

RESOLUTION NO. 2021-41

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
APPROVING COST OF LIVING ADJUSTMENTS FOR
THE LOS ALTOS PEACE OFFICER ASSOCIATION BARGAINING GROUP AND
APPROVING AN UPDATED SALARY SCHEDULE FOR
FISCAL YEAR 2021/22**

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, 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 3.8% for the twelve-month period through April 2021; and

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

WHEREAS, the salaries are scheduled to take effect the first full pay period that includes July 1, 2021 or the pay period during which Council approves this MOU (whichever is later).

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

1. Approve the contractually required pay adjustments for the Los Altos Peace Officers' Association.
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 13th day of July 2021 by the following vote:

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



Neysa Fligor, MAYOR

Attest:


Andrea Chelemengos, MMC, CITY CLERK

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	Step A	Step B	Step C	Step D	Step E
			Open Range						Open Range						Open Range							
Engineering Services Director/City Engineer	N/A	56	\$6,993.28	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$15,152.11	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$18,417.39	\$181,825.28	\$164,527.95	\$172,754.35	\$221,008.62					
Engineering Services Manager	N/A	48	\$5,739.68	\$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	\$18,417.39	\$149,231.70	\$138,576.47	\$146,419.59	\$181,392.07					
Transportation Services Manager	N/A	45	\$5,329.86	\$5,193.54	\$5,473.36	\$5,774.94	\$6,092.54	\$11,250.14	\$11,827.54	\$12,433.81	\$13,070.40	\$13,738.61	\$18,417.39	\$145,505.30	\$134,861.56	\$142,704.68	\$168,440.57					
Senior Engineer	LAMEA		\$4,962.70	\$3,210.83	\$5,471.37	\$5,729.44	\$6,015.92	\$10,723.30	\$11,259.68	\$11,822.66	\$12,413.79	\$13,034.48	\$18,417.39	\$142,255.74	\$131,616.13	\$140,368.53	\$156,836.96					
Project Manager	N/A	42	\$4,949.31	\$5,196.77	\$5,456.61	\$5,729.44	\$6,015.92	\$10,723.30	\$11,259.68	\$11,822.66	\$12,413.79	\$13,034.48	\$18,417.39	\$142,255.74	\$131,616.13	\$140,368.53	\$156,836.96					
Special Projects Manager	N/A	42	\$4,949.31	\$5,196.77	\$5,456.61	\$5,729.44	\$6,015.92	\$10,723.30	\$11,259.68	\$11,822.66	\$12,413.79	\$13,034.48	\$18,417.39	\$142,255.74	\$131,616.13	\$140,368.53	\$156,836.96					
Associate Civil Engineer	LAMEA		\$4,331.16	\$4,477.42	\$4,775.11	\$5,013.86	\$5,264.55	\$9,834.18	\$9,833.39	\$10,346.06	\$10,863.37	\$11,406.53	\$18,417.39	\$118,240.71	\$114,871.94	\$121,994.44	\$136,878.40					
Assistant Civil Engineer	LAMEA		\$3,828.55	\$4,019.98	\$4,220.98	\$4,432.03	\$4,653.63	\$8,295.20	\$8,709.96	\$9,145.46	\$9,602.73	\$10,086.87	\$18,417.39	\$118,240.71	\$114,871.94	\$121,994.44	\$136,878.40					
Junior Engineer	LAMEA		\$3,480.01	\$3,634.01	\$3,836.71	\$4,028.54	\$4,229.97	\$7,540.02	\$7,917.02	\$8,312.87	\$8,728.51	\$9,164.94	\$18,417.39	\$95,004.20	\$92,754.41	\$104,742.13	\$109,970.24					
GIS Technician	LAMEA		\$3,313.93	\$3,479.63	\$3,653.61	\$3,836.29	\$4,028.10	\$7,180.18	\$7,539.19	\$7,916.15	\$8,311.95	\$8,727.55	\$18,417.39	\$90,470.25	\$88,162.14	\$99,743.45	\$104,730.62					
Construction Inspector	LAMEA		\$2,844.10	\$2,986.31	\$3,135.62	\$3,292.40	\$3,457.02	\$6,162.22	\$6,470.33	\$6,793.84	\$7,133.54	\$7,490.21	\$18,417.39	\$77,643.94	\$75,326.13	\$85,602.44	\$89,882.56					
Engineering Technician	LAMEA		\$2,844.10	\$2,986.31	\$3,135.62	\$3,292.40	\$3,457.02	\$6,162.22	\$6,470.33	\$6,793.84	\$7,133.54	\$7,490.21	\$18,417.39	\$77,643.94	\$75,326.13	\$85,602.44	\$89,882.56					
Executive Assistant	LAMEA		\$2,844.10	\$2,986.31	\$3,135.62	\$3,292.40	\$3,457.02	\$6,162.22	\$6,470.33	\$6,793.84	\$7,133.54	\$7,490.21	\$18,417.39	\$77,643.94	\$75,326.13	\$85,602.44	\$89,882.56					
Maintenance Services	Union	Salary Range	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	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$15,152.11	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$18,417.39	\$181,825.28	\$164,527.95	\$172,754.35	\$221,008.62					
Maintenance Supervisor	LAMEA		\$3,713.83	\$3,899.52	\$4,094.50	\$4,299.22	\$4,514.18	\$8,046.63	\$8,448.96	\$8,871.41	\$9,314.98	\$9,780.73	\$18,417.39	\$96,539.55	\$94,260.67	\$107,940.48	\$112,337.51					
Senior Maintenance Technician	Teamsters		\$3,254.03	\$3,416.73	\$3,587.56	\$3,766.94	\$3,955.29	\$7,050.39	\$7,402.91	\$7,773.05	\$8,161.71	\$8,569.79	\$18,417.39	\$88,834.91	\$87,276.65	\$97,940.48	\$102,837.51					
Equipment Assistant	LAMEA		\$2,844.10	\$2,986.31	\$3,135.62	\$3,292.40	\$3,457.02	\$6,162.22	\$6,470.33	\$6,793.84	\$7,133.54	\$7,490.21	\$18,417.39	\$77,643.94	\$75,326.13	\$85,602.44	\$89,882.56					
Mechanic	Teamsters		\$2,958.21	\$3,106.12	\$3,261.42	\$3,424.49	\$3,595.72	\$6,409.44	\$6,729.92	\$7,066.41	\$7,419.73	\$7,790.72	\$18,417.39	\$80,759.01	\$79,036.80	\$89,036.80	\$93,488.64					
Maintenance Leadworker	Teamsters		\$2,958.21	\$3,106.12	\$3,261.42	\$3,424.49	\$3,595.72	\$6,409.44	\$6,729.92	\$7,066.41	\$7,419.73	\$7,790.72	\$18,417.39	\$80,759.01	\$79,036.80	\$89,036.80	\$93,488.64					
Maintenance Technician	Teamsters		\$2,958.21	\$3,106.12	\$3,261.42	\$3,424.49	\$3,595.72	\$6,409.44	\$6,729.92	\$7,066.41	\$7,419.73	\$7,790.72	\$18,417.39	\$80,759.01	\$79,036.80	\$89,036.80	\$93,488.64					
Maintenance Worker I	Teamsters		\$2,683.92	\$2,818.12	\$2,959.02	\$3,106.97	\$3,262.32	\$5,815.16	\$6,105.92	\$6,411.21	\$6,731.77	\$7,068.36	\$69,781.91	\$73,271.01	\$76,934.56	\$80,784.28	\$84,820.35					
Maintenance Worker I	Teamsters		\$2,373.36	\$2,492.03	\$2,616.63	\$2,747.47	\$2,884.84	\$5,142.29	\$5,399.40	\$5,669.37	\$5,952.84	\$6,250.49	\$6,570.48	\$64,792.86	\$68,032.30	\$71,434.12	\$75,005.83					
Community Development	Union	Salary Range	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	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$15,152.11	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$18,417.39	\$181,825.28	\$164,527.95	\$172,754.35	\$221,008.62					
Building Official	N/A	45	\$5,529.86	\$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	\$18,417.39	\$145,505.30	\$134,861.56	\$142,704.68	\$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	\$18,417.39	\$145,505.30	\$134,861.56	\$142,704.68	\$168,440.57					
Economic Development Manager	N/A	44	\$5,199.87	\$5,459.86	\$5,732.85	\$6,019.50	\$6,300.47	\$11,266.38	\$11,829.70	\$12,421.18	\$13,042.24	\$13,694.36	\$18,417.39	\$141,956.39	\$149,054.21	\$156,506.92	\$164,332.26					
Senior Planner	LAMEA		\$4,970.78	\$4,299.32	\$5,344.89	\$5,612.13	\$5,892.74	\$10,503.94	\$11,029.14	\$11,580.59	\$12,159.62	\$12,767.61	\$18,417.39	\$132,349.65	\$138,967.14	\$145,915.49	\$153,211.27					
Associate Planner	LAMEA		\$4,035.06	\$4,236.81	\$4,448.65	\$4,671.09	\$4,904.64	\$8,742.63	\$9,179.76	\$9,638.75	\$10,120.69	\$10,626.72	\$10,911.57	\$110,157.15	\$115,665.01	\$121,448.26	\$127,520.67					
Senior Building Inspector	LAMEA		\$3,712.74	\$3,898.37	\$4,093.29	\$4,297.96	\$4,512.85	\$8,046.63	\$8,448.96	\$8,871.41	\$9,314.98	\$9,780.73	\$18,417.39	\$96,539.55	\$94,260.67	\$107,940.48	\$112,337.51					
Economic Development Coordinator	LAMEA		\$3,712.74	\$3,898.37	\$4,093.29	\$4,297.96	\$4,512.85	\$8,046.63	\$8,448.96	\$8,871.41	\$9,314.98	\$9,780.73	\$18,417.39	\$96,539.55	\$94,260.67	\$107,940.48	\$112,337.51					
Sustainability Coordinator	LAMEA		\$3,712.74	\$3,898.37	\$4,093.29	\$4,297.96	\$4,512.85	\$8,046.63	\$8,448.96	\$8,871.41	\$9,314.98	\$9,780.73	\$18,417.39	\$96,539.55	\$94,260.67	\$107,940.48	\$112,337.51					
Assistant Planner	LAMEA		\$3,702.90	\$3,888.05	\$4,082.45	\$4,286.57	\$4,491.90	\$8,022.96	\$8,424.10	\$8,845.31	\$9,287.57	\$9,751.95	\$18,417.39	\$96,275.47	\$94,011.88	\$106,143.71	\$111,746.87					
Building Inspector	LAMEA		\$3,650.46	\$3,832.98	\$4,024.63	\$4,225.86	\$4,437.15	\$7,909.32	\$8,304.79	\$8,720.03	\$9,156.03	\$9,613.83	\$18,417.39	\$94,911.88	\$92,657.47	\$104,640.34	\$109,872.36					
Permit Technician	LAMEA		\$2,932.60	\$3,079.23	\$3,233.19	\$3,394.85	\$3,564.60	\$6,353.97	\$6,671.67	\$7,005.25	\$7,355.52	\$7,723.29	\$18,417.39	\$80,060.06	\$78,266.21	\$88,266.21	\$92,679.52					
Executive Assistant	LAMEA		\$2,844.10	\$2,986.31	\$3,135.62	\$3,292.40	\$3,457.02	\$6,162.22	\$6,470.33	\$6,793.84	\$7,133.54	\$7,490.21	\$18,417.39	\$77,643.94	\$75,326.13	\$85,602.44	\$89,882.56					
Recreation & Community Services	Union	Salary Range	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	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$15,152.11	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$18,417.39	\$181,825.28	\$164,527.95	\$172,754.35	\$221,008.62					
Recreation Manager	N/A	36	\$4,267.77	\$4,441.16	\$4,705.22	\$4,940.48	\$5,187.51	\$9,246.84	\$9,709.18	\$10,194.64	\$10,704.38	\$11,239.60	\$18,417.39	\$116,510.22	\$112,335.73	\$128,452.51	\$134,875.14					
Senior Recreation Supervisor	LAMEA		\$3,787.03	\$3,976.39	\$4,175.21	\$4,383.97	\$4,603.16	\$8,205.24	\$8,615.50	\$9,046.28	\$9,498.59	\$9,973.52	\$18,417.39	\$103,386.05	\$108,555.35	\$119,983.12	\$119,683.28					
Recreation Supervisor	LAMEA		\$3,602.38	\$3,792.50	\$3,971.63	\$4,170.21	\$4,378.72	\$7,805.16	\$8,195.42	\$8,605.45	\$9,033.43	\$9,487.22	\$18,417.39	\$98,345.01	\$103,262.26	\$108,425.37	\$113,846.64					
Recreation Coordinator	LAMEA		\$2,735.93	\$2,872.73	\$3,016.36	\$3,167.18	\$3,325.54	\$5,927.85	\$6,224.24	\$6,535.45	\$6,862.23	\$7,205.34	\$18,417.39	\$74,690.90	\$78,425.45	\$82,346.72	\$86,464.06					
Facilities Coordinator	LAMEA		\$2,735.93	\$2,872.73	\$3,016.36	\$3,167.18	\$3,325.54	\$5,927.85	\$6,224.24	\$6,535.45	\$6,862.23	\$7,205.34	\$18,417.39	\$74,690.90	\$78,425.45	\$82,346.72	\$86,464.06					
Office Assistant II	LAMEA		\$2,892.33	\$2,406.94	\$2,527.29	\$2,653.65	\$2,786.34	\$4,966.70	\$5,215.04	\$5,475.79	\$5,749.28	\$6,033.06	\$18,417.39	\$62,580.48	\$65,709.50	\$68,994.98	\$72,444.72					
Office Assistant I	LAMEA		\$2,058.50	\$2,161.43	\$2,269.50	\$2,382.98	\$2,502.12	\$4,460.09	\$4,683.10	\$4,917.25	\$5,163.11	\$5,421.27	\$18,417.39	\$53,521.09	\$55,197.15	\$59,007.01	\$61,957.36					

POA (Sworn): 5% increase effective 7/11/2021
 POA (Non-Sworn): 3.8% increase effective 7/11/2021
 Non-rep Management & Department Heads: No Increase
 Non-rep Confidential: No Increase