

CITY OF ALBANY SALARY SCHEDULE
 FY 2023-24, FY 2024-25 AND FY 2025-26

Adopted: Reso. 2023-33, 2023-60, 2023-69, 2023-78, 2024-02, 2024-44, 2024-58, 2024-67, 2024-70, 2024-73, 2024-87, 2025-56, 2025-63, 2025-77

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	10-13-2025	Hourly	\$ 66.6375	\$ 69.9693	\$ 73.4654	\$ 77.1404	\$ 81.0000	\$ 85.0500	
			Monthly	\$ 11,550	\$ 12,128	\$ 12,734	\$ 13,371	\$ 14,040	\$ 14,742	
			Annual	\$ 138,606	\$ 145,536	\$ 152,808	\$ 160,452	\$ 168,480	\$ 176,904	
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 2023-24, FY 2024-25 AND FY 2025-26

Adopted: Reso. 2023-33, 2023-60, 2023-69, 2023-78, 2024-02, 2024-44, 2024-58, 2024-67, 2024-70, 2024-73, 2024-87, 2025-56, 2025-63, 2025-77

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	10-13-2025	Hourly						\$ 152.6019	
			Monthly						\$ 26,451	
			Annual						\$ 317,412	
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	

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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	
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	10-13-2025	Hourly	\$ 66.6375	\$ 69.9693	\$ 73.4654	\$ 77.1404	\$ 81.0000	\$ 85.0500		
			Monthly	\$ 11,550	\$ 12,128	\$ 12,734	\$ 13,371	\$ 14,040	\$ 14,742		
			Annual	\$ 138,606	\$ 145,536	\$ 152,808	\$ 160,452	\$ 168,480	\$ 176,904		
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	01-05-2026	Hourly	\$ 48.6799	\$ 51.1154	\$ 53.6745	\$ 56.3571	\$ 59.1758	\$ 62.1346	\$ 65.2623	
			Monthly	\$ 11,813	\$ 12,404	\$ 13,025	\$ 13,676	\$ 14,360	\$ 15,078	\$ 15,837	
			Annual	\$ 141,756	\$ 148,848	\$ 156,300	\$ 164,112	\$ 172,320	\$ 180,936	\$ 190,044	
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	01-05-2026	Hourly	\$ 40.0467	\$ 42.0495	\$ 44.1511	\$ 46.3640	\$ 48.6799	\$ 51.1154	\$ 53.6745	
			Monthly	\$ 9,718	\$ 10,204	\$ 10,714	\$ 11,251	\$ 11,813	\$ 12,404	\$ 13,025	
			Annual	\$ 116,616	\$ 122,448	\$ 128,568	\$ 135,012	\$ 141,756	\$ 148,848	\$ 156,300	
Fire Fighter	AFFA	01-05-2026	Hourly	\$ 36.3173	\$ 38.1346	\$ 40.0467	\$ 42.0495	\$ 44.1511	\$ 46.3640	\$ 48.6799	
			Monthly	\$ 8,813	\$ 9,254	\$ 9,718	\$ 10,204	\$ 10,714	\$ 11,251	\$ 11,813	
			Annual	\$ 105,756	\$ 111,048	\$ 116,616	\$ 122,448	\$ 128,568	\$ 135,012	\$ 141,756	
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	01-05-2026	Hourly	\$ 44.1511	\$ 46.3640	\$ 48.6799	\$ 51.1154	\$ 53.6745	\$ 56.3571	\$ 59.1758	
			Monthly	\$ 10,714	\$ 11,251	\$ 11,813	\$ 12,404	\$ 13,025	\$ 13,676	\$ 14,360	
			Annual	\$ 128,568	\$ 135,012	\$ 141,756	\$ 148,848	\$ 156,300	\$ 164,112	\$ 172,320	
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		

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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
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	10-13-2025	Hourly	\$ 66.6375	\$ 69.9693	\$ 73.4654	\$ 77.1404	\$ 81.0000	\$ 85.0500	
			Monthly	\$ 11,550	\$ 12,128	\$ 12,734	\$ 13,371	\$ 14,040	\$ 14,742	
			Annual	\$ 138,606	\$ 145,536	\$ 152,808	\$ 160,452	\$ 168,480	\$ 176,904	
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	10-13-2025	Hourly	\$ 70.1448	\$ 73.6500	\$ 77.3308	\$ 81.1961	\$ 85.2578	\$ 89.5211	
			Monthly	\$ 12,158	\$ 12,766	\$ 13,404	\$ 14,074	\$ 14,778	\$ 15,517	
			Annual	\$ 145,901	\$ 153,192	\$ 160,848	\$ 168,888	\$ 177,336	\$ 186,204	
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	
		10-13-2025	Annual	\$ 52,464	\$ 55,092	\$ 57,852	\$ 60,744	\$ 63,780	\$ 66,972	

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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	
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 2023-24, FY 2024-25 AND FY 2025-26

Adopted: Reso. 2023-33, 2023-60, 2023-69, 2023-78, 2024-02, 2024-44, 2024-58, 2024-67, 2024-70, 2024-73, 2024-87, 2025-56, 2025-63, 2025-77

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	10-13-2025	Hourly	\$ 66,6375	\$ 69,9693	\$ 73,4654	\$ 77,1404	\$ 81,0000	\$ 85,0500		
			Monthly	\$ 11,550	\$ 12,128	\$ 12,734	\$ 13,371	\$ 14,040	\$ 14,742		
			Annual	\$ 138,606	\$ 145,536	\$ 152,808	\$ 160,452	\$ 168,480	\$ 176,904		
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	10-13-2025	Hourly	\$ 66,6375	\$ 69,9693	\$ 73,4654	\$ 77,1404	\$ 81,0000	\$ 85,0500		
			Monthly	\$ 11,550	\$ 12,128	\$ 12,734	\$ 13,371	\$ 14,040	\$ 14,742		
			Annual	\$ 138,606	\$ 145,536	\$ 152,808	\$ 160,452	\$ 168,480	\$ 176,904		
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	10-13-2025	Hourly	\$ 66,6375	\$ 69,9693	\$ 73,4654	\$ 77,1404	\$ 81,0000	\$ 85,0500		
			Monthly	\$ 11,550	\$ 12,128	\$ 12,734	\$ 13,371	\$ 14,040	\$ 14,742		
			Annual	\$ 138,606	\$ 145,536	\$ 152,808	\$ 160,452	\$ 168,480	\$ 176,904		
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 2023-24, FY 2024-25 AND FY 2025-26

Adopted: Reso. 2023-33, 2023-60, 2023-69, 2023-78, 2024-02, 2024-44, 2024-58, 2024-67, 2024-70, 2024-73, 2024-87, 2025-56, 2025-63, 2025-77

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 2023-24, FY 2024-25 AND FY 2025-26

Adopted: Reso. 2023-33, 2023-60, 2023-69, 2023-78, 2024-02, 2024-44, 2024-58, 2024-67, 2024-70, 2024-73, 2024-87, 2025-56, 2025-63, 2025-77

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