

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

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 <i>Resolution 2022-53</i>		Biweekly					Monthly					Annual				
<i>Unrep. Department Head 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
City Manager	Exempt					\$9,426.73					\$20,424.58					\$245,095.00
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
Assistant City Manager+	Exempt	\$7,239.90	Open Range			\$8,800.09	\$15,686.45	Open Range			\$19,066.87	\$188,237.36	Open Range			\$228,802.46
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

<i>Unrep. Management 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 Captain	Exempt	\$6,652.31	\$6,984.93	\$7,334.17	\$7,700.88	\$8,085.92	\$14,413.34	\$15,134.01	\$15,890.71	\$16,685.24	\$17,519.50	\$172,960.07	\$181,608.08	\$190,688.48	\$200,222.90	\$210,234.05
Deputy City Manager	Exempt	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$7,325.45	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$15,871.81	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07	\$190,461.67
Engineering Services Manager	Exempt	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$7,325.45	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$15,871.81	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07	\$190,461.67
Financial Services Manager	Exempt	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$7,325.45	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$15,871.81	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07	\$190,461.67
Information Technology Manager	Exempt	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$7,325.45	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$15,871.81	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07	\$190,461.67
Human Resources Manager	Exempt	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$7,325.45	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$15,871.81	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07	\$190,461.67
Building Official	Exempt	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$6,802.41	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$14,738.55	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57	\$176,862.60
Development Services Manager*	Exempt	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$6,802.41	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$14,738.55	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57	\$176,862.60
Planning Services Manager	Exempt	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$6,802.41	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$14,738.55	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57	\$176,862.60
Police Services Manager	Exempt	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$6,802.41	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$14,738.55	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57	\$176,862.60
Transportation Services Manager	Exempt	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$6,802.41	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$14,738.55	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57	\$176,862.60
Economic Development Manager	Exempt	\$5,459.86	\$5,732.85	\$6,019.50	\$6,320.47	\$6,636.50	\$11,829.70	\$12,421.18	\$13,042.24	\$13,694.36	\$14,379.07	\$141,956.39	\$149,054.21	\$156,506.92	\$164,332.26	\$172,548.88
City Clerk^	Exempt	\$5,158.02	\$5,415.93	\$5,686.72	\$5,971.06	\$6,269.61	\$11,175.72	\$11,734.50	\$12,321.23	\$12,937.29	\$13,584.16	\$134,108.62	\$140,814.05	\$147,854.75	\$155,247.49	\$163,009.87
Special Projects Manager	Exempt	\$5,196.77	\$5,456.61	\$5,729.44	\$6,015.92	\$6,316.71	\$11,259.68	\$11,822.66	\$12,413.79	\$13,034.48	\$13,686.21	\$135,116.13	\$141,871.94	\$148,965.54	\$156,413.81	\$164,234.50
Project Manager	Exempt	\$5,196.77	\$5,456.61	\$5,729.44	\$6,015.92	\$6,316.71	\$11,259.68	\$11,822.66	\$12,413.79	\$13,034.48	\$13,686.21	\$135,116.13	\$141,871.94	\$148,965.54	\$156,413.81	\$164,234.50
Public Information Officer^	Exempt	\$4,828.91	\$5,070.36	\$5,323.88	\$5,590.07	\$5,869.57	\$10,462.65	\$10,985.78	\$11,535.07	\$12,111.82	\$12,717.41	\$125,551.75	\$131,829.34	\$138,420.81	\$145,341.85	\$152,608.94
Assistant to the City Manager	Exempt	\$4,946.36	\$5,193.68	\$5,453.37	\$5,726.04	\$6,012.34	\$10,717.12	\$11,252.98	\$11,815.63	\$12,406.41	\$13,026.73	\$128,605.48	\$135,035.75	\$141,787.54	\$148,876.92	\$156,320.76
Recreation Manager	Exempt	\$4,481.16	\$4,705.22	\$4,940.48	\$5,187.51	\$5,446.88	\$9,709.18	\$10,194.64	\$10,704.38	\$11,239.60	\$11,801.57	\$116,510.22	\$122,335.73	\$128,452.51	\$134,875.14	\$141,618.90

<i>Unrep. Confidential 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 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	\$111,332.70	\$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	\$111,332.70	\$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 2022-53*

		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
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 I	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 2022-53*

		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	\$5,113.44	\$5,369.11	\$5,637.57	\$5,919.45	\$6,215.42	\$11,079.12	\$11,633.08	\$12,214.73	\$12,825.47	\$13,466.74	\$132,949.47	\$139,596.95	\$146,576.80	\$153,905.63	\$161,600.92
Police Agent	Non-Exempt	\$4,549.22	\$4,776.68	\$5,015.52	\$5,266.29	\$5,529.61	\$9,856.65	\$10,349.48	\$10,866.96	\$11,410.30	\$11,980.82	\$118,279.78	\$124,193.77	\$130,403.46	\$136,923.63	\$143,769.82
Police Officer	Non-Exempt	\$4,333.07	\$4,549.72	\$4,777.21	\$5,016.07	\$5,266.87	\$9,388.31	\$9,857.73	\$10,350.62	\$10,868.15	\$11,411.55	\$112,659.76	\$118,292.75	\$124,207.39	\$130,417.76	\$136,938.65
Lead Communications Officer	Non-Exempt	\$4,235.33	\$4,447.10	\$4,669.45	\$4,902.93	\$5,148.07	\$9,176.55	\$9,635.38	\$10,117.15	\$10,623.00	\$11,154.15	\$110,118.61	\$115,624.54	\$121,405.77	\$127,476.06	\$133,849.86
Police Officer Trainee	Non-Exempt	\$4,125.78	\$4,332.07	\$4,548.67	\$4,776.11	\$5,014.91	\$8,939.19	\$9,386.15	\$9,855.46	\$10,348.23	\$10,865.64	\$107,270.31	\$112,633.83	\$118,265.52	\$124,178.79	\$130,387.73
Communications Officer	Non-Exempt	\$3,848.51	\$4,040.93	\$4,242.98	\$4,455.13	\$4,677.89	\$8,338.43	\$8,755.36	\$9,193.12	\$9,652.78	\$10,135.42	\$100,061.21	\$105,064.27	\$110,317.48	\$115,833.35	\$121,625.02
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 2022-53*

		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 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
Senior Wastewater Maintenance Worker*	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
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 II*	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	\$2,818.12	\$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 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

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

Resolution 2022-53

Part-Time Classifications Title	FLSA Status	Employment Status	Rate Type	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	\$16.40	\$20.60
Intern	Non-Exempt	Temporary	Hourly	\$16.40	\$20.40
Preschool Teacher I	Non-Exempt	Temporary	Hourly	\$16.40	\$19.75
Recreation Leader II	Non-Exempt	Seasonal	Hourly	\$16.75	\$18.75
Recreation Leader I	Non-Exempt	Seasonal	Hourly	\$16.40	\$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	

**RESOLUTION NO. 2022-53**  
**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS TO**  
**ADOPT THE JULY 1, 2022 – JUNE 30, 2027 MEMORANDUM OF**  
**UNDERSTANDING WITH SANITARY TRUCK DRIVERS AND HELPERS**  
**TEAMSTERS UNION LOCAL 350**

**WHEREAS**, Sanitary Truck Drivers and Helpers Teamsters Union Local 350 Memorandum of Understanding dated July 1, 2022 – June 30, 2027 expired on June 30, 2022; and

**WHEREAS**, representatives from the City and Sanitary Truck Drivers and Helpers Teamsters Union Local 350 met and conferred in good faith to reach a successor agreement; and

**WHEREAS**, the parties reached an agreement on June 27, 2022; and

**WHEREAS**, on June 28, 2022 members of the Sanitary Truck Drivers and Helpers Teamsters Union Local 350 ratified the Tentative Agreement for a five-year Successor Agreement.

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

1. Approves the Memorandum of Understanding (MOU) with Sanitary Truck Drivers and Helpers Teamsters Union Local 350 for the term of the agreement from July 1, 2022 through June 30, 2027 attached to this resolution as Exhibit B. Unless otherwise noted, all changes shall take effect the first full pay period after Union ratification and adoption of this Successor Agreement; and
2. Approves the following adjustments to the benefit package for the represented Teamsters Local 350 employees, effective July 1, 2022
  - a. Salary: Effective July 12, 2022, base salary (defined as base pay only) across all classifications shall be increased by 5%; effective the first full pay period that includes July 1, 2022;
    - i. Effective July 1, 2023, base salary (defined as base pay only) shall be increased by the 12-month CPI, San Francisco Area, set by the U.S. Department of Labor Bureau of Labor Statistics (minimum of 3% and maximum of 3.5%) followed by market adjustments.
    - ii. Effective July 1, 2024, base salary (defined as base pay only) shall be increased by the 12-month CPI, San Francisco Area, set by the U.S. Department of Labor Bureau of Labor Statistics (minimum of 3% and maximum of 3.5%) followed by market adjustments.
    - iii. Effective July 1, 2025, classification market range adjustments
    - iv. Effective July 1, 2026, classification market range adjustments
  - b. Increased observed holidays as per City of Los Altos personnel rules and regulations.
  - c. Quality of Life Enhanced Benefits. Effective the first full pay period immediately following the ratification of this successor MOU, the City shall implement a Quality-of-Life Employee Reimbursement Plan that may be used towards reimbursement for the following allowable categories; Mental/Emotional Wellness, Health/Physical Wellness, Financial/Retirement

Wellness. Employees will receive \$50 per pay period as part of a reimbursement plan.


- d. Additional Professional Certification Pay Options: Eligible employees will have additional professional certification pay options to qualify for based on operational needs and approval from the department director.
- e. Reclassification: The Maintenance Worker classification series assigned to the Sewer Division were reclassified to the creation of separate Wastewater Maintenance Worker I/II and Senior Wastewater Maintenance classifications.

**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 12th day of July, 2022, by the following vote:

AYES:	Council Members Fligor, Lee Eng, Weinberg, Vice Mayor Meadows, Mayor Enander
NOES:	None
ABSENT:	None
ABSTAIN:	None

  
Anita Enander, MAYOR

Attest:

  
Angel Rodriguez, INTERIM CITY CLERK