



City of Palo Alto
Management, Professional and Confidential Salary Schedule Effective 7/12/2025 (3% Increase)

| Job Code | FLSA Status | Classifications | Grade Codes | Hourly Rate | | | Approx. Annual Salary | | |
|----------|-------------|--|-------------|-------------|----------|----------|-----------------------|-----------|-----------|
| | | | | Min | Mid | Max | Min | Mid | Max |
| 190 | Non-Exempt | Accountant | 690P | \$45.65 | \$57.06 | \$68.48 | \$94,952 | \$118,689 | \$142,439 |
| 76 | Exempt | Administrative Assistant | 750P | \$36.60 | \$45.75 | \$54.90 | \$76,128 | \$95,160 | \$114,192 |
| 115 | Exempt | Assistant Chief Building Official | 405M | \$66.04 | \$82.55 | \$99.06 | \$137,364 | \$171,704 | \$206,045 |
| 132 | Exempt | Assistant Chief of Police | 100A | \$107.89 | \$134.86 | \$161.84 | \$224,412 | \$280,509 | \$336,628 |
| 108 | Exempt | Assistant City Attorney | 165A | \$82.92 | \$103.64 | \$124.37 | \$172,474 | \$215,572 | \$258,690 |
| 109 | Exempt | Assistant City Clerk | 630M | \$50.40 | \$63.00 | \$75.60 | \$104,832 | \$131,040 | \$157,248 |
| 107 | Exempt | Assistant City Manager | 20E | \$107.62 | \$134.52 | \$161.43 | \$223,850 | \$279,802 | \$335,775 |
| 73 | Exempt | Assistant Director Administrative Services | 120A | \$89.40 | \$111.75 | \$134.10 | \$185,952 | \$232,440 | \$278,928 |
| 126 | Exempt | Assistant Director Community Services | 150A | \$85.62 | \$107.02 | \$128.43 | \$178,090 | \$222,602 | \$267,135 |
| 1007 | Exempt | Assistant Director Human Resources | 155A | \$82.81 | \$103.51 | \$124.22 | \$172,245 | \$215,301 | \$258,378 |
| 2032 | Exempt | Assistant Director Information Technology | 150A | \$85.62 | \$107.02 | \$128.43 | \$178,090 | \$222,602 | \$267,135 |
| 2001 | Exempt | Assistant Director Library Services | 160A | \$77.36 | \$96.70 | \$116.04 | \$160,909 | \$201,136 | \$241,364 |
| 10 | Exempt | Assistant Director Planning & Community Environment | 130A | \$87.07 | \$108.83 | \$130.60 | \$181,106 | \$226,367 | \$271,648 |
| 143 | Exempt | Assistant Director Public Works | 140A | \$86.07 | \$107.58 | \$129.10 | \$179,026 | \$223,767 | \$268,528 |
| 2034 | Exempt | Assistant Director Sustainability & Climate Action | TBD | \$94.93 | \$118.66 | \$142.40 | \$197,455 | \$246,813 | \$296,192 |
| 2035 | Exempt | Assistant Fire Marshal | TBD | \$80.84 | \$101.04 | \$121.25 | \$168,148 | \$210,164 | \$252,200 |
| 168 | Exempt | Assistant Fleet Manager | 585M | \$50.08 | \$62.60 | \$75.12 | \$104,167 | \$130,208 | \$156,250 |
| 102 | Exempt | Assistant Manager WQCP | 240D | \$71.28 | \$89.09 | \$106.91 | \$148,263 | \$185,308 | \$222,373 |
| 30 | Exempt | Assistant to the City Manager | 390M | \$69.91 | \$87.38 | \$104.86 | \$145,413 | \$181,751 | \$218,109 |
| 118 | Exempt | Chief Building Official | 290M | \$84.45 | \$105.56 | \$126.68 | \$175,656 | \$219,565 | \$263,495 |
| 2008 | Exempt | Chief Communications Officer | 135A | \$82.36 | \$102.94 | \$123.53 | \$171,309 | \$214,116 | \$256,943 |
| 112 | Exempt | Chief Planning Official | 220D | \$75.58 | \$94.47 | \$113.37 | \$157,207 | \$196,498 | \$235,810 |
| 95 | Exempt | Chief Procurement Officer | 235D | \$64.63 | \$80.78 | \$96.94 | \$134,431 | \$168,023 | \$201,636 |
| 82 | Exempt | Chief Transportation Official | 140A | \$87.41 | \$109.26 | \$131.12 | \$181,813 | \$227,261 | \$272,730 |
| 96 | Exempt | Claims Investigator | 660P | \$44.36 | \$55.44 | \$66.53 | \$92,269 | \$115,316 | \$138,383 |
| 24 | Exempt | Communication Specialist | 615M | \$47.96 | \$59.94 | \$71.93 | \$99,757 | \$124,676 | \$149,615 |
| 89 | Exempt | Contracts Administrator | 585P | \$56.21 | \$70.26 | \$84.32 | \$116,917 | \$146,141 | \$175,386 |
| 186 | Non-Exempt | Coordinator Library Circulation | 675M | \$45.80 | \$57.25 | \$68.70 | \$95,264 | \$119,080 | \$142,896 |
| 191 | Exempt | Fire Marshal | 125A | \$98.24 | \$122.79 | \$147.35 | \$204,340 | \$255,404 | \$306,488 |
| 11 | Exempt | Deputy City Attorney | 375M | \$65.16 | \$81.44 | \$97.73 | \$135,533 | \$169,396 | \$203,279 |
| 71 | Exempt | Deputy City Clerk | 720M | \$39.60 | \$49.49 | \$59.39 | \$82,368 | \$102,940 | \$123,532 |
| 55 | Exempt | Deputy City Manager | 115A | \$85.48 | \$106.85 | \$128.22 | \$177,799 | \$222,248 | \$266,698 |
| 195 | Exempt | Deputy Director Technical Services Division | 200D | \$80.68 | \$100.84 | \$121.01 | \$167,815 | \$209,748 | \$251,701 |
| 20 | Exempt | Deputy Fire Chief | 110A | \$102.31 | \$127.88 | \$153.46 | \$212,805 | \$265,991 | \$319,197 |
| 81 | Exempt | Director Administrative Services/Chief Financial Officer | 50E | \$103.98 | \$129.97 | \$155.97 | \$216,279 | \$270,338 | \$324,418 |
| 72 | Exempt | Director Community Services | 45E | \$98.90 | \$123.62 | \$148.35 | \$205,712 | \$257,130 | \$308,568 |



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| | | | | Min | Mid | Max | Min | Mid | Max |
| 1012 | Exempt | Director Development Services | 145A | \$86.94 | \$108.67 | \$130.41 | \$180,836 | \$226,034 | \$271,253 |
| 133 | Exempt | Director Human Resources/Chief People Officer | 55E | \$99.15 | \$123.93 | \$148.72 | \$206,232 | \$257,775 | \$309,338 |
| 128 | Exempt | Director Information Technology/Chief Information Officer | 25E | \$108.25 | \$135.31 | \$162.38 | \$225,160 | \$281,445 | \$337,751 |
| 131 | Exempt | Director Libraries | 60E | \$92.64 | \$115.79 | \$138.95 | \$192,692 | \$240,844 | \$289,016 |
| 2028 | Exempt | Director of Emergency Medical Services | 215D | \$78.08 | \$97.60 | \$117.12 | \$162,407 | \$203,008 | \$243,610 |
| 2005 | Exempt | Director Office of Emergency Services | 215D | \$78.08 | \$97.60 | \$117.12 | \$162,407 | \$203,008 | \$243,610 |
| 49 | Exempt | Director Office of Management and Budget | 120A | \$89.40 | \$111.75 | \$134.10 | \$185,952 | \$232,440 | \$278,928 |
| 134 | Exempt | Director Planning & Community Environment | 40E | \$104.24 | \$130.30 | \$156.36 | \$216,820 | \$271,024 | \$325,229 |
| 135 | Exempt | Director Public Works/City Engineer | 30E | \$105.57 | \$131.96 | \$158.36 | \$219,586 | \$274,477 | \$329,389 |
| 121 | Exempt | Director Utilities | 10E | \$130.72 | \$163.39 | \$196.07 | \$271,898 | \$339,852 | \$407,826 |
| 2002 | Exempt | Division Head Library Services | 260D | \$67.66 | \$84.57 | \$101.49 | \$140,733 | \$175,906 | \$211,100 |
| 172 | Exempt | Division Manager Open Space, Parks & Golf | 245D | \$70.32 | \$87.89 | \$105.47 | \$146,266 | \$182,812 | \$219,378 |
| 2031 | Exempt | Division Manager Planning | 220D | \$75.58 | \$94.47 | \$113.37 | \$157,207 | \$196,498 | \$235,810 |
| 1005 | Exempt | Executive Assistant to the City Manager | 705M | \$41.28 | \$51.59 | \$61.91 | \$85,863 | \$107,308 | \$128,773 |
| 139 | Exempt | Fire Chief | 35E | \$117.60 | \$147.00 | \$176.40 | \$244,608 | \$305,760 | \$366,912 |
| 163 | Exempt | Hearing Officer | 480M | \$57.89 | \$72.36 | \$86.84 | \$120,412 | \$150,509 | \$180,628 |
| 101 | Exempt | Human Resources Representative | 735P | \$38.65 | \$48.31 | \$57.98 | \$80,392 | \$100,485 | \$120,599 |
| 90 | Exempt | Landscape Architect Park Planner | 510M | \$55.16 | \$68.94 | \$82.73 | \$114,733 | \$143,396 | \$172,079 |
| 2015 | Exempt | Legal Fellow | 755P | \$48.56 | \$60.70 | \$72.84 | \$101,005 | \$126,256 | \$151,508 |
| 171 | Exempt | Management Analyst | 585M | \$50.08 | \$62.60 | \$75.12 | \$104,167 | \$130,208 | \$156,250 |
| 401 | Exempt | Management Fellow | 750P | \$36.60 | \$45.75 | \$54.90 | \$76,128 | \$95,160 | \$114,192 |
| 79 | Exempt | Manager Accounting | 235D | \$68.31 | \$85.38 | \$102.46 | \$142,085 | \$177,591 | \$213,117 |
| 2007 | Exempt | Manager Airport | 210D | \$78.34 | \$97.92 | \$117.51 | \$162,948 | \$203,674 | \$244,421 |
| 2023 | Exempt | Manager Budget | 360M | \$72.45 | \$90.56 | \$108.68 | \$150,696 | \$188,365 | \$226,055 |
| 38 | Exempt | Manager Communications | 525M | \$55.48 | \$69.34 | \$83.21 | \$115,399 | \$144,228 | \$173,077 |
| 154 | Exempt | Manager Community Services | 630M | \$51.61 | \$64.51 | \$77.42 | \$107,349 | \$134,181 | \$161,034 |
| 169 | Exempt | Manager Community Services Sr Program | 585M | \$55.41 | \$69.26 | \$83.12 | \$115,253 | \$144,061 | \$172,890 |
| 1013 | Exempt | Manager Development Center | 495M | \$62.55 | \$78.18 | \$93.82 | \$130,104 | \$162,615 | \$195,146 |
| 63 | Exempt | Manager Economic Development | 220D | \$72.15 | \$90.18 | \$108.22 | \$150,072 | \$187,575 | \$225,098 |
| 44 | Exempt | Manager Employee Benefits | 450M | \$61.80 | \$77.25 | \$92.70 | \$128,544 | \$160,680 | \$192,816 |
| 45 | Exempt | Manager Employee Relations & Training | 235D | \$68.31 | \$85.38 | \$102.46 | \$142,085 | \$177,591 | \$213,117 |
| 93 | Exempt | Manager Environmental Control Program | 419M | \$67.20 | \$83.99 | \$100.79 | \$139,776 | \$174,700 | \$209,644 |
| 1116 | Exempt | Manager Facilities | 445M | \$59.35 | \$74.18 | \$89.02 | \$123,448 | \$154,295 | \$185,162 |
| 2030 | Exempt | Manager Finance | 223D | \$71.67 | \$89.58 | \$107.50 | \$149,074 | \$186,327 | \$223,600 |



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| | | | | Min | Mid | Max | Min | Mid | Max |
| 127 | Exempt | Manager Fleet | 255D | \$59.94 | \$74.92 | \$89.91 | \$124,676 | \$155,834 | \$187,013 |
| 2018 | Exempt | Manager Human Services | 540M | \$58.15 | \$72.68 | \$87.22 | \$120,952 | \$151,175 | \$181,418 |
| 32 | Exempt | Manager Information Technology | 230D | \$69.83 | \$87.28 | \$104.74 | \$145,247 | \$181,543 | \$217,860 |
| 2006 | Exempt | Manager Information Technology Security | 230D | \$66.07 | \$82.58 | \$99.10 | \$137,426 | \$171,767 | \$206,128 |
| 158 | Exempt | Manager Laboratory Services | 495M | \$56.51 | \$70.63 | \$84.76 | \$117,541 | \$146,911 | \$176,301 |
| 78 | Exempt | Manager Library Services | 565M | \$54.72 | \$68.40 | \$82.08 | \$113,818 | \$142,272 | \$170,727 |
| 92 | Exempt | Manager Maintenance Operations | 469M | \$55.37 | \$69.21 | \$83.06 | \$115,170 | \$143,957 | \$172,765 |
| 26 | Exempt | Manager Transportation Planning | 345M | \$72.56 | \$90.70 | \$108.84 | \$150,925 | \$188,656 | \$226,388 |
| 51 | Exempt | Manager Planning | 415M | \$66.35 | \$82.93 | \$99.52 | \$138,008 | \$172,495 | \$207,002 |
| 103 | Exempt | Manager Real Property | 235D | \$64.63 | \$80.78 | \$96.94 | \$134,431 | \$168,023 | \$201,636 |
| 454 | Exempt | Manager Recruitment Division | 235D | \$68.31 | \$85.38 | \$102.46 | \$142,085 | \$177,591 | \$213,117 |
| 2011 | Exempt | Manager Revenue Collections | 250D | \$60.77 | \$75.96 | \$91.16 | \$126,402 | \$157,997 | \$189,613 |
| 160 | Exempt | Manager Solid Waste | 330M | \$72.37 | \$90.46 | \$108.56 | \$150,530 | \$188,157 | \$225,805 |
| 57 | Exempt | Manager Treasury, Debt & Investments | 235D | \$66.62 | \$83.27 | \$99.93 | \$138,570 | \$173,202 | \$207,855 |
| 86 | Exempt | Manager Urban Forestry | 436M | \$61.64 | \$77.04 | \$92.45 | \$128,212 | \$160,244 | \$192,296 |
| 178 | Exempt | Manager Water Quality Control Plant | 205D | \$80.39 | \$100.48 | \$120.58 | \$167,212 | \$208,999 | \$250,807 |
| 39 | Exempt | Manager Watershed Protection | 330M | \$72.37 | \$90.46 | \$108.56 | \$150,530 | \$188,157 | \$225,805 |
| 1008 | Exempt | Office of Emergency Services Coordinator | 525M | \$53.83 | \$67.28 | \$80.74 | \$111,967 | \$139,943 | \$167,940 |
| 2024 | Exempt | Performance Auditor I | 750P | \$36.60 | \$45.75 | \$54.90 | \$76,128 | \$95,160 | \$114,192 |
| 100 | Exempt | Performance Auditor II | 585M | \$50.08 | \$62.60 | \$75.12 | \$104,167 | \$130,208 | \$156,250 |
| 148 | Exempt | Police Chief | 15E | \$121.39 | \$151.73 | \$182.08 | \$252,492 | \$315,599 | \$378,727 |
| 2021 | Exempt | Chief Assistant City Attorney | 101A | \$107.07 | \$133.83 | \$160.60 | \$222,706 | \$278,367 | \$334,048 |
| 2016 | Exempt | Principal Business Analyst | 310M | \$68.82 | \$86.02 | \$103.23 | \$143,146 | \$178,922 | \$214,719 |
| TBD | Exempt | Principal Transportation Engineer | TBD | \$80.06 | \$100.07 | \$120.08 | \$166,525 | \$208,146 | \$249,760 |
| 2029 | Exempt | Principal Planner | 469M | \$55.81 | \$69.76 | \$83.72 | \$116,085 | \$145,101 | \$174,138 |
| 2003 | Exempt | Principal Management Analyst | 360M | \$68.55 | \$85.68 | \$102.82 | \$142,584 | \$178,215 | \$213,866 |
| 2009 | Exempt | Project Manager | 570M | \$56.56 | \$70.70 | \$84.84 | \$117,645 | \$147,056 | \$176,468 |
| 2012 | Exempt | Public Safety Communications Manager | 495M | \$58.65 | \$73.31 | \$87.98 | \$121,992 | \$152,485 | \$182,999 |
| 166 | Exempt | Public Safety Program Manager | 585M | \$50.08 | \$62.60 | \$75.12 | \$104,167 | \$130,208 | \$156,250 |
| 117 | Exempt | Senior Accountant | 525M | \$60.41 | \$75.51 | \$90.62 | \$125,653 | \$157,061 | \$188,490 |
| 2013 | Exempt | Senior Business Analyst - M | 420M | \$59.98 | \$74.97 | \$89.97 | \$124,759 | \$155,938 | \$187,138 |
| 187 | Exempt | Senior Engineer | 300M | \$77.06 | \$96.32 | \$115.59 | \$160,285 | \$200,346 | \$240,428 |
| 106 | Exempt | Senior Executive Assistant | 450M | \$58.48 | \$73.09 | \$87.71 | \$121,639 | \$152,028 | \$182,437 |
| 157 | Exempt | Senior Human Resources Administrator | 545M | \$52.68 | \$65.85 | \$79.02 | \$109,575 | \$136,968 | \$164,362 |
| 14 | Exempt | Senior Management Analyst | 465M | \$58.43 | \$73.03 | \$87.64 | \$121,535 | \$151,903 | \$182,292 |



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| | | | | Min | Mid | Max | Min | Mid | Max |
| 130 | Exempt | Senior Performance Auditor | 510M | \$55.16 | \$68.94 | \$82.73 | \$114,733 | \$143,396 | \$172,079 |
| 444 | Exempt | Senior Program Manager | TBD | \$66.35 | \$82.93 | \$99.52 | \$138,008 | \$172,495 | \$207,002 |
| 53 | Exempt | Senior Project Manager | 300M | \$77.06 | \$96.32 | \$115.59 | \$160,285 | \$200,346 | \$240,428 |
| 33 | Exempt | Senior Technologist | 420M | \$66.35 | \$82.93 | \$99.52 | \$138,008 | \$172,495 | \$207,002 |
| 155 | Exempt | Superintendent Animal Services | 540M | \$52.56 | \$65.69 | \$78.83 | \$109,325 | \$136,636 | \$163,967 |
| 83 | Exempt | Superintendent Community Services | 480M | \$62.65 | \$78.31 | \$93.98 | \$130,312 | \$162,885 | \$195,479 |
| 1117 | Exempt | Superintendent Recreation | 480M | \$62.65 | \$78.31 | \$93.98 | \$130,312 | \$162,885 | \$195,479 |
| 2022 | Exempt | Supervising Librarian | 675M | \$45.98 | \$57.47 | \$68.97 | \$95,639 | \$119,538 | \$143,458 |
| 161 | Exempt | Supervisor Facilities Management | 600M | \$48.98 | \$61.22 | \$73.47 | \$101,879 | \$127,338 | \$152,818 |
| 113 | Exempt | Supervisor Inspection and Surveying | 540M | \$52.56 | \$65.69 | \$78.83 | \$109,325 | \$136,636 | \$163,967 |
| 327 | Exempt | Supervisor of Code Enforcement | TBD | \$55.44 | \$69.30 | \$83.16 | \$115,316 | \$144,144 | \$172,973 |
| 146 | Exempt | Supervisor Warehouse | 660M | \$44.36 | \$55.44 | \$66.53 | \$92,269 | \$115,316 | \$138,383 |
| 181 | Exempt | Supervisor Water Quality Control Operations | 525M | \$53.83 | \$67.28 | \$80.74 | \$111,967 | \$139,943 | \$167,940 |
| 2027 | Exempt | Utilities Chief Operating Officer | 60E | \$114.46 | \$143.07 | \$171.69 | \$238,077 | \$297,586 | \$357,116 |
| Confidential | | | | | | | | | |
| 905 | Non-Exempt | Human Resources Technician | 830C | \$32.48 | \$40.60 | \$48.72 | \$67,559 | \$84,448 | \$101,338 |
| 903 | Non-Exempt | Legal Secretary-Confidential | 820C | \$33.28 | \$41.60 | \$49.92 | \$69,223 | \$86,528 | \$103,834 |
| 67 | Exempt | Secretary to City Attorney | 800C | \$39.35 | \$49.18 | \$59.02 | \$81,848 | \$102,295 | \$122,762 |
| 1004 | Exempt | Senior Legal Secretary - Confidential | 810C | \$36.60 | \$45.75 | \$54.90 | \$76,128 | \$95,160 | \$114,192 |