

 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
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

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Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Approx. Annual Salary		
				Min	Mid	Max	Min	Mid	Max
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	\$79.36	\$99.20	\$119.04	\$165,069	\$206,336	\$247,604
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
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	\$61.04	\$76.29	\$91.55	\$126,964	\$158,684	\$190,424
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

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Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Approx. Annual Salary		
				Min	Mid	Max	Min	Mid	Max
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
9038	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	\$64.18	\$80.22	\$96.27	\$133,495	\$166,858	\$200,242
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
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 Classifications									
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



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Management, Professional and Confidential Salary Schedule Effective 7/11/2026 (3% Increase)**

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				Min	Mid	Max	Min	Mid	Max
190	Non-Exempt	Accountant	690P	\$47.03	\$58.78	\$70.54	\$97,823	\$122,263	\$146,724
76	Exempt	Administrative Assistant	750P	\$37.71	\$47.13	\$56.56	\$78,437	\$98,031	\$117,645
115	Exempt	Assistant Chief Building Official	405M	\$68.03	\$85.03	\$102.04	\$141,503	\$176,863	\$212,244
132	Exempt	Assistant Chief of Police	100A	\$111.13	\$138.91	\$166.70	\$231,151	\$288,933	\$346,736
108	Exempt	Assistant City Attorney	165A	\$85.40	\$106.75	\$128.10	\$177,632	\$222,040	\$266,448
109	Exempt	Assistant City Clerk	630M	\$51.92	\$64.89	\$77.87	\$107,994	\$134,972	\$161,970
107	Exempt	Assistant City Manager	20E	\$110.85	\$138.56	\$166.28	\$230,568	\$288,205	\$345,863
73	Exempt	Assistant Director Administrative Services	120A	\$92.09	\$115.11	\$138.14	\$191,548	\$239,429	\$287,332
126	Exempt	Assistant Director Community Services	150A	\$88.20	\$110.24	\$132.29	\$183,456	\$229,300	\$275,164
1007	Exempt	Assistant Director Human Resources	155A	\$85.30	\$106.62	\$127.95	\$177,424	\$221,770	\$266,136
2032	Exempt	Assistant Director Information Technology	150A	\$88.20	\$110.24	\$132.29	\$183,456	\$229,300	\$275,164
2001	Exempt	Assistant Director Library Services	160A	\$79.69	\$99.61	\$119.54	\$165,756	\$207,189	\$248,644
10	Exempt	Assistant Director Planning & Community Environment	130A	\$89.68	\$112.10	\$134.52	\$186,535	\$233,168	\$279,802
143	Exempt	Assistant Director Public Works	140A	\$88.65	\$110.81	\$132.98	\$184,392	\$230,485	\$276,599
2034	Exempt	Assistant Director Sustainability & Climate Action	TBD	\$97.78	\$122.22	\$146.67	\$203,383	\$254,218	\$305,074
2035	Exempt	Assistant Fire Marshal	TBD	\$83.27	\$104.08	\$124.90	\$173,202	\$216,487	\$259,792
168	Exempt	Assistant Fleet Manager	585M	\$51.59	\$64.48	\$77.38	\$107,308	\$134,119	\$160,951
102	Exempt	Assistant Manager WQCP	240D	\$73.42	\$91.77	\$110.13	\$152,714	\$190,882	\$229,071
30	Exempt	Assistant to the City Manager	390M	\$72.01	\$90.01	\$108.02	\$149,781	\$187,221	\$224,682
118	Exempt	Chief Building Official	290M	\$86.99	\$108.73	\$130.48	\$180,940	\$226,159	\$271,399
2008	Exempt	Chief Communications Officer	135A	\$84.83	\$106.03	\$127.24	\$176,447	\$220,543	\$264,660
112	Exempt	Chief Planning Official	220D	\$77.85	\$97.31	\$116.78	\$161,928	\$202,405	\$242,903
95	Exempt	Chief Procurement Officer	235D	\$66.57	\$83.21	\$99.86	\$138,466	\$173,077	\$207,709
82	Exempt	Chief Transportation Official	140A	\$90.04	\$112.54	\$135.05	\$187,284	\$234,084	\$280,904
96	Exempt	Claims Investigator	660P	\$45.69	\$57.11	\$68.54	\$95,036	\$118,789	\$142,564
24	Exempt	Communication Specialist	615M	\$49.40	\$61.74	\$74.09	\$102,752	\$128,420	\$154,108
89	Exempt	Contracts Administrator	585P	\$57.90	\$72.37	\$86.85	\$120,432	\$150,530	\$180,648
186	Non-Exempt	Coordinator Library Circulation	675M	\$47.18	\$58.97	\$70.77	\$98,135	\$122,658	\$147,202
191	Exempt	Fire Marshal	125A	\$101.19	\$126.48	\$151.78	\$210,476	\$263,079	\$315,703
11	Exempt	Deputy City Attorney	375M	\$67.12	\$83.89	\$100.67	\$139,610	\$174,492	\$209,394
71	Exempt	Deputy City Clerk	720M	\$40.79	\$50.98	\$61.18	\$84,844	\$106,039	\$127,255
55	Exempt	Deputy City Manager	115A	\$88.05	\$110.06	\$132.08	\$183,144	\$228,925	\$274,727
195	Exempt	Deputy Director Technical Services Division	200D	\$83.10	\$103.87	\$124.65	\$172,848	\$216,050	\$259,272
20	Exempt	Deputy Fire Chief	110A	\$105.38	\$131.72	\$158.07	\$219,191	\$273,978	\$328,786
81	Exempt	Director Administrative Services/Chief Financial Officer	50E	\$107.10	\$133.87	\$160.65	\$222,768	\$278,450	\$334,152
72	Exempt	Director Community Services	45E	\$101.87	\$127.33	\$152.80	\$211,890	\$264,847	\$317,824
1012	Exempt	Director Development Services	145A	\$89.56	\$111.94	\$134.33	\$186,285	\$232,836	\$279,407
133	Exempt	Director Human Resources/Chief People Officer	55E	\$102.12	\$127.65	\$153.18	\$212,410	\$265,512	\$318,615
128	Exempt	Director Information Technology/Chief Information Officer	25E	\$111.50	\$139.37	\$167.25	\$231,920	\$289,890	\$347,880
131	Exempt	Director Libraries	60E	\$95.42	\$119.27	\$143.13	\$198,474	\$248,082	\$297,711
2028	Exempt	Director of Emergency Medical Services	215D	\$80.43	\$100.53	\$120.64	\$167,295	\$209,103	\$250,932
2005	Exempt	Director Office of Emergency Services	215D	\$80.43	\$100.53	\$120.64	\$167,295	\$209,103	\$250,932
49	Exempt	Director Office of Management and Budget	120A	\$92.09	\$115.11	\$138.14	\$191,548	\$239,429	\$287,332
134	Exempt	Director Planning & Community Environment	40E	\$107.37	\$134.21	\$161.06	\$223,330	\$279,157	\$335,005



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				Min	Mid	Max	Min	Mid	Max
135	Exempt	Director Public Works/City Engineer	30E	\$108.74	\$135.92	\$163.11	\$226,180	\$282,714	\$339,269
121	Exempt	Director Utilities	10E	\$134.64	\$168.30	\$201.96	\$280,052	\$350,064	\$420,077
2002	Exempt	Division Head Library Services	260D	\$69.69	\$87.11	\$104.54	\$144,956	\$181,189	\$217,444
172	Exempt	Division Manager Open Space, Parks & Golf	245D	\$72.43	\$90.53	\$108.64	\$150,655	\$188,303	\$225,972
2031	Exempt	Division Manager Planning	220D	\$77.85	\$97.31	\$116.78	\$161,928	\$202,405	\$242,903
1005	Exempt	Executive Assistant to the City Manager	705M	\$42.52	\$53.14	\$63.77	\$88,442	\$110,532	\$132,642
139	Exempt	Fire Chief	35E	\$121.13	\$151.41	\$181.70	\$251,951	\$314,933	\$377,936
163	Exempt	Hearing Officer	480M	\$59.64	\$74.54	\$89.45	\$124,052	\$155,044	\$186,056
101	Exempt	Human Resources Representative	735P	\$39.81	\$49.76	\$59.72	\$82,805	\$103,501	\$124,218
90	Exempt	Landscape Architect Park Planner	510M	\$56.81	\$71.01	\$85.22	\$118,165	\$147,701	\$177,258
2015	Exempt	Legal Fellow	755P	\$50.03	\$62.53	\$75.04	\$104,063	\$130,063	\$156,084
171	Exempt	Management Analyst	585M	\$51.59	\$64.48	\$77.38	\$107,308	\$134,119	\$160,951
401	Exempt	Management Fellow	750P	\$37.71	\$47.13	\$56.56	\$78,437	\$98,031	\$117,645
79	Exempt	Manager Accounting	235D	\$70.36	\$87.95	\$105.54	\$146,349	\$182,936	\$219,524
2007	Exempt	Manager Airport	210D	\$80.69	\$100.86	\$121.04	\$167,836	\$209,789	\$251,764
2023	Exempt	Manager Budget	360M	\$74.63	\$93.28	\$111.94	\$155,231	\$194,023	\$232,836
38	Exempt	Manager Communications	525M	\$57.15	\$71.43	\$85.72	\$118,872	\$148,575	\$178,298
154	Exempt	Manager Community Services	630M	\$53.16	\$66.45	\$79.74	\$110,573	\$138,216	\$165,860
169	Exempt	Manager Community Services Sr Program	585M	\$57.08	\$71.34	\$85.61	\$118,727	\$148,388	\$178,069
1013	Exempt	Manager Development Center	495M	\$64.43	\$80.53	\$96.64	\$134,015	\$167,503	\$201,012
63	Exempt	Manager Economic Development	220D	\$81.75	\$102.18	\$122.62	\$170,040	\$212,535	\$255,050
44	Exempt	Manager Employee Benefits	450M	\$63.66	\$79.57	\$95.49	\$132,413	\$165,506	\$198,620
45	Exempt	Manager Employee Relations & Training	235D	\$70.36	\$87.95	\$105.54	\$146,349	\$182,936	\$219,524
93	Exempt	Manager Environmental Control Program	419M	\$69.21	\$86.51	\$103.82	\$143,957	\$179,941	\$215,946
1116	Exempt	Manager Facilities	445M	\$61.13	\$76.41	\$91.70	\$127,151	\$158,933	\$190,736
2030	Exempt	Manager Finance	223D	\$73.82	\$92.27	\$110.73	\$153,546	\$191,922	\$230,319
127	Exempt	Manager Fleet	255D	\$61.74	\$77.17	\$92.61	\$128,420	\$160,514	\$192,629
2018	Exempt	Manager Human Services	540M	\$59.90	\$74.87	\$89.85	\$124,592	\$155,730	\$186,888
32	Exempt	Manager Information Technology	230D	\$71.92	\$89.90	\$107.88	\$149,594	\$186,992	\$224,391
2006	Exempt	Manager Information Technology Security	230D	\$68.05	\$85.06	\$102.08	\$141,544	\$176,925	\$212,327
158	Exempt	Manager Laboratory Services	495M	\$62.87	\$78.58	\$94.30	\$130,770	\$163,447	\$196,144
78	Exempt	Manager Library Services	565M	\$56.37	\$70.46	\$84.56	\$117,250	\$146,557	\$175,885
92	Exempt	Manager Maintenance Operations	469M	\$57.04	\$71.29	\$85.55	\$118,644	\$148,284	\$177,944
26	Exempt	Manager Transportation Planning	345M	\$74.75	\$93.43	\$112.12	\$155,480	\$194,335	\$233,210
51	Exempt	Manager Planning	415M	\$68.34	\$85.42	\$102.51	\$142,148	\$177,674	\$213,221
103	Exempt	Manager Real Property	235D	\$66.57	\$83.21	\$99.86	\$138,466	\$173,077	\$207,709
454	Exempt	Manager Recruitment Division	235D	\$70.36	\$87.95	\$105.54	\$146,349	\$182,936	\$219,524
2011	Exempt	Manager Revenue Collections	250D	\$62.60	\$78.24	\$93.89	\$130,208	\$162,740	\$195,292
160	Exempt	Manager Solid Waste	330M	\$74.55	\$93.18	\$111.82	\$155,064	\$193,815	\$232,586
57	Exempt	Manager Treasury	235D	\$72.05	\$90.06	\$108.08	\$149,864	\$187,325	\$224,807
86	Exempt	Manager Urban Forestry	436M	\$63.49	\$79.36	\$95.24	\$132,060	\$165,069	\$198,100
178	Exempt	Manager Water Quality Control Plant	205D	\$82.80	\$103.50	\$124.20	\$172,224	\$215,280	\$258,336
39	Exempt	Manager Watershed Protection	330M	\$74.55	\$93.18	\$111.82	\$155,064	\$193,815	\$232,586
1008	Exempt	Office of Emergency Services Coordinator	525M	\$55.44	\$69.30	\$83.16	\$115,316	\$144,144	\$172,973



**City of Palo Alto
Management, Professional and Confidential Salary Schedule Effective 7/11/2026 (3% Increase)**

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Approx. Annual Salary		
				Min	Mid	Max	Min	Mid	Max
2024	Exempt	Performance Auditor I	750P	\$37.71	\$47.13	\$56.56	\$78,437	\$98,031	\$117,645
100	Exempt	Performance Auditor II	585M	\$51.59	\$64.48	\$77.38	\$107,308	\$134,119	\$160,951
148	Exempt	Police Chief	15E	\$125.04	\$156.29	\$187.55	\$260,084	\$325,084	\$390,104
2021	Exempt	Chief Assistant City Attorney	101A	\$110.28	\$137.85	\$165.42	\$229,383	\$286,728	\$344,074
2016	Exempt	Principal Business Analyst	310M	\$70.89	\$88.61	\$106.34	\$147,452	\$184,309	\$221,188
9038	Exempt	Principal Transportation Engineer	TBD	\$82.47	\$103.08	\$123.70	\$171,538	\$214,407	\$257,296
2029	Exempt	Principal Planner	469M	\$57.49	\$71.86	\$86.24	\$119,580	\$149,469	\$179,380
2003	Exempt	Principal Management Analyst	360M	\$70.61	\$88.26	\$105.92	\$146,869	\$183,581	\$220,314
2009	Exempt	Project Manager	570M	\$58.27	\$72.83	\$87.40	\$121,202	\$151,487	\$181,792
2012	Exempt	Public Safety Communications Manager	495M	\$60.41	\$75.51	\$90.62	\$125,653	\$157,061	\$188,490
166	Exempt	Public Safety Program Manager	585M	\$51.59	\$64.48	\$77.38	\$107,308	\$134,119	\$160,951
117	Exempt	Senior Accountant	525M	\$62.23	\$77.78	\$93.34	\$129,439	\$161,783	\$194,148
2013	Exempt	Senior Business Analyst - M	420M	\$66.11	\$82.63	\$99.16	\$137,509	\$171,871	\$206,253
187	Exempt	Senior Engineer	300M	\$79.37	\$99.21	\$119.06	\$165,090	\$206,357	\$247,645
106	Exempt	Senior Executive Assistant	450M	\$60.24	\$75.29	\$90.35	\$125,300	\$156,604	\$187,928
157	Exempt	Senior Human Resources Administrator	545M	\$54.27	\$67.83	\$81.40	\$112,882	\$141,087	\$169,312
14	Exempt	Senior Management Analyst	465M	\$60.19	\$75.23	\$90.28	\$125,196	\$156,479	\$187,783
130	Exempt	Senior Performance Auditor	510M	\$56.81	\$71.01	\$85.22	\$118,165	\$147,701	\$177,258
444	Exempt	Senior Program Manager	TBD	\$68.34	\$85.42	\$102.51	\$142,148	\$177,674	\$213,221
53	Exempt	Senior Project Manager	300M	\$79.37	\$99.21	\$119.06	\$165,090	\$206,357	\$247,645
33	Exempt	Senior Technologist	420M	\$68.34	\$85.42	\$102.51	\$142,148	\$177,674	\$213,221
155	Exempt	Superintendent Animal Services	540M	\$54.14	\$67.67	\$81.21	\$112,612	\$140,754	\$168,917
83	Exempt	Superintendent Community Services	480M	\$64.53	\$80.66	\$96.80	\$134,223	\$167,773	\$201,344
1117	Exempt	Superintendent Recreation	480M	\$64.53	\$80.66	\$96.80	\$134,223	\$167,773	\$201,344
2022	Exempt	Supervising Librarian	675M	\$47.36	\$59.20	\$71.04	\$98,509	\$123,136	\$147,764
161	Exempt	Supervisor Facilities Management	600M	\$50.45	\$63.06	\$75.68	\$104,936	\$131,165	\$157,415
113	Exempt	Supervisor Inspection and Surveying	540M	\$54.14	\$67.67	\$81.21	\$112,612	\$140,754	\$168,917
327	Exempt	Supervisor of Code Enforcement	TBD	\$57.11	\$71.38	\$85.66	\$118,789	\$148,471	\$178,173
146	Exempt	Supervisor Warehouse	660M	\$45.69	\$57.11	\$68.54	\$95,036	\$118,789	\$142,564
181	Exempt	Supervisor Water Quality Control Operations	525M	\$55.44	\$69.30	\$83.16	\$115,316	\$144,144	\$172,973
2027	Exempt	Utilities Chief Operating Officer	60E	\$117.90	\$147.37	\$176.85	\$245,232	\$306,530	\$367,848
Confidential Classifications									
905	Non-Exempt	Human Resources Technician	830C	\$33.46	\$41.82	\$50.19	\$69,597	\$86,986	\$104,396
903	Non-Exempt	Legal Secretary-Confidential	820C	\$34.28	\$42.85	\$51.42	\$71,303	\$89,128	\$106,954
67	Exempt	Secretary to City Attorney	800C	\$40.53	\$50.66	\$60.80	\$84,303	\$105,373	\$126,464
1004	Exempt	Senior Legal Secretary - Confidential	810C	\$37.71	\$47.13	\$56.56	\$78,437	\$98,031	\$117,645



**City of Palo Alto
Management, Professional and Confidential Salary Schedule Effective 7/10/2027 (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	\$48.44	\$60.55	\$72.66	\$100,756	\$125,944	\$151,133
76	Exempt	Administrative Assistant	750P	\$38.84	\$48.55	\$58.26	\$80,788	\$100,984	\$121,181
115	Exempt	Assistant Chief Building Official	405M	\$70.08	\$87.59	\$105.11	\$145,767	\$182,188	\$218,629
132	Exempt	Assistant Chief of Police	100A	\$114.47	\$143.08	\$171.70	\$238,098	\$297,607	\$357,136
108	Exempt	Assistant City Attorney	165A	\$87.97	\$109.96	\$131.96	\$182,978	\$228,717	\$274,477
109	Exempt	Assistant City Clerk	630M	\$53.48	\$66.84	\$80.21	\$111,239	\$139,028	\$166,837
107	Exempt	Assistant City Manager	20E	\$114.18	\$142.72	\$171.27	\$237,495	\$296,858	\$356,242
73	Exempt	Assistant Director Administrative Services	120A	\$94.86	\$118.57	\$142.29	\$197,309	\$246,626	\$295,964
126	Exempt	Assistant Director Community Services	150A	\$90.84	\$113.55	\$136.26	\$188,948	\$236,184	\$283,421
1007	Exempt	Assistant Director Human Resources	155A	\$87.86	\$109.82	\$131.79	\$182,749	\$228,426	\$274,124
2032	Exempt	Assistant Director Information Technology	150A	\$90.84	\$113.55	\$136.26	\$188,948	\$236,184	\$283,421
2001	Exempt	Assistant Director Library Services	160A	\$82.08	\$102.60	\$123.12	\$170,727	\$213,408	\$256,090
10	Exempt	Assistant Director Planning & Community Environment	130A	\$92.38	\$115.47	\$138.57	\$192,151	\$240,178	\$288,226
143	Exempt	Assistant Director Public Works	140A	\$91.32	\$114.14	\$136.97	\$189,946	\$237,412	\$284,898
2034	Exempt	Assistant Director Sustainability & Climate Action	TBD	\$100.72	\$125.89	\$151.07	\$209,498	\$261,852	\$314,226
2035	Exempt	Assistant Fire Marshal	TBD	\$85.77	\$107.21	\$128.66	\$178,402	\$222,997	\$267,613
168	Exempt	Assistant Fleet Manager	585M	\$53.14	\$66.42	\$79.71	\$110,532	\$138,154	\$165,797
102	Exempt	Assistant Manager WQCP	240D	\$75.63	\$94.53	\$113.44	\$157,311	\$196,623	\$235,956
30	Exempt	Assistant to the City Manager	390M	\$74.18	\$92.72	\$111.27	\$154,295	\$192,858	\$231,442
118	Exempt	Chief Building Official	290M	\$89.60	\$112.00	\$134.40	\$186,368	\$232,960	\$279,552
2008	Exempt	Chief Communications Officer	135A	\$87.38	\$109.22	\$131.07	\$181,751	\$227,178	\$272,626
112	Exempt	Chief Planning Official	220D	\$80.19	\$100.23	\$120.28	\$166,796	\$208,479	\$250,183
95	Exempt	Chief Procurement Officer	235D	\$68.57	\$85.71	\$102.86	\$142,626	\$178,277	\$213,949
82	Exempt	Chief Transportation Official	140A	\$92.74	\$115.92	\$139.11	\$192,900	\$241,114	\$289,349
96	Exempt	Claims Investigator	660P	\$47.07	\$58.83	\$70.60	\$97,906	\$122,367	\$146,848
24	Exempt	Communication Specialist	615M	\$50.88	\$63.60	\$76.32	\$105,831	\$132,288	\$158,746
89	Exempt	Contracts Administrator	585P	\$59.64	\$74.55	\$89.46	\$124,052	\$155,064	\$186,077
186	Non-Exempt	Coordinator Library Circulation	675M	\$48.60	\$60.74	\$72.89	\$101,088	\$126,340	\$151,612
191	Exempt	Fire Marshal	125A	\$104.23	\$130.28	\$156.34	\$216,799	\$270,983	\$325,188
11	Exempt	Deputy City Attorney	375M	\$69.13	\$86.41	\$103.70	\$143,791	\$179,733	\$215,696
71	Exempt	Deputy City Clerk	720M	\$42.01	\$52.51	\$63.02	\$87,381	\$109,221	\$131,082
55	Exempt	Deputy City Manager	115A	\$90.70	\$113.37	\$136.05	\$188,656	\$235,810	\$282,984
195	Exempt	Deputy Director Technical Services Division	200D	\$85.60	\$106.99	\$128.39	\$178,048	\$222,540	\$267,052
20	Exempt	Deputy Fire Chief	110A	\$108.55	\$135.68	\$162.82	\$225,784	\$282,215	\$338,666
81	Exempt	Director Administrative Services/Chief Financial Officer	50E	\$110.32	\$137.89	\$165.47	\$229,466	\$286,812	\$344,178
72	Exempt	Director Community Services	45E	\$104.92	\$131.15	\$157.38	\$218,234	\$272,792	\$327,351
1012	Exempt	Director Development Services	145A	\$92.24	\$115.30	\$138.36	\$191,860	\$239,824	\$287,789
133	Exempt	Director Human Resources/Chief People Officer	55E	\$105.19	\$131.48	\$157.78	\$218,796	\$273,479	\$328,183
128	Exempt	Director Information Technology/Chief Information Officer	25E	\$114.85	\$143.56	\$172.28	\$238,888	\$298,605	\$358,343
131	Exempt	Director Libraries	60E	\$98.28	\$122.85	\$147.42	\$204,423	\$255,528	\$306,634
2028	Exempt	Director of Emergency Medical Services	215D	\$82.84	\$103.55	\$124.26	\$172,308	\$215,384	\$258,461
2005	Exempt	Director Office of Emergency Services	215D	\$82.84	\$103.55	\$124.26	\$172,308	\$215,384	\$258,461
49	Exempt	Director Office of Management and Budget	120A	\$94.86	\$118.57	\$142.29	\$197,309	\$246,626	\$295,964
134	Exempt	Director Planning & Community Environment	40E	\$110.60	\$138.24	\$165.89	\$230,048	\$287,540	\$345,052



**City of Palo Alto
Management, Professional and Confidential Salary Schedule Effective 7/10/2027 (3% Increase)**

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Approx. Annual Salary		
				Min	Mid	Max	Min	Mid	Max
135	Exempt	Director Public Works/City Engineer	30E	\$112.00	\$140.00	\$168.00	\$232,960	\$291,200	\$349,440
121	Exempt	Director Utilities	10E	\$138.68	\$173.35	\$208.02	\$288,455	\$360,568	\$432,682
2002	Exempt	Division Head Library Services	260D	\$71.79	\$89.73	\$107.68	\$149,324	\$186,639	\$223,975
172	Exempt	Division Manager Open Space, Parks & Golf	245D	\$74.60	\$93.25	\$111.90	\$155,168	\$193,960	\$232,752
2031	Exempt	Division Manager Planning	220D	\$80.19	\$100.23	\$120.28	\$166,796	\$208,479	\$250,183
1005	Exempt	Executive Assistant to the City Manager	705M	\$43.80	\$54.74	\$65.69	\$91,104	\$113,860	\$136,636
139	Exempt	Fire Chief	35E	\$124.77	\$155.96	\$187.16	\$259,522	\$324,397	\$389,293
163	Exempt	Hearing Officer	480M	\$61.43	\$76.78	\$92.14	\$127,775	\$159,703	\$191,652
101	Exempt	Human Resources Representative	735P	\$41.01	\$51.26	\$61.52	\$85,301	\$106,621	\$127,962
90	Exempt	Landscape Architect Park Planner	510M	\$58.52	\$73.15	\$87.78	\$121,722	\$152,152	\$182,583
2015	Exempt	Legal Fellow	755P	\$51.53	\$64.41	\$77.30	\$107,183	\$133,973	\$160,784
171	Exempt	Management Analyst	585M	\$53.14	\$66.42	\$79.71	\$110,532	\$138,154	\$165,797
401	Exempt	Management Fellow	750P	\$38.84	\$48.55	\$58.26	\$80,788	\$100,984	\$121,181
79	Exempt	Manager Accounting	235D	\$72.48	\$90.59	\$108.71	\$150,759	\$188,428	\$226,117
2007	Exempt	Manager Airport	210D	\$83.12	\$103.89	\$124.67	\$172,890	\$216,092	\$259,314
2023	Exempt	Manager Budget	360M	\$76.87	\$96.08	\$115.30	\$159,890	\$199,847	\$239,824
38	Exempt	Manager Communications	525M	\$58.87	\$73.58	\$88.30	\$122,450	\$153,047	\$183,664
154	Exempt	Manager Community Services	630M	\$54.76	\$68.45	\$82.14	\$113,901	\$142,376	\$170,852
169	Exempt	Manager Community Services Sr Program	585M	\$58.80	\$73.49	\$88.19	\$122,304	\$152,860	\$183,436
1013	Exempt	Manager Development Center	495M	\$66.36	\$82.95	\$99.54	\$138,029	\$172,536	\$207,044
63	Exempt	Manager Economic Development	220D	\$84.20	\$105.25	\$126.30	\$175,136	\$218,920	\$262,704
44	Exempt	Manager Employee Benefits	450M	\$65.57	\$81.96	\$98.36	\$136,386	\$170,477	\$204,589
45	Exempt	Manager Employee Relations & Training	235D	\$72.48	\$90.59	\$108.71	\$150,759	\$188,428	\$226,117
93	Exempt	Manager Environmental Control Program	419M	\$71.29	\$89.11	\$106.94	\$148,284	\$185,349	\$222,436
1116	Exempt	Manager Facilities	445M	\$62.97	\$78.71	\$94.46	\$130,978	\$163,717	\$196,477
2030	Exempt	Manager Finance	223D	\$76.04	\$95.04	\$114.05	\$158,164	\$197,684	\$237,224
127	Exempt	Manager Fleet	255D	\$63.60	\$79.49	\$95.39	\$132,288	\$165,340	\$198,412
2018	Exempt	Manager Human Services	540M	\$61.70	\$77.12	\$92.55	\$128,336	\$160,410	\$192,504
32	Exempt	Manager Information Technology	230D	\$74.08	\$92.60	\$111.12	\$154,087	\$192,608	\$231,130
2006	Exempt	Manager Information Technology Security	230D	\$70.10	\$87.62	\$105.15	\$145,808	\$182,250	\$218,712
158	Exempt	Manager Laboratory Services	495M	\$64.76	\$80.94	\$97.13	\$134,701	\$168,356	\$202,031
78	Exempt	Manager Library Services	565M	\$58.07	\$72.58	\$87.10	\$120,786	\$150,967	\$181,168
92	Exempt	Manager Maintenance Operations	469M	\$58.75	\$73.43	\$88.12	\$122,200	\$152,735	\$183,290
26	Exempt	Manager Transportation Planning	345M	\$77.00	\$96.24	\$115.49	\$160,160	\$200,180	\$240,220
51	Exempt	Manager Planning	415M	\$70.40	\$87.99	\$105.59	\$146,432	\$183,020	\$219,628
103	Exempt	Manager Real Property	235D	\$68.57	\$85.71	\$102.86	\$142,626	\$178,277	\$213,949
454	Exempt	Manager Recruitment Division	235D	\$72.48	\$90.59	\$108.71	\$150,759	\$188,428	\$226,117
2014	Exempt	Manager Revenue Collections	250D	\$62.60	\$78.24	\$93.89	\$130,208	\$162,740	\$195,292
160	Exempt	Manager Solid Waste	330M	\$76.79	\$95.98	\$115.18	\$159,724	\$199,639	\$239,575
57	Exempt	Manager Treasury	235D	\$74.22	\$92.77	\$111.33	\$154,378	\$192,962	\$231,567
86	Exempt	Manager Urban Forestry	436M	\$65.40	\$81.75	\$98.10	\$136,032	\$170,040	\$204,048
178	Exempt	Manager Water Quality Control Plant	205D	\$85.29	\$106.61	\$127.94	\$177,404	\$221,749	\$266,116
39	Exempt	Manager Watershed Protection	330M	\$76.79	\$95.98	\$115.18	\$159,724	\$199,639	\$239,575
1008	Exempt	Office of Emergency Services Coordinator	525M	\$57.11	\$71.38	\$85.66	\$118,789	\$148,471	\$178,173



**City of Palo Alto
Management, Professional and Confidential Salary Schedule Effective 7/10/2027 (3% Increase)**

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Approx. Annual Salary		
				Min	Mid	Max	Min	Mid	Max
2024	Exempt	Performance Auditor I	750P	\$38.84	\$48.55	\$58.26	\$80,788	\$100,984	\$121,181
100	Exempt	Performance Auditor II	585M	\$53.14	\$66.42	\$79.71	\$110,532	\$138,154	\$165,797
148	Exempt	Police Chief	15E	\$128.79	\$160.98	\$193.18	\$267,884	\$334,839	\$401,815
2021	Exempt	Chief Assistant City Attorney	101A	\$113.60	\$141.99	\$170.39	\$236,288	\$295,340	\$354,412
2016	Exempt	Principal Business Analyst	310M	\$73.02	\$91.27	\$109.53	\$151,882	\$189,842	\$227,823
9038	Exempt	Principal Transportation Engineer	TBD	\$84.95	\$106.18	\$127.42	\$176,696	\$220,855	\$265,034
2029	Exempt	Principal Planner	469M	\$59.22	\$74.02	\$88.83	\$123,178	\$153,962	\$184,767
2003	Exempt	Principal Management Analyst	360M	\$72.73	\$90.91	\$109.10	\$151,279	\$189,093	\$226,928
2009	Exempt	Project Manager	570M	\$60.02	\$75.02	\$90.03	\$124,842	\$156,042	\$187,263
2012	Exempt	Public Safety Communications Manager	495M	\$62.23	\$77.78	\$93.34	\$129,439	\$161,783	\$194,148
166	Exempt	Public Safety Program Manager	585M	\$53.14	\$66.42	\$79.71	\$110,532	\$138,154	\$165,797
117	Exempt	Senior Accountant	525M	\$64.10	\$80.12	\$96.15	\$133,328	\$166,650	\$199,992
2013	Exempt	Senior Business Analyst - M	420M	\$68.09	\$85.11	\$102.14	\$141,628	\$177,029	\$212,452
187	Exempt	Senior Engineer	300M	\$81.76	\$102.19	\$122.63	\$170,061	\$212,556	\$255,071
106	Exempt	Senior Executive Assistant	450M	\$62.04	\$77.55	\$93.06	\$129,044	\$161,304	\$193,565
157	Exempt	Senior Human Resources Administrator	545M	\$55.90	\$69.87	\$83.85	\$116,272	\$145,330	\$174,408
14	Exempt	Senior Management Analyst	465M	\$62.00	\$77.49	\$92.99	\$128,960	\$161,180	\$193,420
130	Exempt	Senior Performance Auditor	510M	\$58.52	\$73.15	\$87.78	\$121,722	\$152,152	\$182,583
444	Exempt	Senior Program Manager	TBD	\$70.40	\$87.99	\$105.59	\$146,432	\$183,020	\$219,628
53	Exempt	Senior Project Manager	300M	\$81.76	\$102.19	\$122.63	\$170,061	\$212,556	\$255,071
33	Exempt	Senior Technologist	420M	\$70.40	\$87.99	\$105.59	\$146,432	\$183,020	\$219,628
155	Exempt	Superintendent Animal Services	540M	\$55.77	\$69.71	\$83.66	\$116,002	\$144,997	\$174,013
83	Exempt	Superintendent Community Services	480M	\$66.47	\$83.08	\$99.70	\$138,258	\$172,807	\$207,376
1117	Exempt	Superintendent Recreation	480M	\$66.47	\$83.08	\$99.70	\$138,258	\$172,807	\$207,376
2022	Exempt	Supervising Librarian	675M	\$48.79	\$60.98	\$73.18	\$101,484	\$126,839	\$152,215
161	Exempt	Supervisor Facilities Management	600M	\$51.97	\$64.96	\$77.96	\$108,098	\$135,117	\$162,157
113	Exempt	Supervisor Inspection and Surveying	540M	\$55.77	\$69.71	\$83.66	\$116,002	\$144,997	\$174,013
327	Exempt	Supervisor of Code Enforcement	TBD	\$58.83	\$73.53	\$88.24	\$122,367	\$152,943	\$183,540
146	Exempt	Supervisor Warehouse	660M	\$47.07	\$58.83	\$70.60	\$97,906	\$122,367	\$146,848
181	Exempt	Supervisor Water Quality Control Operations	525M	\$57.11	\$71.38	\$85.66	\$118,789	\$148,471	\$178,173
2027	Exempt	Utilities Chief Operating Officer	60E	\$121.44	\$151.80	\$182.16	\$252,596	\$315,744	\$378,893
Confidential Classifications									
905	Non-Exempt	Human Resources Technician	830C	\$34.47	\$43.08	\$51.70	\$71,698	\$89,607	\$107,536
903	Non-Exempt	Legal Secretary-Confidential	820C	\$35.32	\$44.14	\$52.97	\$73,466	\$91,812	\$110,178
67	Exempt	Secretary to City Attorney	800C	\$41.75	\$52.18	\$62.62	\$86,840	\$108,535	\$130,250
1004	Exempt	Senior Legal Secretary - Confidential	810C	\$38.84	\$48.55	\$58.26	\$80,788	\$100,984	\$121,181