

**RESOLUTION NO. 2023-\_\_**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS  
APPROVING THE UPDATED FISCAL YEAR 2023/24 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 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 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 pay adjustments in the fiscal year; and

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

1. Adopts the Update Fiscal Year 2023/24 Pay Schedule in Exhibit A reflecting these classification market pay adjustments and;

**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 \_\_\_ day of \_\_\_\_, 2023 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Sally Meadows, MAYOR

Attest:

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Melissa Thurman, MMC  
CITY CLERK

City Manager: N/A

POA: 5% increase effective 06/25/23

LAMEA: 5% increase effective 06/25/23

Unrepresented Department Heads: 4.2% Market Range Adjustment to Individual Classifications effective 06/25/23 Teamsters: 3.5% increase and Market Adjustments to Individual Classifications effective 06/25/23

Unrepresented Management: 4.2% Market Range Adjustment to Individual Classifications effective 06/25/23

Unrepresented Confidential: 4.2% COLA increase effective 06/25/23

\*New Classification for FY 23/24

^Market Adjustment

+ Market Range Adjustment

City of Los Altos - Full Time Salary Schedule FY 23/24

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					\$9,907.50					\$21,466.25					\$257,595.00
Assistant City Manager+	Exempt	\$8,013.15		Open Range		\$9,739.98	\$17,361.83		Open Range		\$21,103.30	\$208,341.90		Open Range		\$253,239.58
Police Chief+	Exempt	\$8,013.15		Open Range		\$9,739.98	\$17,361.83		Open Range		\$21,103.30	\$208,341.90		Open Range		\$253,239.58
Public Works Director+	Exempt	\$7,576.29		Open Range		\$9,208.98	\$16,415.30		Open Range		\$19,952.79	\$196,983.58		Open Range		\$239,433.49
Utilities and Environmental Director+	Exempt	\$7,576.29		Open Range		\$9,208.98	\$16,415.30		Open Range		\$19,952.79	\$196,983.58		Open Range		\$239,433.49
Development Services Director+	Exempt	\$7,576.29		Open Range		\$9,208.98	\$16,415.30		Open Range		\$19,952.79	\$196,983.58		Open Range		\$239,433.49
Finance Director	Exempt	\$7,287.00		Open Range		\$8,857.34	\$15,788.50		Open Range		\$19,190.91	\$189,461.94		Open Range		\$230,290.94
Parks, Recreation, & Community Services Director	Exempt	\$7,287.00		Open Range		\$8,857.34	\$15,788.50		Open Range		\$19,190.91	\$189,461.94		Open Range		\$230,290.94
Human Resources Director+	Exempt	\$6,797.67		Open Range		\$8,262.56	\$14,728.27		Open Range		\$17,902.22	\$176,739.29		Open Range		\$214,826.61

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	\$6,931.71		Open Range		\$8,425.53	\$15,018.70		Open Range		\$18,255.32	\$180,224.40		Open Range		\$219,063.88
Deputy City Manager+	Exempt	\$6,809.80		Open Range		\$8,277.35	\$14,754.56		Open Range		\$17,934.26	\$177,054.77		Open Range		\$215,211.18
Deputy Director*	Exempt	\$6,703.75				\$8,148.45	\$14,524.79				\$17,654.98	\$174,297.50				\$211,859.70
Capital Improvement Projects Manager	Exempt	\$6,597.70		Open Range		\$8,019.54	\$14,295.01		Open Range		\$17,375.68	\$171,540.17		Open Range		\$208,508.15
City Engineer	Exempt	\$6,279.78		Open Range		\$7,633.12	\$13,606.20		Open Range		\$16,538.42	\$163,274.41		Open Range		\$198,461.06
Financial Services Manager	Exempt	\$6,279.78		Open Range		\$7,633.12	\$13,606.20		Open Range		\$16,538.42	\$163,274.41		Open Range		\$198,461.06
Information Technology Manager	Exempt	\$6,279.78		Open Range		\$7,633.12	\$13,606.20		Open Range		\$16,538.42	\$163,274.41		Open Range		\$198,461.06
Human Resources Manager	Exempt	\$6,279.78		Open Range		\$7,633.12	\$13,606.20		Open Range		\$16,538.42	\$163,274.41		Open Range		\$198,461.06
Building Official	Exempt	\$5,831.40		Open Range		\$7,088.11	\$12,634.71		Open Range		\$15,357.57	\$151,616.52		Open Range		\$184,290.83
Development Services Manager	Exempt	\$5,831.40		Open Range		\$7,088.11	\$12,634.71		Open Range		\$15,357.57	\$151,616.52		Open Range		\$184,290.83
Planning Services Manager	Exempt	\$5,831.40		Open Range		\$7,088.11	\$12,634.71		Open Range		\$15,357.57	\$151,616.52		Open Range		\$184,290.83
Transportation Services Manager	Exempt	\$5,831.40		Open Range		\$7,088.11	\$12,634.71		Open Range		\$15,357.57	\$151,616.52		Open Range		\$184,290.83
Economic Development Manager	Exempt	\$5,689.18		Open Range		\$6,915.23	\$12,326.55		Open Range		\$14,982.99	\$147,918.56		Open Range		\$179,795.93
Assistant to the City Manager+	Exempt	\$5,502.53		Open Range		\$6,688.36	\$11,922.15		Open Range		\$14,491.45	\$143,065.78		Open Range		\$173,897.35
Project Manager	Exempt	\$5,415.04		Open Range		\$6,582.01	\$11,732.58		Open Range		\$14,261.03	\$140,791.01		Open Range		\$171,132.35
City Clerk	Exempt	\$5,158.02		Open Range		\$6,269.61	\$11,175.72		Open Range		\$13,584.16	\$134,108.62		Open Range		\$163,009.87
Maintenance Superintendent*	Exempt	\$4,915.16		Open Range		\$5,974.40	\$10,649.51		Open Range		\$12,944.54	\$127,794.07		Open Range		\$155,334.50
Recreation Manager+	Exempt	\$4,832.80		Open Range		\$5,874.30	\$10,471.06		Open Range		\$12,727.64	\$125,652.77		Open Range		\$152,731.73
Public Information Officer	Exempt	\$4,828.91		Open Range		\$5,869.57	\$10,462.65		Open Range		\$12,717.41	\$125,551.75		Open Range		\$152,608.94

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	\$4,461.87	\$4,684.97	\$4,919.21	\$5,165.17	\$5,423.43	\$9,667.39	\$10,150.76	\$10,658.30	\$11,191.21	\$11,750.77	\$116,008.67	\$121,809.11	\$127,899.56	\$134,294.54	\$141,009.27
Senior Human Resources Analyst	Exempt	\$4,461.87	\$4,684.97	\$4,919.21	\$5,165.17	\$5,423.43	\$9,667.39	\$10,150.76	\$10,658.30	\$11,191.21	\$11,750.77	\$116,008.67	\$121,809.11	\$127,899.56	\$134,294.54	\$141,009.27
Management Analyst II	Exempt	\$4,353.05	\$4,570.70	\$4,799.23	\$5,039.19	\$5,291.15	\$9,431.60	\$9,903.18	\$10,398.34	\$10,918.26	\$11,464.17	\$113,179.19	\$118,838.15	\$124,780.06	\$131,019.07	\$137,570.02
Human Resources Analyst	Exempt	\$4,143.29	\$4,350.46	\$4,567.98	\$4,796.38	\$5,036.20	\$8,977.13	\$9,425.99	\$9,897.29	\$10,392.15	\$10,911.76	\$107,725.59	\$113,111.87	\$118,767.46	\$124,705.83	\$130,941.12
Management Analyst I	Exempt	\$3,943.64	\$4,140.83	\$4,347.87	\$4,565.26	\$4,793.52	\$8,544.56	\$8,971.79	\$9,420.38	\$9,891.40	\$10,385.97	\$102,534.76	\$107,661.50	\$113,044.58	\$118,696.81	\$124,631.65
Assistant City Clerk	Exempt	\$3,943.64	\$4,140.83	\$4,347.87	\$4,565.26	\$4,793.52	\$8,544.56	\$8,971.79	\$9,420.38	\$9,891.40	\$10,385.97	\$102,534.76	\$107,661.50	\$113,044.58	\$118,696.81	\$124,631.65
Human Resources Technician	Non-Exempt	\$3,400.59	\$3,570.62	\$3,749.15	\$3,936.61	\$4,133.44	\$7,367.95	\$7,736.35	\$8,123.17	\$8,529.32	\$8,955.79	\$88,415.41	\$92,836.18	\$97,477.99	\$102,351.88	\$107,469.48
Confidential Executive Assistant*	Non-Exempt	\$3,308.26	\$3,473.68	\$3,647.36	\$3,829.73	\$4,021.22	\$7,167.91	\$7,526.30	\$7,902.62	\$8,297.75	\$8,712.64	\$86,014.88	\$90,315.63	\$94,831.41	\$99,572.98	\$104,551.63
Deputy City Clerk+	Exempt	\$3,308.26	\$3,473.68	\$3,647.36	\$3,829.73	\$4,021.22	\$7,167.91	\$7,526.30	\$7,902.62	\$8,297.75	\$8,712.64	\$86,014.88	\$90,315.63	\$94,831.41	\$99,572.98	\$104,551.63

City of Los Altos - Full Time Salary Schedule FY 23/24  
**Resolution 2023-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	\$5,393.21	\$5,662.87	\$5,946.02	\$6,243.32	\$6,555.48	\$11,685.29	\$12,269.56	\$12,883.04	\$13,527.19	\$14,203.55	\$140,223.52	\$147,234.70	\$154,596.43	\$162,326.25	\$170,442.56
Senior Planner	Exempt	\$5,268.53	\$5,531.96	\$5,808.56	\$6,098.99	\$6,403.94	\$11,415.16	\$11,985.92	\$12,585.21	\$13,214.47	\$13,875.20	\$136,981.89	\$143,830.99	\$151,022.54	\$158,573.66	\$166,502.35
Senior Network Systems Administrator*	Exempt	\$5,053.20	\$5,305.86	\$5,571.15	\$5,849.71	\$6,142.19	\$10,948.59	\$11,496.02	\$12,070.83	\$12,674.37	\$13,308.09	\$131,383.14	\$137,952.30	\$144,849.91	\$152,092.41	\$159,697.03
Information Technology Analyst II*	Exempt	\$4,812.57	\$5,053.20	\$5,305.86	\$5,571.15	\$5,849.71	\$10,427.23	\$10,948.59	\$11,496.02	\$12,070.83	\$12,674.37	\$125,126.80	\$131,383.14	\$137,952.30	\$144,849.91	\$152,092.41
Network Systems Administrator	Non-Exempt	\$4,812.57	\$5,053.20	\$5,305.86	\$5,571.15	\$5,849.71	\$10,427.23	\$10,948.59	\$11,496.02	\$12,070.83	\$12,674.37	\$125,126.80	\$131,383.14	\$137,952.30	\$144,849.91	\$152,092.41
Associate Civil Engineer	Non-Exempt	\$4,706.89	\$4,942.23	\$5,189.35	\$5,448.81	\$5,721.25	\$10,198.26	\$10,708.17	\$11,243.58	\$11,805.76	\$12,396.05	\$122,379.13	\$128,498.09	\$134,923.00	\$141,669.15	\$148,752.60
Information Technology Analyst I	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 Planner	Non-Exempt	\$4,445.66	\$4,667.94	\$4,901.34	\$5,146.41	\$5,403.73	\$9,632.26	\$10,113.88	\$10,619.57	\$11,150.55	\$11,708.08	\$115,587.15	\$121,366.51	\$127,434.84	\$133,806.58	\$140,496.91
Senior Building Inspector	Exempt	\$4,385.10	\$4,604.36	\$4,834.57	\$5,076.30	\$5,330.12	\$9,501.05	\$9,976.11	\$10,474.91	\$10,998.66	\$11,548.59	\$114,012.65	\$119,713.28	\$125,698.95	\$131,983.89	\$138,583.09
Assistant Civil Engineer	Non-Exempt	\$4,160.68	\$4,368.72	\$4,587.15	\$4,816.51	\$5,057.33	\$9,014.81	\$9,465.55	\$9,938.83	\$10,435.77	\$10,957.56	\$108,177.72	\$113,586.61	\$119,265.94	\$125,229.23	\$131,490.70
Senior Recreation Supervisor	Non-Exempt	\$4,115.56	\$4,321.34	\$4,537.40	\$4,764.28	\$5,002.49	\$8,917.05	\$9,362.90	\$9,831.04	\$10,322.60	\$10,838.73	\$107,004.56	\$112,354.79	\$117,972.53	\$123,871.16	\$130,064.71
Maintenance Supervisor	Non-Exempt	\$4,036.00	\$4,237.80	\$4,449.69	\$4,672.18	\$4,905.79	\$8,744.67	\$9,181.91	\$9,641.00	\$10,123.05	\$10,629.21	\$104,936.09	\$110,182.90	\$115,692.04	\$121,476.65	\$127,550.48
Emergency Response Coordinator*	Non-Exempt	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$4,904.34	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$10,626.08	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91	\$127,512.95
Economic Development Coordinator	Non-Exempt	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$4,904.34	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$10,626.08	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91	\$127,512.95
Sustainability Coordinator	Non-Exempt	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$4,904.34	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$10,626.08	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91	\$127,512.95
Public Information Coordinator	Non-Exempt	\$4,034.82	\$4,236.56	\$4,448.38	\$4,670.80	\$4,904.34	\$8,742.10	\$9,179.21	\$9,638.17	\$10,120.08	\$10,626.08	\$104,905.22	\$110,150.48	\$115,658.01	\$121,440.91	\$127,512.95
Assistant Planner	Non-Exempt	\$4,024.13	\$4,225.34	\$4,436.60	\$4,658.43	\$4,891.35	\$8,718.95	\$9,154.89	\$9,612.64	\$10,093.27	\$10,597.94	\$104,627.37	\$109,858.74	\$115,351.67	\$121,119.26	\$127,175.22
Building Inspector	Non-Exempt	\$3,967.13	\$4,165.49	\$4,373.77	\$4,592.45	\$4,822.08	\$8,595.46	\$9,025.23	\$9,476.49	\$9,950.32	\$10,447.83	\$103,145.48	\$108,302.76	\$113,717.89	\$119,403.79	\$125,373.98
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
Administrative Officer*	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
Recreation Supervisor	Non-Exempt	\$3,914.89	\$4,110.63	\$4,316.16	\$4,531.97	\$4,758.57	\$8,482.26	\$8,906.37	\$9,351.69	\$9,819.27	\$10,310.24	\$101,787.09	\$106,876.44	\$112,220.26	\$117,831.27	\$123,722.84
GIS Technician	Non-Exempt	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$4,596.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$9,959.99	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51	\$119,519.94
Junior Engineer	Non-Exempt	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$4,596.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$9,959.99	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51	\$119,519.94
Police Records Supervisor	Non-Exempt	\$3,781.90	\$3,970.99	\$4,169.54	\$4,378.02	\$4,596.92	\$8,194.11	\$8,603.82	\$9,034.01	\$9,485.71	\$9,959.99	\$98,329.35	\$103,245.82	\$108,408.11	\$113,828.51	\$119,519.94
Construction Inspector	Non-Exempt	\$3,601.41	\$3,781.48	\$3,970.56	\$4,169.08	\$4,377.54	\$7,803.06	\$8,193.21	\$8,602.87	\$9,033.02	\$9,484.67	\$93,636.71	\$98,318.54	\$103,234.47	\$108,396.20	\$113,816.01
Engineering Technician	Non-Exempt	\$3,601.41	\$3,781.48	\$3,970.56	\$4,169.08	\$4,377.54	\$7,803.06	\$8,193.21	\$8,602.87	\$9,033.02	\$9,484.67	\$93,636.71	\$98,318.54	\$103,234.47	\$108,396.20	\$113,816.01
Information Technology Technician	Non-Exempt	\$3,480.30	\$3,654.31	\$3,837.03	\$4,028.88	\$4,230.32	\$7,540.64	\$7,917.67	\$8,313.56	\$8,729.24	\$9,165.70	\$90,487.70	\$95,012.09	\$99,762.69	\$104,750.82	\$109,988.37
Code Enforcement Officer	Non-Exempt	\$3,393.42	\$3,563.09	\$3,741.25	\$3,928.31	\$4,124.73	\$7,352.41	\$7,720.03	\$8,106.04	\$8,511.34	\$8,936.90	\$88,228.96	\$92,640.41	\$97,272.43	\$102,136.05	\$107,242.85
Accounting Technician II	Non-Exempt	\$3,274.87	\$3,438.62	\$3,610.55	\$3,791.08	\$3,980.63	\$7,095.56	\$7,450.34	\$7,822.86	\$8,214.00	\$8,624.70	\$85,146.73	\$89,404.07	\$93,874.27	\$98,567.99	\$103,496.39
Permit Technician	Non-Exempt	\$3,187.01	\$3,346.36	\$3,513.67	\$3,689.36	\$3,873.83	\$6,905.18	\$7,250.44	\$7,612.96	\$7,993.61	\$8,393.29	\$82,862.16	\$87,005.27	\$91,355.53	\$95,923.31	\$100,719.47
Executive Assistant	Non-Exempt	\$3,090.83	\$3,245.37	\$3,407.64	\$3,578.02	\$3,756.92	\$6,696.79	\$7,031.63	\$7,383.21	\$7,752.37	\$8,139.99	\$80,361.48	\$84,379.55	\$88,598.53	\$93,028.45	\$97,679.88
Recreation Coordinator	Non-Exempt	\$2,973.27	\$3,121.94	\$3,278.03	\$3,441.93	\$3,614.03	\$6,442.09	\$6,764.19	\$7,102.40	\$7,457.52	\$7,830.40	\$77,305.08	\$81,170.34	\$85,228.86	\$89,490.30	\$93,964.81
Facilities Coordinator	Non-Exempt	\$2,973.27	\$3,121.94	\$3,278.03	\$3,441.93	\$3,614.03	\$6,442.09	\$6,764.19	\$7,102.40	\$7,457.52	\$7,830.40	\$77,305.08	\$81,170.34	\$85,228.86	\$89,490.30	\$93,964.81
Lead Records Specialist	Non-Exempt	\$2,885.40	\$3,029.67	\$3,181.16	\$3,340.22	\$3,507.23	\$6,251.71	\$6,564.29	\$6,892.51	\$7,237.13	\$7,598.99	\$75,020.51	\$78,771.53	\$82,710.11	\$86,845.62	\$91,187.90
Accounting Technician I	Non-Exempt	\$2,843.84	\$2,986.04	\$3,135.34	\$3,292.11	\$3,456.71	\$6,161.66	\$6,469.75	\$6,793.23	\$7,132.90	\$7,489.54	\$73,939.97	\$77,636.96	\$81,518.81	\$85,594.75	\$89,874.49
Records Specialist	Non-Exempt	\$2,620.61	\$2,751.64	\$2,889.22	\$3,033.69	\$3,185.37	\$5,677.99	\$5,961.89	\$6,259.99	\$6,572.99	\$6,901.64	\$68,135.91	\$71,542.71	\$75,119.84	\$78,875.83	\$82,819.63
Accounting Office Assistant	Non-Exempt	\$2,500.68	\$2,625.72	\$2,757.00	\$2,894.85	\$3,039.60	\$5,418.15	\$5,689.06	\$5,973.51	\$6,272.18	\$6,585.79	\$65,017.77	\$68,268.66	\$71,682.10	\$75,266.20	\$79,029.51
Office Assistant II	Non-Exempt	\$2,491.18	\$2,615.74	\$2,746.53	\$2,883.86	\$3,028.05	\$5,397.57	\$5,667.44	\$5,950.82	\$6,248.36	\$6,560.78	\$64,770.79	\$68,009.33	\$71,409.80	\$74,980.29	\$78,729.30
Office Assistant I	Non-Exempt	\$2,237.08	\$2,348.93	\$2,466.38	\$2,589.70	\$2,719.18	\$4,847.00	\$5,089.35	\$5,343.82	\$5,611.01	\$5,891.56	\$58,164.05	\$61,072.25	\$64,125.86	\$67,332.16	\$70,698.76

City of Los Altos - Full Time Salary Schedule FY 23/24  
 Resolution 2023-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	Non-Exempt	\$5,471.13	\$5,744.68	\$6,031.92	\$6,333.51	\$6,650.19	\$11,854.11	\$12,446.81	\$13,069.15	\$13,722.61	\$14,408.74	\$142,249.29	\$149,361.75	\$156,829.84	\$164,671.33	\$172,904.90
Police Agent	Non-Exempt	\$4,867.44	\$5,110.81	\$5,366.35	\$5,634.67	\$5,916.40	\$10,546.12	\$11,073.43	\$11,627.10	\$12,208.45	\$12,818.88	\$126,553.45	\$132,881.13	\$139,525.18	\$146,501.44	\$153,826.51
Communications Supervisor*	Non-Exempt	\$4,758.17	\$4,996.08	\$5,245.88	\$5,508.18	\$5,783.59	\$10,309.37	\$10,824.84	\$11,366.08	\$11,934.39	\$12,531.11	\$123,712.48	\$129,898.10	\$136,393.01	\$143,212.66	\$150,373.29
Police Officer	Non-Exempt	\$4,636.17	\$4,867.97	\$5,111.37	\$5,366.94	\$5,635.29	\$10,045.03	\$10,547.28	\$11,074.64	\$11,628.37	\$12,209.79	\$120,540.32	\$126,567.33	\$132,895.70	\$139,540.48	\$146,517.51
Lead Communications Officer	Non-Exempt	\$4,531.59	\$4,758.17	\$4,996.08	\$5,245.88	\$5,508.18	\$9,818.45	\$10,309.37	\$10,824.84	\$11,366.08	\$11,934.39	\$117,821.41	\$123,712.48	\$129,898.10	\$136,393.01	\$143,212.66
Police Officer Trainee	Non-Exempt	\$4,414.38	\$4,635.10	\$4,866.85	\$5,110.20	\$5,365.71	\$9,564.49	\$10,042.71	\$10,544.85	\$11,072.09	\$11,625.70	\$114,773.87	\$120,512.56	\$126,538.19	\$132,865.10	\$139,508.35
Communications Officer	Non-Exempt	\$4,117.71	\$4,323.60	\$4,539.78	\$4,766.77	\$5,005.10	\$8,921.71	\$9,367.79	\$9,836.18	\$10,327.99	\$10,844.39	\$107,060.49	\$112,413.51	\$118,034.19	\$123,935.90	\$130,132.69
Crime Analyst*	Non-Exempt	\$3,943.64	\$4,140.82	\$4,347.86	\$4,565.26	\$4,793.52	\$8,544.55	\$8,971.78	\$9,420.37	\$9,891.39	\$10,385.96	\$102,534.64	\$107,661.37	\$113,044.44	\$118,696.66	\$124,631.50
Community Service Officer	Non-Exempt	\$3,242.41	\$3,404.53	\$3,574.76	\$3,753.50	\$3,941.17	\$7,025.23	\$7,376.49	\$7,745.31	\$8,132.58	\$8,539.21	\$84,302.71	\$88,517.84	\$92,943.73	\$97,590.92	\$102,470.47

City of Los Altos - Full Time Salary Schedule FY 23/24  
 Resolution 2023-XX

Teamsters 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 Wastewater Maintenance Worker^	Non-Exempt	\$3,972.51	Open Range			\$4,828.61	\$8,607.11	Open Range			\$10,462.00	\$103,285.33	Open Range			\$125,543.96
Equipment Mechanic II*	Non-Exempt	\$3,783.35	\$3,972.51	\$4,171.14	\$4,379.70	\$4,598.68	\$8,197.25	\$8,607.11	\$9,037.47	\$9,489.34	\$9,963.81	\$98,366.98	\$103,285.33	\$108,449.59	\$113,872.07	\$119,565.67
Senior Maintenance Technician^	Non-Exempt	\$3,669.89	\$3,853.38	\$4,046.05	\$4,248.35	\$4,460.77	\$7,951.42	\$8,348.99	\$8,766.44	\$9,204.76	\$9,665.00	\$95,417.04	\$100,187.89	\$105,197.29	\$110,457.15	\$115,980.01
Maintenance Leadworker^	Non-Exempt	\$3,480.79	\$3,654.83	\$3,837.57	\$4,029.45	\$4,230.92	\$7,541.71	\$7,918.80	\$8,314.74	\$8,730.47	\$9,167.00	\$90,500.52	\$95,025.55	\$99,776.82	\$104,765.67	\$110,003.95
Equipment Mechanic^	Non-Exempt	\$3,439.40	\$3,611.38	\$3,791.94	\$3,981.54	\$4,180.62	\$7,452.04	\$7,824.65	\$8,215.88	\$8,626.67	\$9,058.01	\$89,424.52	\$93,895.75	\$98,590.54	\$103,520.06	\$108,696.07
Wastewater Maintenance Worker II	Non-Exempt	\$3,375.58	Open Range			\$4,103.04	\$7,313.76	Open Range			\$8,889.92	\$87,765.08	Open Range			\$106,679.00
Maintenance Technician^	Non-Exempt	\$3,336.26	\$3,503.07	\$3,678.23	\$3,862.14	\$4,055.25	\$7,228.56	\$7,589.99	\$7,969.49	\$8,367.97	\$8,786.36	\$86,742.76	\$91,079.90	\$95,633.90	\$100,415.59	\$105,436.37
Wastewater Maintenance Worker I	Non-Exempt	\$3,062.59	Open Range			\$3,722.59	\$6,635.61	Open Range			\$8,065.62	\$79,627.27	Open Range			\$96,787.44
Maintenance Worker II	Non-Exempt	\$2,916.75	\$3,062.59	\$3,215.72	\$3,376.50	\$3,545.33	\$6,319.62	\$6,635.61	\$6,967.39	\$7,315.75	\$7,681.54	\$75,835.49	\$79,627.27	\$83,608.63	\$87,789.06	\$92,178.51
Maintenance Worker I^	Non-Exempt	\$2,591.85	\$2,721.44	\$2,857.51	\$3,000.39	\$3,150.41	\$5,615.67	\$5,896.45	\$6,191.27	\$6,500.84	\$6,825.88	\$67,388.00	\$70,757.40	\$74,295.27	\$78,010.03	\$81,910.53

Minimum Wage Increase: \$17.20 effective 01/01/23

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

**Resolution 2023-XX**

<i>Part-Time Classifications Title</i>	<i>FLSA Status</i>	<i>Employment Status</i>	<i>Rate Type</i>	<i>Min</i>	<i>Max</i>
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
Parking 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	\$17.20	\$20.60
Intern	Non-Exempt	Temporary	Hourly	\$17.20	\$20.40
Preschool Teacher I	Non-Exempt	Temporary	Hourly	\$17.20	\$19.75
Recreation Leader II	Non-Exempt	Seasonal	Hourly	\$17.20	\$18.75
Recreation Leader I	Non-Exempt	Seasonal	Hourly	\$17.20	\$17.20
Council Member	Non-Exempt	Part-Time	Stipend	Stipend \$300.00 / Month	
Police Officer (Reserve) - Level II	Non-Exempt	Per-Diem	Stipend	Stipend \$200.00 / Month	