



**City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 7/6/2019 (3% Increase)**

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
190	Non-Exempt	Accountant	690P	\$37.34	\$46.67	\$56.01	\$77,667	\$97,074	\$116,501
76	Exempt	Administrative Assistant	750P	\$30.71	\$38.38	\$46.06	\$63,877	\$79,830	\$95,805
115	Exempt	Assistant Chief Building Official	405M	\$49.88	\$62.34	\$74.81	\$103,750	\$129,667	\$155,605
132	Exempt	Assistant Chief of Police	100A	\$81.64	\$102.04	\$122.45	\$169,811	\$212,243	\$254,696
108	Exempt	Assistant City Attorney	165A	\$69.20	\$86.49	\$103.79	\$143,936	\$179,899	\$215,883
109	Exempt	Assistant City Clerk	630M	\$40.28	\$50.35	\$60.42	\$83,782	\$104,728	\$125,674
107	Exempt	Assistant City Manager	20E	\$84.80	\$105.99	\$127.19	\$176,384	\$220,459	\$264,555
73	Exempt	Assistant Director Administrative Services	120A	\$69.78	\$87.22	\$104.67	\$145,142	\$181,418	\$217,714
126	Exempt	Assistant Director Community Services	150A	\$66.80	\$83.49	\$100.19	\$138,944	\$173,659	\$208,395
1007	Exempt	Assistant Director Human Resources	155A	\$64.57	\$80.71	\$96.86	\$134,306	\$167,877	\$201,469
2001	Exempt	Assistant Director Library Services	160A	\$63.89	\$79.86	\$95.84	\$132,891	\$166,109	\$199,347
10	Exempt	Assistant Director Planning & Community Environment	130A	\$68.44	\$85.54	\$102.65	\$142,355	\$177,923	\$213,512
143	Exempt	Assistant Director Public Works	140A	\$67.64	\$84.55	\$101.46	\$140,691	\$175,864	\$211,037
168	Exempt	Assistant Fleet Manager	585M	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
102	Exempt	Assistant Manager WQCP	240D	\$54.68	\$68.34	\$82.01	\$113,734	\$142,147	\$170,581
30	Exempt	Assistant to the City Manager	390M	\$52.84	\$66.05	\$79.26	\$109,907	\$137,384	\$164,861
118	Exempt	Chief Building Official	290M	\$64.93	\$81.16	\$97.40	\$135,054	\$168,813	\$202,592
2008	Exempt	Chief Communications Officer	135A	\$68.07	\$85.08	\$102.10	\$141,586	\$176,966	\$212,368
112	Exempt	Chief Planning Official	220D	\$58.03	\$72.53	\$87.04	\$120,702	\$150,862	\$181,043
95	Exempt	Chief Procurement Officer	235D	\$54.89	\$68.61	\$82.34	\$114,171	\$142,709	\$171,267
82	Exempt	Chief Transportation Official	140A	\$67.64	\$84.55	\$101.46	\$140,691	\$175,864	\$211,037
96	Exempt	Claims Investigator	660P	\$37.40	\$46.75	\$56.10	\$77,792	\$97,240	\$116,688
24	Exempt	Communication Specialist	615M	\$40.51	\$50.63	\$60.76	\$84,261	\$105,310	\$126,381
89	Exempt	Contracts Administrator	585P	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
186	Non-Exempt	Coordinator Library Circulation	675M	\$35.66	\$44.57	\$53.49	\$74,173	\$92,706	\$111,259
191	Exempt	Deputy Chief/Fire Marshall	125A	\$68.96	\$86.20	\$103.44	\$143,437	\$179,296	\$215,155
11	Exempt	Deputy City Attorney	375M	\$54.17	\$67.71	\$81.26	\$112,674	\$140,837	\$169,021
71	Exempt	Deputy City Clerk	720M	\$32.27	\$40.33	\$48.40	\$67,122	\$83,886	\$100,672
55	Exempt	Deputy City Manager	115A	\$70.69	\$88.36	\$106.04	\$147,035	\$183,789	\$220,563
195	Exempt	Deputy Director Technical Services Division	200D	\$68.75	\$85.93	\$103.12	\$143,000	\$178,734	\$214,490
20	Exempt	Deputy Fire Chief	110A	\$71.84	\$89.80	\$107.76	\$149,427	\$186,784	\$224,141
81	Exempt	Director Administrative Services/Chief Financial Officer	50E	\$81.28	\$101.60	\$121.92	\$169,062	\$211,328	\$253,594
72	Exempt	Director Community Services	45E	\$81.92	\$102.39	\$122.87	\$170,394	\$212,971	\$255,570
1012	Exempt	Director Development Services	145A	\$71.92	\$89.89	\$107.87	\$149,594	\$186,971	\$224,370



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				Min	Mid	Max	Min	Mid	Max
133	Exempt	Director Human Resources/Chief People Officer	55E	\$77.48	\$96.84	\$116.21	\$161,158	\$201,427	\$241,717
128	Exempt	Director Information Technology/Chief Information Officer	25E	\$84.65	\$105.81	\$126.98	\$176,072	\$220,085	\$264,118
131	Exempt	Director Libraries	60E	\$76.67	\$95.83	\$115.00	\$159,474	\$199,326	\$239,200
2028	Exempt	Director of Emergency Medical Services	215D	\$60.16	\$75.19	\$90.23	\$125,133	\$156,395	\$187,678
2005	Exempt	Director Office of Emergency Services	215D	\$60.16	\$75.19	\$90.23	\$125,133	\$156,395	\$187,678
49	Exempt	Director Office of Management and Budget	120A	\$69.78	\$87.22	\$104.67	\$145,142	\$181,418	\$217,714
134	Exempt	Director Planning & Community Environment	40E	\$82.10	\$102.62	\$123.15	\$170,768	\$213,450	\$256,152
135	Exempt	Director Public Works/City Engineer	30E	\$83.16	\$103.95	\$124.74	\$172,973	\$216,216	\$259,459
121	Exempt	Director Utilities	10E	\$106.56	\$133.20	\$159.84	\$221,645	\$277,056	\$332,467
2002	Exempt	Division Head Library Services	260D	\$51.87	\$64.83	\$77.80	\$107,890	\$134,846	\$161,824
172	Exempt	Division Manager Open Space, Parks & Golf	245D	\$53.94	\$67.42	\$80.91	\$112,195	\$140,234	\$168,293
TBD	Exempt	Division Manager Planning	220D	\$58.03	\$72.53	\$87.04	\$120,702	\$150,862	\$181,043
1005	Exempt	Executive Assistant to the City Manager	705M	\$34.74	\$43.42	\$52.11	\$72,259	\$90,314	\$108,389
139	Exempt	Fire Chief	35E	\$82.70	\$103.37	\$124.05	\$172,016	\$215,010	\$258,024
163	Exempt	Hearing Officer	480M	\$49.08	\$61.34	\$73.61	\$102,086	\$127,587	\$153,109
101	Exempt	Human Resources Representative	735P	\$31.48	\$39.34	\$47.21	\$65,478	\$81,827	\$98,197
90	Exempt	Landscape Architect Park Planner	510M	\$46.72	\$58.39	\$70.07	\$97,178	\$121,451	\$145,746
2015	Exempt	Legal Fellow	755P	\$40.16	\$50.20	\$60.24	\$83,533	\$104,416	\$125,299
171	Exempt	Management Analyst	585M	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
79	Exempt	Manager Accounting	235D	\$54.89	\$68.61	\$82.34	\$114,171	\$142,709	\$171,267
2007	Exempt	Manager Airport	210D	\$60.17	\$75.21	\$90.26	\$125,154	\$156,437	\$187,741
2023	Exempt	Manager Budget	360M	\$58.28	\$72.84	\$87.41	\$121,222	\$151,507	\$181,813
38	Exempt	Manager Communications	525M	\$45.57	\$56.96	\$68.36	\$94,786	\$118,477	\$142,189
154	Exempt	Manager Community Services	630M	\$40.28	\$50.35	\$60.42	\$83,782	\$104,728	\$125,674
169	Exempt	Manager Community Services Sr Program	585M	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
1013	Exempt	Manager Development Center	495M	\$47.88	\$59.85	\$71.82	\$99,590	\$124,488	\$149,386
63	Exempt	Manager Economic Development	220D	\$58.03	\$72.53	\$87.04	\$120,702	\$150,862	\$181,043
44	Exempt	Manager Employee Benefits	450M	\$49.59	\$61.98	\$74.38	\$103,147	\$128,918	\$154,710
45	Exempt	Manager Employee Relations & Training	235D	\$54.89	\$68.61	\$82.34	\$114,171	\$142,709	\$171,267
93	Exempt	Manager Environmental Control Program	419M	\$50.77	\$63.46	\$76.16	\$105,602	\$131,997	\$158,413
1116	Exempt	Manager Facilities	445M	\$50.33	\$62.91	\$75.50	\$104,686	\$130,853	\$157,040
2030	Exempt	Manager Finance	223D	\$57.64	\$72.04	\$86.45	\$119,891	\$149,843	\$179,816
127	Exempt	Manager Fleet	255D	\$50.84	\$63.55	\$76.26	\$105,747	\$132,184	\$158,621
2018	Exempt	Manager Human Services	540M	\$44.47	\$55.58	\$66.70	\$92,498	\$115,606	\$138,736



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32	Exempt	Manager Information Technology	230D	\$56.13	\$70.16	\$84.20	\$116,750	\$145,933	\$175,136
2006	Exempt	Manager Information Technology Security	230D	\$56.13	\$70.16	\$84.20	\$116,750	\$145,933	\$175,136
158	Exempt	Manager Laboratory Services	495M	\$47.88	\$59.85	\$71.82	\$99,590	\$124,488	\$149,386
78	Exempt	Manager Library Services	565M	\$41.80	\$52.24	\$62.69	\$86,944	\$108,659	\$130,395
92	Exempt	Manager Maintenance Operations	469M	\$46.90	\$58.62	\$70.35	\$97,552	\$121,930	\$146,328
26	Exempt	Manager Transportation Planning	345M	\$54.88	\$68.60	\$82.32	\$114,150	\$142,688	\$171,226
51	Exempt	Manager Planning	415M	\$50.84	\$63.54	\$76.25	\$105,747	\$132,163	\$158,600
103	Exempt	Manager Real Property	235D	\$54.89	\$68.61	\$82.34	\$114,171	\$142,709	\$171,267
2011	Exempt	Manager Revenue Collections	250D	\$51.56	\$64.45	\$77.34	\$107,245	\$134,056	\$160,867
160	Exempt	Manager Solid Waste	330M	\$55.53	\$69.41	\$83.30	\$115,502	\$144,373	\$173,264
57	Exempt	Manager Treasury, Debt & Investments	235D	\$54.89	\$68.61	\$82.34	\$114,171	\$142,709	\$171,267
86	Exempt	Manager Urban Forestry	436M	\$52.31	\$65.38	\$78.46	\$108,805	\$135,990	\$163,197
178	Exempt	Manager Water Quality Control Plant	205D	\$61.77	\$77.21	\$92.66	\$128,482	\$160,597	\$192,733
39	Exempt	Manager Watershed Protection	330M	\$55.53	\$69.41	\$83.30	\$115,502	\$144,373	\$173,264
1008	Exempt	Office of Emergency Services Coordinator	525M	\$45.57	\$56.96	\$68.36	\$94,786	\$118,477	\$142,189
2024	Exempt	Performance Auditor I	750P	\$30.71	\$38.38	\$46.06	\$63,877	\$79,830	\$95,805
100	Exempt	Performance Auditor II	585M	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
148	Exempt	Police Chief	15E	\$91.95	\$114.93	\$137.92	\$191,256	\$239,054	\$286,874
2021	Exempt	Chief Assistant City Attorney	101A	\$83.72	\$104.65	\$125.58	\$174,138	\$217,672	\$261,206
2016	Exempt	Principal Business Analyst	310M	\$58.51	\$73.13	\$87.76	\$121,701	\$152,110	\$182,541
2029	Exempt	Principal Planner	469M	\$47.28	\$59.09	\$70.91	\$98,342	\$122,907	\$147,493
2003	Exempt	Principal Management Analyst	360M	\$58.28	\$72.84	\$87.41	\$121,222	\$151,507	\$181,813
2009	Exempt	Project Manager	570M	\$42.61	\$53.26	\$63.92	\$88,629	\$110,781	\$132,954
2012	Exempt	Public Safety Communications Manager	495M	\$47.88	\$59.85	\$71.82	\$99,590	\$124,488	\$149,386
166	Exempt	Public Safety Program Manager	585M	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
117	Exempt	Senior Accountant	525M	\$45.57	\$56.96	\$68.36	\$94,786	\$118,477	\$142,189
2013	Exempt	Senior Business Analyst - M	420M	\$50.88	\$63.60	\$76.32	\$105,830	\$132,288	\$158,746
187	Exempt	Senior Engineer	300M	\$58.34	\$72.92	\$87.51	\$121,347	\$151,674	\$182,021
106	Exempt	Senior Executive Assistant	450M	\$49.59	\$61.98	\$74.38	\$103,147	\$128,918	\$154,710
157	Exempt	Senior Human Resources Administrator	545M	\$43.22	\$54.02	\$64.83	\$89,898	\$112,362	\$134,846
14	Exempt	Senior Management Analyst	465M	\$49.55	\$61.93	\$74.32	\$103,064	\$128,814	\$154,586
130	Exempt	Senior Performance Auditor	510M	\$46.72	\$58.39	\$70.07	\$97,178	\$121,451	\$145,746
53	Exempt	Senior Project Manager	300M	\$58.34	\$72.92	\$87.51	\$121,347	\$151,674	\$182,021
33	Exempt	Senior Technologist	420M	\$50.88	\$63.60	\$76.32	\$105,830	\$132,288	\$158,746



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155	Exempt	Superintendent Animal Services	540M	\$44.47	\$55.58	\$66.70	\$92,498	\$115,606	\$138,736
83	Exempt	Superintendent Community Services	480M	\$49.08	\$61.34	\$73.61	\$102,086	\$127,587	\$153,109
1117	Exempt	Superintendent Recreation	480M	\$49.08	\$61.34	\$73.61	\$102,086	\$127,587	\$153,109
2022	Exempt	Supervising Librarian	675M	\$35.80	\$44.74	\$53.69	\$74,464	\$93,059	\$111,675
161	Exempt	Supervisor Facilities Management	600M	\$41.39	\$51.73	\$62.08	\$86,091	\$107,598	\$129,126
113	Exempt	Supervisor Inspection and Surveying	540M	\$44.47	\$55.58	\$66.70	\$92,498	\$115,606	\$138,736
146	Exempt	Supervisor Warehouse	660M	\$37.40	\$46.75	\$56.10	\$77,792	\$97,240	\$116,688
181	Exempt	Supervisor Water Quality Control Operations	525M	\$45.57	\$56.96	\$68.36	\$94,786	\$118,477	\$142,189
2027	Exempt	Utilities Chief Operating Officer	60E	\$76.67	\$95.83	\$115.00	\$159,474	\$199,326	\$239,200
Confidential Classifications									
905	Non-Exempt	Human Resources Technician	830C	\$27.15	\$33.93	\$40.72	\$56,472	\$70,574	\$84,698
903	Non-Exempt	Legal Secretary-Confidential	820C	\$27.83	\$34.78	\$41.74	\$57,886	\$72,342	\$86,819
67	Exempt	Secretary to City Attorney	800C	\$33.07	\$41.33	\$49.60	\$68,786	\$85,966	\$103,168
1004	Non-Exempt	Senior Legal Secretary - Confidential	810C	\$30.71	\$38.38	\$46.06	\$63,877	\$79,830	\$95,805