

**RESOLUTION NO. 2018-17**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS  
APPROVING A COST OF LIVING ADJUSTMENT FOR REGULAR, FULL-  
TIME, NON-REPRESENTED, MANAGEMENT AND EXECUTIVE STAFF  
FOR FISCAL YEAR 2019**

**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 Consumer Price Index for Urban Consumers (CPI-U) for the San Francisco-Oakland-San Jose region increase by 3.2% for the twelve-month period ending the first quarter of 2018; and

**WHEREAS**, to assist in avoiding salary compaction in the Police Department, it has been determined that an additional increase of 2.5% is needed to the salary ranges for the positions of Police Chief, Police Captain and Police Services Manager; and

**WHEREAS**, the salaries are scheduled to take effect in the first full pay period in July 2018; and

**WHEREAS**, represented classifications are covered by current contracts which specify the amount of the salary adjustments in the new fiscal year.

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

1. Increases salary ranges for all regular full-time, non-represented, management and executive positions (not including the City Manager) by 3.2% effective the first pay period after July 1, 2018; and
2. Increases the salary range for the positions of Police Chief, Police Captain and Police Services Manager an additional 2.5% effective the first pay period after July 1, 2018; and
3. 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 12<sup>th</sup> day of June, 2018 by the following vote:

AYES: BRUINS, LEE ENG, MORDO, PEPPER, PROCHNOW  
NOES: NONE  
ABSENT: NONE  
ABSTAIN: NONE



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Jean Mordo, MAYOR

Attest:



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Jon Maginot, CMC, CITY CLERK



City of Los Altos  
**FY 2018/19 Salary Schedule**

Resolution 2018-XX  
Effective FY 2018/19

**Monthly Salary Range**  
**Minimum                      Maximum**

**Legislative & Executive**

City Manager	\$19,030	--	
Assistant City Manager	\$8,867	--	\$16,750
Deputy City Manager/City Clerk**	\$11,483	--	\$13,958
Assistant to the City Manager	\$9,673	--	\$11,757
City Clerk	\$9,040	--	\$10,989
Public Information Coordinator	\$7,363	--	\$8,950
Executive Assistant to the City Manager	\$6,296	--	\$7,653
Deputy City Clerk*	\$6,000	--	\$7,293

**Administrative Services**

Administrative Services Director	\$8,867	--	\$16,750
Financial Services Manager	\$9,951	--	\$12,096
Senior Accountant	\$8,260	--	\$10,040
Management Analyst II	\$7,881	--	\$9,580
Management Analyst I	\$7,165	--	\$8,709
Accounting Technician II	\$5,977	--	\$7,265
Accounting Technician I	\$5,190	--	\$6,308
Accounting Office Assistant I	\$4,564	--	\$5,548
Information Technology Manager	\$11,162	--	\$13,567
Information Technology Analyst	\$8,363	--	\$10,165
Information Technology Technician	\$6,350	--	\$7,718
Human Resources Manager	\$11,162	--	\$13,567
Human Resources Analyst	\$7,133	--	\$8,670
Human Resources Technician	\$5,847	--	\$7,107

**Police Services**

Police Chief	\$9,082	--	\$17,574
Police Captain	\$12,169	--	\$14,791
Police Services Manager	\$10,950	--	\$13,310
Executive Assistant	\$5,640	--	\$6,856
Lead Records Specialist	\$5,264	--	\$6,398
Records Specialist	\$4,781	--	\$5,811
Police Sergeant	\$9,656	--	\$11,737
Police Agent	\$8,591	--	\$10,442
Police Officer	\$8,183	--	\$9,946
Lead Communications Officer	\$8,091	--	\$9,835
Police Officer Trainee	\$7,793	--	\$9,472
Communications Officer	\$7,352	--	\$8,937
Community Service Officer	\$5,901	--	\$7,173



City of Los Altos  
**FY 2018/19 Salary Schedule**

Resolution 2018-XX  
 Effective FY 2018/19

**Monthly Salary Range**  
**Minimum                      Maximum**

**Community Development**

Community Development Director	\$8,867	--	\$16,750
Building Official	\$10,365	--	\$12,599
Planning Services Manager	\$10,365	--	\$12,599
Economic Development Manager	\$10,222	--	\$12,425
Senior Planner	\$9,613	--	\$11,685
Associate Planner	\$8,111	--	\$9,859
Senior Building Inspector	\$8,001	--	\$9,726
Economic Development Coordinator	\$7,363	--	\$8,949
Building Inspector	\$7,239	--	\$8,799
Assistant Planner	\$7,342	--	\$8,924
Permit Technician	\$5,816	--	\$7,069
Executive Assistant	\$5,640	--	\$6,856

**Public Works - Engineering**

Public Works Director	\$8,867	--	\$16,750
Engineering Services Manager	\$11,096	--	\$13,487
Transportation Services Manager	\$10,365	--	\$12,599
Senior Engineer	\$9,841	--	\$11,962
Project Manager	\$9,323	--	\$11,333
Special Projects Manager	\$9,322	--	\$11,331
Associate Civil Engineer	\$8,589	--	\$10,439
Assistant Civil Engineer	\$7,592	--	\$9,229
Junior Engineer	\$6,902	--	\$8,389
Construction Inspector	\$6,572	--	\$7,989
Engineering Technician	\$6,572	--	\$7,989
Executive Assistant	\$5,640	--	\$6,856

**Public Works - Maintenance**

Maintenance Services Manager	\$10,209	--	\$12,409
Maintenance Supervisor	\$7,364	--	\$8,951
Executive Assistant	\$5,640	--	\$6,856
Equipment Mechanic	\$5,656	--	\$6,874
Maintenance Leadworker	\$5,656	--	\$6,874
Maintenance Technician	\$5,656	--	\$6,874
Maintenance Worker II	\$5,131	--	\$6,237
Maintenance Worker I	\$4,538	--	\$5,516

**Recreation & Community Services**

Recreation & Community Services Director	\$8,867	--	\$16,750
Recreation Manager	\$8,167	--	\$9,928
Senior Recreation Supervisor	\$7,510	--	\$9,128
Recreation Supervisor	\$7,143	--	\$8,683
Recreation Coordinator	\$5,425	--	\$6,594
Facilities Coordinator	\$5,425	--	\$6,594
Office Assistant II	\$4,546	--	\$5,526
Office Assistant I	\$4,082	--	\$4,962

\* Additional FTE position for FY 2018/19, \*\* New classification