

RESOLUTION NO. 2020-31

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
APPROVING ADJUSTMENTS TO THE COMPENSATION RANGES AND
THE BENEFIT PACKAGE FOR THE CONFIDENTIAL EMPLOYEE GROUP
AND APPROVING THE SALARY SCHEDULE FOR EMPLOYEES 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, the City should adjust salaries to reflect changes in the region's cost of living; and

WHEREAS, for the 12-month period through April 2020, the Consumer Price Index for Urban Consumers CPI-U for the San Francisco Area, set by the U.S. Department of Labor Bureau of Labor Statistics is 1.1%; and

WHEREAS, changes to salary should be accomplished at the beginning of the fiscal year.

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

1. Approves the salary ranges at Exhibit A, effective the first full pay-period including July 1, 2020, which includes a 2% COLA for Confidential employees, as well as the contractually required pay adjustments for the Los Altos Peace Officers Association, Los Altos Municipal Employees Association and Teamsters.

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 23rd day of June, 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

EXHIBIT A

City of Los Altos - Salary Schedule FY 20/21
Resolution 2020-XX

Engineering Services	Union	Salary Range	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
Engineering Services Director/City Engineer	N/A	56	\$6,883.15	\$9,317.76	\$6,228.34	\$6,539.76	\$8,366.47	\$14,913.49	\$14,913.49	\$18,127.35	\$18,127.35	\$178,961.89	\$178,961.89	\$178,961.89	\$178,961.89	\$178,961.89	\$217,528.17
Engineering Services Manager	N/A	48	\$5,649.29	\$5,508.23	\$5,783.64	\$6,072.82	\$6,376.46	\$11,366.18	\$11,934.49	\$13,494.75	\$13,494.75	\$146,881.60	\$146,881.60	\$146,881.60	\$146,881.60	\$146,881.60	\$173,535.50
Transportation Services Manager	N/A	45	\$5,245.93	\$5,059.06	\$5,312.01	\$5,577.62	\$5,856.50	\$10,439.33	\$11,061.30	\$12,509.36	\$12,509.36	\$136,394.17	\$136,394.17	\$136,394.17	\$136,394.17	\$136,394.17	\$163,787.96
Senior Engineer	LAMEA		\$4,818.15	\$4,652.06	\$4,912.01	\$5,177.62	\$5,442.23	\$10,439.33	\$11,061.30	\$12,509.36	\$12,509.36	\$125,271.99	\$125,271.99	\$125,271.99	\$125,271.99	\$125,271.99	\$152,268.89
Project Manager	N/A	42	\$4,871.37	\$4,714.94	\$4,974.89	\$5,234.84	\$5,494.79	\$10,554.63	\$11,182.60	\$12,630.66	\$12,630.66	\$126,655.54	\$126,655.54	\$126,655.54	\$126,655.54	\$126,655.54	\$153,950.60
Special Projects Manager	N/A	42	\$4,871.37	\$4,714.94	\$4,974.89	\$5,234.84	\$5,494.79	\$10,554.63	\$11,182.60	\$12,630.66	\$12,630.66	\$126,655.54	\$126,655.54	\$126,655.54	\$126,655.54	\$126,655.54	\$153,950.60
Associate Civil Engineer	LAMEA		\$4,205.01	\$4,048.58	\$4,308.53	\$4,568.48	\$4,828.43	\$9,110.86	\$9,738.83	\$11,186.80	\$11,186.80	\$109,300.29	\$109,300.29	\$109,300.29	\$109,300.29	\$109,300.29	\$132,891.65
Assistant Civil Engineer	LAMEA		\$3,717.04	\$3,560.61	\$3,820.56	\$4,080.51	\$4,340.46	\$8,053.59	\$8,681.56	\$10,129.53	\$10,129.53	\$96,643.12	\$96,643.12	\$96,643.12	\$96,643.12	\$96,643.12	\$117,470.32
Junior Engineer	LAMEA		\$3,378.65	\$3,222.22	\$3,482.17	\$3,742.12	\$4,002.07	\$7,320.40	\$7,948.37	\$9,396.34	\$9,396.34	\$87,844.85	\$87,844.85	\$87,844.85	\$87,844.85	\$87,844.85	\$106,775.96
GIS Technician	LAMEA		\$3,378.65	\$3,222.22	\$3,482.17	\$3,742.12	\$4,002.07	\$7,320.40	\$7,948.37	\$9,396.34	\$9,396.34	\$87,844.85	\$87,844.85	\$87,844.85	\$87,844.85	\$87,844.85	\$106,775.96
Construction Inspector	LAMEA		\$3,217.41	\$3,061.00	\$3,320.95	\$3,580.90	\$3,840.85	\$6,971.05	\$7,600.02	\$9,048.00	\$9,048.00	\$87,833.19	\$87,833.19	\$87,833.19	\$87,833.19	\$87,833.19	\$101,680.22
Engineering Technician	LAMEA		\$3,217.41	\$3,061.00	\$3,320.95	\$3,580.90	\$3,840.85	\$6,971.05	\$7,600.02	\$9,048.00	\$9,048.00	\$87,833.19	\$87,833.19	\$87,833.19	\$87,833.19	\$87,833.19	\$101,680.22
Executive Assistant	LAMEA		\$2,761.26	\$2,604.85	\$2,864.80	\$3,124.75	\$3,384.70	\$5,982.74	\$6,611.71	\$8,059.68	\$8,059.68	\$71,792.82	\$71,792.82	\$71,792.82	\$71,792.82	\$71,792.82	\$87,264.62
Maintenance Services	Union		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	\$6,883.15	\$9,317.76	\$6,228.34	\$4,174.00	\$4,382.70	\$14,913.49	\$14,913.49	\$18,127.35	\$18,127.35	\$178,961.89	\$178,961.89	\$178,961.89	\$178,961.89	\$178,961.89	\$217,528.17
Maintenance Supervisor	LAMEA		\$3,605.66	\$3,449.23	\$3,709.18	\$3,969.13	\$4,229.08	\$7,812.26	\$8,440.23	\$9,888.21	\$9,888.21	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$113,950.23
Senior Maintenance Technician	Teamsters		\$3,104.99	\$2,948.56	\$3,208.51	\$3,468.46	\$3,728.41	\$7,147.04	\$7,775.01	\$9,223.00	\$9,223.00	\$80,729.65	\$80,729.65	\$80,729.65	\$80,729.65	\$80,729.65	\$98,127.39
Executive Assistant	LAMEA		\$2,761.26	\$2,604.85	\$2,864.80	\$3,124.75	\$3,384.70	\$5,982.74	\$6,611.71	\$8,059.68	\$8,059.68	\$71,792.82	\$71,792.82	\$71,792.82	\$71,792.82	\$71,792.82	\$87,264.62
Equipment Mechanic	Teamsters		\$2,822.72	\$2,666.29	\$2,926.24	\$3,186.19	\$3,446.14	\$6,115.88	\$6,743.85	\$8,191.84	\$8,191.84	\$73,390.59	\$73,390.59	\$73,390.59	\$73,390.59	\$73,390.59	\$89,206.72
Maintenance Leadworker	Teamsters		\$2,822.72	\$2,666.29	\$2,926.24	\$3,186.19	\$3,446.14	\$6,115.88	\$6,743.85	\$8,191.84	\$8,191.84	\$73,390.59	\$73,390.59	\$73,390.59	\$73,390.59	\$73,390.59	\$89,206.72
Maintenance Technician	Teamsters		\$2,822.72	\$2,666.29	\$2,926.24	\$3,186.19	\$3,446.14	\$6,115.88	\$6,743.85	\$8,191.84	\$8,191.84	\$73,390.59	\$73,390.59	\$73,390.59	\$73,390.59	\$73,390.59	\$89,206.72
Maintenance Worker II	Teamsters		\$2,560.99	\$2,404.56	\$2,664.51	\$2,924.46	\$3,184.41	\$5,488.82	\$6,116.79	\$7,564.76	\$7,564.76	\$66,385.79	\$66,385.79	\$66,385.79	\$66,385.79	\$66,385.79	\$80,935.45
Maintenance Worker I	Teamsters		\$2,464.66	\$2,308.23	\$2,568.18	\$2,828.13	\$3,088.08	\$5,152.10	\$5,780.07	\$7,258.04	\$7,258.04	\$61,823.25	\$61,823.25	\$61,823.25	\$61,823.25	\$61,823.25	\$71,570.45
Community Development	Union		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	\$6,883.15	\$9,317.76	\$6,228.34	\$4,174.00	\$4,382.70	\$14,913.49	\$14,913.49	\$18,127.35	\$18,127.35	\$178,961.89	\$178,961.89	\$178,961.89	\$178,961.89	\$178,961.89	\$217,528.17
Building Official	N/A	45	\$5,245.93	\$5,059.06	\$5,312.01	\$5,577.62	\$5,856.50	\$11,366.18	\$11,934.49	\$13,494.75	\$13,494.75	\$146,881.60	\$146,881.60	\$146,881.60	\$146,881.60	\$146,881.60	\$173,535.50
Planning Services Manager	N/A	45	\$5,245.93	\$5,059.06	\$5,312.01	\$5,577.62	\$5,856.50	\$11,366.18	\$11,934.49	\$13,494.75	\$13,494.75	\$146,881.60	\$146,881.60	\$146,881.60	\$146,881.60	\$146,881.60	\$173,535.50
Economic Development Manager	N/A	44	\$5,117.98	\$4,961.55	\$5,221.50	\$5,481.45	\$5,741.40	\$11,088.96	\$11,643.40	\$13,225.57	\$13,225.57	\$133,067.48	\$133,067.48	\$133,067.48	\$133,067.48	\$133,067.48	\$161,744.35
Senior Planner	LAMEA		\$4,706.77	\$4,550.34	\$4,810.29	\$5,070.24	\$5,330.19	\$10,198.00	\$10,707.90	\$12,243.30	\$12,243.30	\$122,376.01	\$122,376.01	\$122,376.01	\$122,376.01	\$122,376.01	\$148,748.80
Associate Planner	LAMEA		\$3,971.53	\$3,815.10	\$4,075.05	\$4,335.00	\$4,594.95	\$8,605.21	\$9,115.11	\$10,650.51	\$10,650.51	\$103,262.52	\$103,262.52	\$103,262.52	\$103,262.52	\$103,262.52	\$125,516.23
Senior Building Inspector	LAMEA		\$3,604.60	\$3,448.17	\$3,708.12	\$3,968.07	\$4,228.02	\$7,809.96	\$8,437.93	\$9,985.89	\$9,985.89	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$113,916.71
Economic Development Coordinator	LAMEA		\$3,595.05	\$3,438.62	\$3,698.57	\$3,958.52	\$4,218.47	\$7,809.96	\$8,437.93	\$9,985.89	\$9,985.89	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$113,916.71
Sustainability Coordinator	LAMEA		\$3,595.05	\$3,438.62	\$3,698.57	\$3,958.52	\$4,218.47	\$7,809.96	\$8,437.93	\$9,985.89	\$9,985.89	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$113,916.71
Assistant Planner	LAMEA		\$3,544.13	\$3,387.70	\$3,647.65	\$3,907.60	\$4,167.55	\$7,809.96	\$8,437.93	\$9,985.89	\$9,985.89	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$113,916.71
Building Inspector	LAMEA		\$2,847.19	\$2,690.76	\$2,950.71	\$3,210.66	\$3,470.61	\$6,168.91	\$6,796.88	\$8,344.85	\$8,344.85	\$77,228.21	\$77,228.21	\$77,228.21	\$77,228.21	\$77,228.21	\$93,945.69
Permit Technician	LAMEA		\$2,847.19	\$2,690.76	\$2,950.71	\$3,210.66	\$3,470.61	\$6,168.91	\$6,796.88	\$8,344.85	\$8,344.85	\$77,228.21	\$77,228.21	\$77,228.21	\$77,228.21	\$77,228.21	\$93,945.69
Executive Assistant	LAMEA		\$2,761.26	\$2,604.85	\$2,864.80	\$3,124.75	\$3,384.70	\$5,982.74	\$6,611.71	\$8,059.68	\$8,059.68	\$71,792.82	\$71,792.82	\$71,792.82	\$71,792.82	\$71,792.82	\$87,264.62
Recreation & Community Services	Union		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	\$6,883.15	\$9,317.76	\$6,228.34	\$4,174.00	\$4,382.70	\$14,913.49	\$14,913.49	\$18,127.35	\$18,127.35	\$178,961.89	\$178,961.89	\$178,961.89	\$178,961.89	\$178,961.89	\$217,528.17
Recreation Manager	N/A	36	\$4,200.36	\$4,043.93	\$4,303.88	\$4,563.83	\$4,823.78	\$9,101.22	\$9,729.19	\$11,177.16	\$11,177.16	\$109,214.68	\$109,214.68	\$109,214.68	\$109,214.68	\$109,214.68	\$132,751.12
Senior Recreation Supervisor	LAMEA		\$3,676.73	\$3,520.30	\$3,780.25	\$4,040.20	\$4,300.15	\$7,962.23	\$8,590.20	\$10,138.17	\$10,138.17	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$93,471.14	\$116,196.38
Recreation Supervisor	LAMEA		\$3,497.46	\$3,341.03	\$3,600.98	\$3,860.93	\$4,120.88	\$7,577.82	\$8,205.79	\$9,753.76	\$9,753.76	\$90,933.90	\$90,933.90	\$90,933.90	\$90,933.90	\$90,933.90	\$110,530.72
Recreation Coordinator	LAMEA		\$2,656.24	\$2,500.00	\$2,759.95	\$3,019.90	\$3,279.85	\$5,755.19	\$6,383.16	\$7,929.13	\$7,929.13	\$69,062.32	\$69,062.32	\$69,062.32	\$69,062.32	\$69,062.32	\$83,945.69
Facilities Coordinator	LAMEA		\$2,656.24	\$2,500.00	\$2,759.95	\$3,019.90	\$3,279.85	\$5,755.19	\$6,383.16	\$7,929.13	\$7,929.13	\$69,062.32	\$69,062.32	\$69,062.32	\$69,062.32	\$69,062.32	\$83,945.69
Office Assistant II	LAMEA		\$2,225.56	\$2,069.13	\$2,329.08	\$2,589.03	\$2,848.98	\$4,822.04	\$5,450.01	\$6,996.00	\$6,996.00	\$57,864.52	\$57,864.52	\$57,864.52	\$57,864.52	\$57,864.52	\$70,334.68
Office Assistant I	LAMEA		\$1,998.55	\$1,842.12	\$2,092.07	\$2,352.02	\$2,611.97	\$4,330.19	\$4,958.16	\$6,504.15	\$6,504.15	\$51,962.23	\$51,962.23	\$51,962.23	\$51,962.23	\$51,962.23	\$63,100.41

LAMEA - 2% COLA effective 06/28/20
 POA - 2% COLA effective 06/28/20
 Teamsters - 3% increase effective 06/28/20
 Non-rep Confidential - 2% COLA effective 06/28/20