

RESOLUTION NO. 2025-___

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
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 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. Adjusts the City Manager's annual base pay rate to \$298,825 effective July 7, 2025, reflecting the amended Employment Agreement; and
2. Adjusts the City Council Member monthly stipend to \$950.00 effective December 10, 2024 following Councils reorganization; and
3. Reflects the market adjustments for the Los Altos Peace Officers' Association effective December 22, 2024, as a result of the Side Letter Agreement that was previously adopted; and
4. Adjusts the minimum wage to \$18.20 per hour to comply with the City's Minimum Wage Ordinance effective the pay period including January 1, 2025; and
5. Retitles the classification Transportation Services Manager to Public Works Manager effective 03/02/2025; and
6. Approves adding the part-time classification, Records Management Assistant effective 03/02/2025; and

7. Adjusts the Senior HR Analyst classification pay range at the 50th percentile compared to market peers effective 03/16/2025; and
8. Adjust the HR Analyst II classification to align with the Management Analyst II classification effective 03/16/2025; and
9. Retitles the classification Facilities Coordinator to Recreation Assistant and adjust the classification pay range at the 50th percentile compared to market peers effective 03/16/2025; and
10. Retitles the classification Planning Manager to Housing Services Manager effective 03/16/2025; and
11. Retitles the classification Senior Engineer to Senior Civil Engineer reflecting the Professional Engineer License requirement of the classification effective 03/16/2025; and
12. Retitles the classification of Assistant Civil Engineer to Assistant Engineer reflecting the that the classification does not require a Professional Engineer License requirement effective 03/16/2025; and
13. Retitles the part-time classification Camp Director to Senior Recreation Leader effective 03/16/2025; and
14. Approves adding the full-time classification, Police Lieutenant effective 03/16/2025; and
15. Approves removing the full-time classifications, Junior Engineer and Administrative Officer effective 03/16/2025; and
16. Approves moving the Civil Senior Engineer and Public Information Coordinator classifications into the unrepresented group effective 03/16/2025 after meeting and conferring with the Los Altos Municipal Employee Association; and
17. Adopts an Updated Fiscal Year 2024/25 Pay Schedule reflecting these adjustments effective the pay period including March 25th, 2025.

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 ____, 2025 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

Pete Dailey, MAYOR

Attest:

Melissa Thurman, CITY CLERK

City Manager: 5% increase effective 07/07/24

Unrepresented Department Heads: 3.8% COLA & Market Range Adjustment to Individual Classifications effective 06/23/24

Unrepresented Management: 3.8% COLA & Market Range Adjustment to Individual Classifications effective 06/23/24

Unrepresented Confidential: 3.8% COLA & Market Range Adjustments to Individual Classifications increase effective 06/23/24

LAMEA: 3.8% COLA increase effective 06/23/24

POA: Market Adjustments to Individual Classifications, effective 12/22/24

Teamsters: 3.5% increase and Market Adjustments to Individual Classifications effective 06/23/24

(M) Market Adjustment
 (R) Market Range Adjustment
 * New Classification

City of Los Altos - Full Time Salary Schedule FY 24/25
 Resolution 2025-XX

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					\$11,493.27					\$24,902.08					\$298,825.00
Assistant City Manager (R)	Exempt	\$8,986.24	Open Range			\$10,922.77	\$19,470.19	Open Range			\$23,666.01	\$233,642.24	Open Range			\$283,992.14
Police Chief (R)	Exempt	\$8,986.24	Open Range			\$10,922.77	\$19,470.19	Open Range			\$23,666.01	\$233,642.24	Open Range			\$283,992.14
Public Works Director (R)	Exempt	\$8,509.13	Open Range			\$10,342.85	\$18,436.45	Open Range			\$22,409.50	\$221,237.38	Open Range			\$268,914.04
Development Services Director (R)	Exempt	\$8,127.62	Open Range			\$9,879.12	\$17,609.84	Open Range			\$21,404.76	\$211,318.12	Open Range			\$256,857.17
Parks, Recreation, & Community Svcs. Director (R)	Exempt	\$8,127.62	Open Range			\$9,879.12	\$17,609.84	Open Range			\$21,404.76	\$211,318.12	Open Range			\$256,857.17
Finance Director (R)	Exempt	\$8,125.10	Open Range			\$9,876.06	\$17,604.38	Open Range			\$21,398.12	\$211,252.52	Open Range			\$256,777.43
Human Resources Director	Exempt	\$7,690.04	Open Range			\$9,347.25	\$16,661.76	Open Range			\$20,252.37	\$199,941.16	Open Range			\$243,028.49

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
Deputy City Manager (R)	Exempt	\$7,357.83	Open Range			\$8,943.49	\$15,941.97	Open Range			\$19,377.56	\$191,303.58	Open Range			\$232,530.70
Deputy Director (R)	Exempt	\$7,210.67	Open Range			\$8,764.62	\$15,623.13	Open Range			\$18,990.01	\$187,477.51	Open Range			\$227,880.08
Police Captain	Exempt	\$7,195.11	Open Range			\$8,745.70	\$15,589.41	Open Range			\$18,949.03	\$187,072.92	Open Range			\$227,388.31
Police Lieutenant *	Exempt	\$6,894.43	Open Range			\$8,380.22	\$14,937.93	Open Range			\$18,157.15	\$179,255.18	Open Range			\$217,885.79
Capital Improvement Projects Manager	Exempt	\$6,848.41	Open Range			\$8,324.29	\$14,838.23	Open Range			\$18,035.96	\$178,058.70	Open Range			\$216,431.46
City Engineer	Exempt	\$6,848.41	Open Range			\$8,324.29	\$14,838.23	Open Range			\$18,035.96	\$178,058.70	Open Range			\$216,431.46
Finance Manager	Exempt	\$6,518.42	Open Range			\$7,923.18	\$14,123.24	Open Range			\$17,166.88	\$169,478.84	Open Range			\$206,002.58
Information Technology Manager	Exempt	\$6,518.42	Open Range			\$7,923.18	\$14,123.24	Open Range			\$17,166.88	\$169,478.84	Open Range			\$206,002.58
Human Resources Manager	Exempt	\$6,518.42	Open Range			\$7,923.18	\$14,123.24	Open Range			\$17,166.88	\$169,478.84	Open Range			\$206,002.58
Building Official	Exempt	\$6,053.00	Open Range			\$7,357.46	\$13,114.83	Open Range			\$15,941.16	\$157,377.95	Open Range			\$191,293.88
Development Services Manager	Exempt	\$6,053.00	Open Range			\$7,357.46	\$13,114.83	Open Range			\$15,941.16	\$157,377.95	Open Range			\$191,293.88
Housing Services Manager	Exempt	\$6,053.00	Open Range			\$7,357.46	\$13,114.83	Open Range			\$15,941.16	\$157,377.95	Open Range			\$191,293.88
Public Works Manager	Exempt	\$6,053.00	Open Range			\$7,357.46	\$13,114.83	Open Range			\$15,941.16	\$157,377.95	Open Range			\$191,293.88
Maintenance Superintendent (R)	Exempt	\$5,995.95	Open Range			\$7,288.11	\$12,991.23	Open Range			\$15,790.92	\$155,894.70	Open Range			\$189,490.98
City Clerk (R)	Exempt	\$5,995.93	Open Range			\$7,288.09	\$12,991.18	Open Range			\$15,790.86	\$155,894.18	Open Range			\$189,490.35
Assistant to the City Manager	Exempt	\$5,711.63	Open Range			\$6,942.52	\$12,375.19	Open Range			\$15,042.12	\$148,502.28	Open Range			\$180,505.45
Project Manager	Exempt	\$5,620.81	Open Range			\$6,832.13	\$12,178.42	Open Range			\$14,802.95	\$146,141.07	Open Range			\$177,635.38
Recreation Manager (R)	Exempt	\$5,407.59	Open Range			\$6,572.96	\$11,716.45	Open Range			\$14,241.41	\$140,597.34	Open Range			\$170,896.95
Public Information Officer	Exempt	\$5,222.93	Open Range			\$6,348.51	\$11,316.36	Open Range			\$13,755.10	\$135,796.27	Open Range			\$165,061.22

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 Civil Engineer	Exempt	\$5,598.15	\$5,878.06	\$6,171.97	\$6,480.56	\$6,804.59	\$12,129.33	\$12,735.80	\$13,372.59	\$14,041.22	\$14,743.28	\$145,552.01	\$152,829.61	\$160,471.09	\$168,494.65	\$176,919.38
Senior Human Resources Analyst (R)	Exempt	\$4,806.95	\$5,047.30	\$5,299.67	\$5,564.65	\$5,842.88	\$10,415.07	\$10,935.82	\$11,482.61	\$12,056.74	\$12,659.58	\$124,980.81	\$131,229.85	\$137,791.34	\$144,680.91	\$151,914.95
Senior Accountant	Exempt	\$4,631.42	\$4,862.99	\$5,106.14	\$5,361.45	\$5,629.52	\$10,034.75	\$10,536.49	\$11,063.31	\$11,616.48	\$12,197.30	\$120,417.00	\$126,437.85	\$132,759.75	\$139,397.73	\$146,367.62
Management Analyst II	Exempt	\$4,518.46	\$4,744.38	\$4,981.60	\$5,230.68	\$5,492.22	\$9,790.00	\$10,279.50	\$10,793.48	\$11,333.15	\$11,899.81	\$117,480.00	\$123,354.00	\$129,521.70	\$135,997.79	\$142,797.68
Human Resources Analyst II	Exempt	\$4,518.46	\$4,744.38	\$4,981.60	\$5,230.68	\$5,492.22	\$9,790.00	\$10,279.50	\$10,793.48	\$11,333.15	\$11,899.81	\$117,480.00	\$123,354.00	\$129,521.70	\$135,997.79	\$142,797.68
Human Resources Analyst I	Exempt	\$4,300.74	\$4,515.77	\$4,741.56	\$4,978.64	\$5,227.57	\$9,318.26	\$9,784.18	\$10,273.39	\$10,787.05	\$11,326.41	\$111,819.16	\$117,410.12	\$123,280.62	\$129,444.65	\$135,916.89
Management Analyst I (R)	Exempt	\$4,287.80	\$4,502.19	\$4,727.30	\$4,963.66	\$5,211.84	\$9,290.23	\$9,754.74	\$10,242.48	\$10,754.60	\$11,292.33	\$111,482.73	\$117,056.87	\$122,909.71	\$129,055.20	\$135,507.96
Public Information Coordinator	Non-Exempt	\$4,287.80	\$4,502.19	\$4,727.30	\$4,963.66	\$5,211.84	\$9,290.23	\$9,754.74	\$10,242.48	\$10,754.60	\$11,292.33	\$111,482.73	\$117,056.87	\$122,909.71	\$129,055.20	\$135,507.96
Confidential Executive Assistant (R)	Non-Exempt	\$3,658.66	\$3,841.59	\$4,033.67	\$4,235.35	\$4,447.12	\$7,927.09	\$8,323.44	\$8,739.62	\$9,176.60	\$9,635.43	\$95,125.08	\$99,881.33	\$104,875.40	\$110,119.17	\$115,625.13
Human Resources Technician	Non-Exempt	\$3,529.82	\$3,706.31	\$3,891.62	\$4,086.20	\$4,290.51	\$7,647.93	\$8,030.33	\$8,431.85	\$8,853.44	\$9,296.11	\$91,775.19	\$96,363.95	\$101,182.15	\$106,241.26	\$111,553.32
Deputy City Clerk	Exempt	\$3,433.98	\$3,605.68	\$3,785.96	\$3,975.26	\$4,174.02	\$7,440.29	\$7,812.30	\$8,202.92	\$8,613.06	\$9,043.72	\$89,283.45	\$93,747.62	\$98,435.00	\$103,356.75	\$108,524.59

City of Los Altos - Full Time Salary Schedule FY 24/25

Resolution 2025-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 Planner	Exempt	\$5,468.74	\$5,742.18	\$6,029.28	\$6,330.75	\$6,647.29	\$11,848.93	\$12,441.38	\$13,063.45	\$13,716.62	\$14,402.45	\$142,187.20	\$149,296.56	\$156,761.39	\$164,599.46	\$172,829.44
Senior Network Systems Administrator	Exempt	\$5,245.22	\$5,507.48	\$5,782.85	\$6,072.00	\$6,375.60	\$11,364.64	\$11,932.87	\$12,529.52	\$13,155.99	\$13,813.79	\$136,375.70	\$143,194.48	\$150,354.21	\$157,871.92	\$165,765.51
Information Technology Analyst II	Exempt	\$4,995.45	\$5,245.22	\$5,507.48	\$5,782.85	\$6,072.00	\$10,823.47	\$11,364.64	\$11,932.87	\$12,529.52	\$13,155.99	\$129,881.62	\$136,375.70	\$143,194.48	\$150,354.21	\$157,871.92
Network Systems Administrator	Exempt	\$4,995.45	\$5,245.22	\$5,507.48	\$5,782.85	\$6,072.00	\$10,823.47	\$11,364.64	\$11,932.87	\$12,529.52	\$13,155.99	\$129,881.62	\$136,375.70	\$143,194.48	\$150,354.21	\$157,871.92
Associate Civil Engineer	Non-Exempt	\$4,885.75	\$5,130.04	\$5,386.54	\$5,655.87	\$5,938.66	\$10,585.80	\$11,115.08	\$11,670.84	\$12,254.38	\$12,867.10	\$127,029.54	\$133,381.02	\$140,050.07	\$147,052.57	\$154,405.20
Information Technology Analyst I	Exempt	\$4,757.57	\$4,995.45	\$5,245.22	\$5,507.48	\$5,782.85	\$10,308.06	\$10,823.47	\$11,364.64	\$11,932.87	\$12,529.52	\$123,696.78	\$129,881.62	\$136,375.70	\$143,194.48	\$150,354.21
Associate Planner	Non-Exempt	\$4,614.59	\$4,845.32	\$5,087.59	\$5,341.97	\$5,609.07	\$9,998.29	\$10,498.20	\$11,023.11	\$11,574.27	\$12,152.98	\$119,979.47	\$125,978.44	\$132,277.36	\$138,891.23	\$145,835.79
Senior Building Inspector	Exempt	\$4,551.74	\$4,779.32	\$5,018.29	\$5,269.20	\$5,532.66	\$9,862.09	\$10,355.20	\$10,872.96	\$11,416.61	\$11,987.44	\$118,345.13	\$124,262.39	\$130,475.51	\$136,999.28	\$143,849.25
Assistant Engineer	Non-Exempt	\$4,318.79	\$4,534.73	\$4,761.46	\$4,999.54	\$5,249.51	\$9,357.37	\$9,825.24	\$10,316.50	\$10,832.33	\$11,373.95	\$112,288.47	\$117,902.90	\$123,798.04	\$129,987.95	\$136,487.34
Accountant	Non-Exempt	\$4,277.06	\$4,490.91	\$4,715.46	\$4,951.23	\$5,198.80	\$9,266.97	\$9,730.32	\$10,216.83	\$10,727.67	\$11,264.06	\$111,203.61	\$116,763.79	\$122,601.98	\$128,732.08	\$135,168.68
Senior Recreation Supervisor	Exempt	\$4,271.95	\$4,485.55	\$4,709.83	\$4,945.32	\$5,192.58	\$9,255.89	\$9,718.69	\$10,204.62	\$10,714.85	\$11,250.60	\$111,070.73	\$116,624.27	\$122,455.48	\$128,578.26	\$135,007.17
Maintenance Supervisor	Non-Exempt	\$4,189.37	\$4,398.84	\$4,618.78	\$4,849.72	\$5,092.21	\$9,076.97	\$9,530.82	\$10,007.36	\$10,507.73	\$11,033.12	\$108,923.67	\$114,369.85	\$120,088.34	\$126,092.76	\$132,397.40
Emergency Response Coordinator	Non-Exempt	\$4,188.14	\$4,397.55	\$4,617.42	\$4,848.29	\$5,090.71	\$9,074.30	\$9,528.02	\$10,004.42	\$10,504.64	\$11,029.87	\$108,891.62	\$114,336.20	\$120,053.01	\$126,055.66	\$132,358.45
Economic Development Coordinator	Non-Exempt	\$4,188.14	\$4,397.55	\$4,617.42	\$4,848.29	\$5,090.71	\$9,074.30	\$9,528.02	\$10,004.42	\$10,504.64	\$11,029.87	\$108,891.62	\$114,336.20	\$120,053.01	\$126,055.66	\$132,358.45
Sustainability Coordinator	Non-Exempt	\$4,188.14	\$4,397.55	\$4,617.42	\$4,848.29	\$5,090.71	\$9,074.30	\$9,528.02	\$10,004.42	\$10,504.64	\$11,029.87	\$108,891.62	\$114,336.20	\$120,053.01	\$126,055.66	\$132,358.45
Assistant Planner	Non-Exempt	\$4,177.05	\$4,385.90	\$4,605.19	\$4,835.45	\$5,077.23	\$9,050.27	\$9,502.78	\$9,977.92	\$10,476.82	\$11,000.66	\$108,603.21	\$114,033.37	\$119,735.04	\$125,721.79	\$132,007.88
Building Inspector	Non-Exempt	\$4,117.88	\$4,323.78	\$4,539.97	\$4,766.97	\$5,005.31	\$8,922.08	\$9,368.19	\$9,836.60	\$10,328.43	\$10,844.85	\$107,065.01	\$112,418.26	\$118,039.17	\$123,941.13	\$130,138.19
Recreation Supervisor	Exempt	\$4,063.65	\$4,266.84	\$4,480.18	\$4,704.19	\$4,939.40	\$8,804.58	\$9,244.81	\$9,707.05	\$10,192.41	\$10,702.03	\$105,654.99	\$110,937.74	\$116,484.63	\$122,308.86	\$128,424.31
GIS Technician	Non-Exempt	\$3,925.61	\$4,121.89	\$4,327.99	\$4,544.38	\$4,771.60	\$8,505.49	\$8,930.76	\$9,377.30	\$9,846.17	\$10,338.47	\$102,065.87	\$107,169.16	\$112,527.62	\$118,154.00	\$124,061.70
Police Records Supervisor	Non-Exempt	\$3,925.61	\$4,121.89	\$4,327.99	\$4,544.38	\$4,771.60	\$8,505.49	\$8,930.76	\$9,377.30	\$9,846.17	\$10,338.47	\$102,065.87	\$107,169.16	\$112,527.62	\$118,154.00	\$124,061.70
Construction Inspector	Non-Exempt	\$3,738.27	\$3,925.18	\$4,121.44	\$4,327.51	\$4,543.89	\$8,099.58	\$8,504.55	\$8,929.78	\$9,376.27	\$9,845.08	\$97,194.90	\$102,054.65	\$107,157.38	\$112,515.25	\$118,141.01
Engineering Technician	Non-Exempt	\$3,738.27	\$3,925.18	\$4,121.44	\$4,327.51	\$4,543.89	\$8,099.58	\$8,504.55	\$8,929.78	\$9,376.27	\$9,845.08	\$97,194.90	\$102,054.65	\$107,157.38	\$112,515.25	\$118,141.01
Information Technology Technician	Non-Exempt	\$3,612.55	\$3,793.17	\$3,982.83	\$4,181.98	\$4,391.07	\$7,827.19	\$8,218.55	\$8,629.47	\$9,060.95	\$9,513.99	\$93,926.23	\$98,622.54	\$103,553.67	\$108,731.36	\$114,167.92
Code Enforcement Officer	Non-Exempt	\$3,522.37	\$3,698.49	\$3,883.41	\$4,077.59	\$4,281.46	\$7,631.80	\$8,013.40	\$8,414.06	\$8,834.77	\$9,276.51	\$91,581.66	\$96,160.74	\$100,968.78	\$106,017.22	\$111,318.08
Accounting Technician II	Non-Exempt	\$3,399.32	\$3,569.29	\$3,747.75	\$3,935.14	\$4,131.89	\$7,365.19	\$7,733.45	\$8,120.12	\$8,526.13	\$8,952.44	\$88,382.31	\$92,801.43	\$97,441.50	\$102,313.57	\$107,429.25
Development Services Technician	Non-Exempt	\$3,308.11	\$3,473.52	\$3,647.19	\$3,829.55	\$4,021.03	\$7,167.58	\$7,525.96	\$7,902.25	\$8,297.37	\$8,712.23	\$86,010.92	\$90,311.47	\$94,827.04	\$99,568.39	\$104,546.81
Executive Assistant	Non-Exempt	\$3,208.28	\$3,368.69	\$3,537.13	\$3,713.98	\$3,899.68	\$6,951.27	\$7,298.83	\$7,663.77	\$8,046.96	\$8,449.31	\$83,415.21	\$87,585.97	\$91,965.27	\$96,563.53	\$101,391.71
Recreation Coordinator	Non-Exempt	\$3,086.26	\$3,240.57	\$3,402.60	\$3,572.73	\$3,751.36	\$6,686.89	\$7,021.23	\$7,372.30	\$7,740.91	\$8,127.96	\$80,242.68	\$84,254.81	\$88,467.55	\$92,890.93	\$97,535.48
Lead Records Specialist	Non-Exempt	\$2,995.05	\$3,144.80	\$3,302.04	\$3,467.14	\$3,640.50	\$6,489.27	\$6,813.74	\$7,154.42	\$7,512.15	\$7,887.75	\$77,871.29	\$81,764.85	\$85,853.10	\$90,145.75	\$94,653.04
Accounting Technician I	Non-Exempt	\$2,951.91	\$3,099.51	\$3,254.48	\$3,417.21	\$3,588.07	\$6,395.81	\$6,715.60	\$7,051.38	\$7,403.95	\$7,774.14	\$76,749.69	\$80,587.17	\$84,616.53	\$88,847.35	\$93,289.72
Records Specialist	Non-Exempt	\$2,720.20	\$2,856.20	\$2,999.02	\$3,148.97	\$3,306.41	\$5,893.76	\$6,188.44	\$6,497.87	\$6,822.76	\$7,163.90	\$70,725.08	\$74,261.33	\$77,974.40	\$81,873.12	\$85,966.77
Accounting Office Assistant	Non-Exempt	\$2,595.71	\$2,725.50	\$2,861.77	\$3,004.86	\$3,155.10	\$5,624.04	\$5,905.24	\$6,200.50	\$6,510.53	\$6,836.05	\$67,488.45	\$70,862.87	\$74,406.02	\$78,126.32	\$82,032.63
Office Assistant II	Non-Exempt	\$2,585.85	\$2,715.14	\$2,850.90	\$2,993.44	\$3,143.12	\$5,602.67	\$5,882.81	\$6,176.95	\$6,485.80	\$6,810.08	\$67,232.08	\$70,593.69	\$74,123.37	\$77,829.54	\$81,721.02
Recreation Assistant	Non-Exempt	\$2,581.56	\$2,710.64	\$2,846.17	\$2,988.48	\$3,137.90	\$5,593.38	\$5,873.05	\$6,166.70	\$6,475.04	\$6,798.79	\$67,120.56	\$70,476.59	\$74,000.42	\$77,700.44	\$81,585.46
Office Assistant I	Non-Exempt	\$2,322.09	\$2,438.19	\$2,560.10	\$2,688.11	\$2,822.51	\$5,031.19	\$5,282.75	\$5,546.89	\$5,824.23	\$6,115.44	\$60,374.28	\$63,393.00	\$66,562.65	\$69,890.78	\$73,385.32

POA: Market Range Adjustment to Individual Classifications, effective 12/22/24

City of Los Altos - Full Time Salary Schedule FY 24/25

Resolution 2025-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 (M)	Non-Exempt	\$5,824.01	\$6,115.21	\$6,420.98	\$6,742.02	\$7,079.13	\$12,618.70	\$13,249.63	\$13,912.11	\$14,607.72	\$15,338.11	\$151,424.37	\$158,995.59	\$166,945.37	\$175,292.63	\$184,057.27
Police Corporal (M)	Non-Exempt	\$5,161.92	\$5,420.02	\$5,691.02	\$5,975.57	\$6,274.35	\$11,184.16	\$11,743.37	\$12,330.54	\$12,947.06	\$13,594.42	\$134,209.94	\$140,920.44	\$147,966.46	\$155,364.78	\$163,133.02
Communications Supervisor (M)	Non-Exempt	\$4,998.46	\$5,248.38	\$5,510.80	\$5,786.34	\$6,075.66	\$10,830.00	\$11,371.50	\$11,940.07	\$12,537.07	\$13,163.93	\$129,959.96	\$136,457.96	\$143,280.85	\$150,444.90	\$157,967.14
Police Officer (M)	Non-Exempt		\$5,118.67	\$5,374.61	\$5,643.34	\$5,925.51		\$11,090.46	\$11,644.99	\$12,227.23	\$12,838.60		\$133,085.55	\$139,739.83	\$146,726.82	\$154,063.16
Lead Communications Officer (M)	Non-Exempt	\$4,590.50	\$4,820.03	\$5,061.03	\$5,314.08	\$5,579.79	\$9,946.09	\$10,443.39	\$10,965.56	\$11,513.84	\$12,089.54	\$119,353.09	\$125,320.74	\$131,586.78	\$138,166.12	\$145,074.42
Crime Analyst * (M)	Non-Exempt	\$4,306.45	\$4,521.78	\$4,747.87	\$4,985.26	\$5,234.52	\$9,330.65	\$9,797.18	\$10,287.04	\$10,801.40	\$11,341.47	\$111,967.83	\$117,566.22	\$123,444.53	\$129,616.76	\$136,097.59
Communications Officer (M)	Non-Exempt	\$4,203.77	\$4,413.96	\$4,634.66	\$4,866.39	\$5,109.71	\$9,108.17	\$9,563.58	\$10,041.76	\$10,543.85	\$11,071.04	\$109,298.05	\$114,762.95	\$120,501.10	\$126,526.16	\$132,852.46
Police Officer Trainee (M)	Non-Exempt	\$4,874.93					\$10,562.35					\$126,748.14				
Community Service Officer (M)	Non-Exempt	\$3,470.03	\$3,643.53	\$3,825.71	\$4,016.99	\$4,217.84	\$7,518.40	\$7,894.32	\$8,289.03	\$8,703.48	\$9,138.66	\$90,220.76	\$94,731.79	\$99,468.38	\$104,441.80	\$109,663.89

Teamsters: 3.5% increase and Market Adjustments to Individual Classifications effective 06/23/24

City of Los Altos - Full Time Salary Schedule FY 24/25

Resolution 2025-XX

<i>Teamsters Classifications</i>	<i>FLSA Status</i>	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	\$3,843.09	Open Range			\$4,671.30	\$8,326.69	Open Range			\$10,121.14	\$99,920.28	Open Range			\$121,453.73
Equipment Mechanic II	Non-Exempt	\$3,660.08	\$3,843.09	\$4,035.24	\$4,237.00	\$4,448.85	\$7,930.18	\$8,326.69	\$8,743.02	\$9,180.18	\$9,639.18	\$95,162.17	\$99,920.28	\$104,916.29	\$110,162.11	\$115,670.21
Senior Maintenance Technician	Non-Exempt	\$3,660.08	\$3,843.09	\$4,035.24	\$4,237.00	\$4,448.85	\$7,930.18	\$8,326.69	\$8,743.02	\$9,180.18	\$9,639.18	\$95,162.17	\$99,920.28	\$104,916.29	\$110,162.11	\$115,670.21
Wastewater Maintenance Worker II	Non-Exempt	\$3,493.73	Open Range			\$4,246.65	\$7,569.74	Open Range			\$9,201.06	\$90,836.86	Open Range			\$110,412.77
Maintenance Leadworker (M)	Non-Exempt	\$3,413.76	\$3,584.44	\$3,763.67	\$3,951.85	\$4,149.44	\$7,396.47	\$7,766.30	\$8,154.61	\$8,562.34	\$8,990.46	\$88,757.67	\$93,195.55	\$97,855.33	\$102,748.10	\$107,885.50
Equipment Mechanic I	Non-Exempt	\$3,327.35	\$3,493.72	\$3,668.40	\$3,851.82	\$4,044.41	\$7,209.26	\$7,569.72	\$7,948.20	\$8,345.61	\$8,762.90	\$86,511.07	\$90,836.62	\$95,378.45	\$100,147.37	\$105,154.74
Maintenance Technician	Non-Exempt	\$3,327.35	\$3,493.72	\$3,668.40	\$3,851.82	\$4,044.41	\$7,209.26	\$7,569.72	\$7,948.20	\$8,345.61	\$8,762.90	\$86,511.07	\$90,836.62	\$95,378.45	\$100,147.37	\$105,154.74
Wastewater Maintenance Worker I	Non-Exempt	\$3,169.78	Open Range			\$3,852.88	\$6,867.85	Open Range			\$8,347.92	\$82,414.22	Open Range			\$100,175.00
Maintenance Worker II	Non-Exempt	\$3,018.84	\$3,169.78	\$3,328.27	\$3,494.68	\$3,669.41	\$6,540.81	\$6,867.85	\$7,211.24	\$7,571.81	\$7,950.40	\$78,489.73	\$82,414.22	\$86,534.93	\$90,861.68	\$95,404.76
Maintenance Worker I (M)	Non-Exempt	\$2,738.06	\$2,874.97	\$3,018.71	\$3,169.65	\$3,328.13	\$5,932.47	\$6,229.09	\$6,540.55	\$6,867.57	\$7,210.95	\$71,189.63	\$74,749.12	\$78,486.57	\$82,410.90	\$86,531.44

Minimum Wage Increase: \$18.20 effective the pay period including 01/01/25

Council Stipend Increase: \$950.00 / month effective 12/10/24

Part-Time Classifications: Market Range Adjustment to Individual Classifications, effective 06/23/24

(R) Market Range Adjustment

City of Los Altos - Part-Time Hourly Rate Schedule FY 24/25

Resolution 2025-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>
Project Manager (R)	Non-Exempt	Part-Time	Hourly	\$42.50	\$85.40
Network Engineer (R)	Non-Exempt	Part-Time	Hourly	\$53.90	\$75.90
Public Safety Specialist - Dispatch	Non-Exempt	Part-Time	Hourly	\$61.77	\$75.08
Police Officer (Reserve) - Level I (R)	Non-Exempt	Part-Time	Hourly	\$67.00	\$67.00
Emergency Preparedness Coordinator (R)	Non-Exempt	Part-Time	Hourly	\$52.35	\$63.63
IT Technician (R)	Non-Exempt	Part-Time	Hourly	\$45.16	\$54.89
Parking Enforcement Officer (R)	Non-Exempt	Part-Time	Hourly	\$44.03	\$53.52
Property & Evidence CSO	Non-Exempt	Part-Time	Hourly	\$43.12	\$52.41
Department Support Specialist (R)	Non-Exempt	Part-Time	Hourly	\$36.00	\$46.00
Project Coordinator (R)	Non-Exempt	Part-Time	Hourly	\$32.32	\$44.85
Public Safety Specialist - Records (R)	Non-Exempt	Part-Time	Hourly	\$34.00	\$41.33
Clerical Assistant II (R)	Non-Exempt	Part-Time	Hourly	\$27.50	\$35.00
Preschool Teacher III (R)	Non-Exempt	Part-Time	Hourly	\$27.50	\$33.00
Recreation Specialist	Non-Exempt	Part-Time	Hourly	\$25.00	\$30.00
Maintenance Worker I (R)	Non-Exempt	Part-Time	Hourly	\$24.50	\$30.00
Intern (R)	Non-Exempt	Temporary	Hourly	\$18.00	\$30.00
Clerical Assistant I (R)	Non-Exempt	Part-Time	Hourly	\$20.00	\$29.50
Records Management Assistant *	Non-Exempt	Part-Time	Hourly	\$20.00	\$29.50
Preschool Teacher II (R)	Non-Exempt	Temporary	Hourly	\$22.25	\$27.50
Senior Recreation Leader (R)	Non-Exempt	Seasonal	Hourly	\$20.00	\$23.00
Facility Attendant (R)	Non-Exempt	Part-Time	Hourly	\$18.20	\$22.75
Preschool Teacher I (R)	Non-Exempt	Temporary	Hourly	\$18.75	\$22.25
Recreation Leader	Non-Exempt	Seasonal	Hourly	\$18.20	\$21.50
Council Member	Non-Exempt	Part-Time	Stipend	Stipend \$950.00 / Month	
Police Officer (Reserve) - Level II	Non-Exempt	Per-Diem	Stipend	Stipend \$200.00 / Month	