



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



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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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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



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				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	\$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
327	Exempt	Supervisor Code Enforcement	TBD	\$51.29	\$64.11	\$76.94	\$106,683	\$133,349	\$160,035
<b>Confidential Classifications</b>									
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