

City Manager: 5% increase effective 07/10/22

Unrepresented Department Heads: Market Range Adjustment to Individual Classifications effective 06/26/22

Unrepresented Management: 5% increase or Market Adjustment effective 06/26/22

Unrepresented Confidential: 5% increase effective 06/26/22

POA (Sworn): 3.5% increase effective 06/26/22

POA (Non-Sworn): 3.5% increase effective 06/26/22

POA: 1.9% increase for classifications receiving Holiday In Lieu Pay effective 10/16/22

LAMEA: 3.5% increase effective 06/26/22

Teamsters: 5% increase effective 06/26/22

*New Classification for FY 22/23
^Market Adjustment
+ Market Range Adjustment

City of Los Altos - Full Time Salary Schedule FY 22/23		Biweekly					Monthly					Annual				
Resolution 2023-09																
Unrep. Department Head Classifications	FLSA Status	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
City Manager	Exempt					\$9,907.50					\$21,466.25					\$257,595.00
Assistant City Manager+	Exempt	\$7,601.89		Open Range		\$9,240.10	\$16,470.77		Open Range		\$20,020.22	\$197,649.23		Open Range		\$240,242.58
Police Chief+	Exempt	\$7,371.71		Open Range		\$8,960.31	\$15,972.03		Open Range		\$19,414.00	\$191,664.34		Open Range		\$232,967.96
Public Works Director/City Engineer	Exempt	\$6,741.58		Open Range		\$8,500.33	\$14,606.75		Open Range		\$18,417.38	\$175,280.96		Open Range		\$221,008.58
Utilities and Environmental Director*	Exempt	\$6,741.58		Open Range		\$8,500.33	\$14,606.75		Open Range		\$18,417.38	\$175,280.96		Open Range		\$221,008.58
Finance Director	Exempt	\$6,690.14		Open Range		\$8,500.33	\$14,495.30		Open Range		\$18,417.38	\$173,943.65		Open Range		\$221,008.58
Parks, Recreation, & Community Services Director*	Exempt	\$6,465.34		Open Range		\$8,500.33	\$14,008.23		Open Range		\$18,417.38	\$168,098.73		Open Range		\$221,008.58
Development Services Director+	Exempt	\$6,774.39		Open Range		\$8,500.33	\$14,677.85		Open Range		\$18,417.38	\$176,134.15		Open Range		\$221,008.58
Human Resources Director*	Exempt	\$6,310.38		Open Range		\$7,670.27	\$13,672.49		Open Range		\$16,618.91	\$164,069.88		Open Range		\$199,426.94

Unrep. Management Classifications	FLSA Status	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Police Captain	Exempt	\$6,652.31		Open Range		\$8,085.92	\$14,413.34		Open Range		\$17,519.50	\$172,960.07		Open Range		\$210,234.05
Capital Improvement Projects Manager*	Exempt	\$6,331.76		Open Range		\$7,696.30	\$13,718.82		Open Range		\$16,675.32	\$164,625.89		Open Range		\$200,103.80
Deputy City Manager	Exempt	\$6,026.66		Open Range		\$7,325.45	\$13,057.77		Open Range		\$15,871.81	\$156,693.29		Open Range		\$190,461.67
Engineering Services Manager	Exempt	\$6,026.66		Open Range		\$7,325.45	\$13,057.77		Open Range		\$15,871.81	\$156,693.29		Open Range		\$190,461.67
Financial Services Manager	Exempt	\$6,026.66		Open Range		\$7,325.45	\$13,057.77		Open Range		\$15,871.81	\$156,693.29		Open Range		\$190,461.67
Information Technology Manager	Exempt	\$6,026.66		Open Range		\$7,325.45	\$13,057.77		Open Range		\$15,871.81	\$156,693.29		Open Range		\$190,461.67
Human Resources Manager	Exempt	\$6,026.66		Open Range		\$7,325.45	\$13,057.77		Open Range		\$15,871.81	\$156,693.29		Open Range		\$190,461.67
Building Official	Exempt	\$5,596.36		Open Range		\$6,802.41	\$12,125.44		Open Range		\$14,738.55	\$145,505.30		Open Range		\$176,862.60
Development Services Manager*	Exempt	\$5,596.36		Open Range		\$6,802.41	\$12,125.44		Open Range		\$14,738.55	\$145,505.30		Open Range		\$176,862.60
Planning Services Manager	Exempt	\$5,596.36		Open Range		\$6,802.41	\$12,125.44		Open Range		\$14,738.55	\$145,505.30		Open Range		\$176,862.60
Police Services Manager	Exempt	\$5,596.36		Open Range		\$6,802.41	\$12,125.44		Open Range		\$14,738.55	\$145,505.30		Open Range		\$176,862.60
Transportation Services Manager	Exempt	\$5,596.36		Open Range		\$6,802.41	\$12,125.44		Open Range		\$14,738.55	\$145,505.30		Open Range		\$176,862.60
Economic Development Manager	Exempt	\$5,459.86		Open Range		\$6,636.50	\$11,829.70		Open Range		\$14,379.07	\$141,956.39		Open Range		\$172,548.88
City Clerk^	Exempt	\$5,158.02		Open Range		\$6,269.61	\$11,175.72		Open Range		\$13,584.16	\$134,108.62		Open Range		\$163,009.87
Special Projects Manager	Exempt	\$5,196.77		Open Range		\$6,316.71	\$11,259.68		Open Range		\$13,686.21	\$135,116.13		Open Range		\$164,234.50
Project Manager	Exempt	\$5,196.77		Open Range		\$6,316.71	\$11,259.68		Open Range		\$13,686.21	\$135,116.13		Open Range		\$164,234.50
Assistant to the City Manager	Exempt	\$4,946.36		Open Range		\$6,012.34	\$10,717.12		Open Range		\$13,026.73	\$128,605.48		Open Range		\$156,320.76
Public Information Officer^	Exempt	\$4,828.91		Open Range		\$5,869.57	\$10,462.65		Open Range		\$12,717.41	\$125,551.75		Open Range		\$152,608.94
Recreation Manager	Exempt	\$4,481.16		Open Range		\$5,446.88	\$9,709.18		Open Range		\$11,801.57	\$116,510.22		Open Range		\$141,618.90

Unrep. Confidential Classifications	FLSA Status	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Senior Accountant	Exempt	\$4,282.03	\$4,496.13	\$4,720.93	\$4,956.98	\$5,204.83	\$9,277.73	\$9,741.61	\$10,228.69	\$10,740.13	\$11,277.13	\$11,332.70	\$116,899.34	\$122,744.30	\$128,881.52	\$135,325.59
Senior Human Resouces Analyst*	Exempt	\$4,282.03	\$4,496.13	\$4,720.93	\$4,956.98	\$5,204.83	\$9,277.73	\$9,741.61	\$10,228.69	\$10,740.13	\$11,277.13	\$11,332.70	\$116,899.34	\$122,744.30	\$128,881.52	\$135,325.59
Management Analyst II	Exempt	\$4,177.59	\$4,386.47	\$4,605.79	\$4,836.08	\$5,077.88	\$9,051.44	\$9,504.01	\$9,979.21	\$10,478.17	\$11,002.08	\$108,617.27	\$114,048.13	\$119,750.54	\$125,738.07	\$132,024.97
Human Resources Analyst	Exempt	\$3,976.29	\$4,175.10	\$4,383.86	\$4,603.05	\$4,833.20	\$8,615.29	\$9,046.05	\$9,498.36	\$9,973.28	\$10,471.94	\$103,383.48	\$108,552.65	\$113,980.29	\$119,679.30	\$125,663.27
Management Analyst I	Exempt	\$3,784.69	\$3,973.92	\$4,172.62	\$4,381.25	\$4,600.31	\$8,200.16	\$8,610.16	\$9,040.67	\$9,492.71	\$9,967.34	\$98,401.89	\$103,321.98	\$108,488.08	\$113,912.48	\$119,608.11
Assistant City Clerk*	Exempt	\$3,784.69	\$3,973.92	\$4,172.62	\$4,381.25	\$4,600.31	\$8,200.16	\$8,610.16	\$9,040.67	\$9,492.71	\$9,967.34	\$98,401.89	\$103,321.98	\$108,488.08	\$113,912.48	\$119,608.11
Executive Assistant to the City Manager	Non-Exempt	\$3,428.74	\$3,600.18	\$3,780.19	\$3,969.20	\$4,167.66	\$7,428.94	\$7,800.38	\$8,190.40	\$8,599.92	\$9,029.92	\$89,147.25	\$93,604.61	\$98,284.84	\$103,199.09	\$108,359.04
Human Resources Technician	Non-Exempt	\$3,263.52	\$3,426.70	\$3,598.04	\$3,777.94	\$3,966.83	\$7,070.97	\$7,424.52	\$7,795.74	\$8,185.53	\$8,594.81	\$84,851.64	\$89,094.22	\$93,548.93	\$98,226.38	\$103,137.70
Deputy City Clerk	Exempt	\$3,106.27	\$3,261.58	\$3,424.66	\$3,595.90	\$3,775.69	\$6,730.25	\$7,066.76	\$7,420.10	\$7,791.11	\$8,180.66	\$80,763.01	\$84,801.16	\$89,041.22	\$93,493.28	\$98,167.94

City of Los Altos - Full Time Salary Schedule FY 22/23

Resolution 2023-09

		Biweekly					Monthly					Annual				
<i>LAMEA Classifications</i>	<i>FLSA Status</i>	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Senior Engineer	Exempt	\$5,136.39	\$5,393.21	\$5,662.87	\$5,946.02	\$6,243.32	\$11,128.85	\$11,685.29	\$12,269.56	\$12,883.04	\$13,527.19	\$133,546.21	\$140,223.52	\$147,234.70	\$154,596.43	\$162,326.25
Senior Planner	Exempt	\$5,017.65	\$5,268.53	\$5,531.96	\$5,808.56	\$6,098.99	\$10,871.58	\$11,415.16	\$11,985.92	\$12,585.21	\$13,214.47	\$130,458.95	\$136,981.89	\$143,830.99	\$151,022.54	\$158,573.66
Network Systems Administrator	Non-Exempt	\$4,583.40	\$4,812.57	\$5,053.20	\$5,305.86	\$5,571.15	\$9,930.70	\$10,427.23	\$10,948.59	\$11,496.02	\$12,070.83	\$119,168.38	\$125,126.80	\$131,383.14	\$137,952.30	\$144,849.91
Associate Civil Engineer	Non-Exempt	\$4,482.75	\$4,706.89	\$4,942.23	\$5,189.35	\$5,448.81	\$9,712.63	\$10,198.26	\$10,708.17	\$11,243.58	\$11,805.76	\$116,551.56	\$122,379.13	\$128,498.09	\$134,923.00	\$141,669.15
Information Technology Analyst	Exempt	\$4,365.14	\$4,583.40	\$4,812.57	\$5,053.20	\$5,305.86	\$9,457.81	\$9,930.70	\$10,427.23	\$10,948.59	\$11,496.02	\$113,493.70	\$119,168.38	\$125,126.80	\$131,383.14	\$137,952.30
Associate Planner	Non-Exempt	\$4,233.96	\$4,445.66	\$4,667.94	\$4,901.34	\$5,146.41	\$9,173.58	\$9,632.26	\$10,113.88	\$10,619.57	\$11,150.55	\$110,083.00	\$115,587.15	\$121,366.51	\$127,434.84	\$133,806.58
Senior Building Inspector	Exempt	\$4,176.29	\$4,385.10	\$4,604.36	\$4,834.57	\$5,076.30	\$9,048.62	\$9,501.05	\$9,976.11	\$10,474.91	\$10,998.66	\$108,583.48	\$114,012.65	\$119,713.28	\$125,698.95	\$131,983.89
Assistant Civil Engineer	Non-Exempt	\$3,962.55	\$4,160.68	\$4,368.72	\$4,587.15	\$4,816.51	\$8,585.53	\$9,014.81	\$9,465.55	\$9,938.83	\$10,435.77	\$103,026.40	\$108,177.72	\$113,586.61	\$119,265.94	\$125,229.23
Accountant*	Non-Exempt	\$3,924.27	\$4,120.48	\$4,326.51	\$4,542.83	\$4,769.97	\$8,502.59	\$8,927.71	\$9,374.10	\$9,842.80	\$10,334.95	\$102,031.02	\$107,132.57	\$112,489.20	\$118,113.66	\$124,019.34
Senior Recreation Supervisor	Non-Exempt	\$3,919.58	\$4,115.56	\$4,321.34	\$4,537.40	\$4,764.28	\$8,492.43	\$8,917.05	\$9,362.90	\$9,831.04	\$10,322.60	\$101,909.11	\$107,004.56	\$112,354.79	\$117,972.53	\$123,871.16
Maintenance Supervisor	Non-Exempt	\$3,843.81	\$4,036.00	\$4,237.80	\$4,449.69	\$4,672.18	\$8,328.26	\$8,744.67	\$9,181.91	\$9,641.00	\$10,123.05	\$99,939.14	\$104,936.09	\$110,182.90	\$115,692.04	\$121,476.65
Economic Development Coordinator	Non-Exempt	\$3,842.68	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$8,325.81	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$99,909.74	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91
Sustainability Coordinator	Non-Exempt	\$3,842.68	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$8,325.81	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$99,909.74	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91
Public Information Coordinator	Non-Exempt	\$3,842.68	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$8,325.81	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$99,909.74	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91
Assistant Planner	Non-Exempt	\$3,832.50	\$4,024.13	\$4,225.34	\$4,436.60	\$4,658.43	\$8,303.76	\$8,718.95	\$9,154.89	\$9,612.64	\$10,093.27	\$99,645.11	\$104,627.37	\$109,858.74	\$115,351.67	\$121,119.26
Building Inspector	Non-Exempt	\$3,778.22	\$3,967.13	\$4,165.49	\$4,373.77	\$4,592.45	\$8,186.15	\$8,595.46	\$9,025.23	\$9,476.49	\$9,950.32	\$98,233.79	\$103,145.48	\$108,302.76	\$113,717.89	\$119,403.79
Recreation Supervisor	Non-Exempt	\$3,728.46	\$3,914.89	\$4,110.63	\$4,316.16	\$4,531.97	\$8,078.34	\$8,482.26	\$8,906.37	\$9,351.69	\$9,819.27	\$96,940.08	\$101,787.09	\$106,876.44	\$112,220.26	\$117,831.27
GIS Technician	Non-Exempt	\$3,601.81	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$7,803.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$93,647.00	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51
Junior Engineer	Non-Exempt	\$3,601.81	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$7,803.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$93,647.00	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51
Police Records Supervisor	Non-Exempt	\$3,601.81	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$7,803.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$93,647.00	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51
Construction Inspector	Non-Exempt	\$3,429.92	\$3,601.41	\$3,781.48	\$3,970.56	\$4,169.08	\$7,431.48	\$7,803.06	\$8,193.21	\$8,602.87	\$9,033.02	\$89,177.82	\$93,636.71	\$98,318.54	\$103,234.47	\$108,396.20
Engineering Technician	Non-Exempt	\$3,429.92	\$3,601.41	\$3,781.48	\$3,970.56	\$4,169.08	\$7,431.48	\$7,803.06	\$8,193.21	\$8,602.87	\$9,033.02	\$89,177.82	\$93,636.71	\$98,318.54	\$103,234.47	\$108,396.20
Information Technology Technician	Non-Exempt	\$3,314.57	\$3,480.30	\$3,654.31	\$3,837.03	\$4,028.88	\$7,181.56	\$7,540.64	\$7,917.67	\$8,313.56	\$8,729.24	\$86,178.76	\$90,487.70	\$95,012.09	\$99,762.69	\$104,750.82
Code Enforcement Officer*	Non-Exempt	\$3,231.83	\$3,393.42	\$3,563.09	\$3,741.25	\$3,928.31	\$7,002.30	\$7,352.41	\$7,720.03	\$8,106.04	\$8,511.34	\$84,027.58	\$88,228.96	\$92,640.41	\$97,272.43	\$102,136.05
Accounting Technician II	Non-Exempt	\$3,118.93	\$3,274.87	\$3,438.62	\$3,610.55	\$3,791.08	\$6,757.68	\$7,095.56	\$7,450.34	\$7,822.86	\$8,214.00	\$81,092.13	\$85,146.73	\$89,404.07	\$93,874.27	\$98,567.99
Permit Technician	Non-Exempt	\$3,035.24	\$3,187.01	\$3,346.36	\$3,513.67	\$3,689.36	\$6,576.36	\$6,905.18	\$7,250.44	\$7,612.96	\$7,993.61	\$78,916.34	\$82,862.16	\$87,005.27	\$91,355.53	\$95,923.31
Executive Assistant	Non-Exempt	\$2,943.64	\$3,090.83	\$3,245.37	\$3,407.64	\$3,578.02	\$6,377.89	\$6,696.79	\$7,031.63	\$7,383.21	\$7,752.37	\$76,534.74	\$80,361.48	\$84,379.55	\$88,598.53	\$93,028.45
Recreation Coordinator	Non-Exempt	\$2,831.69	\$2,973.27	\$3,121.94	\$3,278.03	\$3,441.93	\$6,135.32	\$6,442.09	\$6,764.19	\$7,102.40	\$7,457.52	\$73,623.89	\$77,305.08	\$81,170.34	\$85,228.86	\$89,490.30
Facilities Coordinator	Non-Exempt	\$2,831.69	\$2,973.27	\$3,121.94	\$3,278.03	\$3,441.93	\$6,135.32	\$6,442.09	\$6,764.19	\$7,102.40	\$7,457.52	\$73,623.89	\$77,305.08	\$81,170.34	\$85,228.86	\$89,490.30
Lead Records Specialist	Non-Exempt	\$2,748.00	\$2,885.40	\$3,029.67	\$3,181.16	\$3,340.22	\$5,954.01	\$6,251.71	\$6,564.29	\$6,892.51	\$7,237.13	\$71,448.10	\$75,020.51	\$78,771.53	\$82,710.11	\$86,845.62
Accounting Technician I	Non-Exempt	\$2,708.42	\$2,843.84	\$2,986.04	\$3,135.34	\$3,292.11	\$5,868.25	\$6,161.66	\$6,469.75	\$6,793.23	\$7,132.90	\$70,419.02	\$73,939.97	\$77,636.96	\$81,518.81	\$85,594.75
Records Specialist	Non-Exempt	\$2,495.82	\$2,620.61	\$2,751.64	\$2,889.22	\$3,033.69	\$5,407.61	\$5,677.99	\$5,961.89	\$6,259.99	\$6,572.99	\$64,891.34	\$68,135.91	\$71,542.71	\$75,119.84	\$78,875.83
Accounting Office Assistant	Non-Exempt	\$2,381.60	\$2,500.68	\$2,625.72	\$2,757.00	\$2,894.85	\$5,160.14	\$5,418.15	\$5,689.06	\$5,973.51	\$6,272.18	\$61,921.69	\$65,017.77	\$68,268.66	\$71,682.10	\$75,266.20
Office Assistant II	Non-Exempt	\$2,372.56	\$2,491.18	\$2,615.74	\$2,746.53	\$2,883.86	\$5,140.54	\$5,397.57	\$5,667.44	\$5,950.82	\$6,248.36	\$61,686.47	\$64,770.79	\$68,009.33	\$71,409.80	\$74,980.29
Office Assistant I	Non-Exempt	\$2,130.55	\$2,237.08	\$2,348.93	\$2,466.38	\$2,589.70	\$4,616.19	\$4,847.00	\$5,089.35	\$5,343.82	\$5,611.01	\$55,394.33	\$58,164.05	\$61,072.25	\$64,125.86	\$67,332.16

City of Los Altos - Full Time Salary Schedule FY 22/23

Resolution 2023-09

		Biweekly					Monthly					Annual				
<i>POA Classifications</i>	<i>FLSA Status</i>	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Police Sergeant	Non-Exempt	\$5,210.60	\$5,471.13	\$5,744.68	\$6,031.92	\$6,333.51	\$11,289.63	\$11,854.11	\$12,446.81	\$13,069.15	\$13,722.61	\$135,475.51	\$142,249.29	\$149,361.75	\$156,829.84	\$164,671.33
Police Agent	Non-Exempt	\$4,635.66	\$4,867.44	\$5,110.81	\$5,366.35	\$5,634.67	\$10,043.92	\$10,546.12	\$11,073.43	\$11,627.10	\$12,208.45	\$120,527.10	\$126,553.45	\$132,881.13	\$139,525.18	\$146,501.44
Police Officer	Non-Exempt	\$4,415.40	\$4,636.17	\$4,867.97	\$5,111.37	\$5,366.94	\$9,566.69	\$10,045.03	\$10,547.28	\$11,074.64	\$11,628.37	\$114,800.30	\$120,540.32	\$126,567.33	\$132,895.70	\$139,540.48
Lead Communications Officer	Non-Exempt	\$4,315.80	\$4,531.59	\$4,758.17	\$4,996.08	\$5,245.88	\$9,350.91	\$9,818.45	\$10,309.37	\$10,824.84	\$11,366.08	\$112,210.86	\$117,821.41	\$123,712.48	\$129,898.10	\$136,393.01
Police Officer Trainee	Non-Exempt	\$4,204.17	\$4,414.38	\$4,635.10	\$4,866.85	\$5,110.20	\$9,109.04	\$9,564.49	\$10,042.71	\$10,544.85	\$11,072.09	\$109,308.45	\$114,773.87	\$120,512.56	\$126,538.19	\$132,865.10
Communications Officer	Non-Exempt	\$3,921.63	\$4,117.71	\$4,323.60	\$4,539.78	\$4,766.77	\$8,496.86	\$8,921.71	\$9,367.79	\$9,836.18	\$10,327.99	\$101,962.37	\$107,060.49	\$112,413.51	\$118,034.19	\$123,935.90
Community Service Officer	Non-Exempt	\$3,088.01	\$3,242.41	\$3,404.53	\$3,574.76	\$3,753.50	\$6,690.69	\$7,025.23	\$7,376.49	\$7,745.31	\$8,132.58	\$80,288.29	\$84,302.71	\$88,517.84	\$92,943.73	\$97,590.92

City of Los Altos - Full Time Salary Schedule FY 22/23

Resolution 2023-09

		Biweekly					Monthly					Annual				
<i>Teamsters Classifications</i>	<i>FLSA Status</i>	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Senior Wastewater Maintenance Worker*	Non-Exempt	\$3,587.57	Open Range			\$4,360.71	\$7,773.07	Open Range			\$9,448.21	\$93,276.82	Open Range			\$113,378.56
Senior Maintenance Technician	Non-Exempt	\$3,416.73	\$3,587.56	\$3,766.94	\$3,955.29	\$4,153.05	\$7,402.91	\$7,773.05	\$8,161.71	\$8,569.79	\$8,998.28	\$88,834.91	\$93,276.65	\$97,940.48	\$102,837.51	\$107,979.38
Wastewater Maintenance Worker II*	Non-Exempt	\$3,261.43	Open Range			\$3,964.29	\$7,066.43	Open Range			\$8,589.29	\$84,797.18	Open Range			\$103,071.50
Equipment Mechanic	Non-Exempt	\$3,106.12	\$3,261.42	\$3,424.49	\$3,595.72	\$3,775.50	\$6,729.92	\$7,066.41	\$7,419.73	\$7,790.72	\$8,180.26	\$80,759.01	\$84,796.96	\$89,036.80	\$93,488.64	\$98,163.08
Maintenance Leadworker	Non-Exempt	\$3,106.12	\$3,261.42	\$3,424.49	\$3,595.72	\$3,775.50	\$6,729.92	\$7,066.41	\$7,419.73	\$7,790.72	\$8,180.26	\$80,759.01	\$84,796.96	\$89,036.80	\$93,488.64	\$98,163.08
Maintenance Technician	Non-Exempt	\$3,106.12	\$3,261.42	\$3,424.49	\$3,595.72	\$3,775.50	\$6,729.92	\$7,066.41	\$7,419.73	\$7,790.72	\$8,180.26	\$80,759.01	\$84,796.96	\$89,036.80	\$93,488.64	\$98,163.08
Wastewater Maintenance Worker I*	Non-Exempt	\$2,959.03	Open Range			\$3,596.72	\$6,411.23	Open Range			\$7,792.89	\$76,934.78	Open Range			\$93,514.71
Maintenance Worker II	Non-Exempt	\$2,818.12	\$2,959.02	\$3,106.97	\$3,262.32	\$3,425.44	\$6,105.92	\$6,411.21	\$6,731.77	\$7,068.36	\$7,421.78	\$73,271.01	\$76,934.56	\$80,781.28	\$84,820.35	\$89,061.37
Maintenance Worker I	Non-Exempt	\$2,492.03	\$2,616.63	\$2,747.47	\$2,884.84	\$3,029.08	\$5,399.40	\$5,669.37	\$5,952.84	\$6,250.49	\$6,563.01	\$64,792.86	\$68,032.50	\$71,434.12	\$75,005.83	\$78,756.12

Minimum Wage Increase: \$17.20 effective 01/01/23

City of Los Altos - Part-Time Hourly Rate Schedule FY 22/23

Resolution 2023-09

<i>Part-Time Classifications Title</i>	<i>FLSA Status</i>	<i>Employment Status</i>	<i>Rate Type</i>	Min	Max
Network Engineer	Non-Exempt	Part-Time	Hourly	\$50.00	\$75.00
Public Safety Specialist - Dispatch	Non-Exempt	Part-Time	Hourly	\$51.00	\$68.34
Project Manager	Non-Exempt	Part-Time	Hourly	\$42.50	\$66.30
Property & Evidence CSO	Non-Exempt	Part-Time	Hourly	\$43.12	\$52.41
Emergency Preparedness Coordinator	Non-Exempt	Part-Time	Hourly	\$35.70	\$51.00
Police Officer (Reserve) - Level I	Non-Exempt	Part-Time	Hourly	\$49.00	\$49.00
Department Support Specialist	Non-Exempt	Part-Time	Hourly	\$35.70	\$45.90
IT Technician	Non-Exempt	Part-Time	Hourly	\$32.64	\$45.90
Parking Enforcement Officer	Non-Exempt	Part-Time	Hourly	\$35.70	\$42.84
Public Safety Specialist - Records	Non-Exempt	Part-Time	Hourly	\$26.52	\$42.84
Project Coordinator	Non-Exempt	Part-Time	Hourly	\$30.60	\$40.80
Preschool Teacher III	Non-Exempt	Part-Time	Hourly	\$25.00	\$31.67
Recreation Specialist	Non-Exempt	Part-Time	Hourly	\$25.00	\$30.00
Clerical Assistant II	Non-Exempt	Part-Time	Hourly	\$23.75	\$29.16
Maintenance Worker I	Non-Exempt	Part-Time	Hourly	\$22.44	\$27.54
Preschool Teacher II	Non-Exempt	Temporary	Hourly	\$20.50	\$24.75
Clerical Assistant I	Non-Exempt	Part-Time	Hourly	\$17.75	\$22.75
Recreation Leader III	Non-Exempt	Seasonal	Hourly	\$18.75	\$21.75
Facility Attendant	Non-Exempt	Part-Time	Hourly	\$17.20	\$20.60
Intern	Non-Exempt	Temporary	Hourly	\$17.20	\$20.40
Preschool Teacher I	Non-Exempt	Temporary	Hourly	\$17.20	\$19.75
Recreation Leader II	Non-Exempt	Seasonal	Hourly	\$17.20	\$18.75
Recreation Leader I	Non-Exempt	Seasonal	Hourly	\$17.20	\$16.75
Council Member	Non-Exempt	Part-Time	Stipend	Stipend \$300.00 / Month	
Police Officer (Reserve) - Level II	Non-Exempt	Per-Diem	Stipend	Stipend \$200.00 / Month	



1 North San Antonio Road
Los Altos, California 94022-3087

MEMORANDUM

DATE: March 06, 2023

FROM: Scott Gerdes, Human Resources Manager

SUBJECT: **MINIMUM WAGE CORRECTION ON
UPDATED FISCAL YEAR 2022/2023 PAY SCHEDULE**

Resolution 2023-09 that was approved and the Updated Fiscal Year 2022/2023 Pay Schedule that was adopted by Council at a regular City Council Meeting on February 14, 2023 contained a key stroke error for the listed minimum wage for calendar year 2023.

The minimum wage in the City of Los Altos is set by the Los Altos Minimum Wage Ordinance that was adopted by City Council Resolution 2016-424 on September 27, 2016. For calendar year 2023, the minimum wage in the City of Los Altos is seventeen dollars and twenty cents (\$17.20).

Please let Human Resources know if you have any questions,



Scott Gerdes
Human Resources Manager | City of Los Altos
1 N. San Antonio Road | Los Altos, CA | 94022



POST WHERE EMPLOYEES CAN READ EASILY
- VIOLATORS SUBJECT TO PENALTIES -

OFFICIAL NOTICE

Minimum Wage Rate

\$17.20 Per Hour

LOS ALTOS MINIMUM WAGE
Effective Date: January 1, 2023

Beginning January 1, 2023, employers who are subject to the Los Altos Business License Tax or who maintain a facility in Los Altos must pay to each employee who performs at least two (2) hours of work per week in Los Altos wages of not less than \$17.20 per hour.

The minimum wage requirement set forth in the Los Altos Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips not included). Each year, the City will adjust the minimum wage based on the US Department of Labor's Regional Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of Los Altos. The City will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

If you have questions or need additional information, please contact the City of Los Altos at (650) 947-2700 or info@losaltosca.gov. If you believe you are not being paid correctly, please contact your employer or the Office of Equality Assurance at:

Office of Equality Assurance
200 East Santa Clara Street, Fifth Floor
San Jose, CA 95113
Telephone: (408) 535-8430
Email: mywage@sanjoseca.gov

RESOLUTION NO. 2023-09

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
APPROVING THE UPDATED FISCAL YEAR 2022/23 PAY SCHEDULE TO COMPLY
WITH CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CALPERS)
STATUTORY AND REGULATORY REQUIREMENTS FOR COMPENSATION
EARNABLE AND PUBLICLY AVAILABLE PAY SCHEDULES**

WHEREAS, all employers must comply with the compensation earnable and publicly available pay schedules provisions contained within California Government Code (GC) section 20636(d) and California Code of Regulations (CCR) 570.5; and

WHEREAS, it is necessary for the City Council to review and duly approve and adopt in accordance with requirements of applicable public meetings laws a publicly available pay schedule; and

WHEREAS, attached to this resolution and incorporated by reference is the City's comprehensive pay schedule which will be made publicly available on the City's external website and provided upon request; and

WHEREAS, the City reviews and may revise employee compensation and pay schedule ranges; and

WHEREAS, the City benefits from a highly qualified, municipal workforce; and

WHEREAS, to assist in retaining such a workforce, it is critical that the City's compensation levels are competitive in the marketplace; and

WHEREAS, the City should adjust pay to reflect changes in the region's cost of living; and

WHEREAS, represented classifications are covered by current contracts which specify the amount of the pay adjustments in the fiscal year; and

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Los Altos hereby:

1. Approves updating the minimum wage to \$17.40 per hour effective 01/01/2023; and
2. Approves updating the City Manager's annual base salary to \$257,595 based on comparable market peers effective 07/10/2023; and
3. Approves open pay ranges for unrepresented management classifications; and
4. Adopts the Update Fiscal Year 2022/23 Pay Schedule in Exhibit A reflecting these pay adjustments.

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I HEREBY CERTIFY that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the 14th day of February 2023 by the following vote:

AYES: Councilmembers Fligor, Dailey, Lee Eng, Vice Mayor Weinberg, Mayor
Meadows
NOES: None
ABSENT: None
ABSTAIN: None


Sally Meadows, MAYOR

Attest:


Angel Rodriguez, INTERIM CITY CLERK