

RESOLUTION NO. 2025-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
APPROVING THE UPDATED FISCAL YEAR 2025/26 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 provide 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.

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Los Altos hereby adopts the Update Fiscal Year 2025/26 Pay Schedule in Exhibit A reflecting these classification market 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 10th day of June, 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Pete Dailey, MAYOR

Attest:

Melissa Thurman, MMC
CITY CLERK

City Manager: None

Unrepresented Department Heads: Market Adjustment to Individual Classifications effective 06/22/25

Unrepresented Management: Market Adjustment to Individual Classifications effective 06/22/25

Unrepresented Confidential: Market Adjustment to Individual Classifications effective 06/22/25

LAMEA: Market Adjustment to Individual Classifications effective 06/22/25

POA: 5% Increase effective 06/22/2025

Teamsters: Market Range Adjustment to Individual Classifications effective 06/22/25

City of Los Altos - Full Time Salary Schedule FY 25/26		Biweekly			Monthly			Annual		
Unrep. Department Head Classifications	FLSA Status	Range Min.	Open Range	Range Max.	Range Min.	Open Range	Range Max.	Range Min.	Open Range	Range Max.
City Manager	Exempt			\$11,493.27			\$24,902.08			\$298,825.00
Assistant City Manager	Exempt	\$9,347.25		\$11,361.58	\$20,252.38		\$24,616.77	\$243,028.55		\$295,401.20
Police Chief	Exempt	\$9,347.25		\$11,361.58	\$20,252.38		\$24,616.77	\$243,028.55		\$295,401.20
Public Works Director	Exempt	\$8,620.95		\$10,478.76	\$18,678.72		\$22,703.98	\$224,144.64		\$272,447.81
Development Services Director	Exempt	\$8,514.77		\$10,349.70	\$18,448.66		\$22,424.35	\$221,383.95		\$269,092.19
Parks, Recreation, & Community Svs. Director	Exempt	\$8,514.77		\$10,349.70	\$18,448.66		\$22,424.35	\$221,383.95		\$269,092.19
Finance Director	Exempt	\$8,219.19		\$9,990.43	\$17,808.25		\$21,645.93	\$213,699.05		\$259,751.19
Human Resources Director	Exempt	\$8,107.21		\$9,854.31	\$17,565.62		\$21,351.01	\$210,787.43		\$256,212.12

Unrep. Management Classifications	FLSA Status	Range Min.	Open Range	Range Max.	Range Min.	Open Range	Range Max.	Range Min.	Open Range	Range Max.
Deputy City Manager	Exempt	\$7,754.66		\$9,425.84	\$16,801.77		\$20,422.65	\$201,621.22		\$245,071.86
Police Captain	Exempt	\$7,735.33		\$9,402.34	\$16,759.88		\$20,371.74	\$201,118.53		\$244,460.83
City Engineer	Exempt	\$7,238.77		\$8,798.77	\$15,684.00		\$19,064.00	\$188,208.05		\$228,768.06
Police Lieutenant	Exempt	\$7,238.77		\$8,798.77	\$15,684.00		\$19,064.00	\$188,208.05		\$228,768.06
Deputy Director	Exempt	\$7,210.67		\$8,764.61	\$15,623.12		\$18,990.00	\$187,477.42		\$227,879.98
Capital Improvement Projects Manager	Exempt	\$6,848.41		\$8,324.29	\$14,838.23		\$18,035.96	\$178,058.70		\$216,431.46
City Clerk	Exempt	\$6,569.52		\$7,985.29	\$14,233.95		\$17,301.46	\$170,807.45		\$207,617.52
Building Official	Exempt	\$6,536.53		\$7,945.19	\$14,162.47		\$17,214.58	\$169,949.69		\$206,574.91
Information Technology Manager	Exempt	\$6,518.42		\$7,923.18	\$14,123.24		\$17,166.88	\$169,478.84		\$206,002.58
Finance Manager	Exempt	\$6,518.42		\$7,923.18	\$14,123.24		\$17,166.88	\$169,478.84		\$206,002.58
Human Resources Manager	Exempt	\$6,518.42		\$7,923.18	\$14,123.24		\$17,166.88	\$169,478.84		\$206,002.58
Maintenance Superintendent	Exempt	\$6,410.99		\$7,792.59	\$13,890.47		\$16,883.95	\$166,685.63		\$202,607.43
Development Services Manager	Exempt	\$6,244.05		\$7,589.68	\$13,528.77		\$16,444.30	\$162,345.23		\$197,331.64
Human Resources Adminiatrator	Exempt	\$6,053.00		\$7,357.46	\$13,114.83		\$15,941.16	\$157,377.95		\$191,293.88
Public Works Manager	Exempt	\$6,053.00		\$7,357.46	\$13,114.83		\$15,941.16	\$157,377.95		\$191,293.88
Public Information Officer	Exempt	\$5,855.68		\$7,117.62	\$12,687.31		\$15,421.50	\$152,247.69		\$185,058.02
Assistant to the City Manager	Exempt	\$5,726.01		\$6,960.00	\$12,406.35		\$15,080.00	\$148,876.24		\$180,960.01
Recreation Manager	Exempt	\$5,638.20		\$6,853.27	\$12,216.10		\$14,848.75	\$146,593.22		\$178,184.97
Project Manager	Exempt	\$5,620.81		\$6,832.13	\$12,178.42		\$14,802.95	\$146,141.07		\$177,635.58

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	\$6,237.01	\$6,548.86	\$6,876.30	\$7,220.12	\$7,581.12	\$13,513.52	\$14,189.19	\$14,898.65	\$15,643.59	\$16,425.77	\$162,162.23	\$170,270.34	\$178,783.85	\$187,723.05	\$197,109.20
Senior Human Resources Analyst	Exempt	\$4,784.27	\$5,023.48	\$5,274.65	\$5,538.39	\$5,815.30	\$10,365.91	\$10,884.20	\$11,428.41	\$11,999.84	\$12,599.83	\$124,390.91	\$130,610.45	\$137,140.97	\$143,998.02	\$151,197.92
Senior Accountant	Exempt	\$4,654.30	\$4,887.01	\$5,131.36	\$5,387.93	\$5,657.32	\$10,084.31	\$10,588.52	\$11,117.95	\$11,673.84	\$12,257.54	\$121,011.67	\$127,062.25	\$133,415.37	\$140,086.13	\$147,090.44
Management Analyst II	Exempt	\$4,575.54	\$4,804.32	\$5,044.53	\$5,296.76	\$5,561.60	\$9,913.67	\$10,409.35	\$10,929.82	\$11,476.31	\$12,050.12	\$118,964.01	\$124,912.21	\$131,157.82	\$137,715.71	\$144,601.49
Human Resources Analyst II	Exempt	\$4,556.44	\$4,784.27	\$5,023.48	\$5,274.65	\$5,538.39	\$9,872.29	\$10,365.91	\$10,884.20	\$11,428.41	\$11,999.84	\$118,467.53	\$124,390.91	\$130,610.45	\$137,140.97	\$143,998.02
Public Information Coordinator	Non-Exempt	\$4,379.27	\$4,598.24	\$4,828.15	\$5,069.55	\$5,323.03	\$9,488.42	\$9,962.84	\$10,460.99	\$10,984.04	\$11,533.24	\$113,861.07	\$119,554.12	\$125,531.83	\$131,808.42	\$138,398.84
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	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	Non-Exempt	\$3,832.02	\$4,023.62	\$4,224.81	\$4,436.05	\$4,657.85	\$8,302.72	\$8,717.85	\$9,153.75	\$9,611.43	\$10,092.01	\$99,632.62	\$104,614.25	\$109,844.96	\$115,337.21	\$121,104.07
Deputy City Clerk	Exempt	\$3,673.15	\$3,856.81	\$4,049.65	\$4,252.13	\$4,464.73	\$7,958.49	\$8,356.41	\$8,774.23	\$9,212.95	\$9,673.59	\$95,501.86	\$100,276.95	\$105,290.80	\$110,555.34	\$116,083.11
Human Resources Technician	Non-Exempt	\$3,570.76	\$3,749.30	\$3,936.77	\$4,133.60	\$4,340.28	\$7,736.65	\$8,123.49	\$8,529.66	\$8,956.14	\$9,403.95	\$92,839.84	\$97,481.83	\$102,355.93	\$107,473.72	\$112,847.41

City of Los Altos - Full Time Salary Schedule FY 25/26

Resolution 2025-XX		Biweekly					Monthly					Annual				
LAMEA 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 Network Systems Administrator	Exempt	\$5,571.08	\$5,849.64	\$6,142.12	\$6,449.23	\$6,771.69	\$12,070.68	\$12,674.22	\$13,307.93	\$13,973.33	\$14,671.99	\$144,848.21	\$152,090.62	\$159,695.15	\$167,679.90	\$176,063.90
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
Network Systems Administrator	Exempt	\$5,305.80	\$5,571.08	\$5,849.64	\$6,142.12	\$6,449.23	\$11,495.89	\$12,070.68	\$12,674.22	\$13,307.93	\$13,973.33	\$137,950.67	\$144,848.21	\$152,090.62	\$159,695.15	\$167,679.90
Associate Civil Engineer	Non-Exempt	\$5,259.15	\$5,522.10	\$5,798.21	\$6,088.12	\$6,392.53	\$11,394.82	\$11,964.56	\$12,562.79	\$13,190.93	\$13,850.47	\$136,737.83	\$143,574.72	\$150,753.46	\$158,291.13	\$166,205.69
Senior Building Inspector	Exempt	\$5,095.16	\$5,349.92	\$5,617.41	\$5,898.29	\$6,193.20	\$11,039.51	\$11,591.49	\$12,171.06	\$12,779.62	\$13,418.60	\$132,474.17	\$139,097.88	\$146,052.77	\$153,355.41	\$161,023.18
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
Emergency Response Coordinator	Non-Exempt	\$4,961.88	\$5,209.98	\$5,470.48	\$5,744.00	\$6,031.20	\$10,750.75	\$11,288.29	\$11,852.70	\$12,445.34	\$13,067.60	\$129,008.99	\$135,459.44	\$142,232.41	\$149,344.03	\$156,811.23
Senior Recreation Supervisor	Exempt	\$4,811.92	\$5,052.51	\$5,305.14	\$5,570.40	\$5,848.92	\$10,425.82	\$10,947.12	\$11,494.47	\$12,069.19	\$12,672.65	\$125,109.89	\$131,365.39	\$137,933.66	\$144,830.34	\$152,071.86
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
Assistant Engineer	Non-Exempt	\$4,636.83	\$4,868.67	\$5,112.10	\$5,367.71	\$5,636.09	\$10,046.46	\$10,548.78	\$11,076.22	\$11,630.03	\$12,211.53	\$120,557.51	\$126,585.39	\$132,914.66	\$139,560.39	\$146,538.41
Economic Development Coordinator	Non-Exempt	\$4,625.18	\$4,856.44	\$5,099.26	\$5,354.23	\$5,621.94	\$10,021.23	\$10,522.29	\$11,048.41	\$11,600.83	\$12,180.87	\$120,254.75	\$126,267.49	\$132,580.87	\$139,209.91	\$146,170.41
Maintenance Supervisor	Non-Exempt	\$4,587.99	\$4,817.39	\$5,058.26	\$5,311.18	\$5,576.74	\$9,940.65	\$10,437.69	\$10,959.57	\$11,507.55	\$12,082.93	\$119,287.85	\$125,252.24	\$131,514.85	\$138,090.60	\$144,995.13
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
Recreation Supervisor	Exempt	\$4,582.78	\$4,811.92	\$5,052.51	\$5,305.14	\$5,570.40	\$9,929.36	\$10,425.82	\$10,947.12	\$11,494.47	\$12,069.19	\$119,152.28	\$125,109.89	\$131,365.39	\$137,933.66	\$144,830.34
GIS Technician	Non-Exempt	\$4,473.14	\$4,696.79	\$4,931.63	\$5,178.21	\$5,437.12	\$9,691.79	\$10,176.38	\$10,685.20	\$11,219.46	\$11,780.44	\$116,301.54	\$122,116.61	\$128,222.44	\$134,633.57	\$141,365.25
Building Inspector	Non-Exempt	\$4,466.49	\$4,689.82	\$4,924.31	\$5,170.52	\$5,429.05	\$9,677.40	\$10,161.27	\$10,669.33	\$11,202.80	\$11,762.94	\$116,128.79	\$121,935.23	\$128,032.00	\$134,433.60	\$141,155.27
Construction Inspector	Non-Exempt	\$4,330.31	\$4,546.82	\$4,774.16	\$5,012.87	\$5,263.51	\$9,382.33	\$9,851.44	\$10,344.02	\$10,861.22	\$11,404.28	\$112,587.93	\$118,217.33	\$124,128.19	\$130,334.60	\$136,851.33
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
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
Code Enforcement Officer	Non-Exempt	\$4,062.77	\$4,265.90	\$4,479.20	\$4,703.16	\$4,938.32	\$8,802.66	\$9,242.79	\$9,704.93	\$10,190.18	\$10,699.69	\$105,631.90	\$110,913.50	\$116,459.17	\$122,282.13	\$128,396.23
Information Technology Technician	Non-Exempt	\$3,998.93	\$4,198.88	\$4,408.82	\$4,629.26	\$4,860.73	\$8,664.35	\$9,097.57	\$9,552.45	\$10,030.07	\$10,531.57	\$103,972.22	\$109,170.83	\$114,629.38	\$120,360.85	\$126,378.89
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
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
Executive Assistant	Non-Exempt	\$3,460.56	\$3,633.58	\$3,815.26	\$4,006.03	\$4,206.33	\$7,497.87	\$7,872.76	\$8,266.40	\$8,679.72	\$9,113.71	\$89,974.45	\$94,473.17	\$99,196.83	\$104,156.67	\$109,364.50
Development Services Technician	Non-Exempt	\$3,451.27	\$3,623.83	\$3,805.02	\$3,995.27	\$4,195.03	\$7,477.74	\$7,851.63	\$8,244.21	\$8,656.42	\$9,089.24	\$89,732.91	\$94,219.55	\$98,930.53	\$103,877.06	\$109,070.91
Recreation Coordinator	Non-Exempt	\$3,432.91	\$3,604.56	\$3,784.78	\$3,974.02	\$4,172.72	\$7,437.97	\$7,809.87	\$8,200.36	\$8,610.38	\$9,040.90	\$89,255.65	\$93,718.44	\$98,404.36	\$103,324.58	\$108,490.80
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
Lead Records Specialist	Non-Exempt	\$3,302.78	\$3,467.92	\$3,641.31	\$3,823.38	\$4,014.55	\$7,156.02	\$7,513.82	\$7,889.51	\$8,283.99	\$8,698.19	\$85,872.25	\$90,165.86	\$94,674.15	\$99,407.86	\$104,378.25
Records Specialist	Non-Exempt	\$3,002.53	\$3,152.65	\$3,310.29	\$3,475.80	\$3,649.59	\$6,505.47	\$6,830.75	\$7,172.28	\$7,530.90	\$7,907.44	\$78,065.68	\$81,968.96	\$86,067.41	\$90,370.78	\$94,889.32
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
Office Assistant II	Non-Exempt	\$2,768.13	\$2,906.54	\$3,051.87	\$3,204.46	\$3,364.68	\$5,997.62	\$6,297.50	\$6,612.38	\$6,943.00	\$7,290.15	\$71,971.47	\$75,570.04	\$79,348.55	\$83,315.97	\$87,481.77
Accounting Office Assistant	Non-Exempt	\$2,768.13	\$2,906.54	\$3,051.87	\$3,204.46	\$3,364.68	\$5,997.62	\$6,297.50	\$6,612.38	\$6,943.00	\$7,290.15	\$71,971.47	\$75,570.04	\$79,348.55	\$83,315.97	\$87,481.77
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	\$2,338.86	\$2,455.80	\$2,578.59	\$2,707.52	\$2,842.89	\$5,067.52	\$5,320.90	\$5,586.94	\$5,866.29	\$6,159.60	\$60,810.25	\$63,805.76	\$67,043.30	\$70,395.47	\$73,915.24

POA: 5% Increase effective 06/22/2025

City of Los Altos - Full Time Salary Schedule FY 25/26
Resolution 2025-XX

		Biweekly					Monthly					Annual				
<i>POA Classifications</i>	<i>FLSA Status</i>	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	\$6,115.21	\$6,420.98	\$6,742.02	\$7,079.13	\$7,433.08	\$13,249.63	\$13,912.11	\$14,607.72	\$15,338.11	\$16,105.01	\$158,995.59	\$166,945.37	\$175,292.63	\$184,057.27	\$193,260.13
Police Corporal	Non-Exempt	\$5,420.02	\$5,691.02	\$5,975.57	\$6,274.35	\$6,588.06	\$11,743.37	\$12,330.54	\$12,947.06	\$13,594.42	\$14,274.14	\$140,920.44	\$147,966.46	\$155,364.78	\$163,133.02	\$171,289.67
Communications Supervisor	Non-Exempt	\$5,248.38	\$5,510.80	\$5,786.34	\$6,075.66	\$6,379.44	\$11,371.50	\$11,940.07	\$12,537.07	\$13,163.93	\$13,822.12	\$136,457.96	\$143,280.85	\$150,444.90	\$157,967.14	\$165,865.50
Police Officer	Non-Exempt		\$5,374.61	\$5,643.34	\$5,925.51	\$6,221.78		\$11,644.99	\$12,227.23	\$12,838.60	\$13,480.53		\$139,739.83	\$146,726.82	\$154,063.16	\$161,766.32
Lead Communications Officer	Non-Exempt	\$4,820.03	\$5,061.03	\$5,314.08	\$5,579.79	\$5,858.77	\$10,443.39	\$10,965.56	\$11,513.84	\$12,089.54	\$12,694.01	\$125,320.74	\$131,586.78	\$138,166.12	\$145,074.42	\$152,328.14
Crime Analyst	Non-Exempt	\$4,521.78	\$4,747.87	\$4,985.26	\$5,234.52	\$5,496.25	\$9,797.18	\$10,287.04	\$10,801.40	\$11,341.47	\$11,908.54	\$117,566.22	\$123,444.53	\$129,616.76	\$136,097.59	\$142,902.47
Communications Officer	Non-Exempt	\$4,413.96	\$4,634.66	\$4,866.39	\$5,109.71	\$5,365.20	\$9,563.58	\$10,041.76	\$10,543.85	\$11,071.04	\$11,624.59	\$114,762.95	\$120,501.10	\$126,526.16	\$132,852.46	\$139,495.09
Police Officer Trainee	Non-Exempt	\$5,118.67					\$11,090.46					\$133,085.55				
Community Service Officer	Non-Exempt	\$3,643.53	\$3,825.71	\$4,016.99	\$4,217.84	\$4,428.73	\$7,894.32	\$8,289.03	\$8,703.48	\$9,138.66	\$9,595.59	\$94,731.79	\$99,468.38	\$104,441.80	\$109,663.89	\$115,147.09

Teamsters: Market Range Adjustment to Individual Classifications, effective 06/22/25

City of Los Altos - Full Time Salary Schedule FY 25/26
Resolution 2025-XX

		Biweekly					Monthly					Annual				
<i>Teamsters Classifications</i>	<i>FLSA Status</i>	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	\$4,035.24	\$4,237.01	\$4,448.86	\$4,671.30	\$8,326.70	\$8,743.03	\$9,180.18	\$9,639.19	\$10,121.15	\$99,920.34	\$104,916.36	\$110,162.17	\$115,670.28	\$121,453.80
Senior Maintenance Technician	Non-Exempt	\$3,787.13	Open Range			\$4,603.28	\$8,205.44	Open Range			\$9,973.77	\$98,465.32	Open Range			\$119,685.21
Maintenance Leadworker	Non-Exempt	\$3,674.61	Open Range			\$4,466.51	\$7,961.65	Open Range			\$9,677.44	\$95,539.83	Open Range			\$116,129.26
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
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 Technician	Non-Exempt	\$3,442.84	Open Range			\$4,184.80	\$7,459.49	Open Range			\$9,067.06	\$89,513.93	Open Range			\$108,804.74
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
Wastewater Maintenance Worker I	Non-Exempt	\$3,169.78	\$3,328.27	\$3,494.68	\$3,669.42	\$3,852.89	\$6,867.86	\$7,211.25	\$7,571.81	\$7,950.40	\$8,347.92	\$82,414.28	\$86,534.99	\$90,861.74	\$95,404.83	\$100,175.07
Maintenance Worker II	Non-Exempt	\$3,057.72	Open Range			\$3,716.67	\$6,625.05	Open Range			\$8,052.79	\$79,500.60	Open Range			\$96,633.47
Maintenance Worker I	Non-Exempt	\$2,751.78	Open Range			\$3,344.80	\$5,962.18	Open Range			\$7,247.07	\$71,546.18	Open Range			\$86,964.82

Part-Time Classifications: Market Range Adjustment to Individual Classifications, effective 06/22/25

City of Los Altos - Part-Time Hourly Rate Schedule FY 25/26

Resolution 2025-XX

Part-Time Classifications Title	FLSA Status	Employment Status	Rate Type	Min	Max
Project Manager	Non-Exempt	Part-Time	Hourly	\$55.00	\$85.40
Network Engineer	Non-Exempt	Part-Time	Hourly	\$57.77	\$80.62
Public Safety Specialist - Dispatch	Non-Exempt	Part-Time	Hourly	\$66.21	\$80.48
Emergency Preparedness Coordinator	Non-Exempt	Part-Time	Hourly	\$62.03	\$75.39
Police Officer - Level I	Non-Exempt	Part-Time	Hourly	\$67.00	\$67.00
IT Technician	Non-Exempt	Part-Time	Hourly	\$49.99	\$60.76
Parking Enforcement Officer	Non-Exempt	Part-Time	Hourly	\$45.54	\$55.36
Property & Evidence CSO	Non-Exempt	Part-Time	Hourly	\$45.54	\$55.36
Project Coordinator	Non-Exempt	Part-Time	Hourly	\$34.60	\$50.00
Department Support Specialist	Non-Exempt	Part-Time	Hourly	\$37.00	\$46.00
Public Safety Specialist - Records	Non-Exempt	Part-Time	Hourly	\$37.53	\$45.62
Clerical Assistant II	Non-Exempt	Part-Time	Hourly	\$29.24	\$35.54
Recreation Specialist	Non-Exempt	Part-Time	Hourly	\$25.00	\$33.11
Maintenance Worker I	Non-Exempt	Part-Time	Hourly	\$26.10	\$32.72
Intern	Non-Exempt	Temporary	Hourly	\$18.00	\$30.00
Clerical Assistant I	Non-Exempt	Part-Time	Hourly	\$20.00	\$29.50
Records Management Assistant	Non-Exempt	Part-Time	Hourly	\$20.00	\$29.50
Senior Recreation Leader	Non-Exempt	Seasonal	Hourly	\$20.00	\$25.00
Facility Attendant	Non-Exempt	Part-Time	Hourly	\$18.20	\$24.25
Recreation Leader	Non-Exempt	Seasonal	Hourly	\$18.20	\$21.50
Council Member	Non-Exempt	Part-Time	Stipend	Stipend \$950.00 / Month	
Police Officer - Level II	Non-Exempt	Per-Diem	Stipend	Stipend \$200.00 / Month	