



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
2032	Exempt	Assistant Director Information Technology	150A	\$83.12	\$103.90	\$124.68	\$172,890	\$216,112	\$259,334
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
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



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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	\$126.91	\$158.63	\$190.37	\$263,973	\$329,959	\$395,970
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
401	Exempt	Management Fellow	750P	\$35.53	\$44.41	\$53.30	\$73,902	\$92,373	\$110,864
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



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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
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
454	Exempt	Manager Recruitment Division	235D	\$66.32	\$82.89	\$99.47	\$137,946	\$172,411	\$206,898
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



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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
444	Exempt	Senior Program Manager	TBD	\$64.41	\$80.51	\$96.61	\$133,969	\$167,461	\$200,953
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	\$111.12	\$138.90	\$166.68	\$231,130	\$288,912	\$346,694
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