

A comparison of two similar towns, Los Gatos to Los Altos, as you increase salaries that will, in turn, increase pensions and may set a higher bar for employees when they bargain for wage increases - that will also increase pension costs.

City	Residents	Employees	Total Wages	Total Retirement & Health Contrib	Wages / Employees	Benefits/ Employee	Total Pay Package/Emp.
Los Altos	31,190	232	\$ 15,889,251	\$ 3,642,983	\$ 68,488	\$ 15,703	\$ 84,191
Los Gatos	30,988	233	\$ 17,123,661	\$ 4,228,967	\$ 73,492	\$ 18,150	\$ 91,642
Los Altos vs Los Gatos	202	(1)	(1,234,410)	(585,984)	(5,004)	(2,448)	(7,452)

Los Altos has 202 fewer residents than Los Gatos

Has one less employee

Pays \$ 1,234,410 less in wages annually

Pays \$585,894 less for retirement and health benefits annually

Those two total more than \$1.8 million that Los Altos pays less than Los Gatos

Pays \$ 5,004 less in average wage annually per employee

Pays \$2,448 less annually per employee for benefits

Los Altos's total pay and benefits package is \$7,452 less per employee than Los Gatos annually

Has \$36,185,071 Net Pension liabilities 6/30/18 (pg 66 of 6/30/19 CAFR)

Los Gatos Net Pension liabilities on 6/30/18 were \$53,204,508

#### Top 10 Paid Employee information

	LG Minimum	LG Maximum	LA Minimum	LA Maximum
Average of top 10	155,453	216,390	164,828	206,019

The averages came from Los Altos and Los Gatos public internet data

I used the 10 highest paid positions for both towns for comparison

Los Altos has no Library Director

It does not appear that Los Altos has an attorney,

In Los Altos, one of the top 10 is the Administrative Services Director. LG has no equivalent

Since 2016, the Town Manager's salary has increased 23%

The Assistant Town Managers salary has increased 19.7%

The Police Chief's Salary has increased 22.7%

The Town Attorney's salary has increased 13.3%

Los Gatos Town Manager Projected Salary: \$250,000

Los Altos City Manager Salary: \$228,360

*Jak VanNada -*

*Los Gatos Community Alliance*

*Facts Matter; Transparency Matters; Honesty Matters*

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ATTACHMENT 3