

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

Agenda Date: July 6, 2021
Reviewed by: NA

SUBJECT: Updated Salary Schedule for City of Albany Employees

REPORT BY: Melissa Rojas, Human Resources Director

SUMMARY

An updated Salary Schedule has been prepared that incorporates negotiated salary adjustments for Albany Fire Fighters' Association, IAFF Local 5130 (AFFA) employee classifications, in accordance with the ratified Memorandum of Understanding (MOU).

STAFF RECOMMENDATION

That the Council Adopt Resolution No. 2021-69, approving an updated Salary Schedule for City employees.

BACKGROUND/DISCUSSION

In accordance with the ratified AFFA MOU, effective January 1, 2019 – December 31, 2023, the attached updated Salary Schedule reflects a four and one-half percent (4.5%) base salary increase for all classifications within the bargaining unit, effective July 12, 2021 (the first full pay period following July 1, 2021).

Although these salary adjustments were approved through the ratification of the MOU, a separate action approving the salary schedule is required by the California Public Employees' Retirement System (CalPERS) which mandates the City adopt a publicly available pay schedule each time salaries are adjusted (California Code of Regulations §570.5).

SUSTAINABILITY CONSIDERATIONS

None.

SOCIAL EQUITY AND INCLUSIVITY CONSIDERATIONS

The recommended action encourages fairness and equity and will not result in limitations or exclusions to our community or any certain group of people.

CITY COUNCIL STRATEGIC PLAN INITIATIVES

Not applicable.

FINANCIAL CONSIDERATIONS

Funding for the previously approved salary adjustments were accounted for in the FY 2021-22 Biennial Operating Budget. Therefore, no additional appropriation of funds is needed.

Attachments:

1. Resolution No. 2021-69
2. Exhibit A to Resolution No. 2021-69 – Updated Salary Schedule