

RESOLUTION NO. 2020-17

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS APPROVING A COST OF LIVING ADJUSTMENT FOR REGULAR, FULL-TIME, NON-REPRESENTED, CONFIDENTIAL STAFF AND DEFERRING CONSIDERATION OF COMPENSATION AND BENEFIT ADJUSTMENTS TO ALL MANAGEMENT AND EXECUTIVE STAFF POSITIONS FOR FISCAL YEAR 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, the City has a workforce that is represented by three collective bargaining units and group of staff in confidential, managerial and executive positions that are not represented, and

WHEREAS, this resolution does not include the position of City Manager, and

WHEREAS, given the economic magnitude of the COVID-19 pandemic on the City and the nation, and

WHEREAS, it is critical that confidential employees who are not represented continue to be receive compensation at a level equal to those employees in similar positions who are represented, and

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

- 1) hereby increases salary ranges for the following positions equal to the cost of living adjustment provided to staff in the Los Altos Municipal Employees Association effective July 1, 2020:
 - a. Senior Accountant
 - b. Human Resources Analyst
 - c. Executive Assistant to the City Manager
 - d. Management Analyst Fellow
- 2) due to the COVID-19 pandemic, hereby provides no adjustments to salary ranges or benefits to all full-time non-represented managerial or executive positions listed below, and defers further consideration of such compensation and benefit adjustments for these employees until later in 2020:

- 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 Captain
- s. Police Services Manager
- t. Recreation & Community Services Director
- u. Recreation Manager
- v. Maintenance Services Director

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 26th day of May, 2020 by the following vote:

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



Janis C. Pepper, MAYOR

Attest:



Andrea Chelemengos, MMC, CITY CLERK