



City Council Agenda Report

Meeting Date: July 09, 2024
Prepared By: Scott Gerdes
Approved By: Gabe Engeland

Subject: Adopt Resolution 2024-XX Approving an Updated Fiscal Year 2024/25 Pay Schedule.

COUNCIL PRIORITY AREA

- Business Communities
- Circulation Safety and Efficiency
- Environmental Sustainability
- Housing
- Neighborhood Safety Infrastructure
- General Government

RECOMMENDATION

To adopt resolution 2024-xx approving an updated fiscal year 2024/25 pay schedule to comply with California Public Employees' Retirement System (CALPERS) statutory and regulatory requirements for compensation earnable and publicly available salary schedules.

FISCAL IMPACT

There is no impact to the budget associated with the adoption of this Pay Rate Schedule. Costs associated with this change have been included in the adopted FY 24-25 budget.

ENVIRONMENTAL REVIEW

This action does not qualify as a "Project" as defined in California Government Code Section 15378(b) of the Guidelines for California Environmental Quality Act (CEQA).

PREVIOUS COUNCIL CONSIDERATION

The June 11, 2024 Council Meeting for the adoption of FY24-25 budget.

DISCUSSION/ANALYSIS

This updated Fiscal Year 2024/25 pay rate schedule incorporates the following three recent updates:

1. A side letter agreement has been established between the City of Los Altos and Sanitary Truck Drivers and Helpers Union Local # 350. The side letter agreement is to add clarifying language to the Memorandum of Understanding (MOU) language, Article 7 Pay Rates and Practices.

The clarifying language will address how a tie for the 6th peer city should be treated. As

a result of this change a recalculation of the market survey, for fiscal year 2024-2025 the classification of Maintenance Worker I will see an increased market adjustment of an additional 1.45% and the Maintenance Leadworker classification will have an increased market adjustment of an additional 2.6%.

2. The classification of Senior Recreation Supervisor and Recreation Supervisor is updated to reflect the Fair Labor Standards Act (FLSA) exempt status. The classification of Senior Recreation Supervisor and Recreation Supervisor was reviewed to determine the eligibility to meet the work reflective of the FLSA exempt status.
3. The Sworn classifications of Police Sergeant, Police Corporal, and Police Officer salary ranges were updated due to administrative calculation errors to the initial FY 2024-25 pay rate schedule adopted on June 11, 2025. The employees in these classifications will see no change in their pay rate from the prior fiscal year in accordance with the Memorandum of Understanding between the City of Los Altos and the Los Altos Peace Officer Association.

ATTACHMENTS

1. Resolution No. 2024-XX
2. Updated FY 24-25 Pay Rate Schedule