

**RESOLUTION NO. 2024-08**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS  
APPROVING THE UPDATED FISCAL YEAR 2023/24 PAY SCHEDULE TO COMPLY  
WITH CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CALPERS)  
STATUTORY AND REGULATORY REQUIREMENTS FOR COMPENSATION  
EARNABLE AND PUBLICLY AVAILABLE PAY SCHEDULES**

**WHEREAS**, all employers must comply with the compensation earnable and publicly available pay schedules provisions contained within California Government Code (GC) section 20636(d) and California Code of Regulations (CCR) 570.5; and

**WHEREAS**, it is necessary for the City Council to review and duly approve and adopt in accordance with requirements of applicable public meetings laws a publicly available pay schedule; and

**WHEREAS**, attached to this resolution and incorporated by reference is the City's comprehensive pay schedule which will be made publicly available on the City's external website and provided upon request; and

**WHEREAS**, the City reviews and may revise employee compensation and pay schedule ranges; and

**WHEREAS**, the City benefits from a highly qualified, municipal workforce; and

**WHEREAS**, to assist in retaining such a workforce, it is critical that the City's compensation levels are competitive in the marketplace; and

**WHEREAS**, the City should adjust pay to reflect changes in the region's cost of living; and

**WHEREAS**, represented classifications are covered by current contracts which specify the amount of the pay adjustments in the fiscal year; and

**NOW THEREFORE, BE IT RESOLVED**, that the City Council of the City of Los Altos hereby:

1. Approves updating the minimum wage to \$17.75 per hour effective 01/01/2024; and
2. Approves updating the City Manager's annual base salary to \$284,595 based on comparable market peers effective 07/09/2023; and
3. Approves updating the Human Resources Director pay range based on comparable market peers effective 03/03/2024; and
4. Approves adding the classification Human Resources Analyst II effective 03/03/2024; and
5. Adopts the Update Fiscal Year 2023/24 Pay Schedule in Exhibit A reflecting these pay adjustments.


**I HEREBY CERTIFY** that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the 27th day of February, 2024 by the following vote:

AYES: Dailey, Fligor, Lee Eng, Meadows, Weinberg

NOES:

ABSENT:

ABSTAIN:



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Jonathan D. Weinberg  
MAYOR

Attest:



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Melissa Thurman, MMC  
CITY CLERK