



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 07/01/2023 (4% Increase)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|----------|-------------|----------------------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 190 | Non-Exempt | Accountant | 690P | \$42.15 | \$52.68 | \$63.22 | \$87,672 | \$109,574 | \$131,498 |
| 76 | Exempt | Administrative Assistant | 750P | \$33.70 | \$42.12 | \$50.55 | \$70,096 | \$87,610 | \$105,144 |
| 115 | Exempt | Assistant Chief Building Official | 405M | \$61.18 | \$76.47 | \$91.77 | \$127,254 | \$159,058 | \$190,882 |
| 132 | Exempt | Assistant Chief of Police | 100A | \$100.25 | \$125.31 | \$150.38 | \$208,520 | \$260,645 | \$312,790 |
| 108 | Exempt | Assistant City Attorney | 165A | \$76.94 | \$96.17 | \$115.41 | \$160,035 | \$200,034 | \$240,053 |
| 109 | Exempt | Assistant City Clerk | 630M | \$46.58 | \$58.22 | \$69.87 | \$96,886 | \$121,098 | \$145,330 |
| 107 | Exempt | Assistant City Manager | 20E | \$100.00 | \$124.99 | \$149.99 | \$208,000 | \$259,979 | \$311,979 |
| 73 | Exempt | Assistant Director Administrative Services | 120A | \$82.99 | \$103.73 | \$124.48 | \$172,619 | \$215,758 | \$258,918 |
| 126 | Exempt | Assistant Director Community Services | 150A | \$79.46 | \$99.32 | \$119.19 | \$165,277 | \$206,586 | \$247,915 |
| 1007 | Exempt | Assistant Director Human Resources | 155A | \$76.84 | \$96.04 | \$115.25 | \$159,827 | \$199,763 | \$239,720 |
| 2001 | Exempt | Assistant Director Library Services | 160A | \$71.75 | \$89.68 | \$107.62 | \$149,240 | \$186,534 | \$223,850 |
| 10 | Exempt | Assistant Director Planning & Community Environment | 130A | \$80.81 | \$101.01 | \$121.22 | \$168,085 | \$210,101 | \$252,138 |
| 143 | Exempt | Assistant Director Public Works | 140A | \$79.88 | \$99.84 | \$119.81 | \$166,150 | \$207,667 | \$249,205 |
| TBD | Exempt | Assistant Director Sustainability | TBD | \$89.34 | \$111.67 | \$134.00 | \$185,827 | \$232,274 | \$278,720 |
| TBD2 | Exempt | Assistant Fire Marshal | TBD | \$76.42 | \$95.53 | \$114.64 | \$158,954 | \$198,702 | \$238,449 |
| 168 | Exempt | Assistant Fleet Manager | 585M | \$46.28 | \$57.85 | \$69.42 | \$96,262 | \$120,328 | \$144,394 |
| 102 | Exempt | Assistant Manager WQCP | 240D | \$66.07 | \$82.58 | \$99.10 | \$137,426 | \$171,766 | \$206,128 |
| 30 | Exempt | Assistant to the City Manager | 390M | \$64.79 | \$80.98 | \$97.18 | \$134,763 | \$168,438 | \$202,134 |
| 118 | Exempt | Chief Building Official | 290M | \$78.36 | \$97.95 | \$117.54 | \$162,989 | \$203,736 | \$244,483 |
| 2008 | Exempt | Chief Communications Officer | 135A | \$76.41 | \$95.51 | \$114.62 | \$158,933 | \$198,661 | \$238,410 |
| 112 | Exempt | Chief Planning Official | 220D | \$70.08 | \$87.60 | \$105.12 | \$145,766 | \$182,208 | \$218,650 |
| 95 | Exempt | Chief Procurement Officer | 235D | \$59.86 | \$74.82 | \$89.79 | \$124,509 | \$155,626 | \$186,763 |
| 82 | Exempt | Chief Transportation Official | 140A | \$75.94 | \$94.92 | \$113.91 | \$157,955 | \$197,434 | \$236,933 |
| 96 | Exempt | Claims Investigator | 660P | \$40.94 | \$51.17 | \$61.41 | \$85,155 | \$106,434 | \$127,733 |
| 24 | Exempt | Communication Specialist | 615M | \$44.30 | \$55.37 | \$66.45 | \$92,144 | \$115,170 | \$138,216 |
| 89 | Exempt | Contracts Administrator | 585P | \$52.00 | \$65.00 | \$78.00 | \$108,160 | \$135,200 | \$162,240 |
| 186 | Non-Exempt | Coordinator Library Circulation | 675M | \$42.29 | \$52.86 | \$63.44 | \$87,963 | \$109,949 | \$131,955 |
| 191 | Exempt | Fire Marshal | 125A | \$91.24 | \$114.04 | \$136.85 | \$189,779 | \$237,203 | \$284,648 |
| 11 | Exempt | Deputy City Attorney | 375M | \$60.35 | \$75.43 | \$90.52 | \$125,528 | \$156,894 | \$188,282 |
| 71 | Exempt | Deputy City Clerk | 720M | \$36.49 | \$45.61 | \$54.74 | \$75,899 | \$94,869 | \$113,859 |
| 55 | Exempt | Deputy City Manager | 115A | \$79.33 | \$99.16 | \$119.00 | \$165,006 | \$206,253 | \$247,520 |
| 195 | Exempt | Deputy Director Technical Services Division | 200D | \$74.84 | \$93.55 | \$112.26 | \$155,667 | \$194,584 | \$233,501 |
| 20 | Exempt | Deputy Fire Chief | 110A | \$95.04 | \$118.79 | \$142.55 | \$197,683 | \$247,083 | \$296,504 |
| 81 | Exempt | Director Administrative Services/Chief Financial Officer | 50E | \$96.60 | \$120.74 | \$144.89 | \$200,928 | \$251,139 | \$301,371 |



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 07/01/2023 (4% Increase)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|----------|-------------|-----------------------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 72 | Exempt | Director Community Services | 45E | \$91.85 | \$114.81 | \$137.78 | \$191,048 | \$238,805 | \$286,582 |
| 1012 | Exempt | Director Development Services | 145A | \$80.69 | \$100.86 | \$121.04 | \$167,835 | \$209,789 | \$251,763 |
| 133 | Exempt | Director Human Resources/Chief People Officer | 55E | \$92.09 | \$115.11 | \$138.14 | \$191,547 | \$239,429 | \$287,331 |
| 128 | Exempt | Director Information Technology/Chief Information Officer | 25E | \$100.58 | \$125.72 | \$150.87 | \$209,206 | \$261,498 | \$313,810 |
| 131 | Exempt | Director Libraries | 60E | \$86.00 | \$107.50 | \$129.00 | \$178,880 | \$223,600 | \$268,320 |
| 2028 | Exempt | Director of Emergency Medical Services | 215D | \$72.42 | \$90.52 | \$108.63 | \$150,634 | \$188,282 | \$225,950 |
| 2005 | Exempt | Director Office of Emergency Services | 215D | \$72.42 | \$90.52 | \$108.63 | \$150,634 | \$188,282 | \$225,950 |
| 49 | Exempt | Director Office of Management and Budget | 120A | \$82.99 | \$103.73 | \$124.48 | \$172,619 | \$215,758 | \$258,918 |
| 134 | Exempt | Director Planning & Community Environment | 40E | \$96.84 | \$121.05 | \$145.26 | \$201,427 | \$251,784 | \$302,141 |
| 135 | Exempt | Director Public Works/City Engineer | 30E | \$98.08 | \$122.60 | \$147.12 | \$204,006 | \$255,008 | \$306,010 |
| 121 | Exempt | Director Utilities | 10E | \$115.75 | \$144.68 | \$173.62 | \$240,760 | \$300,934 | \$361,130 |
| 2002 | Exempt | Division Head Library Services | 260D | \$62.69 | \$78.36 | \$94.04 | \$130,395 | \$162,989 | \$195,603 |
| 172 | Exempt | Division Manager Open Space, Parks & Golf | 245D | \$65.17 | \$81.46 | \$97.76 | \$135,554 | \$169,437 | \$203,341 |
| 2031 | Exempt | Division Manager Planning | 220D | \$70.08 | \$87.60 | \$105.12 | \$145,766 | \$182,208 | \$218,650 |
| 1005 | Exempt | Executive Assistant to the City Manager | 705M | \$38.06 | \$47.57 | \$57.09 | \$79,165 | \$98,946 | \$118,747 |
| 139 | Exempt | Fire Chief | 35E | \$109.32 | \$136.64 | \$163.97 | \$227,386 | \$284,211 | \$341,058 |
| 163 | Exempt | Hearing Officer | 480M | \$53.57 | \$66.96 | \$80.36 | \$111,426 | \$139,277 | \$167,149 |
| 101 | Exempt | Human Resources Representative | 735P | \$35.61 | \$44.51 | \$53.42 | \$74,069 | \$92,581 | \$111,114 |
| 90 | Exempt | Landscape Architect Park Planner | 510M | \$51.02 | \$63.77 | \$76.53 | \$106,122 | \$132,642 | \$159,182 |
| 2015 | Exempt | Legal Fellow | 755P | \$44.87 | \$56.08 | \$67.30 | \$93,330 | \$116,646 | \$139,984 |
| 171 | Exempt | Management Analyst | 585M | \$46.28 | \$57.85 | \$69.42 | \$96,262 | \$120,328 | \$144,394 |
| 79 | Exempt | Manager Accounting | 235D | \$63.30 | \$79.12 | \$94.95 | \$131,664 | \$164,570 | \$197,496 |
| 2007 | Exempt | Manager Airport | 210D | \$72.66 | \$90.82 | \$108.99 | \$151,133 | \$188,906 | \$226,699 |
| 2023 | Exempt | Manager Budget | 360M | \$67.16 | \$83.95 | \$100.74 | \$139,693 | \$174,616 | \$209,539 |
| 38 | Exempt | Manager Communications | 525M | \$51.32 | \$64.15 | \$76.98 | \$106,746 | \$133,432 | \$160,118 |
| 154 | Exempt | Manager Community Services | 630M | \$47.72 | \$59.64 | \$71.57 | \$99,258 | \$124,051 | \$148,866 |
| 169 | Exempt | Manager Community Services Sr Program | 585M | \$51.26 | \$64.07 | \$76.89 | \$106,621 | \$133,266 | \$159,931 |
| 1013 | Exempt | Manager Development Center | 495M | \$57.92 | \$72.40 | \$86.88 | \$120,474 | \$150,592 | \$180,710 |
| 63 | Exempt | Manager Economic Development | 220D | \$66.88 | \$83.60 | \$100.32 | \$139,110 | \$173,888 | \$208,666 |
| 44 | Exempt | Manager Employee Benefits | 450M | \$57.23 | \$71.53 | \$85.84 | \$119,038 | \$148,782 | \$178,547 |
| 45 | Exempt | Manager Employee Relations & Training | 235D | \$63.30 | \$79.12 | \$94.95 | \$131,664 | \$164,570 | \$197,496 |
| 93 | Exempt | Manager Environmental Control Program | 419M | \$62.26 | \$77.82 | \$93.39 | \$129,501 | \$161,866 | \$194,251 |
| 1116 | Exempt | Manager Facilities | 445M | \$54.93 | \$68.66 | \$82.40 | \$114,254 | \$142,813 | \$171,392 |
| 2030 | Exempt | Manager Finance | 223D | \$66.44 | \$83.04 | \$99.65 | \$138,195 | \$172,723 | \$207,272 |



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Management, Professional and Confidential Salary Schedule
Effective 07/01/2023 (4% Increase)**

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|----------|-------------|------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 127 | Exempt | Manager Fleet | 255D | \$55.48 | \$69.35 | \$83.22 | \$115,398 | \$144,248 | \$173,098 |
| 2018 | Exempt | Manager Human Services | 540M | \$53.81 | \$67.26 | \$80.72 | \$111,925 | \$139,901 | \$167,898 |
| 32 | Exempt | Manager Information Technology | 230D | \$64.72 | \$80.89 | \$97.07 | \$134,618 | \$168,251 | \$201,906 |
| 2006 | Exempt | Manager Information Technology Security | 230D | \$61.20 | \$76.50 | \$91.80 | \$127,296 | \$159,120 | \$190,944 |
| 158 | Exempt | Manager Laboratory Services | 495M | \$52.28 | \$65.35 | \$78.42 | \$108,742 | \$135,928 | \$163,114 |
| 78 | Exempt | Manager Library Services | 565M | \$50.61 | \$63.26 | \$75.92 | \$105,269 | \$131,581 | \$157,914 |
| 92 | Exempt | Manager Maintenance Operations | 469M | \$51.22 | \$64.02 | \$76.83 | \$106,538 | \$133,162 | \$159,806 |
| 26 | Exempt | Manager Transportation Planning | 345M | \$67.27 | \$84.08 | \$100.90 | \$139,922 | \$174,886 | \$209,872 |
| 51 | Exempt | Manager Planning | 415M | \$61.47 | \$76.83 | \$92.20 | \$127,858 | \$159,806 | \$191,776 |
| 103 | Exempt | Manager Real Property | 235D | \$59.86 | \$74.82 | \$89.79 | \$124,509 | \$155,626 | \$186,763 |
| 2011 | Exempt | Manager Revenue Collections | 250D | \$56.26 | \$70.32 | \$84.39 | \$117,021 | \$146,266 | \$175,531 |
| 160 | Exempt | Manager Solid Waste | 330M | \$65.84 | \$82.30 | \$98.76 | \$136,947 | \$171,184 | \$205,421 |
| 57 | Exempt | Manager Treasury, Debt & Investments | 235D | \$61.72 | \$77.15 | \$92.58 | \$128,378 | \$160,472 | \$192,566 |
| 86 | Exempt | Manager Urban Forestry | 436M | \$57.07 | \$71.33 | \$85.60 | \$118,706 | \$148,366 | \$178,048 |
| 178 | Exempt | Manager Water Quality Control Plant | 205D | \$74.57 | \$93.21 | \$111.86 | \$155,106 | \$193,877 | \$232,669 |
| 39 | Exempt | Manager Watershed Protection | 330M | \$67.09 | \$83.86 | \$100.64 | \$139,547 | \$174,429 | \$209,331 |
| 1008 | Exempt | Office of Emergency Services Coordinator | 525M | \$49.78 | \$62.22 | \$74.67 | \$103,542 | \$129,418 | \$155,314 |
| 2024 | Exempt | Performance Auditor I | 750P | \$33.70 | \$42.12 | \$50.55 | \$70,096 | \$87,610 | \$105,144 |
| 100 | Exempt | Performance Auditor II | 585M | \$46.28 | \$57.85 | \$69.42 | \$96,262 | \$120,328 | \$144,394 |
| 148 | Exempt | Police Chief | 15E | \$112.85 | \$141.06 | \$169.28 | \$234,728 | \$293,405 | \$352,102 |
| 2021 | Exempt | Chief Assistant City Attorney | 101A | \$99.48 | \$124.35 | \$149.22 | \$206,918 | \$258,648 | \$310,378 |
| 2016 | Exempt | Principal Business Analyst | 310M | \$63.77 | \$79.71 | \$95.66 | \$132,642 | \$165,797 | \$198,973 |
| 2029 | Exempt | Principal Planner | 469M | \$51.63 | \$64.53 | \$77.44 | \$107,390 | \$134,222 | \$161,075 |
| 2003 | Exempt | Principal Management Analyst | 360M | \$63.52 | \$79.40 | \$95.28 | \$132,122 | \$165,152 | \$198,182 |
| 2009 | Exempt | Project Manager | 570M | \$52.34 | \$65.42 | \$78.51 | \$108,867 | \$136,074 | \$163,301 |
| 2012 | Exempt | Public Safety Communications Manager | 495M | \$52.28 | \$65.35 | \$78.42 | \$108,742 | \$135,928 | \$163,114 |
| 166 | Exempt | Public Safety Program Manager | 585M | \$46.28 | \$57.85 | \$69.42 | \$96,262 | \$120,328 | \$144,394 |
| 117 | Exempt | Senior Accountant | 525M | \$55.93 | \$69.91 | \$83.90 | \$116,334 | \$145,413 | \$174,512 |
| 2013 | Exempt | Senior Business Analyst - M | 420M | \$55.52 | \$69.40 | \$83.28 | \$115,482 | \$144,352 | \$173,222 |
| 187 | Exempt | Senior Engineer | 300M | \$71.47 | \$89.33 | \$107.20 | \$148,658 | \$185,806 | \$222,976 |
| 106 | Exempt | Senior Executive Assistant | 450M | \$54.12 | \$67.65 | \$81.18 | \$112,570 | \$140,712 | \$168,854 |
| 157 | Exempt | Senior Human Resources Administrator | 545M | \$48.72 | \$60.89 | \$73.07 | \$101,338 | \$126,651 | \$151,986 |
| 14 | Exempt | Senior Management Analyst | 465M | \$54.08 | \$67.59 | \$81.11 | \$112,486 | \$140,587 | \$168,709 |
| 130 | Exempt | Senior Performance Auditor | 510M | \$51.02 | \$63.77 | \$76.53 | \$106,122 | \$132,642 | \$159,182 |



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 07/01/2023 (4% Increase)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|-------------------------------------|-------------|---------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 53 | Exempt | Senior Project Manager | 300M | \$71.47 | \$89.33 | \$107.20 | \$148,658 | \$185,806 | \$222,976 |
| 33 | Exempt | Senior Technologist | 420M | \$60.52 | \$75.65 | \$90.78 | \$125,882 | \$157,352 | \$188,822 |
| 155 | Exempt | Superintendent Animal Services | 540M | \$48.59 | \$60.73 | \$72.88 | \$101,067 | \$126,318 | \$151,590 |
| 83 | Exempt | Superintendent Community Services | 480M | \$58.01 | \$72.51 | \$87.02 | \$120,661 | \$150,821 | \$181,002 |
| 1117 | Exempt | Superintendent Recreation | 480M | \$58.01 | \$72.51 | \$87.02 | \$120,661 | \$150,821 | \$181,002 |
| 2022 | Exempt | Supervising Librarian | 675M | \$42.45 | \$53.06 | \$63.68 | \$88,296 | \$110,365 | \$132,454 |
| 161 | Exempt | Supervisor Facilities Management | 600M | \$45.25 | \$56.56 | \$67.88 | \$94,120 | \$117,645 | \$141,190 |
| 113 | Exempt | Supervisor Inspection and Surveying | 540M | \$48.59 | \$60.73 | \$72.88 | \$101,067 | \$126,318 | \$151,590 |
| 146 | Exempt | Supervisor Warehouse | 660M | \$40.94 | \$51.17 | \$61.41 | \$85,155 | \$106,434 | \$127,733 |
| 181 | Exempt | Supervisor Water Quality Control Operations | 525M | \$49.78 | \$62.22 | \$74.67 | \$103,542 | \$129,418 | \$155,314 |
| 2027 | Exempt | Utilities Chief Operating Officer | 60E | \$83.41 | \$104.26 | \$125.12 | \$173,493 | \$216,861 | \$260,250 |
| Confidential Classifications | | | | | | | | | |
| 905 | Non-Exempt | Human Resources Technician | 830C | \$29.85 | \$37.31 | \$44.78 | \$62,088 | \$77,605 | \$93,142 |
| 903 | Non-Exempt | Legal Secretary-Confidential | 820C | \$30.60 | \$38.24 | \$45.89 | \$63,648 | \$79,539 | \$95,451 |
| 67 | Exempt | Secretary to City Attorney | 800C | \$36.26 | \$45.32 | \$54.39 | \$75,421 | \$94,266 | \$113,131 |
| 1004 | Non-Exempt | Senior Legal Secretary - Confidential | 810C | \$33.70 | \$42.12 | \$50.55 | \$70,096 | \$87,610 | \$105,144 |



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective pay period inclusive of 01/01/2024 (Annual \$100 Medical Offset)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|----------|-------------|----------------------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 190 | Non-Exempt | Accountant | 690P | \$42.61 | \$53.26 | \$63.92 | \$88,629 | \$110,781 | \$132,954 |
| 76 | Exempt | Administrative Assistant | 750P | \$34.16 | \$42.70 | \$51.24 | \$71,053 | \$88,816 | \$106,579 |
| 115 | Exempt | Assistant Chief Building Official | 405M | \$61.64 | \$77.05 | \$92.46 | \$128,211 | \$160,264 | \$192,317 |
| 132 | Exempt | Assistant Chief of Police | 100A | \$100.72 | \$125.89 | \$151.07 | \$209,498 | \$261,851 | \$314,226 |
| 108 | Exempt | Assistant City Attorney | 165A | \$77.40 | \$96.75 | \$116.10 | \$160,992 | \$201,240 | \$241,488 |
| 109 | Exempt | Assistant City Clerk | 630M | \$47.04 | \$58.80 | \$70.56 | \$97,843 | \$122,304 | \$146,765 |
| 107 | Exempt | Assistant City Manager | 20E | \$100.46 | \$125.57 | \$150.69 | \$208,957 | \$261,186 | \$313,435 |
| 73 | Exempt | Assistant Director Administrative Services | 120A | \$83.45 | \$104.31 | \$125.18 | \$173,576 | \$216,965 | \$260,374 |
| 126 | Exempt | Assistant Director Community Services | 150A | \$79.92 | \$99.90 | \$119.88 | \$166,234 | \$207,792 | \$249,350 |
| 1007 | Exempt | Assistant Director Human Resources | 155A | \$77.30 | \$96.62 | \$115.95 | \$160,784 | \$200,970 | \$241,176 |
| 2001 | Exempt | Assistant Director Library Services | 160A | \$72.21 | \$90.26 | \$108.32 | \$150,197 | \$187,741 | \$225,306 |
| 10 | Exempt | Assistant Director Planning & Community Environment | 130A | \$81.28 | \$101.59 | \$121.91 | \$169,062 | \$211,307 | \$253,573 |
| 143 | Exempt | Assistant Director Public Works | 140A | \$80.34 | \$100.42 | \$120.51 | \$167,107 | \$208,874 | \$250,661 |
| 168 | Exempt | Assistant Fleet Manager | 585M | \$46.75 | \$58.43 | \$70.12 | \$97,240 | \$121,534 | \$145,850 |
| 102 | Exempt | Assistant Manager WQCP | 240D | \$66.53 | \$83.16 | \$99.80 | \$138,382 | \$172,973 | \$207,584 |
| 30 | Exempt | Assistant to the City Manager | 390M | \$65.25 | \$81.56 | \$97.88 | \$135,720 | \$169,645 | \$203,590 |
| TBD | Exempt | Assistant Director Sustainability | TBD | \$89.80 | \$112.25 | \$134.70 | \$186,784 | \$233,480 | \$280,176 |
| TBD2 | Exempt | Assistant Fire Marshal | TBD | \$76.89 | \$96.11 | \$115.34 | \$159,931 | \$199,909 | \$239,907 |
| 118 | Exempt | Chief Building Official | 290M | \$78.83 | \$98.53 | \$118.24 | \$163,966 | \$204,942 | \$245,939 |
| 2008 | Exempt | Chief Communications Officer | 135A | \$76.88 | \$96.09 | \$115.31 | \$159,910 | \$199,867 | \$239,845 |
| 112 | Exempt | Chief Planning Official | 220D | \$70.55 | \$88.18 | \$105.82 | \$146,744 | \$183,414 | \$220,106 |
| 95 | Exempt | Chief Procurement Officer | 235D | \$60.32 | \$75.40 | \$90.48 | \$125,466 | \$156,832 | \$188,198 |
| 82 | Exempt | Chief Transportation Official | 140A | \$76.40 | \$95.50 | \$114.60 | \$158,912 | \$198,640 | \$238,368 |
| 96 | Exempt | Claims Investigator | 660P | \$41.40 | \$51.75 | \$62.10 | \$86,112 | \$107,640 | \$129,168 |
| 24 | Exempt | Communication Specialist | 615M | \$44.76 | \$55.95 | \$67.14 | \$93,101 | \$116,376 | \$139,651 |
| 89 | Exempt | Contracts Administrator | 585P | \$52.47 | \$65.58 | \$78.70 | \$109,138 | \$136,406 | \$163,696 |
| 186 | Non-Exempt | Coordinator Library Circulation | 675M | \$42.76 | \$53.44 | \$64.13 | \$88,941 | \$111,155 | \$133,390 |
| 191 | Exempt | Fire Marshal | 125A | \$91.70 | \$114.62 | \$137.55 | \$190,736 | \$238,410 | \$286,104 |
| 11 | Exempt | Deputy City Attorney | 375M | \$60.81 | \$76.01 | \$91.22 | \$126,485 | \$158,101 | \$189,738 |
| 71 | Exempt | Deputy City Clerk | 720M | \$36.96 | \$46.19 | \$55.43 | \$76,877 | \$96,075 | \$115,294 |
| 55 | Exempt | Deputy City Manager | 115A | \$79.80 | \$99.74 | \$119.69 | \$165,984 | \$207,459 | \$248,955 |
| 195 | Exempt | Deputy Director Technical Services Division | 200D | \$75.31 | \$94.13 | \$112.96 | \$156,645 | \$195,790 | \$234,957 |
| 20 | Exempt | Deputy Fire Chief | 110A | \$95.50 | \$119.37 | \$143.25 | \$198,640 | \$248,290 | \$297,960 |
| 81 | Exempt | Director Administrative Services/Chief Financial Officer | 50E | \$97.06 | \$121.32 | \$145.59 | \$201,885 | \$252,346 | \$302,827 |



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective pay period inclusive of 01/01/2024 (Annual \$100 Medical Offset)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|----------|-------------|-----------------------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 72 | Exempt | Director Community Services | 45E | \$92.32 | \$115.39 | \$138.47 | \$192,026 | \$240,011 | \$288,018 |
| 1012 | Exempt | Director Development Services | 145A | \$81.16 | \$101.44 | \$121.73 | \$168,813 | \$210,995 | \$253,198 |
| 133 | Exempt | Director Human Resources/Chief People Officer | 55E | \$92.56 | \$115.69 | \$138.83 | \$192,525 | \$240,635 | \$288,766 |
| 128 | Exempt | Director Information Technology/Chief Information Officer | 25E | \$101.04 | \$126.30 | \$151.56 | \$210,163 | \$262,704 | \$315,245 |
| 131 | Exempt | Director Libraries | 60E | \$86.47 | \$108.08 | \$129.70 | \$179,858 | \$224,806 | \$269,776 |
| 2028 | Exempt | Director of Emergency Medical Services | 215D | \$72.88 | \$91.10 | \$109.32 | \$151,590 | \$189,488 | \$227,386 |
| 2005 | Exempt | Director Office of Emergency Services | 215D | \$72.88 | \$91.10 | \$109.32 | \$151,590 | \$189,488 | \$227,386 |
| 49 | Exempt | Director Office of Management and Budget | 120A | \$83.45 | \$104.31 | \$125.18 | \$173,576 | \$216,965 | \$260,374 |
| 134 | Exempt | Director Planning & Community Environment | 40E | \$97.31 | \$121.63 | \$145.96 | \$202,405 | \$252,990 | \$303,597 |
| 135 | Exempt | Director Public Works/City Engineer | 30E | \$98.55 | \$123.18 | \$147.82 | \$204,984 | \$256,214 | \$307,466 |
| 121 | Exempt | Director Utilities | 10E | \$116.21 | \$145.26 | \$174.32 | \$241,717 | \$302,141 | \$362,586 |
| 2002 | Exempt | Division Head Library Services | 260D | \$63.16 | \$78.94 | \$94.73 | \$131,373 | \$164,195 | \$197,038 |
| 172 | Exempt | Division Manager Open Space, Parks & Golf | 245D | \$65.64 | \$82.04 | \$98.45 | \$136,531 | \$170,643 | \$204,776 |
| 2031 | Exempt | Division Manager Planning | 220D | \$70.55 | \$88.18 | \$105.82 | \$146,744 | \$183,414 | \$220,106 |
| 1005 | Exempt | Executive Assistant to the City Manager | 705M | \$38.52 | \$48.15 | \$57.78 | \$80,122 | \$100,152 | \$120,182 |
| 139 | Exempt | Fire Chief | 35E | \$109.78 | \$137.22 | \$164.67 | \$228,342 | \$285,418 | \$342,514 |
| 163 | Exempt | Hearing Officer | 480M | \$54.04 | \$67.54 | \$81.05 | \$112,403 | \$140,483 | \$168,584 |
| 101 | Exempt | Human Resources Representative | 735P | \$36.08 | \$45.09 | \$54.11 | \$75,046 | \$93,787 | \$112,549 |
| 90 | Exempt | Landscape Architect Park Planner | 510M | \$51.48 | \$64.35 | \$77.22 | \$107,078 | \$133,848 | \$160,618 |
| 2015 | Exempt | Legal Fellow | 755P | \$45.33 | \$56.66 | \$68.00 | \$94,286 | \$117,853 | \$141,440 |
| 171 | Exempt | Management Analyst | 585M | \$46.75 | \$58.43 | \$70.12 | \$97,240 | \$121,534 | \$145,850 |
| 79 | Exempt | Manager Accounting | 235D | \$63.76 | \$79.70 | \$95.64 | \$132,621 | \$165,776 | \$198,931 |
| 2007 | Exempt | Manager Airport | 210D | \$73.12 | \$91.40 | \$109.68 | \$152,090 | \$190,112 | \$228,134 |
| 2023 | Exempt | Manager Budget | 360M | \$67.63 | \$84.53 | \$101.44 | \$140,670 | \$175,822 | \$210,995 |
| 38 | Exempt | Manager Communications | 525M | \$51.79 | \$64.73 | \$77.68 | \$107,723 | \$134,638 | \$161,574 |
| 154 | Exempt | Manager Community Services | 630M | \$48.18 | \$60.22 | \$72.27 | \$100,214 | \$125,258 | \$150,322 |
| 169 | Exempt | Manager Community Services Sr Program | 585M | \$51.72 | \$64.65 | \$77.58 | \$107,578 | \$134,472 | \$161,366 |
| 1013 | Exempt | Manager Development Center | 495M | \$58.39 | \$72.98 | \$87.58 | \$121,451 | \$151,798 | \$182,166 |
| 63 | Exempt | Manager Economic Development | 220D | \$67.35 | \$84.18 | \$101.02 | \$140,088 | \$175,094 | \$210,122 |
| 44 | Exempt | Manager Employee Benefits | 450M | \$57.69 | \$72.11 | \$86.54 | \$119,995 | \$149,989 | \$180,003 |
| 45 | Exempt | Manager Employee Relations & Training | 235D | \$63.76 | \$79.70 | \$95.64 | \$132,621 | \$165,776 | \$198,931 |
| 93 | Exempt | Manager Environmental Control Program | 419M | \$62.72 | \$78.40 | \$94.08 | \$130,458 | \$163,072 | \$195,686 |
| 1116 | Exempt | Manager Facilities | 445M | \$55.40 | \$69.24 | \$83.09 | \$115,232 | \$144,019 | \$172,827 |
| 2030 | Exempt | Manager Finance | 223D | \$66.90 | \$83.62 | \$100.35 | \$139,152 | \$173,930 | \$208,728 |



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective pay period inclusive of 01/01/2024 (Annual \$100 Medical Offset)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|----------|-------------|------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 127 | Exempt | Manager Fleet | 255D | \$55.95 | \$69.93 | \$83.92 | \$116,376 | \$145,454 | \$174,554 |
| 2018 | Exempt | Manager Human Services | 540M | \$54.28 | \$67.84 | \$81.41 | \$112,902 | \$141,107 | \$169,333 |
| 32 | Exempt | Manager Information Technology | 230D | \$65.18 | \$81.47 | \$97.77 | \$135,574 | \$169,458 | \$203,362 |
| 2006 | Exempt | Manager Information Technology Security | 230D | \$61.67 | \$77.08 | \$92.50 | \$128,274 | \$160,326 | \$192,400 |
| 158 | Exempt | Manager Laboratory Services | 495M | \$52.75 | \$65.93 | \$79.12 | \$109,720 | \$137,134 | \$164,570 |
| 78 | Exempt | Manager Library Services | 565M | \$51.08 | \$63.84 | \$76.61 | \$106,246 | \$132,787 | \$159,349 |
| 92 | Exempt | Manager Maintenance Operations | 469M | \$51.68 | \$64.60 | \$77.52 | \$107,494 | \$134,368 | \$161,242 |
| 26 | Exempt | Manager Transportation Planning | 345M | \$67.73 | \$84.66 | \$101.60 | \$140,878 | \$176,093 | \$211,328 |
| 51 | Exempt | Manager Planning | 415M | \$61.93 | \$77.41 | \$92.90 | \$128,814 | \$161,013 | \$193,232 |
| 103 | Exempt | Manager Real Property | 235D | \$60.32 | \$75.40 | \$90.48 | \$125,466 | \$156,832 | \$188,198 |
| 2011 | Exempt | Manager Revenue Collections | 250D | \$56.72 | \$70.90 | \$85.08 | \$117,978 | \$147,472 | \$176,966 |
| 160 | Exempt | Manager Solid Waste | 330M | \$66.31 | \$82.88 | \$99.46 | \$137,925 | \$172,390 | \$206,877 |
| 57 | Exempt | Manager Treasury, Debt & Investments | 235D | \$62.19 | \$77.73 | \$93.28 | \$129,355 | \$161,678 | \$194,022 |
| 86 | Exempt | Manager Urban Forestry | 436M | \$57.53 | \$71.91 | \$86.30 | \$119,662 | \$149,573 | \$179,504 |
| 178 | Exempt | Manager Water Quality Control Plant | 205D | \$75.04 | \$93.79 | \$112.55 | \$156,083 | \$195,083 | \$234,104 |
| 39 | Exempt | Manager Watershed Protection | 330M | \$67.56 | \$84.44 | \$101.33 | \$140,525 | \$175,635 | \$210,766 |
| 1008 | Exempt | Office of Emergency Services Coordinator | 525M | \$50.24 | \$62.80 | \$75.36 | \$104,499 | \$130,624 | \$156,749 |
| 2024 | Exempt | Performance Auditor I | 750P | \$34.16 | \$42.70 | \$51.24 | \$71,053 | \$88,816 | \$106,579 |
| 100 | Exempt | Performance Auditor II | 585M | \$46.75 | \$58.43 | \$70.12 | \$97,240 | \$121,534 | \$145,850 |
| 148 | Exempt | Police Chief | 15E | \$113.32 | \$141.64 | \$169.97 | \$235,706 | \$294,611 | \$353,538 |
| 2021 | Exempt | Chief Assistant City Attorney | 101A | \$99.95 | \$124.93 | \$149.92 | \$207,896 | \$259,854 | \$311,834 |
| 2016 | Exempt | Principal Business Analyst | 310M | \$64.24 | \$80.29 | \$96.35 | \$133,619 | \$167,003 | \$200,408 |
| 2029 | Exempt | Principal Planner | 469M | \$52.09 | \$65.11 | \$78.14 | \$108,347 | \$135,429 | \$162,531 |
| 2003 | Exempt | Principal Management Analyst | 360M | \$63.99 | \$79.98 | \$95.98 | \$133,099 | \$166,358 | \$199,638 |
| 2009 | Exempt | Project Manager | 570M | \$52.80 | \$66.00 | \$79.20 | \$109,824 | \$137,280 | \$164,736 |
| 2012 | Exempt | Public Safety Communications Manager | 495M | \$52.75 | \$65.93 | \$79.12 | \$109,720 | \$137,134 | \$164,570 |
| 166 | Exempt | Public Safety Program Manager | 585M | \$46.75 | \$58.43 | \$70.12 | \$97,240 | \$121,534 | \$145,850 |
| 117 | Exempt | Senior Accountant | 525M | \$56.40 | \$70.49 | \$84.59 | \$117,312 | \$146,619 | \$175,947 |
| 2013 | Exempt | Senior Business Analyst - M | 420M | \$55.99 | \$69.98 | \$83.98 | \$116,459 | \$145,558 | \$174,678 |
| 187 | Exempt | Senior Engineer | 300M | \$71.93 | \$89.91 | \$107.90 | \$149,614 | \$187,013 | \$224,432 |
| 106 | Exempt | Senior Executive Assistant | 450M | \$54.59 | \$68.23 | \$81.88 | \$113,547 | \$141,918 | \$170,310 |
| 157 | Exempt | Senior Human Resources Administrator | 545M | \$49.18 | \$61.47 | \$73.77 | \$102,294 | \$127,858 | \$153,442 |
| 14 | Exempt | Senior Management Analyst | 465M | \$54.54 | \$68.17 | \$81.81 | \$113,443 | \$141,794 | \$170,165 |
| 130 | Exempt | Senior Performance Auditor | 510M | \$51.48 | \$64.35 | \$77.22 | \$107,078 | \$133,848 | \$160,618 |



City of Palo Alto
Management, Professional and Confidential Salary Schedule
 Effective pay period inclusive of 01/01/2024 (Annual \$100 Medical Offset)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|-------------------------------------|-------------|---------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 53 | Exempt | Senior Project Manager | 300M | \$71.93 | \$89.91 | \$107.90 | \$149,614 | \$187,013 | \$224,432 |
| 33 | Exempt | Senior Technologist | 420M | \$60.99 | \$76.23 | \$91.48 | \$126,859 | \$158,558 | \$190,278 |
| 155 | Exempt | Superintendent Animal Services | 540M | \$49.05 | \$61.31 | \$73.58 | \$102,024 | \$127,525 | \$153,046 |
| 83 | Exempt | Superintendent Community Services | 480M | \$58.48 | \$73.09 | \$87.71 | \$121,638 | \$152,027 | \$182,437 |
| 1117 | Exempt | Superintendent Recreation | 480M | \$58.48 | \$73.09 | \$87.71 | \$121,638 | \$152,027 | \$182,437 |
| 2022 | Exempt | Supervising Librarian | 675M | \$42.92 | \$53.64 | \$64.37 | \$89,274 | \$111,571 | \$133,890 |
| 161 | Exempt | Supervisor Facilities Management | 600M | \$45.72 | \$57.14 | \$68.57 | \$95,098 | \$118,851 | \$142,626 |
| 113 | Exempt | Supervisor Inspection and Surveying | 540M | \$49.05 | \$61.31 | \$73.58 | \$102,024 | \$127,525 | \$153,046 |
| 146 | Exempt | Supervisor Warehouse | 660M | \$41.40 | \$51.75 | \$62.10 | \$86,112 | \$107,640 | \$129,168 |
| 181 | Exempt | Supervisor Water Quality Control Operations | 525M | \$50.24 | \$62.80 | \$75.36 | \$104,499 | \$130,624 | \$156,749 |
| 2027 | Exempt | Utilities Chief Operating Officer | 60E | \$83.88 | \$104.84 | \$125.81 | \$174,470 | \$218,067 | \$261,685 |
| Confidential Classifications | | | | | | | | | |
| 905 | Non-Exempt | Human Resources Technician | 830C | \$30.32 | \$37.89 | \$45.47 | \$63,066 | \$78,811 | \$94,578 |
| 903 | Non-Exempt | Legal Secretary-Confidential | 820C | \$31.06 | \$38.82 | \$46.59 | \$64,605 | \$80,746 | \$96,907 |
| 67 | Exempt | Secretary to City Attorney | 800C | \$36.72 | \$45.90 | \$55.08 | \$76,378 | \$95,472 | \$114,566 |
| 1004 | Non-Exempt | Senior Legal Secretary - Confidential | 810C | \$34.16 | \$42.70 | \$51.24 | \$71,053 | \$88,816 | \$106,579 |



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective Pay period inclusive of 07/01/2024 (4% Increase)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|----------|-------------|----------------------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 190 | Non-Exempt | Accountant | 690P | \$44.32 | \$55.40 | \$66.48 | \$92,186 | \$115,232 | \$138,278 |
| 76 | Exempt | Administrative Assistant | 750P | \$35.53 | \$44.41 | \$53.30 | \$73,902 | \$92,373 | \$110,864 |
| 115 | Exempt | Assistant Chief Building Official | 405M | \$64.12 | \$80.14 | \$96.17 | \$133,370 | \$166,691 | \$200,034 |
| 132 | Exempt | Assistant Chief of Police | 100A | \$104.75 | \$130.93 | \$157.12 | \$217,880 | \$272,334 | \$326,810 |
| 108 | Exempt | Assistant City Attorney | 165A | \$80.50 | \$100.62 | \$120.75 | \$167,440 | \$209,290 | \$251,160 |
| 109 | Exempt | Assistant City Clerk | 630M | \$48.93 | \$61.16 | \$73.40 | \$101,774 | \$127,213 | \$152,672 |
| 107 | Exempt | Assistant City Manager | 20E | \$104.48 | \$130.60 | \$156.72 | \$217,318 | \$271,648 | \$325,978 |
| 73 | Exempt | Assistant Director Administrative Services | 120A | \$86.80 | \$108.49 | \$130.19 | \$180,544 | \$225,659 | \$270,795 |
| 126 | Exempt | Assistant Director Community Services | 150A | \$83.12 | \$103.90 | \$124.68 | \$172,890 | \$216,112 | \$259,334 |
| 1007 | Exempt | Assistant Director Human Resources | 155A | \$80.40 | \$100.49 | \$120.59 | \$167,232 | \$209,019 | \$250,827 |
| 2001 | Exempt | Assistant Director Library Services | 160A | \$75.11 | \$93.88 | \$112.66 | \$156,229 | \$195,270 | \$234,333 |
| 10 | Exempt | Assistant Director Planning & Community Environment | 130A | \$84.53 | \$105.66 | \$126.80 | \$175,822 | \$219,773 | \$263,744 |
| 143 | Exempt | Assistant Director Public Works | 140A | \$83.56 | \$104.44 | \$125.33 | \$173,805 | \$217,235 | \$260,686 |
| 168 | Exempt | Assistant Fleet Manager | 585M | \$48.62 | \$60.77 | \$72.93 | \$101,130 | \$126,402 | \$151,694 |
| 102 | Exempt | Assistant Manager WQCP | 240D | \$69.20 | \$86.49 | \$103.79 | \$143,936 | \$179,899 | \$215,883 |
| 30 | Exempt | Assistant to the City Manager | 390M | \$67.87 | \$84.83 | \$101.80 | \$141,170 | \$176,446 | \$211,744 |
| TBD | Exempt | Assistant Director Sustainability | TBD | \$93.40 | \$116.74 | \$140.09 | \$194,272 | \$242,819 | \$291,387 |
| TBD2 | Exempt | Assistant Fire Marshal | TBD | \$79.97 | \$99.96 | \$119.96 | \$166,338 | \$207,917 | \$249,517 |
| 118 | Exempt | Chief Building Official | 290M | \$81.99 | \$102.48 | \$122.98 | \$170,539 | \$213,158 | \$255,798 |
| 2008 | Exempt | Chief Communications Officer | 135A | \$79.96 | \$99.94 | \$119.93 | \$166,317 | \$207,875 | \$249,454 |
| 112 | Exempt | Chief Planning Official | 220D | \$73.37 | \$91.71 | \$110.06 | \$152,610 | \$190,757 | \$228,925 |
| 95 | Exempt | Chief Procurement Officer | 235D | \$62.74 | \$78.42 | \$94.11 | \$130,499 | \$163,114 | \$195,749 |
| 82 | Exempt | Chief Transportation Official | 140A | \$79.46 | \$99.32 | \$119.19 | \$165,277 | \$206,586 | \$247,915 |
| 96 | Exempt | Claims Investigator | 660P | \$43.06 | \$53.82 | \$64.59 | \$89,565 | \$111,946 | \$134,347 |
| 24 | Exempt | Communication Specialist | 615M | \$46.56 | \$58.19 | \$69.83 | \$96,845 | \$121,035 | \$145,246 |
| 89 | Exempt | Contracts Administrator | 585P | \$54.57 | \$68.21 | \$81.86 | \$113,506 | \$141,877 | \$170,269 |
| 186 | Non-Exempt | Coordinator Library Circulation | 675M | \$44.47 | \$55.58 | \$66.70 | \$92,498 | \$115,606 | \$138,736 |
| 191 | Exempt | Fire Marshal | 125A | \$95.37 | \$119.21 | \$143.06 | \$198,370 | \$247,957 | \$297,565 |
| 11 | Exempt | Deputy City Attorney | 375M | \$63.25 | \$79.06 | \$94.88 | \$131,560 | \$164,445 | \$197,350 |
| 71 | Exempt | Deputy City Clerk | 720M | \$38.44 | \$48.04 | \$57.65 | \$79,955 | \$99,923 | \$119,912 |
| 55 | Exempt | Deputy City Manager | 115A | \$82.99 | \$103.73 | \$124.48 | \$172,619 | \$215,758 | \$258,918 |
| 195 | Exempt | Deputy Director Technical Services Division | 200D | \$78.32 | \$97.90 | \$117.48 | \$162,906 | \$203,632 | \$244,358 |
| 20 | Exempt | Deputy Fire Chief | 110A | \$99.32 | \$124.15 | \$148.98 | \$206,586 | \$258,232 | \$309,878 |
| 81 | Exempt | Director Administrative Services/Chief Financial Officer | 50E | \$100.95 | \$126.18 | \$151.42 | \$209,976 | \$262,454 | \$314,954 |



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective Pay period inclusive of 07/01/2024 (4% Increase)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|----------|-------------|-----------------------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 72 | Exempt | Director Community Services | 45E | \$96.01 | \$120.01 | \$144.02 | \$199,701 | \$249,621 | \$299,562 |
| 1012 | Exempt | Director Development Services | 145A | \$84.40 | \$105.50 | \$126.60 | \$175,552 | \$219,440 | \$263,328 |
| 133 | Exempt | Director Human Resources/Chief People Officer | 55E | \$96.26 | \$120.32 | \$144.39 | \$200,221 | \$250,266 | \$300,331 |
| 128 | Exempt | Director Information Technology/Chief Information Officer | 25E | \$105.09 | \$131.36 | \$157.64 | \$218,587 | \$273,229 | \$327,891 |
| 131 | Exempt | Director Libraries | 60E | \$89.93 | \$112.41 | \$134.90 | \$187,054 | \$233,813 | \$280,592 |
| 2028 | Exempt | Director of Emergency Medical Services | 215D | \$75.80 | \$94.75 | \$113.70 | \$157,664 | \$197,080 | \$236,496 |
| 2005 | Exempt | Director Office of Emergency Services | 215D | \$75.80 | \$94.75 | \$113.70 | \$157,664 | \$197,080 | \$236,496 |
| 49 | Exempt | Director Office of Management and Budget | 120A | \$86.80 | \$108.49 | \$130.19 | \$180,544 | \$225,659 | \$270,795 |
| 134 | Exempt | Director Planning & Community Environment | 40E | \$101.20 | \$126.50 | \$151.80 | \$210,496 | \$263,120 | \$315,744 |
| 135 | Exempt | Director Public Works/City Engineer | 30E | \$102.49 | \$128.11 | \$153.74 | \$213,179 | \$266,469 | \$319,779 |
| 121 | Exempt | Director Utilities | 10E | \$120.87 | \$151.08 | \$181.30 | \$251,410 | \$314,246 | \$377,104 |
| 2002 | Exempt | Division Head Library Services | 260D | \$65.68 | \$82.10 | \$98.52 | \$136,614 | \$170,768 | \$204,922 |
| 172 | Exempt | Division Manager Open Space, Parks & Golf | 245D | \$68.27 | \$85.33 | \$102.40 | \$142,002 | \$177,486 | \$212,992 |
| 2031 | Exempt | Division Manager Planning | 220D | \$73.37 | \$91.71 | \$110.06 | \$152,610 | \$190,757 | \$228,925 |
| 1005 | Exempt | Executive Assistant to the City Manager | 705M | \$40.07 | \$50.08 | \$60.10 | \$83,346 | \$104,166 | \$125,008 |
| 139 | Exempt | Fire Chief | 35E | \$114.17 | \$142.71 | \$171.26 | \$237,474 | \$296,837 | \$356,221 |
| 163 | Exempt | Hearing Officer | 480M | \$56.20 | \$70.25 | \$84.30 | \$116,896 | \$146,120 | \$175,344 |
| 101 | Exempt | Human Resources Representative | 735P | \$37.52 | \$46.90 | \$56.28 | \$78,042 | \$97,552 | \$117,062 |
| 90 | Exempt | Landscape Architect Park Planner | 510M | \$53.55 | \$66.93 | \$80.32 | \$111,384 | \$139,214 | \$167,066 |
| 2015 | Exempt | Legal Fellow | 755P | \$47.15 | \$58.93 | \$70.72 | \$98,072 | \$122,574 | \$147,098 |
| 171 | Exempt | Management Analyst | 585M | \$48.62 | \$60.77 | \$72.93 | \$101,130 | \$126,402 | \$151,694 |
| 79 | Exempt | Manager Accounting | 235D | \$66.32 | \$82.89 | \$99.47 | \$137,946 | \$172,411 | \$206,898 |
| 2007 | Exempt | Manager Airport | 210D | \$76.05 | \$95.06 | \$114.08 | \$158,184 | \$197,725 | \$237,286 |
| 2023 | Exempt | Manager Budget | 360M | \$70.34 | \$87.92 | \$105.51 | \$146,307 | \$182,874 | \$219,461 |
| 38 | Exempt | Manager Communications | 525M | \$53.86 | \$67.32 | \$80.79 | \$112,029 | \$140,026 | \$168,043 |
| 154 | Exempt | Manager Community Services | 630M | \$50.11 | \$62.63 | \$75.16 | \$104,229 | \$130,270 | \$156,333 |
| 169 | Exempt | Manager Community Services Sr Program | 585M | \$53.80 | \$67.24 | \$80.69 | \$111,904 | \$139,859 | \$167,835 |
| 1013 | Exempt | Manager Development Center | 495M | \$60.72 | \$75.90 | \$91.08 | \$126,298 | \$157,872 | \$189,446 |
| 63 | Exempt | Manager Economic Development | 220D | \$70.04 | \$87.55 | \$105.06 | \$145,683 | \$182,104 | \$218,525 |
| 44 | Exempt | Manager Employee Benefits | 450M | \$60.00 | \$75.00 | \$90.00 | \$124,800 | \$156,000 | \$187,200 |
| 45 | Exempt | Manager Employee Relations & Training | 235D | \$66.32 | \$82.89 | \$99.47 | \$137,946 | \$172,411 | \$206,898 |
| 93 | Exempt | Manager Environmental Control Program | 419M | \$65.24 | \$81.54 | \$97.85 | \$135,699 | \$169,603 | \$203,528 |
| 1116 | Exempt | Manager Facilities | 445M | \$57.61 | \$72.01 | \$86.42 | \$119,829 | \$149,781 | \$179,754 |
| 2030 | Exempt | Manager Finance | 223D | \$69.58 | \$86.97 | \$104.37 | \$144,726 | \$180,898 | \$217,090 |



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective Pay period inclusive of 07/01/2024 (4% Increase)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|----------|-------------|------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 127 | Exempt | Manager Fleet | 255D | \$58.19 | \$72.73 | \$87.28 | \$121,035 | \$151,278 | \$181,542 |
| 2018 | Exempt | Manager Human Services | 540M | \$56.45 | \$70.56 | \$84.68 | \$117,416 | \$146,765 | \$176,134 |
| 32 | Exempt | Manager Information Technology | 230D | \$67.79 | \$84.73 | \$101.68 | \$141,003 | \$176,238 | \$211,494 |
| 2006 | Exempt | Manager Information Technology Security | 230D | \$64.14 | \$80.17 | \$96.21 | \$133,411 | \$166,754 | \$200,117 |
| 158 | Exempt | Manager Laboratory Services | 495M | \$54.86 | \$68.57 | \$82.29 | \$114,109 | \$142,626 | \$171,163 |
| 78 | Exempt | Manager Library Services | 565M | \$53.12 | \$66.40 | \$79.68 | \$110,490 | \$138,112 | \$165,734 |
| 92 | Exempt | Manager Maintenance Operations | 469M | \$53.76 | \$67.19 | \$80.63 | \$111,821 | \$139,755 | \$167,710 |
| 26 | Exempt | Manager Transportation Planning | 345M | \$70.44 | \$88.05 | \$105.66 | \$146,515 | \$183,144 | \$219,773 |
| 51 | Exempt | Manager Planning | 415M | \$64.41 | \$80.51 | \$96.62 | \$133,973 | \$167,461 | \$200,970 |
| 103 | Exempt | Manager Real Property | 235D | \$62.74 | \$78.42 | \$94.11 | \$130,499 | \$163,114 | \$195,749 |
| 2011 | Exempt | Manager Revenue Collections | 250D | \$59.00 | \$73.74 | \$88.49 | \$122,720 | \$153,379 | \$184,059 |
| 160 | Exempt | Manager Solid Waste | 330M | \$68.96 | \$86.20 | \$103.44 | \$143,437 | \$179,296 | \$215,155 |
| 57 | Exempt | Manager Treasury, Debt & Investments | 235D | \$64.68 | \$80.84 | \$97.01 | \$134,534 | \$168,147 | \$201,781 |
| 86 | Exempt | Manager Urban Forestry | 436M | \$59.84 | \$74.79 | \$89.75 | \$124,467 | \$155,563 | \$186,680 |
| 178 | Exempt | Manager Water Quality Control Plant | 205D | \$78.04 | \$97.55 | \$117.06 | \$162,323 | \$202,904 | \$243,485 |
| 39 | Exempt | Manager Watershed Protection | 330M | \$70.26 | \$87.82 | \$105.39 | \$146,141 | \$182,666 | \$219,211 |
| 1008 | Exempt | Office of Emergency Services Coordinator | 525M | \$52.26 | \$65.32 | \$78.39 | \$108,701 | \$135,866 | \$163,051 |
| 2024 | Exempt | Performance Auditor I | 750P | \$35.53 | \$44.41 | \$53.30 | \$73,902 | \$92,373 | \$110,864 |
| 100 | Exempt | Performance Auditor II | 585M | \$48.62 | \$60.77 | \$72.93 | \$101,130 | \$126,402 | \$151,694 |
| 148 | Exempt | Police Chief | 15E | \$117.85 | \$147.31 | \$176.78 | \$245,128 | \$306,405 | \$367,702 |
| 2021 | Exempt | Chief Assistant City Attorney | 101A | \$103.95 | \$129.93 | \$155.92 | \$216,216 | \$270,254 | \$324,314 |
| 2016 | Exempt | Principal Business Analyst | 310M | \$66.81 | \$83.51 | \$100.22 | \$138,965 | \$173,701 | \$208,458 |
| 2029 | Exempt | Principal Planner | 469M | \$54.18 | \$67.72 | \$81.27 | \$112,694 | \$140,858 | \$169,042 |
| 2003 | Exempt | Principal Management Analyst | 360M | \$66.55 | \$83.18 | \$99.82 | \$138,424 | \$173,014 | \$207,626 |
| 2009 | Exempt | Project Manager | 570M | \$54.92 | \$68.64 | \$82.37 | \$114,234 | \$142,771 | \$171,330 |
| 2012 | Exempt | Public Safety Communications Manager | 495M | \$54.86 | \$68.57 | \$82.29 | \$114,109 | \$142,626 | \$171,163 |
| 166 | Exempt | Public Safety Program Manager | 585M | \$48.62 | \$60.77 | \$72.93 | \$101,130 | \$126,402 | \$151,694 |
| 117 | Exempt | Senior Accountant | 525M | \$58.65 | \$73.31 | \$87.98 | \$121,992 | \$152,485 | \$182,998 |
| 2013 | Exempt | Senior Business Analyst - M | 420M | \$58.23 | \$72.78 | \$87.34 | \$121,118 | \$151,382 | \$181,667 |
| 187 | Exempt | Senior Engineer | 300M | \$74.81 | \$93.51 | \$112.22 | \$155,605 | \$194,501 | \$233,418 |
| 106 | Exempt | Senior Executive Assistant | 450M | \$56.77 | \$70.96 | \$85.16 | \$118,082 | \$147,597 | \$177,133 |
| 157 | Exempt | Senior Human Resources Administrator | 545M | \$51.15 | \$63.93 | \$76.72 | \$106,392 | \$132,974 | \$159,578 |
| 14 | Exempt | Senior Management Analyst | 465M | \$56.72 | \$70.90 | \$85.08 | \$117,978 | \$147,472 | \$176,966 |
| 130 | Exempt | Senior Performance Auditor | 510M | \$53.55 | \$66.93 | \$80.32 | \$111,384 | \$139,214 | \$167,066 |



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective Pay period inclusive of 07/01/2024 (4% Increase)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|-------------------------------------|-------------|---------------------------------------------|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 53 | Exempt | Senior Project Manager | 300M | \$74.81 | \$93.51 | \$112.22 | \$155,605 | \$194,501 | \$233,418 |
| 33 | Exempt | Senior Technologist | 420M | \$63.43 | \$79.28 | \$95.14 | \$131,934 | \$164,902 | \$197,891 |
| 155 | Exempt | Superintendent Animal Services | 540M | \$51.02 | \$63.77 | \$76.53 | \$106,122 | \$132,642 | \$159,182 |
| 83 | Exempt | Superintendent Community Services | 480M | \$60.82 | \$76.02 | \$91.23 | \$126,506 | \$158,122 | \$189,758 |
| 1117 | Exempt | Superintendent Recreation | 480M | \$60.82 | \$76.02 | \$91.23 | \$126,506 | \$158,122 | \$189,758 |
| 2022 | Exempt | Supervising Librarian | 675M | \$44.64 | \$55.79 | \$66.95 | \$92,851 | \$116,043 | \$139,256 |
| 161 | Exempt | Supervisor Facilities Management | 600M | \$47.55 | \$59.43 | \$71.32 | \$98,904 | \$123,614 | \$148,346 |
| 113 | Exempt | Supervisor Inspection and Surveying | 540M | \$51.02 | \$63.77 | \$76.53 | \$106,122 | \$132,642 | \$159,182 |
| 146 | Exempt | Supervisor Warehouse | 660M | \$43.06 | \$53.82 | \$64.59 | \$89,565 | \$111,946 | \$134,347 |
| 181 | Exempt | Supervisor Water Quality Control Operations | 525M | \$52.26 | \$65.32 | \$78.39 | \$108,701 | \$135,866 | \$163,051 |
| 2027 | Exempt | Utilities Chief Operating Officer | 60E | \$87.24 | \$109.04 | \$130.85 | \$181,459 | \$226,803 | \$272,168 |
| Confidential Classifications | | | | | | | | | |
| 905 | Non-Exempt | Human Resources Technician | 830C | \$31.53 | \$39.41 | \$47.30 | \$65,582 | \$81,973 | \$98,384 |
| 903 | Non-Exempt | Legal Secretary-Confidential | 820C | \$32.31 | \$40.38 | \$48.46 | \$67,205 | \$83,990 | \$100,797 |
| 67 | Exempt | Secretary to City Attorney | 800C | \$38.20 | \$47.74 | \$57.29 | \$79,456 | \$99,299 | \$119,163 |
| 1004 | Non-Exempt | Senior Legal Secretary - Confidential | 810C | \$35.53 | \$44.41 | \$53.30 | \$73,902 | \$92,373 | \$110,864 |