

Memorandum of Agreement

between the
City of Albany
and the

AFSCME Union, Local 2909

This Memorandum of Agreement is entered into between the City of Albany and the American Federation of State, County, and Municipal Employees, Local Union 2909, hereafter referred to as the "City" and the "Union." It will supersede the language in the Collective Bargaining Agreement dated July 1, 2018, through June 30, 2022, under Article 18A Wages- Building Inspectors and Appendix A-1 Building Inspector (Article 18-A) and all wage and benefit information based on Article 18A and appendix A-1.

There is hereby established a new Building Inspector/Plans Examiner salary schedule for this classification. This new Building Inspector/Plans Examiner salary schedule will become effective the first of the month following City Council approval and will only be increased by any approved cost-of-living adjustment that is received by the AFSCME Union, Local 2909, per Article 18. Current Building Inspectors who have met the requirement for the Longevity Step per Article 18 will receive this incentive pay retro-active to July 1, 2019.

At the discretion of the Building Official and Department Director, a Building Inspector may be promoted to a higher Building Inspector/Plans Examiner classification level- I, II, III, IV, by meeting the requirements of the Building Inspector Position Qualifications Tables, demonstrated competency, and completing a 12 month probationary period. Increased compensation will begin the first of the month following notification to the employee by the City that s/he has verified employee certifications and is approved to the higher level of Building Inspector/Plans Examiner position. (Employee must provide a copy/copies of the certification(s) required and must track their certification requirements.)

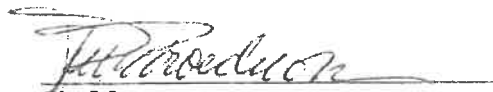
A Building Inspector/Plans Examiner who contributes 0.5 percent (one-half of one percent) or more into one of the City's deferred compensation programs, the City will match up to a maximum of 0.5 percent (one-half of one percent) of the employee's base pay.

The City reserves the right to adjust the position qualifications assigned in the "BUILDING INSPECTOR/PLANS EXAMINER POSITION QUALIFICATIONS TABLES."

In order to provide for improved customer service and to enhance the professional capabilities of bargaining unit members employed within the classification of Building Inspector, the City and Union agree to the attachments labeled "BUILDING INSPECTOR/PLANS EXAMINER POSITION QUALIFICATIONS TABLES," and "BUILDING INSPECTOR/PLANS EXAMINER SALARY SCHEDULE," and "BUILDING INSPECTOR/PLANS EXAMINER SALARY SCHEDULE IMPLEMENTATION."

Dated this 17th day of December 2019.

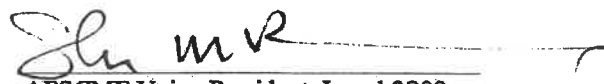
City of Albany:



City Manager


PW/Community Development Director


Human Resources Director

AFSCME Union, Local 2909:


AFSCME Union President, Local 2909


AFSCME Representative, Local 2909


AFSCME Representative, Council 75

**Building Inspector / Plans Examiner
Position Qualification Table**

	Building Inspector I			Building Inspector II				Building Inspector III				Building Inspector IV		
	Opt I	Opt II	Opt III	Opt I	Opt II	Opt III	Opt IV	Opt I	Opt II	Opt III	Opt IV	Opt I	Opt II	Opt III
Electrical Inspector (EI) ²	-	-	-	-	-	-	EI or PI	-	-	-	EI or PI	-	-	EI or PI
Dwelling Electrical Inspector (CAE)	-	-	-	-	Required	-	-	Required	Required	-	-	Required	-	CAE or CAP
Plumbing Inspector (PI) ³	-	-	-	-	-	-	EI or PI	-	-	-	EI or PI	-	-	EI or PI
Dwelling Plumbing Inspector (CAP)	-	-	-	-	Required	-	-	Required	Required	-	-	Required	Required	CAE or CAP
Specialized Electrical Inspector (SEI)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Specialized Plumbing Inspector (SPI)	-	-	-	-	-	-	-	-	Required	-	-	-	Required	-
Structural Building Inspector (SIA)	-	Required	-	-	-	Required	-	Required	Required	Required	-	Required	Required	Required
Residential Structural Inspector (CAS)	Required	-	-	Required	Required	Required	-	Required	Required	Required	Required	Required	Required	Required
Residential Plans Examiner (CAE)	Required	-	-	Required	Required	Required	-	Required	Required	Required	Required	Required	Required	Required
Structural Plans Examiner (PEA)	-	-	Required	Required	-	-	-	Required	-	Required	-	Required	Required	-
Commercial Mechanical Inspector (MLA)	-	Required	Required	Required	-	Required	-	Required	Required	Required	Required	Required	Required	Required
Fire and Life Safety Plans Examiner (PEF)	-	-	-	-	-	-	-	-	-	Required	-	Required	Required	-

**Building Inspector / Plans Examiner
Salary Table**

	Step A	Step B	Step C	Step D	Step E	Step F	10-year LS +2%
Building Inspector/Plans Examiner I	\$ 4,716.93	\$ 4,965.19	\$5,226.51	\$5,501.59	\$5,791.15	\$6,095.95	\$6,217.87
Building Inspector/Plans Examiner II	\$ 5,099.38	\$ 5,367.77	\$5,650.28	\$5,947.67	\$6,260.70	\$6,590.21	\$6,722.02
Building Inspector/Plans Examiner III	\$ 5,512.84	\$ 5,802.99	\$6,108.41	\$6,429.91	\$6,768.33	\$7,124.55	\$7,267.04
Building Inspector/Plans Examiner IV	\$ 5,959.83	\$ 6,273.51	\$6,603.69	\$6,951.25	\$7,317.11	\$7,702.22	\$7,856.26

Building Inspector/Plans Examiner Salary Schedule Implementation

The first of the month following City Council approval, current Building Inspectors will be placed at the following steps on the Building Inspector/Plans Examiner Salary Table:

Jim Alexander	Building Inspector/Plans Examiner IV	Step F
Philip Godsey	Building Inspector/Plans Examiner III	Step C
Joel Heenan	Building Inspector/Plans Examiner IV	Step F
Segundo Sam	Building Inspector/Plans Examiner II	Step D