



**City of Palo Alto**  
**Management, Professional and Confidential Salary Schedule**  
**Effective 12/31/2022 (Market and Benefits Offset)**

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
190	Non-Exempt	Accountant	690P	\$40.52	\$50.65	\$60.78	\$84,282	\$105,352	\$126,422
76	Exempt	Administrative Assistant	750P	\$32.40	\$40.50	\$48.60	\$67,392	\$84,240	\$101,088
115	Exempt	Assistant Chief Building Official	405M	\$58.82	\$73.52	\$88.23	\$122,346	\$152,922	\$183,518
132	Exempt	Assistant Chief of Police	100A	\$96.40	\$120.49	\$144.59	\$200,512	\$250,619	\$300,747
108	Exempt	Assistant City Attorney	165A	\$73.98	\$92.47	\$110.97	\$153,878	\$192,338	\$230,818
109	Exempt	Assistant City Clerk	630M	\$44.79	\$55.98	\$67.18	\$93,163	\$116,438	\$139,734
107	Exempt	Assistant City Manager	20E	\$96.15	\$120.18	\$144.22	\$199,992	\$249,974	\$299,978
73	Exempt	Assistant Director Administrative Services	120A	\$79.80	\$99.74	\$119.69	\$165,984	\$207,459	\$248,955
126	Exempt	Assistant Director Community Services	150A	\$76.40	\$95.50	\$114.60	\$158,912	\$198,640	\$238,368
1007	Exempt	Assistant Director Human Resources	155A	\$73.88	\$92.34	\$110.81	\$153,670	\$192,067	\$230,485
2001	Exempt	Assistant Director Library Services	160A	\$68.99	\$86.23	\$103.48	\$143,499	\$179,358	\$215,238
10	Exempt	Assistant Director Planning & Community Environment	130A	\$77.70	\$97.12	\$116.55	\$161,616	\$202,010	\$242,424
143	Exempt	Assistant Director Public Works	140A	\$76.80	\$96.00	\$115.20	\$159,744	\$199,680	\$239,616
168	Exempt	Assistant Fleet Manager	585M	\$44.50	\$55.62	\$66.75	\$92,560	\$115,690	\$138,840
102	Exempt	Assistant Manager WQCP	240D	\$63.52	\$79.40	\$95.28	\$132,122	\$165,152	\$198,182
30	Exempt	Assistant to the City Manager	390M	\$62.29	\$77.86	\$93.44	\$129,563	\$161,949	\$194,355
118	Exempt	Chief Building Official	290M	\$75.35	\$94.18	\$113.02	\$156,728	\$195,894	\$235,082
2008	Exempt	Chief Communications Officer	135A	\$73.47	\$91.83	\$110.20	\$152,818	\$191,006	\$229,216
112	Exempt	Chief Planning Official	220D	\$67.39	\$84.23	\$101.08	\$140,171	\$175,198	\$210,246
95	Exempt	Chief Procurement Officer	235D	\$57.56	\$71.94	\$86.33	\$119,725	\$149,635	\$179,566
82	Exempt	Chief Transportation Official	140A	\$73.01	\$91.26	\$109.52	\$151,861	\$189,821	\$227,802
96	Exempt	Claims Investigator	660P	\$39.36	\$49.20	\$59.04	\$81,869	\$102,336	\$122,803
24	Exempt	Communication Specialist	615M	\$42.60	\$53.24	\$63.89	\$88,608	\$110,739	\$132,891
89	Exempt	Contracts Administrator	585P	\$50.00	\$62.50	\$75.00	\$104,000	\$130,000	\$156,000
186	Non-Exempt	Coordinator Library Circulation	675M	\$40.66	\$50.82	\$60.99	\$84,573	\$105,706	\$126,859
191	Exempt	Fire Marshal*	125A	\$87.72	\$109.65	\$131.58	\$182,458	\$228,072	\$273,686
11	Exempt	Deputy City Attorney	375M	\$58.02	\$72.52	\$87.03	\$120,682	\$150,842	\$181,022
71	Exempt	Deputy City Clerk	720M	\$35.08	\$43.85	\$52.62	\$72,966	\$91,208	\$109,450
55	Exempt	Deputy City Manager	115A	\$76.28	\$95.34	\$114.41	\$158,662	\$198,307	\$237,973
195	Exempt	Deputy Director Technical Services Division	200D	\$71.96	\$89.95	\$107.94	\$149,677	\$187,096	\$224,515
20	Exempt	Deputy Fire Chief*	110A	\$91.38	\$114.22	\$137.07	\$190,070	\$237,578	\$285,106
81	Exempt	Director Administrative Services/Chief Financial Officer	50E	\$92.88	\$116.09	\$139.31	\$193,190	\$241,467	\$289,765
72	Exempt	Director Community Services	45E	\$88.32	\$110.39	\$132.47	\$183,706	\$229,611	\$275,538



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**Management, Professional and Confidential Salary Schedule**  
**Effective 12/31/2022 (Market and Benefits Offset)**

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
1012	Exempt	Director Development Services	145A	\$77.59	\$96.98	\$116.38	\$161,387	\$201,718	\$242,070
133	Exempt	Director Human Resources/Chief People Officer	55E	\$88.55	\$110.68	\$132.82	\$184,184	\$230,214	\$276,266
128	Exempt	Director Information Technology/Chief Information Officer	25E	\$96.71	\$120.88	\$145.06	\$201,157	\$251,430	\$301,725
131	Exempt	Director Libraries	60E	\$82.69	\$103.36	\$124.04	\$171,995	\$214,989	\$258,003
2028	Exempt	Director of Emergency Medical Services	215D	\$69.63	\$87.03	\$104.44	\$144,830	\$181,022	\$217,235
2005	Exempt	Director Office of Emergency Services	215D	\$69.63	\$87.03	\$104.44	\$144,830	\$181,022	\$217,235
49	Exempt	Director Office of Management and Budget	120A	\$79.80	\$99.74	\$119.69	\$165,984	\$207,459	\$248,955
134	Exempt	Director Planning & Community Environment	40E	\$93.12	\$116.39	\$139.67	\$193,690	\$242,091	\$290,514
135	Exempt	Director Public Works/City Engineer	30E	\$94.31	\$117.88	\$141.46	\$196,165	\$245,190	\$294,237
121	Exempt	Director Utilities	10E	\$111.29	\$139.11	\$166.94	\$231,483	\$289,349	\$347,235
2002	Exempt	Division Head Library Services	260D	\$60.28	\$75.34	\$90.41	\$125,382	\$156,707	\$188,053
172	Exempt	Division Manager Open Space, Parks & Golf	245D	\$62.66	\$78.32	\$93.99	\$130,333	\$162,906	\$195,499
2031	Exempt	Division Manager Planning	220D	\$67.39	\$84.23	\$101.08	\$140,171	\$175,198	\$210,246
1005	Exempt	Executive Assistant to the City Manager	705M	\$36.60	\$45.74	\$54.89	\$76,128	\$95,139	\$114,171
139	Exempt	Fire Chief*	35E	\$105.11	\$131.38	\$157.66	\$218,629	\$273,270	\$327,933
163	Exempt	Hearing Officer	480M	\$51.51	\$64.38	\$77.26	\$107,141	\$133,910	\$160,701
101	Exempt	Human Resources Representative	735P	\$34.24	\$42.79	\$51.35	\$71,219	\$89,003	\$106,808
90	Exempt	Landscape Architect Park Planner	510M	\$49.05	\$61.31	\$73.58	\$102,024	\$127,525	\$153,046
2015	Exempt	Legal Fellow	755P	\$43.14	\$53.92	\$64.71	\$89,731	\$112,154	\$134,597
171	Exempt	Management Analyst	585M	\$44.50	\$55.62	\$66.75	\$92,560	\$115,690	\$138,840
79	Exempt	Manager Accounting	235D	\$60.86	\$76.07	\$91.29	\$126,589	\$158,226	\$189,883
2007	Exempt	Manager Airport	210D	\$69.86	\$87.32	\$104.79	\$145,309	\$181,626	\$217,963
2023	Exempt	Manager Budget	360M	\$64.58	\$80.72	\$96.87	\$134,326	\$167,898	\$201,490
38	Exempt	Manager Communications	525M	\$49.35	\$61.68	\$74.02	\$102,648	\$128,294	\$153,962
154	Exempt	Manager Community Services	630M	\$45.88	\$57.34	\$68.81	\$95,430	\$119,267	\$143,125
169	Exempt	Manager Community Services Sr Program	585M	\$49.28	\$61.60	\$73.92	\$102,502	\$128,128	\$153,754
1013	Exempt	Manager Development Center	495M	\$55.69	\$69.61	\$83.54	\$115,835	\$144,789	\$173,763
63	Exempt	Manager Economic Development	220D	\$64.31	\$80.38	\$96.46	\$133,765	\$167,190	\$200,637
44	Exempt	Manager Employee Benefits	450M	\$55.02	\$68.77	\$82.53	\$114,442	\$143,042	\$171,662
45	Exempt	Manager Employee Relations & Training	235D	\$60.86	\$76.07	\$91.29	\$126,589	\$158,226	\$189,883
93	Exempt	Manager Environmental Control Program	419M	\$59.86	\$74.82	\$89.79	\$124,509	\$155,626	\$186,763
1116	Exempt	Manager Facilities	445M	\$52.81	\$66.01	\$79.22	\$109,845	\$137,301	\$164,778
2030	Exempt	Manager Finance	223D	\$63.88	\$79.84	\$95.81	\$132,870	\$166,067	\$199,285



**City of Palo Alto**  
**Management, Professional and Confidential Salary Schedule**  
**Effective 12/31/2022 (Market and Benefits Offset)**

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
127	Exempt	Manager Fleet	255D	\$53.35	\$66.68	\$80.02	\$110,968	\$138,694	\$166,442
2018	Exempt	Manager Human Services	540M	\$51.74	\$64.67	\$77.61	\$107,619	\$134,514	\$161,429
32	Exempt	Manager Information Technology	230D	\$62.22	\$77.77	\$93.33	\$129,418	\$161,762	\$194,126
2006	Exempt	Manager Information Technology Security	230D	\$58.84	\$73.55	\$88.26	\$122,387	\$152,984	\$183,581
158	Exempt	Manager Laboratory Services	495M	\$50.27	\$62.83	\$75.40	\$104,562	\$130,686	\$156,832
78	Exempt	Manager Library Services	565M	\$48.66	\$60.82	\$72.99	\$101,213	\$126,506	\$151,819
92	Exempt	Manager Maintenance Operations	469M	\$49.24	\$61.55	\$73.86	\$102,419	\$128,024	\$153,629
26	Exempt	Manager Transportation Planning	345M	\$64.68	\$80.84	\$97.01	\$134,534	\$168,147	\$201,781
51	Exempt	Manager Planning	415M	\$59.10	\$73.87	\$88.65	\$122,928	\$153,650	\$184,392
103	Exempt	Manager Real Property	235D	\$57.56	\$71.94	\$86.33	\$119,725	\$149,635	\$179,566
2011	Exempt	Manager Revenue Collections	250D	\$54.09	\$67.61	\$81.14	\$112,507	\$140,629	\$168,771
160	Exempt	Manager Solid Waste	330M	\$58.22	\$72.77	\$87.33	\$121,098	\$151,362	\$181,646
57	Exempt	Manager Treasury, Debt & Investments	235D	\$59.35	\$74.18	\$89.02	\$123,448	\$154,294	\$185,162
86	Exempt	Manager Urban Forestry	436M	\$54.87	\$68.58	\$82.30	\$114,130	\$142,646	\$171,184
178	Exempt	Manager Water Quality Control Plant	205D	\$71.70	\$89.62	\$107.55	\$149,136	\$186,410	\$223,704
39	Exempt	Manager Watershed Protection	330M	\$64.51	\$80.63	\$96.76	\$134,181	\$167,710	\$201,261
1008	Exempt	Office of Emergency Services Coordinator	525M	\$47.86	\$59.82	\$71.79	\$99,549	\$124,426	\$149,323
2024	Exempt	Performance Auditor I	750P	\$32.40	\$40.50	\$48.60	\$67,392	\$84,240	\$101,088
100	Exempt	Performance Auditor II	585M	\$44.50	\$55.62	\$66.75	\$92,560	\$115,690	\$138,840
148	Exempt	Police Chief	15E	\$108.51	\$135.63	\$162.76	\$225,701	\$282,110	\$338,541
2021	Exempt	Chief Assistant City Attorney	101A	\$95.65	\$119.56	\$143.48	\$198,952	\$248,685	\$298,438
2016	Exempt	Principal Business Analyst	310M	\$61.32	\$76.64	\$91.97	\$127,546	\$159,411	\$191,298
2029	Exempt	Principal Planner	469M	\$49.64	\$62.04	\$74.45	\$103,251	\$129,043	\$154,856
2003	Exempt	Principal Management Analyst	360M	\$61.08	\$76.34	\$91.61	\$127,046	\$158,787	\$190,549
2009	Exempt	Project Manager	570M	\$50.32	\$62.90	\$75.48	\$104,666	\$130,832	\$156,998
2012	Exempt	Public Safety Communications Manager	495M	\$50.27	\$62.83	\$75.40	\$104,562	\$130,686	\$156,832
166	Exempt	Public Safety Program Manager	585M	\$44.50	\$55.62	\$66.75	\$92,560	\$115,690	\$138,840
117	Exempt	Senior Accountant	525M	\$53.78	\$67.22	\$80.67	\$111,862	\$139,818	\$167,794
2013	Exempt	Senior Business Analyst - M	420M	\$53.39	\$66.73	\$80.08	\$111,051	\$138,798	\$166,566
187	Exempt	Senior Engineer	300M	\$68.72	\$85.89	\$103.07	\$142,938	\$178,651	\$214,386
106	Exempt	Senior Executive Assistant	450M	\$52.04	\$65.04	\$78.05	\$108,243	\$135,283	\$162,344
157	Exempt	Senior Human Resources Administrator	545M	\$46.84	\$58.54	\$70.25	\$97,427	\$121,763	\$146,120
14	Exempt	Senior Management Analyst	465M	\$52.00	\$64.99	\$77.99	\$108,160	\$135,179	\$162,219



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**Management, Professional and Confidential Salary Schedule**  
**Effective 12/31/2022 (Market and Benefits Offset)**

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
130	Exempt	Senior Performance Auditor	510M	\$49.05	\$61.31	\$73.58	\$102,024	\$127,525	\$153,046
53	Exempt	Senior Project Manager	300M	\$68.72	\$85.89	\$103.07	\$142,938	\$178,651	\$214,386
33	Exempt	Senior Technologist	420M	\$53.39	\$66.73	\$80.08	\$111,051	\$138,798	\$166,566
155	Exempt	Superintendent Animal Services	540M	\$46.72	\$58.39	\$70.07	\$97,178	\$121,451	\$145,746
83	Exempt	Superintendent Community Services	480M	\$55.78	\$69.72	\$83.67	\$116,022	\$145,018	\$174,034
1117	Exempt	Superintendent Recreation	480M	\$55.78	\$69.72	\$83.67	\$116,022	\$145,018	\$174,034
2022	Exempt	Supervising Librarian	675M	\$40.81	\$51.01	\$61.22	\$84,885	\$106,101	\$127,338
161	Exempt	Supervisor Facilities Management	600M	\$43.51	\$54.38	\$65.26	\$90,501	\$113,110	\$135,741
113	Exempt	Supervisor Inspection and Surveying	540M	\$46.72	\$58.39	\$70.07	\$97,178	\$121,451	\$145,746
146	Exempt	Supervisor Warehouse	660M	\$39.36	\$49.20	\$59.04	\$81,869	\$102,336	\$122,803
181	Exempt	Supervisor Water Quality Control Operations	525M	\$47.86	\$59.82	\$71.79	\$99,549	\$124,426	\$149,323
2027	Exempt	Utilities Chief Operating Officer	60E	\$80.20	\$100.25	\$120.30	\$166,816	\$208,520	\$250,224
<b>Confidential Classifications</b>									
905	Non-Exempt	Human Resources Technician	830C	\$28.70	\$35.87	\$43.05	\$59,696	\$74,610	\$89,544
903	Non-Exempt	Legal Secretary-Confidential	820C	\$29.41	\$36.76	\$44.12	\$61,173	\$76,461	\$91,770
67	Exempt	Secretary to City Attorney	800C	\$34.86	\$43.57	\$52.29	\$72,509	\$90,626	\$108,763
1004	Non-Exempt	Senior Legal Secretary - Confidential	810C	\$32.40	\$40.50	\$48.60	\$67,392	\$84,240	\$101,088

**\* Effective 02/25/2023**



**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
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
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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
72	Exempt	Director Community Services	45E	\$91.85	\$114.81	\$137.78	\$191,048	\$238,805	\$286,582





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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



**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
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	\$60.56	\$75.69	\$90.83	\$125,965	\$157,435	\$188,926
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



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
130	Exempt	Senior Performance Auditor	510M	\$51.02	\$63.77	\$76.53	\$106,122	\$132,642	\$159,182
53	Exempt	Senior Project Manager	300M	\$71.47	\$89.33	\$107.20	\$148,658	\$185,806	\$222,976
33	Exempt	Senior Technologist	420M	\$55.52	\$69.40	\$83.28	\$115,482	\$144,352	\$173,222
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
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
72	Exempt	Director Community Services	45E	\$92.32	\$115.39	\$138.47	\$192,026	\$240,011	\$288,018



**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
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	\$61.02	\$76.27	\$91.53	\$126,922	\$158,642	\$190,382
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



**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
130	Exempt	Senior Performance Auditor	510M	\$51.48	\$64.35	\$77.22	\$107,078	\$133,848	\$160,618
53	Exempt	Senior Project Manager	300M	\$71.93	\$89.91	\$107.90	\$149,614	\$187,013	\$224,432
33	Exempt	Senior Technologist	420M	\$55.99	\$69.98	\$83.98	\$116,459	\$145,558	\$174,678
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
<b>Confidential Classifications</b>									
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
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
72	Exempt	Director Community Services	45E	\$96.01	\$120.01	\$144.02	\$199,701	\$249,621	\$299,562





**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
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	\$63.47	\$79.33	\$95.20	\$132,018	\$165,006	\$198,016
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



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
130	Exempt	Senior Performance Auditor	510M	\$53.55	\$66.93	\$80.32	\$111,384	\$139,214	\$167,066
53	Exempt	Senior Project Manager	300M	\$74.81	\$93.51	\$112.22	\$155,605	\$194,501	\$233,418
33	Exempt	Senior Technologist	420M	\$58.23	\$72.78	\$87.34	\$121,118	\$151,382	\$181,667
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