

City of Los Altos -- Salary Schedule FY 20/21

Resolution 2020-35

			Biweekly					Monthly					Annual				
<i>Legislative & Executive</i>	<i>Union</i>	<i>Salary Range</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	N/A		\$9,426.73					\$20,424.58					\$245,095.00				
Assistant City Manager	N/A	56	\$6,993.28	Open Range			\$8,500.33	\$15,152.11	Open Range			\$18,417.39	\$181,825.28	Open Range			\$221,008.62
Deputy City Manager	N/A	48	\$5,739.68	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$12,435.98	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$149,231.70	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07
Assistant to the City Manager	N/A	40	\$4,710.82	\$4,946.36	\$5,193.68	\$5,453.37	\$5,726.04	\$10,206.78	\$10,717.12	\$11,252.98	\$11,815.63	\$12,406.41	\$122,481.41	\$128,605.48	\$135,035.75	\$141,787.54	\$148,876.92
City Clerk	N/A	41	\$4,828.59	\$5,070.02	\$5,323.52	\$5,589.70	\$5,869.19	\$10,461.95	\$10,985.05	\$11,534.30	\$12,111.02	\$12,716.57	\$125,543.44	\$131,820.62	\$138,411.65	\$145,332.23	\$152,598.84
Public Information Officer	N/A		\$4,688.31	\$4,922.73	\$5,168.86	\$5,427.31	\$5,698.67	\$10,158.01	\$10,665.91	\$11,199.20	\$11,759.16	\$12,347.12	\$121,896.10	\$127,990.91	\$134,390.45	\$141,109.98	\$148,165.48
Public Information Coordinator	LAMEA		\$3,604.60	\$3,784.83	\$3,974.07	\$4,172.77	\$4,381.41	\$7,809.96	\$8,200.46	\$8,610.48	\$9,041.01	\$9,493.06	\$93,719.56	\$98,405.54	\$103,325.81	\$108,492.10	\$113,916.71
Executive Assistant to the City Manager	N/A	25	\$3,265.47	\$3,428.74	\$3,600.18	\$3,780.19	\$3,969.20	\$7,075.18	\$7,428.94	\$7,800.38	\$8,190.40	\$8,599.92	\$84,902.14	\$89,147.25	\$93,604.61	\$98,284.84	\$103,199.09
Deputy City Clerk	LAMEA		\$2,937.36	\$3,084.22	\$3,238.43	\$3,400.36	\$3,570.37	\$6,364.27	\$6,682.48	\$7,016.61	\$7,367.44	\$7,735.81	\$76,371.24	\$80,189.80	\$84,199.29	\$88,409.25	\$92,829.71
<i>Administrative Services</i>	<i>Union</i>	<i>Salary Range</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
Administrative Services Director	N/A	56	\$6,993.28	Open Range			\$8,500.33	\$15,152.11	Open Range			\$18,417.39	\$181,825.28	Open Range			\$221,008.62
Financial Services Manager	N/A	48	\$5,739.68	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$12,435.98	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$149,231.70	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07
Senior Accountant	N/A	34	\$4,078.12	\$4,282.03	\$4,496.13	\$4,720.93	\$4,956.98	\$8,835.93	\$9,277.73	\$9,741.61	\$10,228.69	\$10,740.13	\$106,031.14	\$111,332.70	\$116,899.34	\$122,744.30	\$128,881.52
Management Analyst II	LAMEA		\$3,858.13	\$4,051.04	\$4,253.59	\$4,466.27	\$4,689.58	\$8,359.28	\$8,777.24	\$9,216.11	\$9,676.91	\$10,160.76	\$100,311.37	\$105,326.94	\$110,593.28	\$116,122.95	\$121,929.10
Management Analyst I	LAMEA		\$3,508.07	\$3,683.47	\$3,867.64	\$4,061.02	\$4,264.08	\$7,600.81	\$7,980.85	\$8,379.89	\$8,798.89	\$9,238.83	\$91,209.71	\$95,770.19	\$100,558.70	\$105,586.64	\$110,865.97
Accounting Technician II	LAMEA		\$2,925.69	\$3,071.97	\$3,225.57	\$3,386.85	\$3,556.19	\$6,338.99	\$6,655.94	\$6,988.73	\$7,338.17	\$7,705.08	\$76,067.85	\$79,871.24	\$83,864.80	\$88,058.04	\$92,460.94
Accounting Technician I	LAMEA		\$2,540.62	\$2,667.65	\$2,801.03	\$2,941.08	\$3,088.13	\$5,504.67	\$5,779.90	\$6,068.90	\$6,372.34	\$6,690.96	\$66,056.02	\$69,358.82	\$72,826.76	\$76,468.10	\$80,291.50
Accounting Office Assistant I	LAMEA		\$2,234.04	\$2,345.75	\$2,463.03	\$2,586.19	\$2,715.50	\$4,840.43	\$5,082.45	\$5,336.57	\$5,603.40	\$5,883.57	\$58,085.16	\$60,989.42	\$64,038.89	\$67,240.84	\$70,602.88
Information Technology Manager	N/A	48	\$5,739.68	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$12,435.98	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$149,231.70	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07
Network Systems Administrator	LAMEA		\$4,299.42	\$4,514.39	\$4,740.11	\$4,977.12	\$5,225.97	\$9,315.42	\$9,781.19	\$10,270.25	\$10,783.76	\$11,322.95	\$111,784.98	\$117,374.23	\$123,242.94	\$129,405.09	\$135,875.34
Information Technology Analyst	LAMEA		\$4,094.69	\$4,299.42	\$4,514.39	\$4,740.11	\$4,977.12	\$8,871.82	\$9,315.42	\$9,781.19	\$10,270.25	\$10,783.76	\$106,461.89	\$111,784.98	\$117,374.23	\$123,242.94	\$129,405.09
Information Technology Technician	LAMEA		\$3,109.20	\$3,264.67	\$3,427.90	\$3,599.29	\$3,779.26	\$6,736.61	\$7,073.44	\$7,427.11	\$7,798.47	\$8,188.39	\$80,839.32	\$84,881.29	\$89,125.36	\$93,581.62	\$98,260.70
Human Resources Manager	N/A	48	\$5,739.68	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$12,435.98	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$149,231.70	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07
Human Resources Analyst	N/A	31	\$3,786.94	\$3,976.29	\$4,175.10	\$4,383.86	\$4,603.05	\$8,205.04	\$8,615.29	\$9,046.05	\$9,498.36	\$9,973.28	\$98,460.46	\$103,383.48	\$108,552.65	\$113,980.29	\$119,679.30
Human Resources Technician	N/A	23	\$3,108.12	\$3,263.52	\$3,426.70	\$3,598.04	\$3,777.94	\$6,734.26	\$7,070.97	\$7,424.52	\$7,795.74	\$8,185.53	\$80,811.08	\$84,851.64	\$89,094.22	\$93,548.93	\$98,226.38
<i>Police Services</i>	<i>Union</i>	<i>Salary Range</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 Chief	N/A	56	\$6,993.28	Open Range			\$8,500.33	\$15,152.11	Open Range			\$18,417.39	\$181,825.28	Open Range			\$221,008.62
Police Captain	N/A	52	\$6,335.53	\$6,652.31	\$6,984.93	\$7,334.17	\$7,700.88	\$13,726.99	\$14,413.34	\$15,134.01	\$15,890.71	\$16,685.24	\$164,723.88	\$172,960.07	\$181,608.08	\$190,688.48	\$200,222.90
Police Services Manager	N/A	45	\$5,329.86	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$11,548.04	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$138,576.47	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57
Executive Assistant	LAMEA		\$2,761.26	\$2,899.33	\$3,044.29	\$3,196.51	\$3,356.33	\$5,982.74	\$6,281.87	\$6,595.97	\$6,925.76	\$7,272.05	\$71,792.82	\$75,382.46	\$79,151.59	\$83,109.17	\$87,264.62
Police Records Supervisor	LAMEA		\$3,378.65	\$3,547.58	\$3,724.96	\$3,911.21	\$4,106.77	\$7,320.40	\$7,686.42	\$8,070.75	\$8,474.28	\$8,898.00	\$87,844.85	\$92,237.09	\$96,848.94	\$101,691.39	\$106,775.96
Lead Records Specialist	LAMEA		\$2,577.74	\$2,706.63	\$2,841.96	\$2,984.06	\$3,133.26	\$5,585.11	\$5,864.37	\$6,157.59	\$6,465.47	\$6,788.74	\$67,021.34	\$70,372.41	\$73,891.03	\$77,585.58	\$81,464.86
Records Specialist	LAMEA		\$2,341.19	\$2,458.24	\$2,581.16	\$2,710.21	\$2,845.73	\$5,072.57	\$5,326.20	\$5,592.51	\$5,872.13	\$6,165.74	\$60,870.83	\$63,914.37	\$67,110.09	\$70,465.59	\$73,988.87
Police Sergeant	POA		\$4,705.26	\$4,940.52	\$5,187.55	\$5,446.93	\$5,719.27	\$10,194.73	\$10,704.47	\$11,239.69	\$11,801.67	\$12,391.76	\$122,336.76	\$128,453.60	\$134,876.28	\$141,620.09	\$148,701.10
Police Agent	POA		\$4,186.08	\$4,395.38	\$4,615.15	\$4,845.91	\$5,088.21	\$9,069.84	\$9,523.33	\$9,999.50	\$10,499.47	\$11,024.45	\$108,838.08	\$114,279.98	\$119,993.98	\$125,993.68	\$132,293.37
Police Officer	POA		\$3,987.18	\$4,186.54	\$4,395.87	\$4,615.66	\$4,846.44	\$8,638.89	\$9,070.83	\$9,524.38	\$10,000.60	\$10,500.62	\$103,666.68	\$108,850.01	\$114,292.51	\$120,007.14	\$126,007.50
Lead Communications Officer	POA		\$3,942.30	\$4,139.42	\$4,346.39	\$4,563.71	\$4,791.89	\$8,541.65	\$8,968.73	\$9,417.17	\$9,888.03	\$10,382.43	\$102,499.80	\$107,624.79	\$113,006.03	\$118,656.33	\$124,589.15
Police Officer Trainee	POA		\$3,796.44	\$3,986.26	\$4,185.58	\$4,394.85	\$4,614.60	\$8,225.62	\$8,636.90	\$9,068.75	\$9,522.18	\$9,998.29	\$98,707.44	\$103,642.81	\$108,824.95	\$114,266.20	\$119,979.51
Communications Officer	POA		\$3,582.24	\$3,761.35	\$3,949.42	\$4,146.89	\$4,354.24	\$7,761.52	\$8,149.60	\$8,557.08	\$8,984.93	\$9,434.18	\$93,138.24	\$97,795.15	\$102,684.91	\$107,819.16	\$113,210.11
Community Service Officer	POA		\$2,874.36	\$3,018.08	\$3,168.98	\$3,327.43	\$3,493.80	\$6,227.78	\$6,539.17	\$6,866.13	\$7,209.43	\$7,569.91	\$74,733.36	\$78,470.03	\$82,393.53	\$86,513.21	\$90,838.87

City of Los Altos -- Salary Schedule FY 20/21

Resolution 2020-35

			Biweekly					Monthly					Annual				
<i>Engineering Services</i>	<i>Union</i>	<i>Salary Range</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
Engineering Services Director/City Engineer	N/A	56	\$6,993.28	Open Range			\$8,500.33	\$15,152.11	Open Range			\$18,417.39	\$181,825.28	Open Range			\$221,008.62
Engineering Services Manager	N/A	48	\$5,739.68	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$12,435.98	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$149,231.70	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07
Transportation Services Manager	N/A	45	\$5,329.86	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$11,548.04	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$138,576.47	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57
Senior Engineer	LAMEA		\$4,818.15	\$5,059.06	\$5,312.01	\$5,577.62	\$5,856.50	\$10,439.33	\$10,961.30	\$11,509.36	\$12,084.83	\$12,689.07	\$125,271.99	\$131,535.59	\$138,112.37	\$145,017.99	\$152,268.89
Project Manager	N/A	42	\$4,949.31	\$5,196.77	\$5,456.61	\$5,729.44	\$6,015.92	\$10,723.50	\$11,259.68	\$11,822.66	\$12,413.79	\$13,034.48	\$128,682.03	\$135,116.13	\$141,871.94	\$148,965.54	\$156,413.81
Special Projects Manager	N/A	42	\$4,949.31	\$5,196.77	\$5,456.61	\$5,729.44	\$6,015.92	\$10,723.50	\$11,259.68	\$11,822.66	\$12,413.79	\$13,034.48	\$128,682.03	\$135,116.13	\$141,871.94	\$148,965.54	\$156,413.81
Associate Civil Engineer	LAMEA		\$4,205.01	\$4,415.26	\$4,636.02	\$4,867.83	\$5,111.22	\$9,110.86	\$9,566.40	\$10,044.72	\$10,546.96	\$11,074.30	\$109,330.29	\$114,796.81	\$120,536.65	\$126,563.48	\$132,891.65
Assistant Civil Engineer	LAMEA		\$3,717.04	\$3,902.90	\$4,098.04	\$4,302.94	\$4,518.09	\$8,053.59	\$8,456.27	\$8,879.09	\$9,323.04	\$9,789.19	\$96,643.12	\$101,475.28	\$106,549.04	\$111,876.50	\$117,470.32
Junior Engineer	LAMEA		\$3,378.65	\$3,547.58	\$3,724.96	\$3,911.21	\$4,106.77	\$7,320.40	\$7,686.42	\$8,070.75	\$8,474.28	\$8,898.00	\$87,844.85	\$92,237.09	\$96,848.94	\$101,691.39	\$106,775.96
GIS Technician	LAMEA		\$3,378.65	\$3,547.58	\$3,724.96	\$3,911.21	\$4,106.77	\$7,320.40	\$7,686.42	\$8,070.75	\$8,474.28	\$8,898.00	\$87,844.85	\$92,237.09	\$96,848.94	\$101,691.39	\$106,775.96
Construction Inspector	LAMEA		\$3,217.41	\$3,378.28	\$3,547.19	\$3,724.55	\$3,910.78	\$6,971.05	\$7,319.60	\$7,685.58	\$8,069.86	\$8,473.35	\$83,652.57	\$87,835.19	\$92,226.95	\$96,838.30	\$101,680.22
Engineering Technician	LAMEA		\$3,217.41	\$3,378.28	\$3,547.19	\$3,724.55	\$3,910.78	\$6,971.05	\$7,319.60	\$7,685.58	\$8,069.86	\$8,473.35	\$83,652.57	\$87,835.19	\$92,226.95	\$96,838.30	\$101,680.22
Executive Assistant	LAMEA		\$2,761.26	\$2,899.33	\$3,044.29	\$3,196.51	\$3,356.33	\$5,982.74	\$6,281.87	\$6,595.97	\$6,925.76	\$7,272.05	\$71,792.82	\$75,382.46	\$79,151.59	\$83,109.17	\$87,264.62
<i>Maintenance Services</i>	<i>Union</i>	<i>Salary Range</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
Maintenance Services Director	N/A	56	\$6,993.28	Open Range			\$8,500.33	\$15,152.11	Open Range			\$18,417.39	\$181,825.28	Open Range			\$221,008.62
Maintenance Supervisor	LAMEA		\$3,605.66	\$3,785.94	\$3,975.24	\$4,174.00	\$4,382.70	\$7,812.26	\$8,202.87	\$8,613.02	\$9,043.67	\$9,495.85	\$93,747.14	\$98,434.50	\$103,356.22	\$108,524.03	\$113,950.23
Senior Maintenance Technician	Teamsters		\$3,104.99	\$3,260.24	\$3,423.25	\$3,594.41	\$3,774.13	\$6,727.47	\$7,063.84	\$7,417.04	\$7,787.89	\$8,177.28	\$80,729.65	\$84,766.13	\$89,004.44	\$93,454.66	\$98,127.39
Executive Assistant	LAMEA		\$2,761.26	\$2,899.33	\$3,044.29	\$3,196.51	\$3,356.33	\$5,982.74	\$6,281.87	\$6,595.97	\$6,925.76	\$7,272.05	\$71,792.82	\$75,382.46	\$79,151.59	\$83,109.17	\$87,264.62
Equipment Mechanic	Teamsters		\$2,822.72	\$2,963.85	\$3,112.04	\$3,267.65	\$3,431.03	\$6,115.88	\$6,421.68	\$6,742.76	\$7,079.90	\$7,433.89	\$73,390.59	\$77,060.12	\$80,913.13	\$84,958.78	\$89,206.72
Maintenance Leadworker	Teamsters		\$2,822.72	\$2,963.85	\$3,112.04	\$3,267.65	\$3,431.03	\$6,115.88	\$6,421.68	\$6,742.76	\$7,079.90	\$7,433.89	\$73,390.59	\$77,060.12	\$80,913.13	\$84,958.78	\$89,206.72
Maintenance Technician	Teamsters		\$2,822.72	\$2,963.85	\$3,112.04	\$3,267.65	\$3,431.03	\$6,115.88	\$6,421.68	\$6,742.76	\$7,079.90	\$7,433.89	\$73,390.59	\$77,060.12	\$80,913.13	\$84,958.78	\$89,206.72
Maintenance Worker II	Teamsters		\$2,560.99	\$2,689.04	\$2,823.49	\$2,964.67	\$3,112.90	\$5,548.82	\$5,826.26	\$6,117.57	\$6,423.45	\$6,744.62	\$66,585.79	\$69,915.08	\$73,410.84	\$77,081.38	\$80,935.45
Maintenance Worker I	Teamsters		\$2,264.66	\$2,377.89	\$2,496.79	\$2,621.63	\$2,752.71	\$4,906.77	\$5,152.10	\$5,409.71	\$5,680.19	\$5,964.20	\$58,881.19	\$61,825.25	\$64,916.51	\$68,162.33	\$71,570.45
<i>Community Development</i>	<i>Union</i>	<i>Salary Range</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
Community Development Director	N/A	56	\$6,993.28	Open Range			\$8,500.33	\$15,152.11	Open Range			\$18,417.39	\$181,825.28	Open Range			\$221,008.62
Building Official	N/A	45	\$5,329.86	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$11,548.04	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$138,576.47	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57
Planning Services Manager	N/A	45	\$5,329.86	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$11,548.04	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$138,576.47	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57
Economic Development Manager	N/A	44	\$5,199.87	\$5,459.86	\$5,732.85	\$6,019.50	\$6,320.47	\$11,266.38	\$11,829.70	\$12,421.18	\$13,042.24	\$13,694.36	\$135,196.56	\$141,956.39	\$149,054.21	\$156,506.92	\$164,332.26
Senior Planner	LAMEA		\$4,706.77	\$4,942.11	\$5,189.21	\$5,448.67	\$5,721.11	\$10,198.00	\$10,707.90	\$11,243.30	\$11,805.46	\$12,395.73	\$122,376.01	\$128,494.81	\$134,919.55	\$141,665.53	\$148,748.80
Associate Planner	LAMEA		\$3,971.64	\$4,170.22	\$4,378.73	\$4,597.66	\$4,827.55	\$8,605.21	\$9,035.47	\$9,487.24	\$9,961.61	\$10,459.69	\$103,262.52	\$108,425.64	\$113,846.92	\$119,539.27	\$125,516.23
Senior Building Inspector	LAMEA		\$3,917.53	\$4,113.41	\$4,319.08	\$4,535.04	\$4,761.79	\$8,487.99	\$8,912.39	\$9,358.01	\$9,825.91	\$10,317.21	\$101,855.89	\$106,948.69	\$112,296.12	\$117,910.93	\$123,806.48
Economic Development Coordinator	LAMEA		\$3,604.60	\$3,784.83	\$3,974.07	\$4,172.77	\$4,381.41	\$7,809.96	\$8,200.46	\$8,610.48	\$9,041.01	\$9,493.06	\$93,719.56	\$98,405.54	\$103,325.81	\$108,492.10	\$113,916.71
Sustainability Coordinator	LAMEA		\$3,604.60	\$3,784.83	\$3,974.07	\$4,172.77	\$4,381.41	\$7,809.96	\$8,200.46	\$8,610.48	\$9,041.01	\$9,493.06	\$93,719.56	\$98,405.54	\$103,325.81	\$108,492.10	\$113,916.71
Assistant Planner	LAMEA		\$3,595.05	\$3,774.80	\$3,963.54	\$4,161.72	\$4,369.81	\$7,789.28	\$8,178.74	\$8,587.68	\$9,017.06	\$9,467.92	\$93,471.33	\$98,144.90	\$103,052.14	\$108,204.75	\$113,614.99
Building Inspector	LAMEA		\$3,544.13	\$3,721.34	\$3,907.41	\$4,102.78	\$4,307.92	\$7,678.95	\$8,062.90	\$8,466.05	\$8,889.35	\$9,333.82	\$92,147.45	\$96,754.83	\$101,592.57	\$106,672.20	\$112,005.80
Permit Technician	LAMEA		\$2,847.19	\$2,989.55	\$3,139.02	\$3,295.98	\$3,460.77	\$6,168.91	\$6,477.35	\$6,801.22	\$7,141.28	\$7,498.34	\$74,026.87	\$77,728.21	\$81,614.62	\$85,695.35	\$89,980.12
Executive Assistant	LAMEA		\$2,761.26	\$2,899.33	\$3,044.29	\$3,196.51	\$3,356.33	\$5,982.74	\$6,281.87	\$6,595.97	\$6,925.76	\$7,272.05	\$71,792.82	\$75,382.46	\$79,151.59	\$83,109.17	\$87,264.62
<i>Recreation & Community Services</i>	<i>Union</i>	<i>Salary Range</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
Recreation & Community Services Director	N/A	56	\$6,993.28	Open Range			\$8,500.33	\$15,152.11	Open Range			\$18,417.39	\$181,825.28	Open Range			\$221,008.62
Recreation Manager	N/A	36	\$4,267.77	\$4,481.16	\$4,705.22	\$4,940.48	\$5,187.51	\$9,246.84	\$9,709.18	\$10,194.64	\$10,704.38	\$11,239.60	\$110,962.11	\$116,510.22	\$122,335.73	\$128,452.51	\$134,875.14
Senior Recreation Supervisor	LAMEA		\$3,676.73	\$3,860.57	\$4,053.60	\$4,256.28	\$4,469.09	\$7,966.25	\$8,364.57	\$8,782.80	\$9,221.94	\$9,683.03	\$95,595.05	\$100,374.81	\$105,393.55	\$110,663.22	\$116,196.38
Recreation Supervisor	LAMEA		\$3,497.46	\$3,672.33	\$3,855.95	\$4,048.74	\$4,251.18	\$7,577.82	\$7,956.72	\$8,354.55	\$8,772.28	\$9,210.89	\$90,933.90	\$95,480.59	\$100,254.62	\$105,267.35	\$110,530.72
Recreation Coordinator	LAMEA		\$2,656.24	\$2,789.06	\$2,928.51	\$3,074.93	\$3,228.68	\$5,755.19	\$6,042.95	\$6,345.10	\$6,662.36	\$6,995.47	\$69,062.32	\$72,515.44	\$76,141.21	\$79,948.27	\$83,945.69
Facilities Coordinator	LAMEA		\$2,656.24	\$2,789.06	\$2,928.51	\$3,074.93	\$3,228.68	\$5,755.19	\$6,042.95	\$6,345.10	\$6,662.36	\$6,995.47	\$69,062.32	\$72,515.44	\$76,141.21	\$79,948.27	\$83,945.69
Office Assistant II	LAMEA		\$2,225.56	\$2,336.84	\$2,453.68	\$2,576.36	\$2,705.18	\$4,822.04	\$5,063.15	\$5,316.30	\$5,582.12	\$5,861.22	\$57,864.52	\$60,757.74	\$63,795.63	\$66,985.41	\$70,334.68
Office Assistant I	LAMEA		\$1,998.55	\$2,098.47	\$2,203.40	\$2,313.57	\$2,429.25	\$4,330.19	\$4,546.69	\$4,774.03	\$5,012.73	\$5,263.37	\$51,962.23	\$54,560.34	\$57,288.36	\$60,152.77	\$63,160.41

LAMEA: 2% COLA effective 06/28/20

Non-rep Confidential: 2% COLA effective 06/28/20

POA: 2% COLA effective 06/28/20

Non-rep Management & Department Heads: 1.6% COLA effective 12/27/20

Teamsters: 3% increase effective 06/28/20

RESOLUTION NO. 2020-35

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
APPROVING A COST OF LIVING ADJUSTMENT FOR REGULAR, FULL-
TIME, NON-REPRESENTED, MANAGEMENT AND EXECUTIVE STAFF
FOR FISCAL YEAR 2020/2021**

WHEREAS, the City annually reviews and may revise employee compensation and salary 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, to remain competitive, the City should adjust salaries to reflect changes in the region's cost of living; and

WHEREAS, each year the City Council approves salary range increases for this staff group effective July 1, however, this year, the City Council adopted Resolution 2020-17 which deferred salary increases for management staff; and

WHEREAS, to maintain an appropriate separation in pay levels, an increase in salary levels for the subject group of employees is necessary; and

WHEREAS, the Consumer Price Index for Urban Consumers (CPI-U) for the San Francisco Oakland-Hayward region increase by 1.6% for the twelve-month period ending the August 2020, and

WHEREAS, compensation levels were increased by 2% for confidential staff July 1, 2020 and therefore these positions are not included in this Resolution; and

WHEREAS, these salary increases are scheduled to take effect in the first full pay period that includes January 1, 2021; and

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

1. Increases salary ranges for the following regular full-time, non-represented, management and executive positions by 1.6% effective the first full pay period that includes January 1, 2021:
 - a. Deputy City Manager
 - b. City Clerk
 - c. Public Information Officer
 - d. Community Development Director
 - e. Building Official
 - f. Planning Services Manager

- g. Engineering Services Director
- h. Special Projects Manager
- i. Engineering Services Manager
- j. Transportation Services Manager
- k. Project Manager
- l. Administrative Services Director
- m. Finance Manager
- n. Human Resources Manager
- o. Information Technology Manager
- p. Police Chief
- q. Police Captain
- r. Police Services Manager
- s. Recreation & Community Services Director
- t. Recreation Manager
- u. Maintenance Services Director

2. Adopts the salary schedule at Exhibit A reflecting these pay adjustments.

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 24th day of November, 2020 by the following vote:

AYES: Council Members Bruins, Vice Mayor Fligor and Mayor Pepper
NOES: Council Members Enander and Lee Eng
ABSENT: None
ABSTAIN: None


Janis C. Pepper, MAYOR

Attest:


Andrea Chelemengos, MMC, CITY CLERK