

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

Agenda Date: September 5, 2023
Reviewed by: NA

SUBJECT: Updated Salary Schedule for City of Albany Employees

REPORT BY: Nicole Almaguer, City Manager
Penny Ha, Human Resources Director

SUMMARY

An updated Salary Schedule has been prepared that incorporates negotiated salary adjustments for Service Employee International Union (SEIU) employee classifications, in accordance with the ratified Memorandum of Understanding (MOU).

STAFF RECOMMENDATION

That the Council adopt Resolution No. 2023-60, approving an updated Salary Schedule for City employees.

BACKGROUND/DISCUSSION

In accordance with the ratified SEIU MOU, effective October 1, 2021 – September 30, 2024, the attached updated Salary Schedule reflects a three percent (3%) cost of living adjustment and zero-point five percent (0.5%) equity adjustment increasing the base salary for all classifications within the bargaining unit, effective October 2, 2023 (the first full pay period following October 1, 2023).

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 2023-25 Biennial Operating Budget. Therefore, no additional appropriation of funds is needed.

Attachments:

1. Resolution No. 2023-60 (including Exhibit A – Updated Salary Schedule)
2. Exhibit A to Resolution No. 2023-60 – Updated Salary Schedule