



**City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 3/12/2022 (4% Increase)**

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Annual Salary | | |
|----------|-------------|--|-------------|-------------|----------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 190 | Non-Exempt | Accountant | 690P | \$38.84 | \$48.54 | \$58.25 | \$80,787 | \$100,963 | \$121,160 |
| 76 | Exempt | Administrative Assistant | 750P | \$31.94 | \$39.92 | \$47.91 | \$66,435 | \$83,034 | \$99,653 |
| 115 | Exempt | Assistant Chief Building Official | 405M | \$51.88 | \$64.84 | \$77.81 | \$107,910 | \$134,867 | \$161,845 |
| 132 | Exempt | Assistant Chief of Police | 100A | \$84.91 | \$106.13 | \$127.36 | \$176,613 | \$220,750 | \$264,909 |
| 108 | Exempt | Assistant City Attorney | 165A | \$71.96 | \$89.95 | \$107.94 | \$149,677 | \$187,096 | \$224,515 |
| 109 | Exempt | Assistant City Clerk | 630M | \$41.90 | \$52.37 | \$62.85 | \$87,152 | \$108,930 | \$130,728 |
| 107 | Exempt | Assistant City Manager | 20E | \$88.19 | \$110.23 | \$132.28 | \$183,435 | \$229,278 | \$275,142 |
| 73 | Exempt | Assistant Director Administrative Services | 120A | \$72.57 | \$90.71 | \$108.86 | \$150,946 | \$188,677 | \$226,429 |
| 126 | Exempt | Assistant Director Community Services | 150A | \$69.47 | \$86.83 | \$104.20 | \$144,498 | \$180,606 | \$216,736 |
| 1007 | Exempt | Assistant Director Human Resources | 155A | \$67.16 | \$83.94 | \$100.73 | \$139,693 | \$174,595 | \$209,518 |
| 2001 | Exempt | Assistant Director Library Services | 160A | \$66.45 | \$83.06 | \$99.68 | \$138,216 | \$172,765 | \$207,334 |
| 10 | Exempt | Assistant Director Planning & Community Environment | 130A | \$71.18 | \$88.97 | \$106.77 | \$148,054 | \$185,058 | \$222,082 |
| 143 | Exempt | Assistant Director Public Works | 140A | \$70.36 | \$87.94 | \$105.53 | \$146,349 | \$182,915 | \$219,502 |
| 168 | Exempt | Assistant Fleet Manager | 585M | \$44.04 | \$55.04 | \$66.05 | \$91,603 | \$114,483 | \$137,384 |
| 102 | Exempt | Assistant Manager WQCP | 240D | \$56.87 | \$71.08 | \$85.30 | \$118,290 | \$147,846 | \$177,424 |
| 30 | Exempt | Assistant to the City Manager | 390M | \$54.96 | \$68.70 | \$82.44 | \$114,317 | \$142,896 | \$171,475 |
| 118 | Exempt | Chief Building Official | 290M | \$67.53 | \$84.41 | \$101.30 | \$140,462 | \$175,573 | \$210,704 |
| 2008 | Exempt | Chief Communications Officer | 135A | \$70.80 | \$88.49 | \$106.19 | \$147,264 | \$184,059 | \$220,875 |
| 112 | Exempt | Chief Planning Official | 220D | \$60.36 | \$75.44 | \$90.53 | \$125,549 | \$156,915 | \$188,302 |
| 95 | Exempt | Chief Procurement Officer | 235D | \$57.09 | \$71.36 | \$85.64 | \$118,747 | \$148,429 | \$178,131 |
| 82 | Exempt | Chief Transportation Official | 140A | \$70.36 | \$87.94 | \$105.53 | \$146,349 | \$182,915 | \$219,502 |
| 96 | Exempt | Claims Investigator | 660P | \$38.90 | \$48.62 | \$58.35 | \$80,912 | \$101,130 | \$121,368 |
| 24 | Exempt | Communication Specialist | 615M | \$42.13 | \$52.66 | \$63.20 | \$87,630 | \$109,533 | \$131,456 |
| 89 | Exempt | Contracts Administrator | 585P | \$44.04 | \$55.04 | \$66.05 | \$91,603 | \$114,483 | \$137,384 |
| 186 | Non-Exempt | Coordinator Library Circulation | 675M | \$37.09 | \$46.36 | \$55.64 | \$77,147 | \$96,429 | \$115,731 |
| 191 | Exempt | Deputy Chief/Fire Marshall | 125A | \$71.72 | \$89.65 | \$107.58 | \$149,178 | \$186,472 | \$223,766 |
| 11 | Exempt | Deputy City Attorney | 375M | \$56.34 | \$70.42 | \$84.51 | \$117,187 | \$146,474 | \$175,781 |
| 71 | Exempt | Deputy City Clerk | 720M | \$33.56 | \$41.95 | \$50.34 | \$69,805 | \$87,256 | \$104,707 |
| 55 | Exempt | Deputy City Manager | 115A | \$73.52 | \$91.90 | \$110.28 | \$152,922 | \$191,152 | \$229,382 |
| 195 | Exempt | Deputy Director Technical Services Division | 200D | \$71.50 | \$89.37 | \$107.25 | \$148,720 | \$185,890 | \$223,080 |
| 20 | Exempt | Deputy Fire Chief | 110A | \$74.72 | \$93.40 | \$112.08 | \$155,418 | \$194,272 | \$233,126 |
| 81 | Exempt | Director Administrative Services/Chief Financial Officer | 50E | \$84.54 | \$105.67 | \$126.81 | \$175,843 | \$219,794 | \$263,765 |
| 72 | Exempt | Director Community Services | 45E | \$85.20 | \$106.49 | \$127.79 | \$177,216 | \$221,499 | \$265,803 |
| 1012 | Exempt | Director Development Services | 145A | \$74.80 | \$93.49 | \$112.19 | \$155,584 | \$194,459 | \$233,355 |



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| | | | | Min | Mid | Max | Min | Mid | Max |
| 133 | Exempt | Director Human Resources/Chief People Officer | 55E | \$80.58 | \$100.72 | \$120.87 | \$167,606 | \$209,498 | \$251,410 |
| 128 | Exempt | Director Information Technology/Chief Information Officer | 25E | \$88.04 | \$110.05 | \$132.06 | \$183,123 | \$228,904 | \$274,685 |
| 131 | Exempt | Director Libraries | 60E | \$79.74 | \$99.67 | \$119.61 | \$165,859 | \$207,314 | \$248,789 |
| 2028 | Exempt | Director of Emergency Medical Services | 215D | \$62.56 | \$78.20 | \$93.84 | \$130,125 | \$162,656 | \$195,187 |
| 2005 | Exempt | Director Office of Emergency Services | 215D | \$62.56 | \$78.20 | \$93.84 | \$130,125 | \$162,656 | \$195,187 |
| 49 | Exempt | Director Office of Management and Budget | 120A | \$72.57 | \$90.71 | \$108.86 | \$150,946 | \$188,677 | \$226,429 |
| 134 | Exempt | Director Planning & Community Environment | 40E | \$85.39 | \$106.73 | \$128.08 | \$177,611 | \$221,998 | \$266,406 |
| 135 | Exempt | Director Public Works/City Engineer | 30E | \$86.49 | \$108.11 | \$129.74 | \$179,899 | \$224,869 | \$269,859 |
| 121 | Exempt | Director Utilities | 10E | \$110.83 | \$138.53 | \$166.24 | \$230,526 | \$288,142 | \$345,779 |
| 2002 | Exempt | Division Head Library Services | 260D | \$53.95 | \$67.43 | \$80.92 | \$112,216 | \$140,254 | \$168,314 |
| 172 | Exempt | Division Manager Open Space, Parks & Golf | 245D | \$56.10 | \$70.12 | \$84.15 | \$116,688 | \$145,850 | \$175,032 |
| TBD | Exempt | Division Manager Planning | 220D | \$60.36 | \$75.44 | \$90.53 | \$125,549 | \$156,915 | \$188,302 |
| 1005 | Exempt | Executive Assistant to the City Manager | 705M | \$36.13 | \$45.16 | \$54.20 | \$75,150 | \$93,933 | \$112,736 |
| 139 | Exempt | Fire Chief | 35E | \$86.01 | \$107.51 | \$129.02 | \$178,901 | \$223,621 | \$268,362 |
| 163 | Exempt | Hearing Officer | 480M | \$51.04 | \$63.80 | \$76.56 | \$106,163 | \$132,704 | \$159,245 |
| 101 | Exempt | Human Resources Representative | 735P | \$32.74 | \$40.92 | \$49.11 | \$68,099 | \$85,114 | \$102,149 |
| 90 | Exempt | Landscape Architect Park Planner | 510M | \$48.59 | \$60.73 | \$72.88 | \$101,067 | \$126,318 | \$151,590 |
| 2015 | Exempt | Legal Fellow | 755P | \$41.77 | \$52.21 | \$62.66 | \$86,882 | \$108,597 | \$130,333 |
| 171 | Exempt | Management Analyst | 585M | \$44.04 | \$55.04 | \$66.05 | \$91,603 | \$114,483 | \$137,384 |
| 79 | Exempt | Manager Accounting | 235D | \$57.09 | \$71.36 | \$85.64 | \$118,747 | \$148,429 | \$178,131 |
| 2007 | Exempt | Manager Airport | 210D | \$62.58 | \$78.22 | \$93.87 | \$130,166 | \$162,698 | \$195,250 |
| 2023 | Exempt | Manager Budget | 360M | \$60.61 | \$75.76 | \$90.92 | \$126,069 | \$157,581 | \$189,114 |
| 38 | Exempt | Manager Communications | 525M | \$47.40 | \$59.24 | \$71.09 | \$98,592 | \$123,219 | \$147,867 |
| 154 | Exempt | Manager Community Services | 630M | \$41.90 | \$52.37 | \$62.85 | \$87,152 | \$108,930 | \$130,728 |
| 169 | Exempt | Manager Community Services Sr Program | 585M | \$44.04 | \$55.04 | \$66.05 | \$91,603 | \$114,483 | \$137,384 |
| 1013 | Exempt | Manager Development Center | 495M | \$49.80 | \$62.25 | \$74.70 | \$103,584 | \$129,480 | \$155,376 |
| 63 | Exempt | Manager Economic Development | 220D | \$60.36 | \$75.44 | \$90.53 | \$125,549 | \$156,915 | \$188,302 |
| 44 | Exempt | Manager Employee Benefits | 450M | \$51.57 | \$64.46 | \$77.36 | \$107,266 | \$134,077 | \$160,909 |
| 45 | Exempt | Manager Employee Relations & Training | 235D | \$57.09 | \$71.36 | \$85.64 | \$118,747 | \$148,429 | \$178,131 |
| 93 | Exempt | Manager Environmental Control Program | 419M | \$52.80 | \$66.00 | \$79.20 | \$109,824 | \$137,280 | \$164,736 |
| 1116 | Exempt | Manager Facilities | 445M | \$52.35 | \$65.43 | \$78.52 | \$108,888 | \$136,094 | \$163,322 |
| 2030 | Exempt | Manager Finance | 223D | \$59.95 | \$74.93 | \$89.92 | \$124,696 | \$155,854 | \$187,034 |
| 127 | Exempt | Manager Fleet | 255D | \$52.88 | \$66.10 | \$79.32 | \$109,990 | \$137,488 | \$164,986 |
| 2018 | Exempt | Manager Human Services | 540M | \$46.25 | \$57.81 | \$69.38 | \$96,200 | \$120,245 | \$144,310 |



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| | | | | Min | Mid | Max | Min | Mid | Max |
| 32 | Exempt | Manager Information Technology | 230D | \$58.38 | \$72.97 | \$87.57 | \$121,430 | \$151,778 | \$182,146 |
| 2006 | Exempt | Manager Information Technology Security | 230D | \$58.38 | \$72.97 | \$87.57 | \$121,430 | \$151,778 | \$182,146 |
| 158 | Exempt | Manager Laboratory Services | 495M | \$49.80 | \$62.25 | \$74.70 | \$103,584 | \$129,480 | \$155,376 |
| 78 | Exempt | Manager Library Services | 565M | \$43.47 | \$54.33 | \$65.20 | \$90,418 | \$113,006 | \$135,616 |
| 92 | Exempt | Manager Maintenance Operations | 469M | \$48.78 | \$60.97 | \$73.17 | \$101,462 | \$126,818 | \$152,194 |
| 26 | Exempt | Manager Transportation Planning | 345M | \$57.08 | \$71.35 | \$85.62 | \$118,726 | \$148,408 | \$178,090 |
| 51 | Exempt | Manager Planning | 415M | \$52.88 | \$66.09 | \$79.31 | \$109,990 | \$137,467 | \$164,965 |
| 103 | Exempt | Manager Real Property | 235D | \$57.09 | \$71.36 | \$85.64 | \$118,747 | \$148,429 | \$178,131 |
| 2011 | Exempt | Manager Revenue Collections | 250D | \$53.63 | \$67.03 | \$80.44 | \$111,550 | \$139,422 | \$167,315 |
| 160 | Exempt | Manager Solid Waste | 330M | \$57.76 | \$72.19 | \$86.63 | \$120,141 | \$150,155 | \$180,190 |
| 57 | Exempt | Manager Treasury, Debt & Investments | 235D | \$57.09 | \$71.36 | \$85.64 | \$118,747 | \$148,429 | \$178,131 |
| 86 | Exempt | Manager Urban Forestry | 436M | \$54.40 | \$68.00 | \$81.60 | \$113,152 | \$141,440 | \$169,728 |
| 178 | Exempt | Manager Water Quality Control Plant | 205D | \$64.24 | \$80.30 | \$96.36 | \$133,619 | \$167,024 | \$200,429 |
| 39 | Exempt | Manager Watershed Protection | 330M | \$57.76 | \$72.19 | \$86.63 | \$120,141 | \$150,155 | \$180,190 |
| 1008 | Exempt | Office of Emergency Services Coordinator | 525M | \$47.40 | \$59.24 | \$71.09 | \$98,592 | \$123,219 | \$147,867 |
| 2024 | Exempt | Performance Auditor I | 750P | \$31.94 | \$39.92 | \$47.91 | \$66,435 | \$83,034 | \$99,653 |
| 100 | Exempt | Performance Auditor II | 585M | \$44.04 | \$55.04 | \$66.05 | \$91,603 | \$114,483 | \$137,384 |
| 148 | Exempt | Police Chief | 15E | \$95.63 | \$119.53 | \$143.44 | \$198,910 | \$248,622 | \$298,355 |
| 2021 | Exempt | Chief Assistant City Attorney | 101A | \$87.08 | \$108.84 | \$130.61 | \$181,126 | \$226,387 | \$271,669 |
| 2016 | Exempt | Principal Business Analyst | 310M | \$60.85 | \$76.06 | \$91.28 | \$126,568 | \$158,205 | \$189,862 |
| 2029 | Exempt | Principal Planner | 469M | \$49.17 | \$61.46 | \$73.76 | \$102,274 | \$127,837 | \$153,421 |
| 2003 | Exempt | Principal Management Analyst | 360M | \$60.61 | \$75.76 | \$90.92 | \$126,069 | \$157,581 | \$189,114 |
| 2009 | Exempt | Project Manager | 570M | \$44.32 | \$55.40 | \$66.48 | \$92,186 | \$115,232 | \$138,278 |
| 2012 | Exempt | Public Safety Communications Manager | 495M | \$49.80 | \$62.25 | \$74.70 | \$103,584 | \$129,480 | \$155,376 |
| 166 | Exempt | Public Safety Program Manager | 585M | \$44.04 | \$55.04 | \$66.05 | \$91,603 | \$114,483 | \$137,384 |
| 117 | Exempt | Senior Accountant | 525M | \$47.40 | \$59.24 | \$71.09 | \$98,592 | \$123,219 | \$147,867 |
| 2013 | Exempt | Senior Business Analyst - M | 420M | \$52.92 | \$66.15 | \$79.38 | \$110,074 | \$137,592 | \$165,110 |
| 187 | Exempt | Senior Engineer | 300M | \$60.68 | \$75.84 | \$91.01 | \$126,214 | \$157,747 | \$189,301 |
| 106 | Exempt | Senior Executive Assistant | 450M | \$51.57 | \$64.46 | \$77.36 | \$107,266 | \$134,077 | \$160,909 |
| 157 | Exempt | Senior Human Resources Administrator | 545M | \$44.96 | \$56.19 | \$67.43 | \$93,517 | \$116,875 | \$140,254 |
| 14 | Exempt | Senior Management Analyst | 465M | \$51.53 | \$64.41 | \$77.30 | \$107,182 | \$133,973 | \$160,784 |
| 130 | Exempt | Senior Performance Auditor | 510M | \$48.59 | \$60.73 | \$72.88 | \$101,067 | \$126,318 | \$151,590 |
| 53 | Exempt | Senior Project Manager | 300M | \$60.68 | \$75.84 | \$91.01 | \$126,214 | \$157,747 | \$189,301 |
| 33 | Exempt | Senior Technologist | 420M | \$52.92 | \$66.15 | \$79.38 | \$110,074 | \$137,592 | \$165,110 |



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|-------------------------------------|-------------|---|-------------|-------------|---------|----------|---------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 155 | Exempt | Superintendent Animal Services | 540M | \$46.25 | \$57.81 | \$69.38 | \$96,200 | \$120,245 | \$144,310 |
| 83 | Exempt | Superintendent Community Services | 480M | \$51.04 | \$63.80 | \$76.56 | \$106,163 | \$132,704 | \$159,245 |
| 1117 | Exempt | Superintendent Recreation | 480M | \$51.04 | \$63.80 | \$76.56 | \$106,163 | \$132,704 | \$159,245 |
| 2022 | Exempt | Supervising Librarian | 675M | \$37.23 | \$46.53 | \$55.84 | \$77,438 | \$96,782 | \$116,147 |
| 161 | Exempt | Supervisor Facilities Management | 600M | \$43.04 | \$53.80 | \$64.56 | \$89,523 | \$111,904 | \$134,285 |
| 113 | Exempt | Supervisor Inspection and Surveying | 540M | \$46.25 | \$57.81 | \$69.38 | \$96,200 | \$120,245 | \$144,310 |
| 146 | Exempt | Supervisor Warehouse | 660M | \$38.90 | \$48.62 | \$58.35 | \$80,912 | \$101,130 | \$121,368 |
| 181 | Exempt | Supervisor Water Quality Control Operations | 525M | \$47.40 | \$59.24 | \$71.09 | \$98,592 | \$123,219 | \$147,867 |
| 2027 | Exempt | Utilities Chief Operating Officer | 60E | \$79.74 | \$99.67 | \$119.61 | \$165,859 | \$207,314 | \$248,789 |
| Confidential Classifications | | | | | | | | | |
| 905 | Non-Exempt | Human Resources Technician | 830C | \$28.24 | \$35.29 | \$42.35 | \$58,739 | \$73,403 | \$88,088 |
| 903 | Non-Exempt | Legal Secretary-Confidential | 820C | \$28.95 | \$36.18 | \$43.42 | \$60,216 | \$75,254 | \$90,314 |
| 67 | Exempt | Secretary to City Attorney | 800C | \$34.40 | \$42.99 | \$51.59 | \$71,552 | \$89,419 | \$107,307 |
| 1004 | Non-Exempt | Senior Legal Secretary - Confidential | 810C | \$31.94 | \$39.92 | \$47.91 | \$66,435 | \$83,034 | \$99,653 |