

**City of Los Altos  
List of Peer Cities  
October 2024**

Agency	County	Geographic Proximity	City-Data	Pop Rank	FY 24/25	FTE Rank	FY 24/25	Agency Expenditures Rank	Expenditure per Capita	Expen Per Capita Rank	FTE to Resident Ratio	FTE to Resident Ratio Rank	SUM
			Census 2022		General Fund Operating Budget		General Fund Operating Budget						
City of Los Altos	Santa Clara	1.0	30,424	1.0	150	1.0	55413284	1.0	\$1.82	1.0	4.93	1.0	6.0
33% High	Other	0.0	40,555	0.5	200	0.5	73,865,908	0.5	2.43	0.5	6.57	0.5	
20% High	Santa Clara	1.0	36,509	1.0	180	1.0	66,495,941	1.0	2.19	1.0	5.92	1.0	
20% Low	Santa Clara	1.0	24,339	1.0	120	1.0	44,330,627	1.0	1.46	1.0	3.94	1.0	
33% Low	Other	0.0	20,284	0.5	100	0.5	36,944,036	0.5	1.21	0.5	3.29	0.5	

Agency	County	Geographic Proximity	Population	Pop Rank	FTE	FTE Rank	Agency Expenditures	Agency Expenditures Rank	Expenditure per Capita	Expen Per Capita Rank	FTE to Resident Ratio	FTE to Resident Ratio Rank	SUM	Tier
Town of Los Gatos	Santa Clara	1.0	32,402	1.0	152.5	1.0	57,225,743	1.0	1.77	1.0	4.71	1.0	6.0	T1
City of Foster City	San Mateo	0.0	32,026	1.0	179	1.0	61,771,027	1.0	1.93	1.0	5.59	1.0	5.0	T1
City of Campbell	Santa Clara	1.0	42,286	0.0	179.5	1.0	68,719,281	0.5	1.63	1.0	4.24	1.0	4.5	T1
City of San Carlos	San Mateo	0.0	29,586	1.0	110	0.5	61,875,040	1.0	2.09	1.0	3.72	0.5	4.0	T1
City of Morgan Hill	Santa Clara	1.0	44,973	0.0	213.25	0.0	62,533,138	1.0	1.39	0.5	4.74	1.0	3.5	T1
City of East Palo Alto	San Mateo	0.0	28,383	1.0	122.4	1.0	35,771,451	0.0	1.26	0.5	4.31	1.0	3.5	T2
City of Belmont	San Mateo	0.0	26,773	1.0	144.75	1.0	26,578,220	0.0	0.99	0.0	5.41	1.0	3.0	T2
City of Milpitas	Santa Clara	1.0	77,738	0.0	455	0.0	136,593,272	0.0	1.76	1.0	5.85	1.0	3.0	T2
City of Gilroy	Santa Clara	1.0	58,005	0.0	286	0.0	72,754,698	0.5	1.25	0.5	4.93	1.0	3.0	T2
City of Cupertino	Santa Clara	1.0	57,856	0.0	207	0.0	90,041,794	0.0	1.56	1.0	3.58	0.5	2.5	
City of San Mateo	San Mateo	0.0	100,984	0.0	549	0.0	168,222,488	0.0	1.67	1.0	5.44	1.0	2.0	
City of Sunnyvale	Santa Clara	1.0	153,091	0.0	921.68	0.0	212,554,504	0.0	1.39	0.5	6.02	0.5	2.0	
City of Saratoga	Santa Clara	1.0	29,903	1.0	56.5	0.0	30,582,753	0.0	1.02	0.0	1.89	0.0	2.0	
City of Union City	Alameda	0.0	67,039	0.0	314.85	0.0	89,267,339	0.0	1.33	0.5	4.70	1.0	1.5	
City of Fremont	Alameda	0.0	223,871	0.0	1021.22	0.0	276,313,000	0.0	1.23	0.5	4.56	1.0	1.5	
City of Santa Clara	Santa Clara	1.0	126,930	0.0	1153.25	0.0	287,458,968	0.0	2.26	0.5	9.09	0.0	1.5	
City of Menlo Park	San Mateo	0.0	32,295	1.0	242.6	0.0	74,231,260	0.0	2.30	0.5	7.51	0.0	1.5	
City of Mountain View	Santa Clara	1.0	81,059	0.0	698	0.0	192,333,000	0.0	2.37	0.5	8.61	0.0	1.5	
City of Burlingame	San Mateo	0.0	30,559	1.0	231.4	0.0	81,032,875	0.0	2.65	0.0	7.57	0.0	1.0	
City of Palo Alto	Santa Clara	1.0	66,010	0.0	1092.1	0.0	306,893,000	0.0	4.65	0.0	16.54	0.0	1.0	
City of Redwood City	San Mateo	0.0	80,512	0.0	598.93	0.0	184,613,863	0.0	2.29	0.5	7.44	0.0	0.5	

**City of Los Altos  
POA Market Survey Data  
as of January 2025**

	Desired Percentile
	100.00%
<b><i>POA Classifications</i></b>	<b>Adjustment to bring to Desired Market %</b>
Police Sergeant	12.90%
Police Corporal	12.09%
Communications Supervisor	10.09%
Police Officer	5.15%
Lead Communications Officer	2.59%
Police Officer Trainee	11.19%
Communications Officer	4.19%
Crime Analyst	18.39%
Community Service Officer	14.04%

Comparable Cities Tier 1				# of T1 Comparables
Los Gatos	Foster City	Campbell	San Carlos	
Y	Y	Y	N	3
Y	Y	Y	N	3
Y	Y	Y	N	3
Y	Y	Y	N	3
Y	Y	N	N	2
Y	Y	Y	N	3
Y	Y	Y	N	3
Y	Y	Y	Y	4
Y	N	Y	N	2

Comparable Cities Tier 2				# of T1 & T2 Comparables
Morgan Hill	Belmont	East Palo Alto	Milpitas	
Y	Y	Y	Y	7
Y	N	N	N	4
Y	N	N	Y	5
Y	Y	Y	Y	7
N	Y	N	N	3
Y	Y	Y	Y	7
Y	Y	N	Y	6
Y	Y	Y	Y	8
Y	Y	Y	Y	6

**POA Market Survey of  
Peer Cities as of January 2025**

		<b>Police Sergeant Annual Base Pay</b>				
		<b>Schedule</b>	<b>City</b>	<b>Position</b>	<b>Starting Step</b>	<b>Top Step</b>
<b>Peer Cities</b>	FY 24/25	Los Gatos	Police Sergeant	\$ 159,539	\$ 184,686	
	FY 24/25	Foster City	Police Sergeant	\$ 147,194	\$ 178,915	
	CY 2025	Campbell	Police Sergeant	\$ 157,380	\$ 191,305	
		San Carlos	N/A			
	CY 2025	Morgan Hill	Police Sergeant	\$ 149,670	\$ 191,013	
	CY 2025	Belmont	Police Sergeant (Adv. Post)	\$ 137,120	\$ 175,004	
	FY 24/25	East Palo Alto	Police Sergeant	\$ 126,290	\$ 166,824	
	<b>FY 24/25</b>	<b>Milpitas</b>	<b>Police Sergeant</b>	<b>\$ 160,599</b>	<b>\$ 195,211</b>	
	FY 24/25	Gilroy	Police Sergeant	\$ 126,284	\$ 157,331	

FY 24/25	Los Altos	Police Sergeant	\$ 142,249	\$ 172,905
Desired Range	<b>Los Altos</b>	<b>Police Sergeant</b>	<b>\$ 160,601</b>	<b>\$ 195,211</b>
		% Change for min and max	<b>12.90%</b>	<b>12.90%</b>

		<b>Schedule</b>	<b>City</b>	<b>Position</b>	<b>Starting Step</b>	<b>Top Step</b>
<b>Non-Peer Cities</b>	FY 24/25	Palo Alto	Police Sergeant	\$ 151,008	\$ 195,146	
	FY 24/25	Mountain View	Police Sergeant	\$ 167,028	\$ 202,835	
	FY 24/25	Santa Clara County	Police Sergeant	\$ 129,886	\$ 158,034	
	FY 24/25	San Jose	Police Sergeant	\$ 163,512	\$ 198,709	

**POA Market Survey of  
Peer Cities as of January 2025**

		<b>Police Corporal Annual Base Pay</b>				
		Schedule	City	Position	Starting Step	Top Step
<b>Peer Cities</b>	FY 24/25	Los Gatos	Police Corporal	\$ 132,358	\$ 160,882	
	FY 24/25	Foster City	Police Corporal	\$ 134,491	\$ 163,474	
	CY 2025	Campbell	Police Agent	\$ 141,532	\$ 171,998	
		San Carlos	N/A			
	CY 2025	Morgan Hill	Police Corporal	\$ 135,102	\$ 172,427	
	CY 2025	Belmont	Police Corporal (Advanced Post)	\$ 122,283	\$ 156,067	
		East Palo Alto	N/A			
		Milpitas	N/A			
	FY 24/25	Gilroy	Police Corporal	\$ 113,912	\$ 141,924	

FY 24/25	Los Altos	Police Corporal	\$ 126,553	\$ 153,827
Desired Range	<b>Los Altos</b>	<b>Police Corporal</b>	<b>\$ 141,856</b>	<b>\$ 172,427</b>
		% Change for min and max	<b>12.09%</b>	<b>12.09%</b>

		Schedule	City	Position	Starting Step	Top Step
<b>Non-Peer Cities</b>	FY 24/25	Palo Alto	Police Agent	\$ 134,846	\$ 174,262	
	FY 24/25	Mountain View	N/A			
	FY 24/25	Santa Clara County	N/A			
	FY 24/25	San Jose	N/A			

**POA Market Survey of  
Peer Cities as of January 2025**

		<b>Communications Supervisor Annual Base Pay</b>				
		Schedule	City	Position	Starting Step	Top Step
<b>Peer Cities</b>	FY 24/25	Los Gatos	Communication Dispatcher Lead	\$ 128,773	\$ 165,547	
	FY 24/25	Foster City	Police Dispatch Supervisor	\$ 123,527	\$ 150,148	
	FY 24/25	Campbell	Communications Supervisor	\$ 124,550	\$ 151,570	
		San Carlos	N/A			
	CY 2025	Morgan Hill	Public Safety Dispatcher Supervisor	\$ 117,250	\$ 149,635	
		Belmont	N/A			
		East Palo Alto	N/A			
	CY 2025	Milpitas	Communications Dispatch Supervisor	\$ 128,827	\$ 156,591	
	FY 24/25	Gilroy	Public Safety Communications Supervisor	\$ 115,981	\$ 163,196	

FY 24/25	Los Altos	Communications Supervisor	\$ 123,712	\$ 150,373
Desired Range	<b>Los Altos</b>	<b>Communications Supervisor</b>	<b>\$ 136,196</b>	<b>\$ 165,547</b>
		% Change for min and max	<b>10.09%</b>	<b>10.09%</b>

		Schedule	City	Position	Starting Step	Top Step
<b>Non-Peer Cities</b>	CY 24	Palo Alto	Public Safety Communications Mgr	\$ 114,109	\$ 171,163	
	FY 24/25	Mountain View	Public Safety Dispatch Coordinator	\$ 132,469	\$ 179,223	
	FY 24/25	Santa Clara County	Supervising Comm. Dispatcher	\$ 141,180	\$ 171,623	
	CY 2025	San Jose	Supervising PS Dispatcher	\$ 141,791	\$ 172,254	

**POA Market Survey of  
Peer Cities as of January 2025**

		<b>Police Officer Annual Base Pay</b>				
		<b>Schedule</b>	<b>City</b>	<b>Position</b>	<b>Starting Step</b>	<b>Top Step</b>
<b>Peer Cities</b>	FY 24/25	Los Gatos	Police Officer	\$ 126,089	\$ 153,262	
	FY 24/25	Foster City	Police Officer	\$ 121,551	\$ 147,746	
	CY 2025	Campbell	Police Officer	\$ 131,751	\$ 160,075	
		San Carlos				
	CY 2025	Morgan Hill	Police Officer	\$ 125,536	\$ 160,218	
	CY 2025	Belmont	Police Officer (Advanced Post)	\$ 116,451	\$ 148,624	
	FY 24/25	East Palo Alto	Police Officer	\$ 105,171	\$ 138,926	
	<b>FY 24/25</b>	<b>Milpitas</b>	<b>Police Officer</b>	<b>\$ 132,943</b>	<b>\$ 161,595</b>	
	FY 24/25	Gilroy	Police Officer	\$ 106,418	\$ 132,590	

FY 24/25	Los Altos	Police Officer	\$ 120,540	\$ 146,518
Desired Range	<b>Los Altos</b>	<b>Police Officer</b>	<b>\$ 132,945</b>	<b>\$ 161,595</b>
		% Change for min and max	<b>10.29%</b>	<b>10.29%</b>

		<b>Schedule</b>	<b>City</b>	<b>Position</b>	<b>Starting Step</b>	<b>Top Step</b>
<b>Non-Peer Cities</b>	FY 24/25	Palo Alto	Police Officer	\$ 125,154	\$ 161,741	
	FY 24/25	Mountain View	Police Officer	\$ 137,592	\$ 167,085	
	FY 24/25	Santa Clara County	Deputy Sheriff	\$ 111,663	\$ 135,743	
	FY 24/25	San Jose	Police Officer	\$ 128,164	\$ 171,669	

**POA Market Survey of  
Peer Cities as of January 2025**

		Lead Communications Officer Annual Base Pay			
	Schedule	City	Position	Starting Step	Top Step
<b>Peer Cities</b>	FY 24/25	Los Gatos	Senior Communication Dispatcher	\$ 114,180	\$ 146,925
	FY 24/25	Foster City	Lead Police Dispatcher	\$ 113,153	\$ 137,538
		Campbell	N/A		
		San Carlos	N/A		
	CY 2024	Morgan Hill	N/A		
	CY 2025	Belmont	Lead Police Dispatcher	\$ 103,024	\$ 131,482
		East Palo Alto	N/A		
		Milpitas	N/A		
	FY 24/25	Gilroy	Senior Public Safety Communicator	\$ 99,901	\$ 121,430

FY 24/25 Desired Range	Los Altos	Lead Communications Officer	\$ 117,821	\$ 143,213
	<b>Los Altos</b>	<b>Lead Communications Officer</b>	<b>\$ 120,876</b>	<b>\$ 146,925</b>
	% Change for min and max			<b>2.59%</b>

	Schedule	City	Position	Starting Step	Top Step
<b>Non-Peer Cities</b>	CY 24	Palo Alto	Public Safety Dispatcher Lead	\$ 122,283	\$ 150,134
	FY 24/25	Mountain View	Lead Public Safety Dispatcher	\$ 125,653	\$ 170,001
	FY 24/25	Santa Clara County	Sr. Communications Dipatcher	\$ 123,854	\$ 149,872
	CY 2025	San Jose	Sr. Public Safety Dispatcher	\$ 122,336	\$ 148,850

**POA Market Survey of  
Peer Cities as of January 2025**

		<b>Police Officer Trainee Annual Base Pay</b>				
		Schedule	City	Position	Starting Step	Top Step
<b>Peer Cities</b>	FY 24/25	Los Gatos	Police Officer Trainee	\$ 119,785	\$ 119,785	
	FY 24/25	Foster City	Police Officer Recruit	\$ 110,250	\$ 115,763	
	FY 24/25	Campbell	Police Officer Trainee	\$ 116,272	\$ 116,272	
		San Carlos	N/A			
	CY 2024	Morgan Hill	Police Officer Recruit	\$ 102,474	\$ 102,474	
	CY 2024	Belmont	Police officer Recruit	\$ 84,161	\$ 84,161	
	FY 24/25	East Palo Alto	Police Officer Trainee	\$ 62,400	\$ 62,400	
	FY 24/25	Milpitas	Police Officer Trainee	\$ 127,610	\$ 155,112	
	FY 24/25	Gilroy	Police Officer Trainee	\$ 95,776	\$ 95,776	

FY 24/25	Los Altos	Police Officer Trainee	\$ 114,774	\$ 139,508
Desired Range	<b>Los Altos</b>	<b>Police Officer Trainee</b>	<b>\$ 127,611</b>	<b>\$ 155,112</b>
			<b>11.19%</b>	<b>11.19%</b>

		Schedule	City	Position	Starting Step	Top Step
<b>Non-Peer Cities</b>	CY 24	Palo Alto	Police Officer Trainee	\$ 119,808	\$ 119,808	
	FY 24/25	Mountain View	Police Officer Trainee	\$ 125,498	\$ 125,498	
	FY 24/25	Santa Clara County	Sherrif's Correctional Deputy Cadet	\$ 89,581	\$ 89,581	
	FY 24/25	San Jose	Police Recruit	\$ 110,058	\$ 110,058	



**POA Market Survey of  
Peer Cities as of January 2025**

		Communications Officer Annual Base Pay				
		Schedule	City	Position	Starting Step	Top Step
<b>Peer Cities</b>	FY 24/25	Los Gatos	Communication Dispatcher	\$ 101,920	\$ 131,290	
	FY 24/25	Foster City	Police Dispatcher	\$ 102,633	\$ 124,751	
	FY 24/25	Campbell	Public Safety Dispatcher	\$ 107,744	\$ 130,978	
		San Carlos	N/A			
	CY 2025	Morgan Hill	Public Safety Dispatcher	\$ 99,008	\$ 126,360	
	CY 2025	Belmont	Police Dispatcher	\$ 91,169	\$ 116,357	
		East Palo Alto	N/A			
	CY 2025	Milpitas	Communication Dispatcher	\$ 111,544	\$ 135,580	
	FY 25/26	Gilroy	Public Safety Communicator	\$ 96,962	\$ 117,859	

FY 24/25	Los Altos	Communications Officer	\$ 107,060	\$ 130,133
Desired Range	Los Altos	Communications Officer	\$ 111,542	\$ 135,580
		% Change for min and max	4.19%	4.19%

		Schedule	City	Position	Starting Step	Top Step
<b>Non-Peer Cities</b>	CY 24	Palo Alto	Public Safety Dispatcher I/II	\$ 103,480	\$ 133,806	
	FY 24/25	Mountain View	Police Dispatcher I/II/III	\$ 102,690	\$ 153,067	
	FY 24/25	Santa Clara County	Communications Dispatcher I/II/III	\$ 89,604	\$ 136,342	
	CY 2025	San Jose	Public Safety Radio Dispatcher	\$ 105,748	\$ 128,556	

**POA Market Survey of  
Peer Cities as of January 2025**

		<b>Crime Analyst Annual Base Pay</b>				
		Schedule	City	Position	Starting Step	Top Step
<b>Peer Cities</b>	FY 24/25		Los Gatos	Administrative Analyst	\$ 108,053	\$ 139,108
	FY 24/25		Foster City	Management Analyst I	\$ 117,597	\$ 142,939
	FY 24/25		<b>Campbell</b>	<b>Admin Analyst I</b>	<b>\$ 121,306</b>	<b>\$ 147,555</b>
			San Carlos	Management Analyst	\$ 111,502	\$ 135,530
	CY 2024		Morgan Hill	Police Analyst	\$ 111,324	\$ 142,080
	CY 2024		Belmont	Management Analyst I	\$ 96,269	\$ 122,866
	FY 24/25		East Palo Alto	Management Analyst I	\$ 93,361	\$ 113,481
	FY 24/25		Milpitas	Crime Analyst	\$ 107,773	\$ 141,863
	FY 24/25		Gilroy	Police Crime Analyst	\$ 95,809	\$ 127,760

FY 24/25	Los Altos	Crime Analyst	\$ 102,535	\$ 124,632
Desired Range	<b>Los Altos</b>	<b>Crime Analyst</b>	<b>\$ 121,394</b>	<b>\$ 147,555</b>
		% Change for min and max	<b>18.39%</b>	<b>18.39%</b>

		Schedule	City	Position	Starting Step	Top Step
<b>Non-Peer Cities</b>	CY 24		Palo Alto	Management Analyst	\$ 97,240	\$ 145,850
	FY 24/25		Mountain View	Analyst I	\$ 101,067	\$ 136,781
	FY 24/25		Santa Clara County	Crime Analyst	\$ 109,002	\$ 132,542
	CY 2025		San Jose	Crime & Intelligence Analyst	\$ 85,631	\$ 104,138

**POA Market Survey of  
Peer Cities as of January 2025**

			Community Services Officer Annual Base Pay		
Peer Cities	Schedule	City	Position	Starting Step	Top Step
	FY 24/25	Los Gatos	Community Service Officer	\$ 81,786	\$ 105,602
	FY 24/25	Foster City	N/A		
	FY 24/25	Campbell	Community Service Officer	\$ 86,965	\$ 105,810
		San Carlos	N/A		
	CY 2025	Morgan Hill	Community Service Officer	\$ 81,515	\$ 104,042
	CY 2025	Belmont	Community Service Officer	\$ 66,680	\$ 85,102
	FY 24/25	East Palo Alto	Community Service Officer	\$ 65,865	\$ 80,059
	CY 2025	Milpitas	Community Service Officer	\$ 96,141	\$ 116,861
	FY 24/25	Gilroy	Community Service Officer	\$ 64,480	\$ 78,376

FY 24/25	Los Altos	Community Services Officer	\$ 84,303	\$ 102,470
Desired Range	<b>Los Altos</b>	<b>Community Services Officer</b>	<b>\$ 96,142</b>	<b>\$ 116,861</b>
		% Change for min and max	<b>14.04%</b>	<b>14.04%</b>

Non-Peer Cities	Schedule	City	Position	Starting Step	Top Step
	CY 24	Palo Alto	Community Services Officer	\$ 73,133	\$ 89,794
	FY 24/25	Mountain View	Community Services Officer	\$ 91,933	\$ 111,573
	FY 24/25	Santa Clara County	N/A		
CY 2025	San Jose	Community Service Officer I	\$ 81,440	\$ 98,976	