

City Manager: 10.4% Market Adjustment effective 07/09/23

POA: 5% increase effective 06/25/23

LAMEA: 5% increase effective 06/25/23

Unrepresented Department Heads: 4.2% Market Range Adjustment to Individual Classifications effective 06/25/23 Teamsters: 3.5% increase and Market Adjustments to Individual Classifications effective 06/25/23

Unrepresented Management: 4.2% Market Range Adjustment to Individual Classifications effective 06/25/23

Unrepresented Confidential: 4.2% COLA increase effective 06/25/23

*New Classification for FY 23/24

^ Market Adjustment

+ Market Range Adjustment

City of Los Altos - Full Time Salary Schedule FY 23/24

Resolution 2024-08

Unrep. Department Head Classifications	FLSA Status	Biweekly					Monthly					Annual				
		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					\$10,945.96					\$23,716.25					\$284,595.00
Assistant City Manager+	Exempt	\$8,013.15		Open Range		\$9,739.98	\$17,361.83		Open Range		\$21,103.30	\$208,341.90		Open Range		\$253,239.58
Police Chief+	Exempt	\$8,013.15		Open Range		\$9,739.98	\$17,361.83		Open Range		\$21,103.30	\$208,341.90		Open Range		\$253,239.58
Public Works Director+	Exempt	\$7,576.29		Open Range		\$9,208.98	\$16,415.30		Open Range		\$19,952.79	\$196,983.58		Open Range		\$239,433.49
Utilities and Environmental Director+	Exempt	\$7,576.29		Open Range		\$9,208.98	\$16,415.30		Open Range		\$19,952.79	\$196,983.58		Open Range		\$239,433.49
Development Services Director+	Exempt	\$7,576.29		Open Range		\$9,208.98	\$16,415.30		Open Range		\$19,952.79	\$196,983.58		Open Range		\$239,433.49
Finance Director+	Exempt	\$7,522.46		Open Range		\$9,143.55	\$16,298.66		Open Range		\$19,811.03	\$195,583.96		Open Range		\$237,732.30
Human Resources Director+	Exempt	\$7,408.52		Open Range		\$9,005.06	\$16,051.80		Open Range		\$19,510.96	\$192,621.55		Open Range		\$234,131.49
Parks, Recreation, & Community Services Director	Exempt	\$7,287.00		Open Range		\$8,857.34	\$15,788.50		Open Range		\$19,190.91	\$189,461.94		Open Range		\$230,290.94

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	\$6,931.71		Open Range		\$8,425.53	\$15,018.70		Open Range		\$18,255.32	\$180,224.40		Open Range		\$219,063.88
Deputy City Manager+	Exempt	\$6,809.80		Open Range		\$8,277.35	\$14,754.56		Open Range		\$17,934.26	\$177,054.77		Open Range		\$215,211.18
Deputy Director*	Exempt	\$6,703.75		Open Range		\$8,148.45	\$14,524.79		Open Range		\$17,654.98	\$174,297.50		Open Range		\$211,859.70
Capital Improvement Projects Manager	Exempt	\$6,597.70		Open Range		\$8,019.54	\$14,295.01		Open Range		\$17,375.68	\$171,540.17		Open Range		\$208,508.15
City Engineer+	Exempt	\$6,578.07		Open Range		\$7,995.69	\$14,252.50		Open Range		\$17,324.00	\$171,029.94		Open Range		\$207,887.96
Financial Services Manager	Exempt	\$6,279.78		Open Range		\$7,633.12	\$13,606.20		Open Range		\$16,538.42	\$163,274.41		Open Range		\$198,461.06
Information Technology Manager	Exempt	\$6,279.78		Open Range		\$7,633.12	\$13,606.20		Open Range		\$16,538.42	\$163,274.41		Open Range		\$198,461.06
Human Resources Manager	Exempt	\$6,279.78		Open Range		\$7,633.12	\$13,606.20		Open Range		\$16,538.42	\$163,274.41		Open Range		\$198,461.06
Building Official	Exempt	\$5,831.40		Open Range		\$7,088.11	\$12,634.71		Open Range		\$15,357.57	\$151,616.52		Open Range		\$184,290.83
Development Services Manager	Exempt	\$5,831.40		Open Range		\$7,088.11	\$12,634.71		Open Range		\$15,357.57	\$151,616.52		Open Range		\$184,290.83
Planning Services Manager	Exempt	\$5,831.40		Open Range		\$7,088.11	\$12,634.71		Open Range		\$15,357.57	\$151,616.52		Open Range		\$184,290.83
Transportation Services Manager	Exempt	\$5,831.40		Open Range		\$7,088.11	\$12,634.71		Open Range		\$15,357.57	\$151,616.52		Open Range		\$184,290.83
Economic Development Manager	Exempt	\$5,689.18		Open Range		\$6,915.23	\$12,326.55		Open Range		\$14,982.99	\$147,918.56		Open Range		\$179,795.93
Assistant to the City Manager+	Exempt	\$5,502.53		Open Range		\$6,688.36	\$11,922.15		Open Range		\$14,491.45	\$143,065.78		Open Range		\$173,897.35
Project Manager	Exempt	\$5,415.04		Open Range		\$6,582.01	\$11,732.58		Open Range		\$14,261.03	\$140,791.01		Open Range		\$171,132.35
City Clerk	Exempt	\$5,375.02		Open Range		\$6,533.37	\$11,645.87		Open Range		\$14,155.63	\$139,750.44		Open Range		\$169,867.54
Public Information Officer	Exempt	\$5,031.73		Open Range		\$6,116.10	\$10,902.08		Open Range		\$13,251.54	\$130,824.93		Open Range		\$159,018.52
Maintenance Superintendent*	Exempt	\$4,915.16		Open Range		\$5,974.40	\$10,649.51		Open Range		\$12,944.54	\$127,794.07		Open Range		\$155,334.50
Recreation Manager+	Exempt	\$4,832.80		Open Range		\$5,874.30	\$10,471.06		Open Range		\$12,727.64	\$125,652.77		Open Range		\$152,731.73

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	\$4,461.87	\$4,684.97	\$4,919.21	\$5,165.17	\$5,423.43	\$9,667.39	\$10,150.76	\$10,658.30	\$11,191.21	\$11,750.77	\$116,008.67	\$121,809.11	\$127,899.56	\$134,294.54	\$141,009.27
Senior Human Resources Analyst	Exempt	\$4,461.87	\$4,684.97	\$4,919.21	\$5,165.17	\$5,423.43	\$9,667.39	\$10,150.76	\$10,658.30	\$11,191.21	\$11,750.77	\$116,008.67	\$121,809.11	\$127,899.56	\$134,294.54	\$141,009.27
Human Resources Analyst II *	Exempt	\$4,246.87	\$4,459.22	\$4,682.18	\$4,916.29	\$5,162.10	\$9,201.56	\$9,661.64	\$10,144.72	\$10,651.96	\$11,184.55	\$110,418.73	\$115,939.66	\$121,736.65	\$127,823.48	\$134,214.65
Management Analyst II	Exempt	\$4,353.05	\$4,570.70	\$4,799.23	\$5,039.19	\$5,291.15	\$9,431.60	\$9,903.18	\$10,398.34	\$10,918.26	\$11,464.17	\$113,179.19	\$118,838.15	\$124,780.06	\$131,019.07	\$137,570.02
Human Resources Analyst I	Exempt	\$4,143.29	\$4,350.46	\$4,567.98	\$4,796.38	\$5,036.20	\$8,977.13	\$9,425.99	\$9,897.29	\$10,392.15	\$10,911.76	\$107,725.59	\$113,111.87	\$118,767.46	\$124,705.83	\$130,941.12
Management Analyst I	Exempt	\$3,943.64	\$4,140.83	\$4,347.87	\$4,565.26	\$4,793.52	\$8,544.56	\$8,971.79	\$9,420.38	\$9,891.40	\$10,385.97	\$102,534.76	\$107,661.50	\$113,044.58	\$118,696.81	\$124,631.65
Assistant City Clerk	Exempt	\$3,943.64	\$4,140.83	\$4,347.87	\$4,565.26	\$4,793.52	\$8,544.56	\$8,971.79	\$9,420.38	\$9,891.40	\$10,385.97	\$102,534.76	\$107,661.50	\$113,044.58	\$118,696.81	\$124,631.65
Human Resources Technician	Non-Exempt	\$3,400.59	\$3,570.62	\$3,749.15	\$3,936.61	\$4,133.44	\$7,367.95	\$7,736.35	\$8,123.17	\$8,529.32	\$8,955.79	\$88,415.41	\$92,836.18	\$97,477.99	\$102,351.88	\$107,469.48
Confidential Executive Assistant*	Non-Exempt	\$3,308.26	\$3,473.68	\$3,647.36	\$3,829.73	\$4,021.22	\$7,167.91	\$7,526.30	\$7,902.62	\$8,297.75	\$8,712.64	\$86,014.88	\$90,315.63	\$94,831.41	\$99,572.98	\$104,551.63
Deputy City Clerk+	Exempt	\$3,308.26	\$3,473.68	\$3,647.36	\$3,829.73	\$4,021.22	\$7,167.91	\$7,526.30	\$7,902.62	\$8,297.75	\$8,712.64	\$86,014.88	\$90,315.63	\$94,831.41	\$99,572.98	\$104,551.63

LAMEA: 5% increase effective 06/25/23

City of Los Altos - Full Time Salary Schedule FY 23/24

Resolution 2024-08

LAMEA Classifications	FLSA Status	Biweekly					Monthly					Annual				
		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	\$5,393.21	\$5,662.87	\$5,946.02	\$6,243.32	\$6,555.48	\$11,685.29	\$12,269.56	\$12,883.04	\$13,527.19	\$14,203.55	\$140,223.52	\$147,234.70	\$154,596.43	\$162,326.25	\$170,442.56
Senior Planner	Exempt	\$5,268.53	\$5,531.96	\$5,808.56	\$6,098.99	\$6,403.94	\$11,415.16	\$11,985.92	\$12,585.21	\$13,214.47	\$13,875.20	\$136,981.89	\$143,830.99	\$151,022.54	\$158,573.66	\$166,502.35
Senior Network Systems Administrator*	Exempt	\$5,053.20	\$5,305.86	\$5,571.15	\$5,849.71	\$6,142.19	\$10,948.59	\$11,496.02	\$12,070.83	\$12,674.37	\$13,308.09	\$131,383.14	\$137,952.30	\$144,849.91	\$152,092.41	\$159,697.03
Information Technology Analyst II*	Exempt	\$4,812.57	\$5,053.20	\$5,305.86	\$5,571.15	\$5,849.71	\$10,427.23	\$10,948.59	\$11,496.02	\$12,070.83	\$12,674.37	\$125,126.80	\$131,383.14	\$137,952.30	\$144,849.91	\$152,092.41
Network Systems Administrator	Non-Exempt	\$4,812.57	\$5,053.20	\$5,305.86	\$5,571.15	\$5,849.71	\$10,427.23	\$10,948.59	\$11,496.02	\$12,070.83	\$12,674.37	\$125,126.80	\$131,383.14	\$137,952.30	\$144,849.91	\$152,092.41
Associate Civil Engineer	Non-Exempt	\$4,706.89	\$4,942.23	\$5,189.35	\$5,448.81	\$5,721.25	\$10,198.26	\$10,708.17	\$11,243.58	\$11,805.76	\$12,396.05	\$122,379.13	\$128,498.09	\$134,923.00	\$141,669.15	\$148,752.60
Information Technology Analyst I	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 Planner	Non-Exempt	\$4,445.66	\$4,667.94	\$4,901.34	\$5,146.41	\$5,403.73	\$9,632.26	\$10,113.88	\$10,619.57	\$11,150.55	\$11,708.08	\$115,587.15	\$121,366.51	\$127,434.84	\$133,806.58	\$140,496.91
Senior Building Inspector	Exempt	\$4,385.10	\$4,604.36	\$4,834.57	\$5,076.30	\$5,330.12	\$9,501.05	\$9,976.11	\$10,474.91	\$10,998.66	\$11,548.59	\$114,012.65	\$119,713.28	\$125,698.95	\$131,983.89	\$138,583.09
Assistant Civil Engineer	Non-Exempt	\$4,160.68	\$4,368.72	\$4,587.15	\$4,816.51	\$5,057.33	\$9,014.81	\$9,465.55	\$9,938.83	\$10,435.77	\$10,957.56	\$108,177.72	\$113,586.61	\$119,265.94	\$125,229.23	\$131,490.70
Accountant	Non-Exempt	\$4,120.48	\$4,326.51	\$4,542.83	\$4,769.97	\$5,008.47	\$8,927.71	\$9,374.10	\$9,842.80	\$10,334.95	\$10,851.69	\$107,132.57	\$112,489.20	\$118,113.66	\$124,019.34	\$130,220.31
Administrative Officer*	Exempt	\$4,120.48	\$4,326.51	\$4,542.83	\$4,769.97	\$5,008.47	\$8,927.71	\$9,374.10	\$9,842.80	\$10,334.95	\$10,851.69	\$107,132.57	\$112,489.20	\$118,113.66	\$124,019.34	\$130,220.31
Senior Recreation Supervisor	Non-Exempt	\$4,115.56	\$4,321.34	\$4,537.40	\$4,764.28	\$5,002.49	\$8,917.05	\$9,362.90	\$9,831.04	\$10,322.60	\$10,838.73	\$107,004.56	\$112,354.79	\$117,972.53	\$123,871.16	\$130,064.71
Maintenance Supervisor	Non-Exempt	\$4,036.00	\$4,237.80	\$4,449.69	\$4,672.18	\$4,905.79	\$8,744.67	\$9,181.91	\$9,641.00	\$10,123.05	\$10,629.21	\$104,936.09	\$110,182.90	\$115,692.04	\$121,476.65	\$127,550.48
Emergency Response Coordinator*	Non-Exempt	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$4,904.34	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$10,626.08	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91	\$127,512.95
Economic Development Coordinator	Non-Exempt	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$4,904.34	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$10,626.08	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91	\$127,512.95
Sustainability Coordinator	Non-Exempt	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$4,904.34	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$10,626.08	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91	\$127,512.95
Public Information Coordinator	Non-Exempt	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$4,904.34	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$10,626.08	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91	\$127,512.95
Assistant Planner	Non-Exempt	\$4,024.13	\$4,225.34	\$4,436.60	\$4,658.43	\$4,891.35	\$8,718.95	\$9,154.89	\$9,612.64	\$10,093.27	\$10,597.94	\$104,627.37	\$109,858.74	\$115,351.67	\$121,119.26	\$127,175.22
Building Inspector	Non-Exempt	\$3,967.13	\$4,165.49	\$4,373.77	\$4,592.45	\$4,822.08	\$8,595.46	\$9,025.23	\$9,476.49	\$9,950.32	\$10,447.83	\$103,145.48	\$108,302.76	\$113,717.89	\$119,403.79	\$125,373.98
Recreation Supervisor	Non-Exempt	\$3,914.89	\$4,110.63	\$4,316.16	\$4,531.97	\$4,758.57	\$8,482.26	\$8,906.37	\$9,351.69	\$9,819.27	\$10,310.24	\$101,787.09	\$106,876.44	\$112,220.26	\$117,831.27	\$123,722.84
GIS Technician	Non-Exempt	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$4,596.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$9,959.99	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51	\$119,519.94
Junior Engineer	Non-Exempt	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$4,596.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$9,959.99	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51	\$119,519.94
Police Records Supervisor	Non-Exempt	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$4,596.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$9,959.99	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51	\$119,519.94
Construction Inspector	Non-Exempt	\$3,601.41	\$3,781.48	\$3,970.56	\$4,169.08	\$4,377.54	\$7,803.06	\$8,193.21	\$8,602.87	\$9,033.02	\$9,484.67	\$93,636.71	\$98,318.54	\$103,234.47	\$108,396.20	\$113,816.01
Engineering Technician	Non-Exempt	\$3,601.41	\$3,781.48	\$3,970.56	\$4,169.08	\$4,377.54	\$7,803.06	\$8,193.21	\$8,602.87	\$9,033.02	\$9,484.67	\$93,636.71	\$98,318.54	\$103,234.47	\$108,396.20	\$113,816.01
Information Technology Technician	Non-Exempt	\$3,480.30	\$3,654.31	\$3,837.03	\$4,028.88	\$4,230.32	\$7,540.64	\$7,917.67	\$8,313.56	\$8,729.24	\$9,165.70	\$90,487.70	\$95,012.09	\$99,762.69	\$104,750.82	\$109,988.37
Code Enforcement Officer	Non-Exempt	\$3,393.42	\$3,563.09	\$3,741.25	\$3,928.31	\$4,124.73	\$7,352.41	\$7,720.03	\$8,106.04	\$8,511.34	\$8,936.90	\$88,228.96	\$92,640.41	\$97,272.43	\$102,136.05	\$107,242.85
Accounting Technician II	Non-Exempt	\$3,274.87	\$3,438.62	\$3,610.55	\$3,791.08	\$3,980.63	\$7,095.56	\$7,450.34	\$7,822.86	\$8,214.00	\$8,624.70	\$85,146.73	\$89,404.07	\$93,874.27	\$98,567.99	\$103,496.39
Development Services Technician	Non-Exempt	\$3,187.01	\$3,346.36	\$3,513.67	\$3,689.36	\$3,873.83	\$6,905.18	\$7,250.44	\$7,612.96	\$7,993.61	\$8,393.29	\$82,862.16	\$87,005.27	\$91,355.53	\$95,923.31	\$100,719.47
Executive Assistant	Non-Exempt	\$3,090.83	\$3,245.37	\$3,407.64	\$3,578.02	\$3,756.92	\$6,696.79	\$7,031.63	\$7,383.21	\$7,752.37	\$8,139.99	\$80,361.48	\$84,379.55	\$88,598.53	\$93,028.45	\$97,679.88
Recreation Coordinator	Non-Exempt	\$2,973.27	\$3,121.94	\$3,278.03	\$3,441.93	\$3,614.03	\$6,442.09	\$6,764.19	\$7,102.40	\$7,457.52	\$7,830.40	\$77,305.08	\$81,170.34	\$85,228.86	\$89,490.30	\$93,964.81
Facilities Coordinator	Non-Exempt	\$2,973.27	\$3,121.94	\$3,278.03	\$3,441.93	\$3,614.03	\$6,442.09	\$6,764.19	\$7,102.40	\$7,457.52	\$7,830.40	\$77,305.08	\$81,170.34	\$85,228.86	\$89,490.30	\$93,964.81
Lead Records Specialist	Non-Exempt	\$2,885.40	\$3,029.67	\$3,181.16	\$3,340.22	\$3,507.23	\$6,251.71	\$6,564.29	\$6,892.51	\$7,237.13	\$7,598.99	\$75,020.51	\$78,771.53	\$82,710.11	\$86,845.62	\$91,187.90
Accounting Technician I	Non-Exempt	\$2,843.84	\$2,986.04	\$3,135.34	\$3,292.11	\$3,456.71	\$6,161.66	\$6,469.75	\$6,793.23	\$7,132.90	\$7,489.54	\$73,939.97	\$77,636.96	\$81,518.81	\$85,594.75	\$89,874.49
Records Specialist	Non-Exempt	\$2,620.61	\$2,751.64	\$2,889.22	\$3,033.69	\$3,185.37	\$5,677.99	\$5,961.89	\$6,259.99	\$6,572.99	\$6,901.64	\$68,135.91	\$71,542.71	\$75,119.84	\$78,875.83	\$82,819.63
Accounting Office Assistant	Non-Exempt	\$2,500.68	\$2,625.72	\$2,757.00	\$2,894.85	\$3,039.60	\$5,418.15	\$5,689.06	\$5,973.51	\$6,272.18	\$6,585.79	\$65,017.77	\$68,268.66	\$71,682.10	\$75,266.20	\$79,029.51
Office Assistant II	Non-Exempt	\$2,491.18	\$2,615.74	\$2,746.53	\$2,883.86	\$3,028.05	\$5,397.57	\$5,667.44	\$5,950.82	\$6,248.36	\$6,560.78	\$64,770.79	\$68,009.33	\$71,409.80	\$74,980.29	\$78,729.30
Office Assistant I	Non-Exempt	\$2,237.08	\$2,348.93	\$2,466.38	\$2,589.70	\$2,719.18	\$4,847.00	\$5,089.35	\$5,343.82	\$5,611.01	\$5,891.56	\$58,164.05	\$61,072.25	\$64,125.86	\$67,332.16	\$70,698.76

POA: 5% increase effective 06/25/23

City of Los Altos - Full Time Salary Schedule FY 23/24

Resolution 2024-08

<i>POA Classifications</i>	<i>FLSA Status</i>	Biweekly					Monthly					Annual				
		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	\$5,471.13	\$5,744.68	\$6,031.92	\$6,333.51	\$6,650.19	\$11,854.11	\$12,446.81	\$13,069.15	\$13,722.61	\$14,408.74	\$142,249.29	\$149,361.75	\$156,829.84	\$164,671.33	\$172,904.90
Police Agent	Non-Exempt	\$4,867.44	\$5,110.81	\$5,366.35	\$5,634.67	\$5,916.40	\$10,546.12	\$11,073.43	\$11,627.10	\$12,208.45	\$12,818.88	\$126,553.45	\$132,881.13	\$139,525.18	\$146,501.44	\$153,826.51
Communications Supervisor*	Non-Exempt	\$4,758.17	\$4,996.08	\$5,245.88	\$5,508.18	\$5,783.59	\$10,309.37	\$10,824.84	\$11,366.08	\$11,934.39	\$12,531.11	\$123,712.48	\$129,898.10	\$136,393.01	\$143,212.66	\$150,373.29
Police Officer	Non-Exempt	\$4,636.17	\$4,867.97	\$5,111.37	\$5,366.94	\$5,635.29	\$10,045.03	\$10,547.28	\$11,074.64	\$11,628.37	\$12,209.79	\$120,540.32	\$126,567.33	\$132,895.70	\$139,540.48	\$146,517.51
Lead Communications Officer	Non-Exempt	\$4,531.59	\$4,758.17	\$4,996.08	\$5,245.88	\$5,508.18	\$9,818.45	\$10,309.37	\$10,824.84	\$11,366.08	\$11,934.39	\$117,821.41	\$123,712.48	\$129,898.10	\$136,393.01	\$143,212.66
Police Officer Trainee	Non-Exempt	\$4,414.38	\$4,635.10	\$4,866.85	\$5,110.20	\$5,365.71	\$9,564.49	\$10,042.71	\$10,544.85	\$11,072.09	\$11,625.70	\$114,773.87	\$120,512.56	\$126,538.19	\$132,865.10	\$139,508.35
Communications Officer	Non-Exempt	\$4,117.71	\$4,323.60	\$4,539.78	\$4,766.77	\$5,005.10	\$8,921.71	\$9,367.79	\$9,836.18	\$10,327.99	\$10,844.39	\$107,060.49	\$112,413.51	\$118,034.19	\$123,935.90	\$130,132.69
Crime Analyst*	Non-Exempt	\$3,943.64	\$4,140.82	\$4,347.86	\$4,565.26	\$4,793.52	\$8,544.55	\$8,971.78	\$9,420.37	\$9,891.39	\$10,385.96	\$102,534.64	\$107,661.37	\$113,044.44	\$118,696.66	\$124,631.50
Community Service Officer	Non-Exempt	\$3,242.41	\$3,404.53	\$3,574.76	\$3,753.50	\$3,941.17	\$7,025.23	\$7,376.49	\$7,745.31	\$8,132.58	\$8,539.21	\$84,302.71	\$88,517.84	\$92,943.73	\$97,590.92	\$102,470.47

Teamsters: 3.5% increase and Market Adjustments to Individual Classifications effective 06/25/23

City of Los Altos - Full Time Salary Schedule FY 23/24

Resolution 2024-08

		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	\$3,713.13	Open Range			\$4,513.33	\$8,045.11	Open Range			\$9,778.88	\$96,541.33	Open Range			\$117,346.59
Equipment Mechanic II*	Non-Exempt	\$3,536.31	\$3,713.13	\$3,898.78	\$4,093.72	\$4,298.41	\$7,662.01	\$8,045.11	\$8,447.37	\$8,869.74	\$9,313.22	\$91,944.13	\$96,541.33	\$101,368.40	\$106,436.82	\$111,758.66
Senior Maintenance Technician	Non-Exempt	\$3,536.31	\$3,713.13	\$3,898.78	\$4,093.72	\$4,298.41	\$7,662.01	\$8,045.11	\$8,447.37	\$8,869.74	\$9,313.22	\$91,944.13	\$96,541.33	\$101,368.40	\$106,436.82	\$111,758.66
Wastewater Maintenance Worker II	Non-Exempt	\$3,375.58	Open Range			\$4,103.04	\$7,313.76	Open Range			\$8,889.92	\$87,765.08	Open Range			\$106,679.00
Equipment Mechanic	Non-Exempt	\$3,214.83	\$3,375.57	\$3,544.35	\$3,721.57	\$3,907.65	\$6,965.46	\$7,313.74	\$7,679.42	\$8,063.40	\$8,466.57	\$83,585.57	\$87,764.85	\$92,153.09	\$96,760.75	\$101,598.78
Maintenance Leadworker	Non-Exempt	\$3,214.83	\$3,375.57	\$3,544.35	\$3,721.57	\$3,907.65	\$6,965.46	\$7,313.74	\$7,679.42	\$8,063.40	\$8,466.57	\$83,585.57	\$87,764.85	\$92,153.09	\$96,760.75	\$101,598.78
Maintenance Technician	Non-Exempt	\$3,214.83	\$3,375.57	\$3,544.35	\$3,721.57	\$3,907.65	\$6,965.46	\$7,313.74	\$7,679.42	\$8,063.40	\$8,466.57	\$83,585.57	\$87,764.85	\$92,153.09	\$96,760.75	\$101,598.78
Wastewater Maintenance Worker I	Non-Exempt	\$3,062.59	Open Range			\$3,722.59	\$6,635.61	Open Range			\$8,065.62	\$79,627.27	Open Range			\$96,787.44
Maintenance Worker II	Non-Exempt	\$2,916.75	\$3,062.59	\$3,215.72	\$3,376.50	\$3,545.33	\$6,319.62	\$6,635.61	\$6,967.39	\$7,315.75	\$7,681.54	\$75,835.49	\$79,627.27	\$83,608.63	\$87,789.06	\$92,178.51
Maintenance Worker I^	Non-Exempt	\$2,591.85	\$2,721.44	\$2,857.51	\$3,000.39	\$3,150.41	\$5,615.67	\$5,896.45	\$6,191.27	\$6,500.84	\$6,825.88	\$67,388.00	\$70,757.40	\$74,295.27	\$78,010.03	\$81,910.53

Minimum Wage Increase: \$17.75 effective 01/01/24

Part-Time Classifications: Market Range Adjustment to Individual Classifications, effective 09/03/23

+ Market Range Adjustment

City of Los Altos - Part-Time Hourly Rate Schedule FY 23/24

Resolution 2024-08

<i>Part-Time Classifications Title</i>	<i>FLSA Status</i>	<i>Employment Status</i>	<i>Rate Type</i>	<i>Min</i>	<i>Max</i>
Public Safety Specialist - Dispatch+	Non-Exempt	Part-Time	Hourly	\$61.77	\$75.08
Network Engineer	Non-Exempt	Part-Time	Hourly	\$50.00	\$75.00
Project Manager+	Non-Exempt	Part-Time	Hourly	\$42.50	\$75.00
Police Officer (Reserve) - Level I+	Non-Exempt	Part-Time	Hourly	\$64.00	\$64.00
Emergency Preparedness Coordinator+	Non-Exempt	Part-Time	Hourly	\$50.44	\$61.30
IT Technician+	Non-Exempt	Part-Time	Hourly	\$37.97	\$52.88
Property & Evidence CSO	Non-Exempt	Part-Time	Hourly	\$43.12	\$52.41
Parking Enforcement Officer+	Non-Exempt	Part-Time	Hourly	\$41.45	\$49.73
Department Support Specialist	Non-Exempt	Part-Time	Hourly	\$35.70	\$45.90
Project Coordinator+	Non-Exempt	Part-Time	Hourly	\$31.14	\$43.21
Public Safety Specialist - Records+	Non-Exempt	Part-Time	Hourly	\$30.61	\$42.84
Clerical Assistant II+	Non-Exempt	Part-Time	Hourly	\$27.53	\$34.46
Preschool Teacher III+	Non-Exempt	Part-Time	Hourly	\$26.25	\$32.05
Recreation Specialist	Non-Exempt	Part-Time	Hourly	\$25.00	\$30.00
Maintenance Worker I+	Non-Exempt	Part-Time	Hourly	\$24.42	\$29.97
Clerical Assistant I+	Non-Exempt	Part-Time	Hourly	\$19.00	\$27.00
Preschool Teacher II+	Non-Exempt	Temporary	Hourly	\$22.25	\$26.00
Intern+	Non-Exempt	Temporary	Hourly	\$17.75	\$24.66
Preschool Teacher I+	Non-Exempt	Temporary	Hourly	\$18.75	\$21.85
Recreation Leader III	Non-Exempt	Seasonal	Hourly	\$18.75	\$21.75
Facility Attendant+	Non-Exempt	Part-Time	Hourly	\$17.75	\$21.74
Recreation Leader II+	Non-Exempt	Seasonal	Hourly	\$17.75	\$20.30
Recreation Leader I+	Non-Exempt	Seasonal	Hourly	\$17.75	\$18.85
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. 2024-08

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
APPROVING THE UPDATED FISCAL YEAR 2023/24 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 \$17.75 per hour effective 01/01/2024; and
2. Approves updating the City Manager's annual base salary to \$284,595 based on comparable market peers effective 07/09/2023; and
3. Approves updating the Human Resources Director pay range based on comparable market peers effective 03/03/2024; and
4. Approves adding the classification Human Resources Analyst II effective 03/03/2024; and
5. Adopts the Update Fiscal Year 2023/24 Pay Schedule in 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 27th day of February, 2024 by the following vote:

AYES: Dailey, Fligor, Lee Eng, Meadows, Weinberg

NOES:

ABSENT:

ABSTAIN:



Jonathan D. Weinberg
MAYOR

Attest:



Melissa Thurman, MMC
CITY CLERK