

**RESOLUTION NO. 2022-31**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS  
APPROVING THE FISCAL YEAR 2022/23 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 annually 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 rates 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 5.0% for the twelve-month period through April 2022; and

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

**WHEREAS**, the pay rate changes are scheduled to take effect the beginning of the pay period that includes July 1, 2022

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

1. Approves the contractually required pay adjustments for the Los Altos Municipal Employee Association by 3.5% effective the beginning of the pay period that includes July 1, 2022; and
2. Approves the contractually required pay adjustments for the Los Altos Peace Officer's Association by 3.5% effective the beginning of the pay period that includes July 1, 2022; and
3. Approves pay adjustments for all regular full-time, non-represented, management and confidential positions by 5.0% effective the beginning of the pay period that includes July 1, 2022, except for the following classifications that received market adjustments based on comparable peer cities:
  - a. Public Information Officer – 3% pay adjustment,
  - b. City Clerk – 6.82% pay adjustment; and
4. Adjusts the following regular full-time individual unrepresented department head classification pay ranges based on comparable market peers effective the beginning of the pay period that includes July 1, 2022:
  - a. Police Chief – 5.41% range adjustment,
  - b. Assistant City Manager – 3.53% range adjustment,
  - c. Recreation, & Community Services Director – (1.56%) range adjustment,
  - d. Community Development Director – (3.13%) range adjustment; and
5. Adopts the Fiscal Year 2022/23 Pay Schedule in Exhibit A reflecting these 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 14th day of June 2022 by the following vote:

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

Attest:



Anita Enander, MAYOR



Angel Rodriguez, INTERIM CITY CLERK



City of Los Alamos - Full Time Salary Schedule FY 22/23  
 Resolution 2022-XX

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	\$3,136.39	\$5,393.21	\$5,662.87	\$5,946.02	\$6,243.32	\$11,128.85	\$11,685.29	\$12,269.56	\$12,883.04	\$13,527.19	\$13,346.21	\$140,223.52	\$147,234.70	\$154,596.13	\$162,326.25
Senior Planner	Exempt	\$3,017.65	\$5,268.53	\$5,531.96	\$5,808.56	\$6,098.99	\$10,871.58	\$11,415.16	\$11,985.92	\$12,585.21	\$13,214.47	\$130,458.95	\$136,981.89	\$143,830.99	\$151,022.54	\$158,573.66
Network Systems Administrator	Non-Exempt	\$4,383.40	\$4,812.57	\$5,305.86	\$5,771.15	\$6,290.70	\$10,427.23	\$10,948.59	\$11,496.02	\$12,070.83	\$12,674.83	\$119,168.38	\$125,326.80	\$131,383.14	\$137,923.00	\$144,849.91
Associate Civil Engineer	Non-Exempt	\$4,482.75	\$4,706.89	\$4,912.23	\$5,189.35	\$5,448.81	\$9,712.63	\$10,198.26	\$10,708.17	\$11,243.58	\$11,805.76	\$110,351.56	\$116,329.13	\$122,678.09	\$129,498.09	\$136,809.15
Information Technology Analyst	Exempt	\$4,365.14	\$4,583.40	\$4,812.57	\$5,053.20	\$5,305.86	\$9,457.81	\$9,930.70	\$10,427.23	\$10,948.59	\$11,496.02	\$113,493.70	\$119,168.38	\$125,126.80	\$131,383.14	\$137,923.00
Associate Planner	Non-Exempt	\$1,233.96	\$1,415.66	\$1,667.94	\$1,901.31	\$2,146.41	\$9,173.38	\$9,632.26	\$10,113.88	\$10,619.57	\$11,130.55	\$101,083.00	\$106,587.15	\$112,366.51	\$117,431.81	\$123,806.58
Senior Building Inspector	Exempt	\$4,176.29	\$4,385.10	\$4,604.36	\$4,834.57	\$5,076.30	\$9,088.62	\$9,501.05	\$9,976.11	\$10,474.91	\$10,998.66	\$108,383.48	\$114,012.65	\$119,713.28	\$125,698.95	\$131,983.89
Assistant Civil Engineer	Non-Exempt	\$3,902.55	\$4,101.68	\$4,368.72	\$4,587.15	\$4,816.51	\$8,585.53	\$9,014.85	\$9,495.55	\$9,938.83	\$10,435.77	\$103,026.40	\$108,177.72	\$113,586.61	\$119,265.94	\$125,229.23
Accountant*	Non-Exempt	\$3,924.27	\$4,120.48	\$4,326.51	\$4,542.83	\$4,769.97	\$8,502.59	\$8,927.71	\$9,374.10	\$9,842.80	\$10,334.95	\$102,051.02	\$107,132.57	\$112,489.20	\$118,113.66	\$124,019.34
Senior Recreation Supervisor	Non-Exempt	\$3,919.58	\$4,115.56	\$4,321.34	\$4,537.40	\$4,764.28	\$8,492.43	\$8,917.05	\$9,364.01	\$9,831.04	\$10,322.60	\$101,909.11	\$107,004.56	\$112,354.79	\$117,972.53	\$123,871.16
Maintenance Supervisor	Non-Exempt	\$3,843.81	\$4,036.00	\$4,237.80	\$4,449.69	\$4,672.18	\$8,328.26	\$8,744.67	\$9,181.91	\$9,641.00	\$10,123.05	\$99,939.14	\$104,936.09	\$110,182.90	\$115,692.04	\$121,476.65
Economic Development Coordinator	Non-Exempt	\$3,812.68	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$8,325.81	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$99,909.74	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91
Sustainability Coordinator	Non-Exempt	\$3,812.68	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$8,325.81	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$99,909.74	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91
Public Information Coordinator	Non-Exempt	\$3,812.68	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$8,325.81	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$99,909.74	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91
Assistant Planner	Non-Exempt	\$3,832.50	\$4,024.13	\$4,225.34	\$4,436.60	\$4,658.43	\$8,303.76	\$8,718.95	\$9,154.89	\$9,612.64	\$10,093.27	\$99,645.11	\$104,627.37	\$109,858.74	\$115,351.67	\$121,119.26
Building Inspector	Non-Exempt	\$3,778.22	\$3,967.13	\$4,165.49	\$4,373.77	\$4,592.45	\$8,186.15	\$8,595.16	\$9,025.23	\$9,476.09	\$9,950.32	\$98,233.79	\$103,145.48	\$108,302.76	\$113,717.89	\$119,403.79
Recreation Supervisor	Non-Exempt	\$3,728.46	\$3,914.89	\$4,110.63	\$4,316.16	\$4,531.97	\$8,078.34	\$8,482.26	\$8,906.37	\$9,351.69	\$9,819.27	\$96,940.08	\$101,787.09	\$106,876.44	\$112,220.26	\$117,831.27
GIS Technician	Non-Exempt	\$3,601.81	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$7,803.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$93,647.00	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51
Junior Engineer	Non-Exempt	\$3,601.81	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$7,803.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$93,647.00	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51
Police Records Supervisor	Non-Exempt	\$3,601.81	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$7,803.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$93,647.00	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51
Construction Inspector	Non-Exempt	\$3,429.92	\$3,601.41	\$3,781.48	\$3,970.56	\$4,169.08	\$7,431.48	\$7,803.06	\$8,193.21	\$8,602.87	\$9,033.02	\$89,177.82	\$93,636.71	\$98,318.51	\$103,234.47	\$108,396.20
Engineering Technician	Non-Exempt	\$3,314.57	\$3,489.30	\$3,654.31	\$3,837.03	\$4,028.88	\$7,181.56	\$7,540.64	\$7,917.67	\$8,313.56	\$8,729.24	\$86,617.86	\$90,487.70	\$95,012.69	\$99,762.69	\$104,750.82
Information Technology Technician	Non-Exempt	\$3,118.93	\$3,274.87	\$3,438.62	\$3,610.55	\$3,791.08	\$6,757.68	\$7,095.56	\$7,450.34	\$7,822.86	\$8,214.00	\$81,092.13	\$85,146.73	\$89,044.07	\$93,874.27	\$98,567.99
Accounting Technician I	Non-Exempt	\$3,035.24	\$3,187.01	\$3,346.36	\$3,513.67	\$3,689.36	\$6,576.36	\$6,905.18	\$7,250.44	\$7,612.96	\$7,993.61	\$78,916.34	\$82,862.16	\$87,045.27	\$91,355.33	\$95,923.31
Executive Assistant	Non-Exempt	\$2,913.64	\$3,000.83	\$3,125.37	\$3,245.37	\$3,407.64	\$6,377.89	\$6,696.79	\$7,031.63	\$7,383.21	\$7,752.37	\$76,531.74	\$80,361.48	\$84,379.55	\$88,598.53	\$93,028.45
Recreation Coordinator	Non-Exempt	\$2,831.69	\$2,973.27	\$3,121.94	\$3,278.03	\$3,441.93	\$6,135.32	\$6,442.09	\$6,764.19	\$7,102.40	\$7,457.52	\$73,623.89	\$77,305.08	\$81,170.34	\$85,228.86	\$89,490.30
Facilities Coordinator	Non-Exempt	\$2,831.69	\$2,973.27	\$3,121.94	\$3,278.03	\$3,441.93	\$6,135.32	\$6,442.09	\$6,764.19	\$7,102.40	\$7,457.52	\$73,623.89	\$77,305.08	\$81,170.34	\$85,228.86	\$89,490.30
Lead Records Specialist	Non-Exempt	\$2,708.42	\$2,843.84	\$2,986.04	\$3,135.34	\$3,292.11	\$5,954.01	\$6,251.71	\$6,569.75	\$6,903.23	\$7,252.90	\$70,419.02	\$73,939.97	\$77,636.96	\$81,518.81	\$85,594.75
Accounting Technician I	Non-Exempt	\$2,495.82	\$2,620.61	\$2,751.64	\$2,889.22	\$3,033.69	\$5,407.61	\$5,677.99	\$5,961.89	\$6,259.99	\$6,572.99	\$64,891.31	\$68,135.91	\$71,542.71	\$75,119.84	\$78,875.83
Records Specialist	Non-Exempt	\$2,381.60	\$2,500.68	\$2,625.72	\$2,757.00	\$2,891.85	\$5,160.14	\$5,418.15	\$5,689.06	\$5,973.51	\$6,272.18	\$61,921.69	\$65,017.77	\$68,268.66	\$71,682.10	\$75,266.20
Accounting Office Assistant I	Non-Exempt	\$2,372.56	\$2,491.18	\$2,615.74	\$2,746.53	\$2,883.86	\$5,140.54	\$5,397.57	\$5,667.41	\$5,950.82	\$6,248.36	\$61,686.47	\$64,770.79	\$68,009.33	\$71,409.80	\$74,980.29
Office Assistant II	Non-Exempt	\$2,130.55	\$2,237.08	\$2,343.83	\$2,466.38	\$2,589.70	\$4,616.19	\$4,847.00	\$5,089.35	\$5,343.82	\$5,611.01	\$55,391.33	\$58,164.05	\$61,072.25	\$64,125.86	\$67,332.16

City of Los Altos - Full Time Salary Schedule FY 22/23  
**Resolution 2022-XX**

POA 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
		Police Sergeant	\$5,113.44	\$5,369.11	\$5,637.57	\$5,919.45	\$6,215.42	\$11,079.12	\$11,633.08	\$12,214.73	\$12,825.47	\$13,466.74	\$132,949.47	\$139,596.95	\$146,576.80	\$153,905.63
Police Agent	\$4,549.22	\$4,776.68	\$5,015.52	\$5,266.29	\$5,529.61	\$9,856.65	\$10,349.48	\$10,866.96	\$11,410.30	\$11,980.82	\$118,279.78	\$124,193.77	\$130,403.46	\$136,923.63	\$143,769.82	
Police Officer	\$4,333.07	\$4,549.72	\$4,777.21	\$5,016.07	\$5,266.87	\$9,388.31	\$9,857.73	\$10,350.62	\$10,868.15	\$11,411.55	\$112,659.76	\$118,292.75	\$124,207.39	\$130,417.76	\$136,938.65	
Lead Communications Officer	\$4,235.33	\$4,447.10	\$4,669.45	\$4,902.93	\$5,148.07	\$9,176.55	\$9,635.38	\$10,117.15	\$10,623.00	\$11,154.15	\$110,118.61	\$115,624.54	\$121,405.77	\$127,476.06	\$133,849.86	
Police Officer Trainee	\$4,125.78	\$4,332.07	\$4,548.67	\$4,776.11	\$5,014.91	\$8,939.19	\$9,386.15	\$9,855.46	\$10,348.23	\$10,865.64	\$107,270.31	\$112,633.83	\$118,265.52	\$124,178.79	\$130,387.73	
Communications Officer	\$3,848.51	\$4,040.93	\$4,242.98	\$4,455.13	\$4,677.89	\$8,338.43	\$8,755.36	\$9,193.12	\$9,632.78	\$10,135.42	\$100,061.21	\$105,064.27	\$110,317.48	\$115,833.35	\$121,625.02	
Community Service Officer	\$3,088.01	\$3,242.41	\$3,404.53	\$3,574.76	\$3,753.50	\$6,690.69	\$7,025.23	\$7,376.49	\$7,745.31	\$8,132.58	\$80,288.29	\$84,302.71	\$88,517.84	\$92,943.73	\$97,590.92	

City of Los Altos - Full Time Salary Schedule FY 22/23  
 Resolution 2022-XX

Transfers 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 Maintenance Technician	\$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	\$84,604.67	\$88,834.91	\$93,276.65	\$97,940.48
Equipment Mechanic	\$2,958.21	\$3,106.12	\$3,261.42	\$3,424.49	\$3,595.72	\$6,409.44	\$6,729.02	\$7,066.41	\$7,419.73	\$7,790.72	\$76,913.34	\$80,759.01	\$84,796.96	\$89,036.80	\$93,488.64	
Maintenance Leadworker	\$2,958.21	\$3,106.12	\$3,261.42	\$3,424.49	\$3,595.72	\$6,409.44	\$6,729.02	\$7,066.41	\$7,419.73	\$7,790.72	\$76,913.34	\$80,759.01	\$84,796.96	\$89,036.80	\$93,488.64	
Maintenance Technician	\$2,958.21	\$3,106.12	\$3,261.42	\$3,424.49	\$3,595.72	\$6,409.44	\$6,729.02	\$7,066.41	\$7,419.73	\$7,790.72	\$76,913.34	\$80,759.01	\$84,796.96	\$89,036.80	\$93,488.64	
Maintenance Worker II	\$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	\$80,781.28	\$84,820.35	
Maintenance Worker I	\$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	\$61,707.48	\$64,792.86	\$68,032.50	\$71,434.12	\$75,005.83	

City of Los Alamos - Part-Time Hourly Rate Schedule FY 22/23  
**Resolution 2022-XX**

Part-Time Classifications Title	FLSA Status	Employment Status	Rate Type	Min	Max
Network Engineer	Non-Exempt	Part-Time	Hourly	\$50.00	\$75.00
Public Safety Specialist - Dispatch	Non-Exempt	Part-Time	Hourly	\$51.00	\$68.34
Project Manager	Non-Exempt	Part-Time	Hourly	\$42.50	\$66.30
Property & Evidence CSO	Non-Exempt	Part-Time	Hourly	\$43.12	\$52.41
Emergency Preparedness Coordinator	Non-Exempt	Part-Time	Hourly	\$55.70	\$51.00
Police Officer (Reserve) - Level I	Non-Exempt	Part-Time	Hourly	\$49.00	\$49.00
Department Support Specialist	Non-Exempt	Part-Time	Hourly	\$35.70	\$45.90
IT Technician	Non-Exempt	Part-Time	Hourly	\$32.64	\$45.90
Patrol Enforcement Officer	Non-Exempt	Part-Time	Hourly	\$35.70	\$42.84
Public Safety Specialist - Records	Non-Exempt	Part-Time	Hourly	\$26.52	\$42.84
Project Coordinator	Non-Exempt	Part-Time	Hourly	\$30.60	\$40.80
Preschool Teacher III	Non-Exempt	Part-Time	Hourly	\$25.00	\$31.67
Recreation Specialist	Non-Exempt	Part-Time	Hourly	\$25.00	\$30.00
Clerical Assistant II	Non-Exempt	Part-Time	Hourly	\$23.75	\$29.16
Maintenance Worker I	Non-Exempt	Part-Time	Hourly	\$22.44	\$27.54
Preschool Teacher II	Non-Exempt	Temporary	Hourly	\$20.50	\$24.75
Clerical Assistant I	Non-Exempt	Part-Time	Hourly	\$17.75	\$22.75
Recreation Leader III	Non-Exempt	Seasonal	Hourly	\$18.75	\$21.75
Facility Attendant	Non-Exempt	Part-Time	Hourly	\$16.40	\$20.60
Intern	Non-Exempt	Temporary	Hourly	\$16.40	\$20.40
Preschool Teacher I	Non-Exempt	Temporary	Hourly	\$16.40	\$19.75
Recreation Leader II	Non-Exempt	Seasonal	Hourly	\$16.75	\$18.75
Recreation Leader I	Non-Exempt	Seasonal	Hourly	\$16.40	\$16.75
Council Member	Non-Exempt	Part-Time	Stipend	Stipend \$300.00 / Month	
Police Officer (Reserve) - Level II	Non-Exempt	Part-Time	Stipend	Stipend \$200.00 / Day	