,560	\$ 193,776
Fire Chief	UNSFT	10-13-2025	Hourly	\$ 101.8678	\$ 106.9615	\$ 112.3096	\$ 117.9231	\$ 123.8193	\$ 130.0096	
			Monthly	\$ 17,657	\$ 18,540	\$ 19,467	\$ 20,440	\$ 21,462	\$ 22,535	
			Annual	\$ 211,885	\$ 222,480	\$ 233,604	\$ 245,280	\$ 257,544	\$ 270,420	
Fire Engineer	AFFA	07-06-2026	Hourly	\$ 40.8462	\$ 42.8901	\$ 45.0371	\$ 47.2913	\$ 49.6566	\$ 52.1373	\$ 54.7459
			Monthly	\$ 9,912	\$ 10,408	\$ 10,929	\$ 11,476	\$ 12,050	\$ 12,652	\$ 13,285
			Annual	\$ 118,944	\$ 124,896	\$ 131,148	\$ 137,712	\$ 144,600	\$ 151,824	\$ 159,420
Fire Fighter	AFFA	07-06-2026	Hourly	\$ 37.0467	\$ 38.8970	\$ 40.8462	\$ 42.8901	\$ 45.0371	\$ 47.2913	\$ 49.6566
			Monthly	\$ 8,990	\$ 9,439	\$ 9,912	\$ 10,408	\$ 10,929	\$ 11,476	\$ 12,050
			Annual	\$ 107,880	\$ 113,268	\$ 118,944	\$ 124,896	\$ 131,148	\$ 137,712	\$ 144,600
Fire Inspector	MGMT	10-13-2025	Hourly	\$ 47.3630	\$ 49.7308	\$ 52.2173	\$ 54.8308	\$ 57.5711	\$ 60.4500	
			Monthly	\$ 8,210	\$ 8,620	\$ 9,051	\$ 9,504	\$ 9,979	\$ 10,478	
			Annual	\$ 98,515	\$ 103,440	\$ 108,612	\$ 114,048	\$ 119,748	\$ 125,736	
Fire Lieutenant	AFFA	07-06-2026	Hourly	\$ 45.0371	\$ 47.2913	\$ 49.6566	\$ 52.1373	\$ 54.7459	\$ 57.4821	\$ 60.3585
			Monthly	\$ 10,929	\$ 11,476	\$ 12,050	\$ 12,652	\$ 13,285	\$ 13,949	\$ 14,647
			Annual	\$ 131,148	\$ 137,712	\$ 144,600	\$ 151,824	\$ 159,420	\$ 167,388	\$ 175,764
Human Resources Analyst	MGMT	10-13-2025	Hourly	\$ 50.5226	\$ 53.0481	\$ 55.7019	\$ 58.4885	\$ 61.4135	\$ 64.4828	
			Monthly	\$ 8,757	\$ 9,195	\$ 9,655	\$ 10,138	\$ 10,645	\$ 11,177	
			Annual	\$ 105,087	\$ 110,340	\$ 115,860	\$ 121,656	\$ 127,740	\$ 134,124	

CITY OF ALBANY SALARY SCHEDULE

FY 2026/27

Adopted: Reso. 2026-30, 2026-36

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	10-13-2025	Hourly	\$ 92.6053	\$ 97.2346	\$ 102.0981	\$ 107.2039	\$ 112.5635	\$ 118.1943	
			Monthly	\$ 16,052	\$ 16,854	\$ 17,697	\$ 18,582	\$ 19,511	\$ 20,487	
			Annual	\$ 192,619	\$ 202,248	\$ 212,364	\$ 222,984	\$ 234,132	\$ 245,844	
Human Resources Manager	MGMT	07-06-2026	Hourly	\$ 70.9193	\$ 74.4635	\$ 78.1846	\$ 82.0961	\$ 86.2039	\$ 90.5135	
			Monthly	\$ 12,293	\$ 12,907	\$ 13,552	\$ 14,230	\$ 14,942	\$ 15,689	
			Annual	\$ 147,512	\$ 154,884	\$ 162,624	\$ 170,760	\$ 179,304	\$ 188,268	
Human Resources Technician	MGMT	10-13-2025	Hourly	\$ 36.5938	\$ 38.4231	\$ 40.3443	\$ 42.3635	\$ 44.4808	\$ 46.7078	
			Monthly	\$ 6,343	\$ 6,660	\$ 6,993	\$ 7,343	\$ 7,710	\$ 8,096	
			Annual	\$ 76,115	\$ 79,920	\$ 83,916	\$ 88,116	\$ 92,520	\$ 97,152	
Information Technology Analyst	MGMT	10-13-2025	Hourly	\$ 49.9380	\$ 52.4365	\$ 55.0558	\$ 57.8078	\$ 60.6981	\$ 63.7328	
			Monthly	\$ 8,656	\$ 9,089	\$ 9,543	\$ 10,020	\$ 10,521	\$ 11,047	
			Annual	\$ 103,871	\$ 109,068	\$ 114,516	\$ 120,240	\$ 126,252	\$ 132,564	
Information Technology Manager	MGMT	07-06-2026	Hourly	\$ 70.9193	\$ 74.4635	\$ 78.1846	\$ 82.0961	\$ 86.2039	\$ 90.5135	
			Monthly	\$ 12,293	\$ 12,907	\$ 13,552	\$ 14,230	\$ 14,942	\$ 15,689	
			Annual	\$ 147,512	\$ 154,884	\$ 162,624	\$ 170,760	\$ 179,304	\$ 188,268	
Lead Maintenance Worker	SEIU	10-13-2025	Hourly	\$ 35.2731	\$ 37.0385	\$ 38.8904	\$ 40.8346	\$ 42.8769	\$ 45.0231	
			Monthly	\$ 6,114	\$ 6,420	\$ 6,741	\$ 7,078	\$ 7,432	\$ 7,804	
			Annual	\$ 73,368	\$ 77,040	\$ 80,892	\$ 84,936	\$ 89,184	\$ 93,648	
Maintenance Worker I	SEIU	10-13-2025	Hourly	\$ 29.1443	\$ 30.6000	\$ 32.1289	\$ 33.7328	\$ 35.4173	\$ 37.1885	
			Monthly	\$ 5,052	\$ 5,304	\$ 5,569	\$ 5,847	\$ 6,139	\$ 6,446	
			Annual	\$ 60,620	\$ 63,648	\$ 66,828	\$ 70,164	\$ 73,668	\$ 77,352	
Maintenance Worker II	SEIU	10-13-2025	Hourly	\$ 32.0688	\$ 33.6693	\$ 35.3539	\$ 37.1193	\$ 38.9769	\$ 40.9269	
			Monthly	\$ 5,559	\$ 5,836	\$ 6,128	\$ 6,434	\$ 6,756	\$ 7,094	
			Annual	\$ 66,703	\$ 70,032	\$ 73,536	\$ 77,208	\$ 81,072	\$ 85,128	
Management Analyst	MGMT	10-13-2025	Hourly	\$ 44.2274	\$ 46.4365	\$ 48.7558	\$ 51.1961	\$ 53.7578	\$ 56.4461	
			Monthly	\$ 7,666	\$ 8,049	\$ 8,451	\$ 8,874	\$ 9,318	\$ 9,784	
			Annual	\$ 91,993	\$ 96,588	\$ 101,412	\$ 106,488	\$ 111,816	\$ 117,408	
Media & Communications Manager	MGMT	10-13-2025	Hourly	\$ 59.1250	\$ 62.0828	\$ 65.1865	\$ 68.4461	\$ 71.8673	\$ 75.4615	
			Monthly	\$ 10,248	\$ 10,761	\$ 11,299	\$ 11,864	\$ 12,457	\$ 13,080	
			Annual	\$ 122,980	\$ 129,132	\$ 135,588	\$ 142,368	\$ 149,484	\$ 156,960	
Neighborhood Services Manager	MGMT	10-13-2025	Hourly	\$ 56.3231	\$ 59.1404	\$ 62.1000	\$ 65.2039	\$ 68.4635	\$ 71.8846	
			Monthly	\$ 9,763	\$ 10,251	\$ 10,764	\$ 11,302	\$ 11,867	\$ 12,460	
			Annual	\$ 117,152	\$ 123,012	\$ 129,168	\$ 135,624	\$ 142,404	\$ 149,520	
Office Assistant I	SEIU	10-13-2025	Hourly	\$ 22.8803	\$ 24.0231	\$ 25.2231	\$ 26.4865	\$ 27.8135	\$ 29.2039	
			Monthly	\$ 3,966	\$ 4,164	\$ 4,372	\$ 4,591	\$ 4,821	\$ 5,062	
			Annual	\$ 47,591	\$ 49,968	\$ 52,464	\$ 55,092	\$ 57,852	\$ 60,744	
Office Assistant II	SEIU	10-13-2025	Hourly	\$ 25.2231	\$ 26.4865	\$ 27.8135	\$ 29.2039	\$ 30.6635	\$ 32.1981	
			Monthly	\$ 4,372	\$ 4,591	\$ 4,821	\$ 5,062	\$ 5,315	\$ 5,581	
			Annual	\$ 52,464	\$ 55,092	\$ 57,852	\$ 60,744	\$ 63,780	\$ 66,972	

CITY OF ALBANY SALARY SCHEDULE

FY 2026/27

Adopted: Reso. 2026-30, 2026-36

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	10-13-2025	Hourly	\$ 35.4760	\$ 37.2519	\$ 39.1154	\$ 41.0711	\$ 43.1250	\$ 45.2828	
			Monthly	\$ 6,149	\$ 6,457	\$ 6,780	\$ 7,119	\$ 7,475	\$ 7,849	
			Annual	\$ 73,790	\$ 77,484	\$ 81,360	\$ 85,428	\$ 89,700	\$ 94,188	
Planning Manager	MGMT	10-13-2025	Hourly	\$ 70.9193	\$ 74.4635	\$ 78.1846	\$ 82.0961	\$ 86.2039	\$ 90.5135	
			Monthly	\$ 12,293	\$ 12,907	\$ 13,552	\$ 14,230	\$ 14,942	\$ 15,689	
			Annual	\$ 147,512	\$ 154,884	\$ 162,624	\$ 170,760	\$ 179,304	\$ 188,268	
Police Administrative Specialist	SEIU	10-13-2025	Hourly	\$ 36.4678	\$ 38.2904	\$ 40.2058	\$ 42.2135	\$ 44.3250	\$ 46.5404	
			Monthly	\$ 6,321	\$ 6,637	\$ 6,969	\$ 7,317	\$ 7,683	\$ 8,067	
			Annual	\$ 75,853	\$ 79,644	\$ 83,628	\$ 87,804	\$ 92,196	\$ 96,804	
Police Chief	UNSFT	10-13-2025	Hourly	\$ 101.8678	\$ 106.9615	\$ 112.3096	\$ 117.9231	\$ 123.8193	\$ 130.0096	
			Monthly	\$ 17,657	\$ 18,540	\$ 19,467	\$ 20,440	\$ 21,462	\$ 22,535	
			Annual	\$ 211,885	\$ 222,480	\$ 233,604	\$ 245,280	\$ 257,544	\$ 270,420	
Police Communications & Records Supervisor	APOA	10-27-2025	Hourly	\$ 46.6856	\$ 49.0211	\$ 51.4731	\$ 54.0461	\$ 56.7461	\$ 59.5846	\$ 62.5615
			Monthly	\$ 8,092	\$ 8,497	\$ 8,922	\$ 9,368	\$ 9,836	\$ 10,328	\$ 10,844
			Annual	\$ 97,106	\$ 101,964	\$ 107,064	\$ 112,416	\$ 118,032	\$ 123,936	\$ 130,128
Police Lieutenant	APOA	10-27-2025	Hourly	\$ 79.8428	\$ 83.8328	\$ 88.0269	\$ 92.4289	\$ 97.0500	\$ 101.9019	\$ 106.9961
			Monthly	\$ 13,839	\$ 14,531	\$ 15,258	\$ 16,021	\$ 16,822	\$ 17,663	\$ 18,546
			Annual	\$ 166,073	\$ 174,372	\$ 183,096	\$ 192,252	\$ 201,864	\$ 211,956	\$ 222,552
Police Officer	APOA	10-27-2025	Hourly	\$ 53.6341	\$ 56.3135	\$ 59.1289	\$ 62.0828	\$ 65.1865	\$ 68.4461	\$ 71.8673
			Monthly	\$ 9,297	\$ 9,761	\$ 10,249	\$ 10,761	\$ 11,299	\$ 11,864	\$ 12,457
			Annual	\$ 111,559	\$ 117,132	\$ 122,988	\$ 129,132	\$ 135,588	\$ 142,368	\$ 149,484
Police Property & Evidence Specialist	SEIU	10-13-2025	Hourly	\$ 33.6870	\$ 35.3711	\$ 37.1423	\$ 39.0000	\$ 40.9500	\$ 42.9981	
			Monthly	\$ 5,839	\$ 6,131	\$ 6,438	\$ 6,760	\$ 7,098	\$ 7,453	
			Annual	\$ 70,069	\$ 73,572	\$ 77,256	\$ 81,120	\$ 85,176	\$ 89,436	
Police Records Assistant	SEIU	10-13-2025	Hourly	\$ 30.6370	\$ 32.1693	\$ 33.7789	\$ 35.4693	\$ 37.2404	\$ 39.1039	
			Monthly	\$ 5,310	\$ 5,576	\$ 5,855	\$ 6,148	\$ 6,455	\$ 6,778	
			Annual	\$ 63,725	\$ 66,912	\$ 70,260	\$ 73,776	\$ 77,460	\$ 81,336	
Police Records Specialist	SEIU	10-13-2025	Hourly	\$ 33.6948	\$ 35.3769	\$ 37.1481	\$ 39.0058	\$ 40.9558	\$ 43.0039	
			Monthly	\$ 5,840	\$ 6,132	\$ 6,439	\$ 6,761	\$ 7,099	\$ 7,454	
			Annual	\$ 70,085	\$ 73,584	\$ 77,268	\$ 81,132	\$ 85,188	\$ 89,448	
Police Sergeant	APOA	10-27-2025	Hourly	\$ 63.3063	\$ 66.4731	\$ 69.7961	\$ 73.2865	\$ 76.9500	\$ 80.7981	\$ 84.8365
			Monthly	\$ 10,973	\$ 11,522	\$ 12,098	\$ 12,703	\$ 13,338	\$ 14,005	\$ 14,705
			Annual	\$ 131,677	\$ 138,264	\$ 145,176	\$ 152,436	\$ 160,056	\$ 168,060	\$ 176,460
Police Services Technician I	APOA	10-27-2025	Hourly	\$ 32.3981	\$ 34.0154	\$ 35.7173	\$ 37.5058	\$ 39.3808	\$ 41.3481	\$ 43.4135
			Monthly	\$ 5,616	\$ 5,896	\$ 6,191	\$ 6,501	\$ 6,826	\$ 7,167	\$ 7,525
			Annual	\$ 67,388	\$ 70,752	\$ 74,292	\$ 78,012	\$ 81,912	\$ 86,004	\$ 90,300
Police Services Technician II	APOA	10-27-2025	Hourly	\$ 35.9573	\$ 37.7539	\$ 39.6404	\$ 41.6250	\$ 43.7078	\$ 45.8943	\$ 48.1904
			Monthly	\$ 6,233	\$ 6,544	\$ 6,871	\$ 7,215	\$ 7,576	\$ 7,955	\$ 8,353
			Annual	\$ 74,791	\$ 78,528	\$ 82,452	\$ 86,580	\$ 90,912	\$ 95,460	\$ 100,236

CITY OF ALBANY SALARY SCHEDULE

FY 2026/27

Adopted: Reso. 2026-30, 2026-36

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Program Manager	MGMT	10-13-2025	Hourly	\$ 59.1279	\$ 62.0828	\$ 65.1865	\$ 68.4461	\$ 71.8673	\$ 75.4615	
			Monthly	\$ 10,249	\$ 10,761	\$ 11,299	\$ 11,864	\$ 12,457	\$ 13,080	
			Annual	\$ 122,986	\$ 129,132	\$ 135,588	\$ 142,368	\$ 149,484	\$ 156,960	
Project Manager	MGMT	10-13-2025	Hourly	\$ 59.1279	\$ 62.0828	\$ 65.1865	\$ 68.4461	\$ 71.8673	\$ 75.4615	
			Monthly	\$ 10,249	\$ 10,761	\$ 11,299	\$ 11,864	\$ 12,457	\$ 13,080	
			Annual	\$ 122,986	\$ 129,132	\$ 135,588	\$ 142,368	\$ 149,484	\$ 156,960	
Public Safety Dispatcher	APOA	10-27-2025	Hourly	\$ 39.9010	\$ 41.8961	\$ 43.9904	\$ 46.1885	\$ 48.4961	\$ 50.9193	\$ 53.4635
			Monthly	\$ 6,916	\$ 7,262	\$ 7,625	\$ 8,006	\$ 8,406	\$ 8,826	\$ 9,267
			Annual	\$ 82,994	\$ 87,144	\$ 91,500	\$ 96,072	\$ 100,872	\$ 105,912	\$ 111,204
Public Works Director/City Engineer	MGMT	10-13-2025	Hourly	\$ 92.6053	\$ 97.2346	\$ 102.0981	\$ 107.2039	\$ 112.5635	\$ 118.1943	
			Monthly	\$ 16,052	\$ 16,854	\$ 17,697	\$ 18,582	\$ 19,511	\$ 20,487	
			Annual	\$ 192,619	\$ 202,248	\$ 212,364	\$ 222,984	\$ 234,132	\$ 245,844	
Public Works Manager	MGMT	07-06-2026	Hourly	\$ 70.9193	\$ 74.4635	\$ 78.1846	\$ 82.0961	\$ 86.2039	\$ 90.5135	
			Monthly	\$ 12,293	\$ 12,907	\$ 13,552	\$ 14,230	\$ 14,942	\$ 15,689	
			Annual	\$ 147,512	\$ 154,884	\$ 162,624	\$ 170,760	\$ 179,304	\$ 188,268	
Recreation & Community Services Director	MGMT	10-13-2025	Hourly	\$ 92.6053	\$ 97.2346	\$ 102.0981	\$ 107.2039	\$ 112.5635	\$ 118.1943	
			Monthly	\$ 16,052	\$ 16,854	\$ 17,697	\$ 18,582	\$ 19,511	\$ 20,487	
			Annual	\$ 192,619	\$ 202,248	\$ 212,364	\$ 222,984	\$ 234,132	\$ 245,844	
Recreation & Community Services Manager	MGMT	07-06-2026	Hourly	\$ 70.9193	\$ 74.4635	\$ 78.1846	\$ 82.0961	\$ 86.2039	\$ 90.5135	
			Monthly	\$ 12,293	\$ 12,907	\$ 13,552	\$ 14,230	\$ 14,942	\$ 15,689	
			Annual	\$ 147,512	\$ 154,884	\$ 162,624	\$ 170,760	\$ 179,304	\$ 188,268	
Recreation Coordinator I	SEIU	10-13-2025	Hourly	\$ 31.1784	\$ 32.7346	\$ 34.3731	\$ 36.0923	\$ 37.8981	\$ 39.7904	
			Monthly	\$ 5,404	\$ 5,674	\$ 5,958	\$ 6,256	\$ 6,569	\$ 6,897	
			Annual	\$ 64,851	\$ 68,088	\$ 71,496	\$ 75,072	\$ 78,828	\$ 82,764	
Recreation Coordinator II	SEIU	10-13-2025	Hourly	\$ 33.9664	\$ 35.6654	\$ 37.4481	\$ 39.3231	\$ 41.2904	\$ 43.3558	
			Monthly	\$ 5,887	\$ 6,182	\$ 6,491	\$ 6,816	\$ 7,157	\$ 7,515	
			Annual	\$ 70,650	\$ 74,184	\$ 77,892	\$ 81,792	\$ 85,884	\$ 90,180	
Recreation Supervisor	MGMT	10-13-2025	Hourly	\$ 45.0346	\$ 47.2846	\$ 49.6500	\$ 52.1308	\$ 54.7385	\$ 57.4731	
			Monthly	\$ 7,806	\$ 8,196	\$ 8,606	\$ 9,036	\$ 9,488	\$ 9,962	
			Annual	\$ 93,672	\$ 98,352	\$ 103,272	\$ 108,432	\$ 113,856	\$ 119,544	
Senior & Human Services Manager	MGMT	07-06-2026	Hourly	\$ 70.9193	\$ 74.4635	\$ 78.1846	\$ 82.0961	\$ 86.2039	\$ 90.5135	
			Monthly	\$ 12,293	\$ 12,907	\$ 13,552	\$ 14,230	\$ 14,942	\$ 15,689	
			Annual	\$ 147,512	\$ 154,884	\$ 162,624	\$ 170,760	\$ 179,304	\$ 188,268	
Senior Accountant	MGMT	10-13-2025	Hourly	\$ 50.3308	\$ 52.8461	\$ 55.4885	\$ 58.2635	\$ 61.1769	\$ 64.2346	
			Monthly	\$ 8,724	\$ 9,160	\$ 9,618	\$ 10,099	\$ 10,604	\$ 11,134	
			Annual	\$ 104,688	\$ 109,920	\$ 115,416	\$ 121,188	\$ 127,248	\$ 133,608	
Senior Engineer	MGMT	10-13-2025	Hourly	\$ 68.0649	\$ 71.4693	\$ 75.0404	\$ 78.7904	\$ 82.7308	\$ 86.8673	
			Monthly	\$ 11,798	\$ 12,388	\$ 13,007	\$ 13,657	\$ 14,340	\$ 15,057	
			Annual	\$ 141,575	\$ 148,656	\$ 156,084	\$ 163,884	\$ 172,080	\$ 180,684	

CITY OF ALBANY SALARY SCHEDULE

FY 2026/27

Adopted: Reso. 2026-30, 2026-36

Regular Full-Time and Part-Time Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE						
				1	2	3	4	5	6	7
Senior Planner	MGMT	10-13-2025	Hourly	\$ 53.6534	\$ 56.3365	\$ 59.1519	\$ 62.1115	\$ 65.2154	\$ 68.4750	
			Monthly	\$ 9,300	\$ 9,765	\$ 10,253	\$ 10,766	\$ 11,304	\$ 11,869	
			Annual	\$ 111,599	\$ 117,180	\$ 123,036	\$ 129,192	\$ 135,648	\$ 142,428	
Senior Recreation Supervisor	MGMT	10-13-2025	Hourly	\$ 51.5995	\$ 54.1789	\$ 56.8904	\$ 59.7346	\$ 62.7231	\$ 65.8615	
			Monthly	\$ 8,944	\$ 9,391	\$ 9,861	\$ 10,354	\$ 10,872	\$ 11,416	
			Annual	\$ 107,327	\$ 112,692	\$ 118,332	\$ 124,248	\$ 130,464	\$ 136,992	
Senior Van Driver	SEIU	10-13-2025	Hourly	\$ 20.2351	\$ 21.2481	\$ 22.3096	\$ 23.4231	\$ 24.5943	\$ 25.8231	
			Monthly	\$ 3,507	\$ 3,683	\$ 3,867	\$ 4,060	\$ 4,263	\$ 4,476	
			Annual	\$ 42,089	\$ 44,196	\$ 46,404	\$ 48,720	\$ 51,156	\$ 53,712	
Urban Forestry Coordinator	MGMT	10-13-2025	Hourly	\$ 44.2360	\$ 46.4481	\$ 48.7731	\$ 51.2135	\$ 53.7750	\$ 56.4635	
			Monthly	\$ 7,668	\$ 8,051	\$ 8,454	\$ 8,877	\$ 9,321	\$ 9,787	
			Annual	\$ 92,011	\$ 96,612	\$ 101,448	\$ 106,524	\$ 111,852	\$ 117,444	

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 2026/27

Adopted: Reso. 2026-30, 2026-36

Hourly Classifications

CLASSIFICATION	Unit	Effective	Pay Basis	STEPS WITHIN RANGE					
				1	2	3	4	5	6
On-Call Fire Inspector	HRLY	10-13-2025	Hourly	\$ 47.3630	\$ 49.7312	\$ 52.2178	\$ 54.8287	\$ 57.5701	\$ 60.4486
Intern	HRLY	01-05-2026	Hourly	\$ 17.0000	\$ 17.8500	\$ 18.7425	\$ 19.6796	\$ 20.6636	\$ 21.6968
Graphic Designer	HRLY	01-05-2026	Hourly	\$ 34.7419	\$ 36.4790	\$ 38.3030	\$ 40.2182	\$ 42.2291	\$ 44.3406
Neighborhood Services Coordinator	HRLY	01-05-2026	Hourly	\$ 34.7427	\$ 36.4799	\$ 38.3039	\$ 40.2191	\$ 42.2301	\$ 44.3416
On-Call Public Safety Dispatcher	HRLY	10-27-2025	Hourly	\$ 39.9010	\$ 41.8961	\$ 43.9909	\$ 46.1904	\$ 48.4999	\$ 50.9249
Parking Enforcement & Traffic Control Technician	HRLY	01-05-2026	Hourly	\$ 28.8667	\$ 30.3100	\$ 31.8255	\$ 33.4168	\$ 35.0876	\$ 36.8420
Part-Time, On-Call Police Records Assistant	HRLY	10-13-2025	Hourly	\$ 30.6370	\$ 32.1689	\$ 33.7773	\$ 35.4662	\$ 37.2395	\$ 39.1015
Police Cadet	HRLY	01-05-2026	Hourly	\$ 18.4133	\$ 19.3340	\$ 20.3007	\$ 21.3157	\$ 22.3815	\$ 23.5006
Police Officer Recruit	HRLY	01-05-2025	Hourly	\$ 39.5108					
Project Manager	HRLY	10-13-2025	Hourly	\$ 59.1279	\$ 62.0843	\$ 65.1885	\$ 68.4479	\$ 71.8703	\$ 75.4638
Recreation Leader I	HRLY	01-05-2026	Hourly	\$ 17.6512	\$ 18.5338	\$ 19.4605	\$ 20.4335	\$ 21.4552	\$ 22.5280
Recreation Leader II	HRLY	01-05-2026	Hourly	\$ 19.0898	\$ 20.0443	\$ 21.0465	\$ 22.0988	\$ 23.2037	\$ 24.3639
Recreation Leader III	HRLY	01-05-2026	Hourly	\$ 20.6000	\$ 21.6300	\$ 22.7115	\$ 23.8471	\$ 25.0395	\$ 26.2915
Urban Forestry Coordinator	HRLY	10-13-2025	Hourly	\$ 44.2360	\$ 46.4478	\$ 48.7702	\$ 51.2087	\$ 53.7691	\$ 56.4576



City of Albany

1000 San Pablo Avenue • Albany, California 94706
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RESOLUTION NO. 2026-36

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

The 15th day of June, 2026, by the following votes:

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

NOES: none

ABSENT: Council Member López

ABSTAINED: none

RECUSED: none

WITNESS MY HAND AND THE SEAL OF THE CITY OF ALBANY,

This 16th day of June, 2026.

Anne Hsu
CITY CLERK

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