

RESOLUTION NO. 2022-71

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
APPROVING THE UPDATED 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 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, 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 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 pay adjustments for the Los Altos Peace Officer's Association by 1.9% effective the first pay period following the adoption of this resolution; and
2. Adjusts Wastewater Maintenance Worker classification series pay adjustments for the Sanitary Truck Drivers and Helpers Union Local 350 by 5.0% effective the first pay period following adoption of this resolution; and
3. Adjusts the Code Enforcement Classification pay range effective the first pay period following adoption of this resolution; and

4. Adjusts Assistant City Manager classification pay ranges based on comparable market peers effective the first pay period following adoption of this resolution; and
5. Approves the adoption of the new classification of Capital Improvements Project Manager.
6. Adopts the fiscal year 2022/23 pay schedule in 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 11th day of October 2022 by the following vote:

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



Anita Enander, MAYOR

Attest:



Angel Rodriguez, INTERIM CITY CLERK

Exhibit A

Unrepresented Department Heads: Market Range Adjustment to Individual Classifications effective 06/26/22
 Unrepresented Management: 5% increase or Market Adjustment effective 06/26/22
 Unrepresented Confidential: 5% increase effective 06/26/22

POA (Sworn): 3.5% increase effective 06/26/22
 POA (Non-Sworn): 3.5% increase effective 06/26/22
 POA: 1.9% increase for classifications receiving 11 Holiday In Lieu Pay effective 10/16/22

LAMEFA: 3.5% increase effective 06/26/22
 Teamsters: 5% increase effective 06/26/22

*New Classification for FY 22/23
 ^Market Adjustment
 + Market Range Adjustment

City of Los Altos - Full Time Salary Schedule FY 22/23
 Resolution 2022-53

Unrep. Department Head 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
City Manager	Exempt					\$9,426.73					\$20,424.58					\$245,095.00
Assistant City Manager+	Exempt	\$7,601.89		Open Range		\$9,240.10	\$16,470.77		Open Range		\$20,020.22	\$197,649.23		Open Range		\$240,242.58
Police Chief+	Exempt	\$7,371.71		Open Range		\$8,960.31	\$15,972.03		Open Range		\$19,414.00	\$191,664.34		Open Range		\$232,967.96
Public Works Director/City Engineer	Exempt	\$6,741.58		Open Range		\$8,500.33	\$14,606.75		Open Range		\$18,417.38	\$175,280.96		Open Range		\$221,008.58
Utilities and Environmental Director*	Exempt	\$6,741.58		Open Range		\$8,500.33	\$14,606.75		Open Range		\$18,417.38	\$175,280.96		Open Range		\$221,008.58
Finance Director	Exempt	\$6,690.14		Open Range		\$8,500.33	\$14,495.30		Open Range		\$18,417.38	\$173,943.65		Open Range		\$221,008.58
Parks, Recreation, & Community Services Director*	Exempt	\$6,465.34		Open Range		\$8,500.33	\$14,008.23		Open Range		\$18,417.38	\$168,098.73		Open Range		\$221,008.58
Development Services Director+	Exempt	\$6,774.39		Open Range		\$8,500.33	\$14,677.85		Open Range		\$18,417.38	\$176,134.15		Open Range		\$221,008.58
Human Resources Director*	Exempt	\$6,310.38		Open Range		\$7,670.27	\$13,672.49		Open Range		\$16,618.91	\$164,069.88		Open Range		\$199,426.94

Unrep. Management Classifications	FLSA Status	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 Captain	Exempt	\$6,652.31	\$6,984.93	\$7,334.17	\$7,700.88	\$8,085.92	\$14,413.34	\$15,134.01	\$15,890.71	\$16,685.24	\$17,519.50	\$172,960.07	\$181,608.08	\$190,688.48	\$200,222.90	\$210,234.05
Capital Improvement Projects Manager*	Exempt	\$6,331.76	\$6,648.35	\$6,980.77	\$7,329.81	\$7,696.30	\$13,718.82	\$14,404.77	\$15,125.00	\$15,881.25	\$16,675.32	\$164,625.89	\$172,857.18	\$181,500.04	\$190,575.04	\$200,103.80
Deputy City Manager	Exempt	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$7,325.45	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$15,871.81	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07	\$190,461.67
Engineering Services Manager	Exempt	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$7,325.45	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$15,871.81	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07	\$190,461.67
Financial Services Manager	Exempt	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$7,325.45	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$15,871.81	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07	\$190,461.67
Information Technology Manager	Exempt	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$7,325.45	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$15,871.81	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07	\$190,461.67
Human Resources Manager	Exempt	\$6,026.66	\$6,328.00	\$6,644.40	\$6,976.62	\$7,325.45	\$13,057.77	\$13,710.66	\$14,396.20	\$15,116.01	\$15,871.81	\$156,693.29	\$164,527.95	\$172,754.35	\$181,392.07	\$190,461.67
Building Official	Exempt	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$6,802.41	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$14,738.55	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57	\$176,862.60
Development Services Manager*	Exempt	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$6,802.41	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$14,738.55	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57	\$176,862.60
Planning Services Manager	Exempt	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$6,802.41	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$14,738.55	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57	\$176,862.60
Police Services Manager	Exempt	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$6,802.41	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$14,738.55	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57	\$176,862.60
Transportation Services Manager	Exempt	\$5,596.36	\$5,876.18	\$6,169.98	\$6,478.48	\$6,802.41	\$12,125.44	\$12,731.71	\$13,368.30	\$14,036.71	\$14,738.55	\$145,505.30	\$152,780.56	\$160,419.59	\$168,440.57	\$176,862.60
Economic Development Manager	Exempt	\$5,459.86	\$5,732.85	\$6,019.50	\$6,320.47	\$6,636.50	\$11,829.70	\$12,421.18	\$13,042.24	\$13,694.36	\$14,379.07	\$141,956.39	\$149,054.21	\$156,506.92	\$164,332.26	\$172,548.88
City Clerk^	Exempt	\$5,158.02	\$5,415.93	\$5,686.72	\$5,971.06	\$6,269.61	\$11,175.72	\$11,734.50	\$12,321.23	\$12,937.29	\$13,584.16	\$134,108.62	\$140,814.05	\$147,854.75	\$155,247.49	\$163,009.87
Special Projects Manager	Exempt	\$5,196.77	\$5,456.61	\$5,729.44	\$6,015.92	\$6,316.71	\$11,259.68	\$11,822.66	\$12,413.79	\$13,034.48	\$13,686.21	\$135,116.13	\$141,871.94	\$148,965.54	\$156,413.81	\$164,234.50
Project Manager	Exempt	\$5,196.77	\$5,456.61	\$5,729.44	\$6,015.92	\$6,316.71	\$11,259.68	\$11,822.66	\$12,413.79	\$13,034.48	\$13,686.21	\$135,116.13	\$141,871.94	\$148,965.54	\$156,413.81	\$164,234.50
Public Information Officer^	Exempt	\$4,828.91	\$5,070.36	\$5,323.88	\$5,590.07	\$5,869.57	\$10,462.65	\$10,985.78	\$11,535.07	\$12,111.82	\$12,717.41	\$125,551.75	\$131,829.34	\$138,420.81	\$145,341.85	\$152,608.94
Assistant to the City Manager	Exempt	\$4,946.36	\$5,193.68	\$5,453.37	\$5,726.04	\$6,012.34	\$10,717.12	\$11,252.98	\$11,815.63	\$12,406.41	\$13,026.73	\$128,605.48	\$135,035.75	\$141,787.54	\$148,876.92	\$156,320.76
Recreation Manager	Exempt	\$4,481.16	\$4,705.22	\$4,940.48	\$5,187.51	\$5,446.88	\$9,709.18	\$10,194.64	\$10,704.38	\$11,239.60	\$11,801.57	\$116,510.22	\$122,335.73	\$128,452.51	\$134,875.14	\$141,618.90

Unrep. Confidential Classifications	FLSA Status	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 Accountant	Exempt	\$4,282.03	\$4,496.13	\$4,720.93	\$4,956.98	\$5,204.83	\$9,277.73	\$9,741.61	\$10,228.69	\$10,740.13	\$11,277.13	\$111,332.70	\$116,899.34	\$122,744.30	\$128,881.52	\$135,325.59
Senior Human Resources Analyst*	Exempt	\$4,282.03	\$4,496.13	\$4,720.93	\$4,956.98	\$5,204.83	\$9,277.73	\$9,741.61	\$10,228.69	\$10,740.13	\$11,277.13	\$111,332.70	\$116,899.34	\$122,744.30	\$128,881.52	\$135,325.59
Management Analyst II	Exempt	\$4,177.59	\$4,386.47	\$4,605.79	\$4,836.08	\$5,077.88	\$9,051.44	\$9,504.01	\$9,979.21	\$10,478.17	\$11,002.08	\$108,617.27	\$114,048.13	\$119,750.54	\$125,738.07	\$132,024.97
Human Resources Analyst	Exempt	\$3,976.29	\$4,175.10	\$4,383.86	\$4,603.05	\$4,833.20	\$8,615.29	\$9,046.05	\$9,498.36	\$9,973.28	\$10,471.91	\$103,383.48	\$108,552.65	\$113,980.29	\$119,679.30	\$125,663.27
Management Analyst I	Exempt	\$3,784.69	\$3,973.92	\$4,172.62	\$4,381.25	\$4,600.31	\$8,200.16	\$8,610.16	\$9,040.67	\$9,492.71	\$9,967.34	\$98,401.89	\$103,321.98	\$108,488.08	\$113,912.48	\$119,608.11
Assistant City Clerk*	Exempt	\$3,784.69	\$3,973.92	\$4,172.62	\$4,381.25	\$4,600.31	\$8,200.16	\$8,610.16	\$9,040.67	\$9,492.71	\$9,967.34	\$98,401.89	\$103,321.98	\$108,488.08	\$113,912.48	\$119,608.11
Executive Assistant to the City Manager	Non-Exempt	\$3,428.74	\$3,600.18	\$3,780.19	\$3,969.20	\$4,167.66	\$7,428.94	\$7,800.38	\$8,190.40	\$8,599.92	\$9,029.92	\$89,147.25	\$93,604.61	\$98,284.84	\$103,199.09	\$108,359.04
Human Resources Technician	Non-Exempt	\$3,263.52	\$3,426.70	\$3,598.04	\$3,777.94	\$3,966.83	\$7,070.97	\$7,424.52	\$7,795.74	\$8,185.53	\$8,594.81	\$84,851.64	\$89,094.22	\$93,548.93	\$98,226.38	\$103,137.70
Deputy City Clerk	Exempt	\$3,106.27	\$3,261.58	\$3,424.66	\$3,595.90	\$3,775.69	\$6,730.25	\$7,066.76	\$7,420.10	\$7,791.11	\$8,180.66	\$80,763.01	\$84,801.16	\$89,041.22	\$93,493.28	\$98,167.94

City of Los Altos - Full Time Salary Schedule FY 22/23
 Resolution 2022-53

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	\$5,136.39	\$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	\$133,546.21	\$140,223.52	\$147,234.70	\$154,596.43	\$162,326.25
Senior Planner	Exempt	\$5,017.65	\$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	\$4,583.40	\$4,812.57	\$5,053.20	\$5,305.86	\$5,571.15	\$9,930.70	\$10,427.23	\$10,948.59	\$11,496.02	\$12,070.83	\$119,168.38	\$125,126.80	\$131,383.14	\$137,952.30	\$144,849.91
Associate Civil Engineer	Non-Exempt	\$4,182.75	\$4,706.89	\$4,942.23	\$5,189.35	\$5,448.81	\$9,712.63	\$10,198.26	\$10,708.17	\$11,243.58	\$11,805.76	\$116,551.56	\$122,379.13	\$128,498.09	\$134,923.00	\$141,669.15
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	\$137,952.30
Associate Planner	Non-Exempt	\$4,233.96	\$4,445.66	\$4,667.94	\$4,901.34	\$5,146.41	\$9,173.58	\$9,632.26	\$10,113.88	\$10,619.57	\$11,150.55	\$110,083.00	\$115,587.15	\$121,366.51	\$127,434.84	\$133,806.58
Senior Building Inspector	Exempt	\$4,176.29	\$4,385.10	\$4,604.36	\$4,834.57	\$5,076.30	\$9,048.62	\$9,501.05	\$9,976.11	\$10,474.91	\$10,998.66	\$108,583.48	\$114,012.65	\$119,713.28	\$125,698.95	\$131,983.89
Assistant Civil Engineer	Non-Exempt	\$3,962.55	\$4,160.68	\$4,368.72	\$4,587.15	\$4,816.51	\$8,585.53	\$9,014.81	\$9,465.55	\$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	\$102,031.02	\$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	\$9,362.90	\$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	\$3,842.68	\$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	\$3,842.68	\$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	\$3,842.68	\$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	\$8,595.46	\$9,025.23	\$9,476.49	\$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	\$98,318.54	\$103,234.47	\$108,396.20
Engineering Technician	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	\$98,318.54	\$103,234.47	\$108,396.20
Information Technology Technician	Non-Exempt	\$3,314.57	\$3,480.30	\$3,654.31	\$3,837.03	\$4,028.88	\$7,181.56	\$7,540.64	\$7,917.67	\$8,313.56	\$8,729.24	\$86,178.76	\$90,487.70	\$95,012.09	\$99,762.69	\$104,750.82
Code Enforcement Officer*	Non-Exempt	\$3,231.83	\$3,393.42	\$3,563.09	\$3,741.25	\$3,928.31	\$7,002.30	\$7,352.41	\$7,720.03	\$8,106.04	\$8,511.34	\$84,027.58	\$88,228.96	\$92,640.41	\$97,272.43	\$102,136.05
Accounting Technician II	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	\$89,404.07	\$93,874.27	\$98,567.99
Permit Technician	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	\$87,005.27	\$91,355.53	\$95,923.31
Executive Assistant	Non-Exempt	\$2,943.64	\$3,090.83	\$3,245.37	\$3,407.64	\$3,578.02	\$6,377.89	\$6,696.79	\$7,031.63	\$7,383.21	\$7,752.37	\$76,534.74	\$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	\$2,748.00	\$2,885.40	\$3,029.67	\$3,181.16	\$3,340.22	\$5,954.01	\$6,251.71	\$6,564.29	\$6,892.51	\$7,237.13	\$71,448.10	\$75,020.51	\$78,771.53	\$82,710.11	\$86,845.62
Accounting Technician I	Non-Exempt	\$2,708.42	\$2,843.84	\$2,986.04	\$3,135.34	\$3,292.11	\$5,868.25	\$6,161.66	\$6,469.75	\$6,793.23	\$7,132.90	\$70,419.02	\$73,939.97	\$77,636.96	\$81,518.81	\$85,594.75
Records Specialist	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	\$64,891.34	\$68,135.91	\$71,542.71	\$75,119.84	\$78,875.83
Accounting Office Assistant I	Non-Exempt	\$2,381.60	\$2,500.68	\$2,625.72	\$2,757.00	\$2,894.85	\$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
Office Assistant II	Non-Exempt	\$2,372.56	\$2,491.18	\$2,615.74	\$2,746.53	\$2,883.86	\$5,140.54	\$5,397.57	\$5,667.44	\$5,950.82	\$6,248.36	\$61,686.47	\$64,770.79	\$68,009.33	\$71,409.80	\$74,980.29
Office Assistant I	Non-Exempt	\$2,130.55	\$2,237.08	\$2,348.93	\$2,466.38	\$2,589.70	\$4,616.19	\$4,847.00	\$5,089.35	\$5,343.82	\$5,611.01	\$55,394.33	\$58,164.05	\$61,072.25	\$64,125.86	\$67,332.16

City of Los Altos - Full Time Salary Schedule FY 22/23
 Resolution 2022-53

POA Classifications	ELSA 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	Non-Exempt	\$5,210.60	\$5,471.13	\$5,744.68	\$6,031.92	\$6,333.51	\$11,289.63	\$11,854.11	\$12,446.81	\$13,069.15	\$13,722.61	\$135,475.51	\$142,249.29	\$149,361.75	\$156,829.84	\$164,671.33
Police Agent	Non-Exempt	\$4,635.66	\$4,867.44	\$5,110.81	\$5,366.35	\$5,634.67	\$10,043.92	\$10,346.12	\$11,073.43	\$11,627.10	\$12,208.45	\$120,527.10	\$126,553.45	\$132,881.13	\$139,525.18	\$146,501.44
Police Officer	Non-Exempt	\$4,115.40	\$4,636.17	\$4,867.97	\$5,111.37	\$5,366.94	\$9,566.69	\$10,045.03	\$10,547.28	\$11,074.64	\$11,628.37	\$114,800.30	\$120,540.32	\$126,567.33	\$132,895.70	\$139,540.48
Lead Communications Officer	Non-Exempt	\$4,315.80	\$4,531.59	\$4,758.17	\$4,996.08	\$5,245.88	\$9,350.91	\$9,818.45	\$10,309.37	\$10,824.81	\$11,366.08	\$112,210.86	\$117,821.41	\$123,712.48	\$129,898.10	\$136,393.01
Police Officer Trainee	Non-Exempt	\$4,204.17	\$4,414.38	\$4,635.10	\$4,866.85	\$5,110.20	\$9,109.04	\$9,564.49	\$10,042.71	\$10,544.85	\$11,072.09	\$109,308.45	\$114,773.87	\$120,512.56	\$126,538.19	\$132,865.10
Communications Officer	Non-Exempt	\$3,921.63	\$4,117.71	\$4,323.60	\$4,539.78	\$4,766.77	\$8,496.86	\$8,921.71	\$9,367.79	\$9,836.18	\$10,327.99	\$101,962.37	\$107,060.49	\$112,413.51	\$118,034.19	\$123,935.90
Community Service Officer	Non-Exempt	\$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 2022-53

Technician Classifications	ELSA 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 Wastewater Maintenance Worker	Non-Exempt	\$3,587.57		Open Range		\$4,369.71	\$7,773.07		Open Range		\$9,418.21	\$93,276.82		Open Range		\$113,378.56
Senior Maintenance Technician	Non-Exempt	\$3,416.73	\$3,587.56	\$3,766.91	\$3,955.29	\$4,133.05	\$7,402.91	\$7,773.05	Open Range	\$8,161.71	\$8,569.79	\$88,834.91	\$93,276.65	\$97,940.48	\$102,837.51	\$107,979.38
Wastewater Maintenance Worker II	Non-Exempt	\$3,261.43		Open Range		\$3,964.29	\$7,066.43		Open Range	\$8,589.29	\$8,998.28	\$84,797.18		Open Range		\$103,671.50
Equipment Mechanic	Non-Exempt	\$3,106.12	\$3,261.42	\$3,424.49	\$3,595.72	\$3,775.50	\$6,729.92	\$7,066.41	\$7,419.73	\$7,790.72	\$8,180.26	\$81,296.96	\$84,796.96	\$89,036.80	\$93,488.64	\$98,163.08
Maintenance Leadworker	Non-Exempt	\$3,106.12	\$3,261.42	\$3,424.49	\$3,595.72	\$3,775.50	\$6,729.92	\$7,066.41	\$7,419.73	\$7,790.72	\$8,180.26	\$80,759.01	\$84,796.96	\$89,036.80	\$93,488.64	\$98,163.08
Maintenance Technician	Non-Exempt	\$2,959.03		Open Range		\$3,596.72	\$6,411.23		Open Range	\$7,792.89	\$7,934.78	\$73,271.01		Open Range		\$93,514.71
Wastewater Maintenance Worker I	Non-Exempt	\$2,818.13	\$2,959.02	\$3,106.97	\$3,262.32	\$3,425.44	\$6,105.02	\$6,411.21	\$6,731.77	\$7,068.36	\$7,421.78	\$73,271.01	\$76,934.56	\$80,781.28	\$84,820.53	\$89,061.37
Maintenance Worker II	Non-Exempt	\$2,492.03	\$2,616.63	\$2,747.47	\$2,884.84	\$3,029.08	\$5,399.40	\$5,669.37	\$5,952.84	\$6,250.49	\$6,563.01	\$64,992.86	\$68,032.30	\$71,434.12	\$75,005.83	\$78,736.12

City of Los Altos - Part-Time Hourly Rate Schedule FY 22/23
 Resolution 2022-53

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	\$35.70	\$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
Public Safety Specialist - Records	Non-Exempt	Part-Time	Hourly	\$35.70	\$42.84
Project Coordinator	Non-Exempt	Part-Time	Hourly	\$26.52	\$42.84
Preschool Teacher III	Non-Exempt	Part-Time	Hourly	\$30.60	\$40.80
Recreation Specialist	Non-Exempt	Part-Time	Hourly	\$25.00	\$31.67
Clerical Assistant II	Non-Exempt	Part-Time	Hourly	\$25.00	\$30.00
Maintenance Worker I	Non-Exempt	Part-Time	Hourly	\$23.75	\$29.16
Preschool Teacher II	Non-Exempt	Temporary	Hourly	\$22.44	\$27.54
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	Seasonal	Hourly	\$16.40	\$19.75
Recreation Leader II	Non-Exempt	Seasonal	Hourly	\$16.75	\$18.75
Council Member	Non-Exempt	Part-Time	Stipend	\$16.40	\$16.75
Police Officer (Reserve) - Level II	Non-Exempt	Part-Time	Stipend	\$200.00	\$200.00 / Month