

**City of Cupertino  
PT Salary Survey  
November 2020**

| <b>Classification</b>         | <b>Cupertino's Max<br/>Hourly Wage</b> | <b>Median of Max<br/>Hourly Wage of<br/>Cities Surveyed</b> | <b>% Cupertino<br/>Above/Below</b> |
|-------------------------------|----------------------------------------|-------------------------------------------------------------|------------------------------------|
| Building Attendant            | 17.00                                  | 19.55                                                       | -13.04%                            |
| Customer Service Attendant I  | 17.00                                  | 18.66                                                       | -8.90%                             |
| Customer Service Attendant II | 18.00                                  | *                                                           |                                    |
| Recreation Leader             | 17.00                                  | 16.40                                                       | 3.66%                              |
| Senior Recreation Leader      | 19.00                                  | 21.11                                                       | -10.00%                            |
| Staff Assistant               | 22.00                                  | 20.47                                                       | 7.47%                              |
| Intern II                     | 19.00                                  | 20.01                                                       | -5.05%                             |
| Intern III                    | 22.00                                  | 25.77                                                       | -14.61%                            |
| Intern IV                     | 26.00                                  | *                                                           |                                    |

\*Fewer than 4 other cities with comparable positions.

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| Building Attendant                                                                                    |                  |                                       |                        |                        |
|-------------------------------------------------------------------------------------------------------|------------------|---------------------------------------|------------------------|------------------------|
| Rank                                                                                                  | City             | Comparable Classification             | Minimum<br>Hourly Wage | Maximum<br>Hourly Wage |
| 1                                                                                                     | Morgan Hill      | Building Coordinator                  | 17.00                  | 25.00                  |
| 2                                                                                                     | Saratoga         | Facility Attendant                    | 17.84                  | 21.68                  |
| 3                                                                                                     | Milpitas         | Recreation Attendant                  | 15.40                  | 21.56                  |
| 4                                                                                                     | Los Altos        | Facility Attendant                    | 16.00                  | 20.00                  |
| 5                                                                                                     | Palo Alto        | Custodial Aide                        | 16.09                  | 19.76                  |
| 6                                                                                                     | Mountain View    | Building Attendant                    | 16.53                  | 19.34                  |
| 7                                                                                                     | San Mateo        | Facility Specialist I                 | 15.94                  | 17.37                  |
| 8                                                                                                     | <b>Cupertino</b> | <b>Building Attendant</b>             | <b>15.00</b>           | <b>17.00</b>           |
| 9                                                                                                     | Los Gatos        | Building Attendant                    | 13.13                  | 16.76                  |
| 10                                                                                                    | Sunnyvale        | Recreation Attendant                  | 16.05                  | 16.05                  |
| 11                                                                                                    | Menlo Park       | Recreation Leader - Facility Atendant | 15.00                  | 16.03                  |
|                                                                                                       | Campbell         | N/A                                   |                        |                        |
|                                                                                                       | Santa Clara      | N/A                                   |                        |                        |
| Average                                                                                               |                  |                                       | 15.90                  | 19.36                  |
| % Cupertino Above/Below                                                                               |                  |                                       | -5.65%                 | -12.17%                |
| Median                                                                                                |                  |                                       | 16.03                  | 19.55                  |
| % Cupertino Above/Below                                                                               |                  |                                       | -6.40%                 | -13.04%                |
| *All calculations exclude Cupertino. Wages are ranked by Maximum Hourly Wage, from highest to lowest. |                  |                                       |                        |                        |

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| Customer Service Attendant I                                                                          |                  |                                     |                        |                        |
|-------------------------------------------------------------------------------------------------------|------------------|-------------------------------------|------------------------|------------------------|
| Rank                                                                                                  | City             | Comparable Classification           | Minimum<br>Hourly Wage | Maximum<br>Hourly Wage |
| 1                                                                                                     | Palo Alto        | Clerical Assistant                  | 19.90                  | 24.43                  |
| 2                                                                                                     | Los Altos        | Clerical Assistant I                | 17.75                  | 22.75                  |
| 3                                                                                                     | Milpitas         | Recreation Administrative Assistant | 15.40                  | 21.56                  |
| 4                                                                                                     | Sunnyvale        | Casual Clerical 2                   | 16.05                  | 19.49                  |
| 5                                                                                                     | Mountain View    | Clerical Aide                       | 16.53                  | 19.34                  |
| 6                                                                                                     | Menlo Park       | Recreation Leader - Clerical        | 15.64                  | 18.66                  |
| 7                                                                                                     | Santa Clara      | As-Needed Rec Office Assistant      | 15.40                  | 18.58                  |
| 8                                                                                                     | Morgan Hill      | Welcome Desk Assistant I            | 14.00                  | 18.00                  |
| 9                                                                                                     | Campbell         | Customer Service Clerk              | 14.00                  | 18.00                  |
| <b>10</b>                                                                                             | <b>Cupertino</b> | <b>Customer Service Attendant I</b> | <b>15.00</b>           | <b>17.00</b>           |
| 11                                                                                                    | Los Gatos        | Clerical Aide                       | 13.13                  | 16.76                  |
| 12                                                                                                    | Saratoga         | Customer Service Attendant          | 14.00                  | 14.00                  |
|                                                                                                       | San Mateo        | N/A                                 |                        |                        |
| Average                                                                                               |                  |                                     | 15.62                  | 19.23                  |
| % Cupertino Above/Below                                                                               |                  |                                     | -3.96%                 | -11.61%                |
| Median                                                                                                |                  |                                     | 15.40                  | 18.66                  |
| % Cupertino Above/Below                                                                               |                  |                                     | -2.60%                 | -8.90%                 |
| *All calculations exclude Cupertino. Wages are ranked by Maximum Hourly Wage, from highest to lowest. |                  |                                     |                        |                        |

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| Customer Service Attendant II                                                                         |                  |                                      |                        |                        |
|-------------------------------------------------------------------------------------------------------|------------------|--------------------------------------|------------------------|------------------------|
| Rank                                                                                                  | City             | Comparable Classification            | Minimum<br>Hourly Wage | Maximum<br>Hourly Wage |
| 1                                                                                                     | Sunnyvale        | Casual Clerical 3                    | 20.46                  | 26.12                  |
| 2                                                                                                     | Morgan Hill      | Welcome Desk Coordinator             | 18.00                  | 23.00                  |
| 3                                                                                                     | <b>Cupertino</b> | <b>Customer Service Attendant II</b> | <b>16.00</b>           | <b>18.00</b>           |
|                                                                                                       | Palo Alto        | N/A                                  |                        |                        |
|                                                                                                       | Menlo Park       | N/A                                  |                        |                        |
|                                                                                                       | Mountain View    | N/A                                  |                        |                        |
|                                                                                                       | Los Gatos        | N/A                                  |                        |                        |
|                                                                                                       | Milpitas         | N/A                                  |                        |                        |
|                                                                                                       | Campbell         | N/A                                  |                        |                        |
|                                                                                                       | San Mateo        | N/A                                  |                        |                        |
|                                                                                                       | Santa Clara      | N/A                                  |                        |                        |
|                                                                                                       | Saratoga         | N/A                                  |                        |                        |
|                                                                                                       | Los Altos        | N/A                                  |                        |                        |
| Average                                                                                               |                  |                                      | 19.23                  | 24.56                  |
| % Cupertino Above/Below                                                                               |                  |                                      | -16.80%                | -26.71%                |
| Median                                                                                                |                  |                                      | 19.23                  | 24.56                  |
| % Cupertino Above/Below                                                                               |                  |                                      | -16.80%                | -26.71%                |
| *All calculations exclude Cupertino. Wages are ranked by Maximum Hourly Wage, from highest to lowest. |                  |                                      |                        |                        |

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| Recreation Leader                                                                                     |                  |                           |                        |                        |
|-------------------------------------------------------------------------------------------------------|------------------|---------------------------|------------------------|------------------------|
| Rank                                                                                                  | City             | Comparable Classification | Minimum<br>Hourly Wage | Maximum<br>Hourly Wage |
| 1                                                                                                     | Mountain View    | Recreation Leader         | 18.16                  | 21.90                  |
| 2                                                                                                     | Milpitas         | Recreation Leader         | 15.40                  | 21.56                  |
| 3                                                                                                     | Los Gatos        | Recreation Leader II      | 18.00                  | 20.37                  |
| 4                                                                                                     | Saratoga         | Recreation Leader         | 18.00                  | 20.37                  |
| 5                                                                                                     | Palo Alto        | Recreation Leader         | 15.70                  | 19.28                  |
| <b>6</b>                                                                                              | <b>Cupertino</b> | <b>Recreation Leader</b>  | <b>15.00</b>           | <b>17.00</b>           |
| 7                                                                                                     | Los Altos        | Recreation Leader I       | 15.40                  | 16.75                  |
| 8                                                                                                     | Sunnyvale        | Recreation Specialist     | 16.05                  | 16.05                  |
| 9                                                                                                     | Menlo Park       | Recreation Leader         | 15.00                  | 16.03                  |
| 10                                                                                                    | Morgan Hill      | Recreation Leader         | 13.00                  | 16.00                  |
| 11                                                                                                    | Campbell         | Recreation Leader         | 13.00                  | 15.50                  |
| 12                                                                                                    | San Mateo        | Recreation Specialist I   | 15.45                  | 15.45                  |
| 13                                                                                                    | Santa Clara      | Recreation Leader I       | 15.40                  | 15.40                  |
| Average                                                                                               |                  |                           | 15.71                  | 17.89                  |
| % Cupertino Above/Below                                                                               |                  |                           | -4.54%                 | -4.97%                 |
| Median                                                                                                |                  |                           | 15.43                  | 16.40                  |
| % Cupertino Above/Below                                                                               |                  |                           | -2.76%                 | 3.66%                  |
| *All calculations exclude Cupertino. Wages are ranked by Maximum Hourly Wage, from highest to lowest. |                  |                           |                        |                        |

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| Senior Recreation Leader                                                                              |                  |                                 |                        |                        |
|-------------------------------------------------------------------------------------------------------|------------------|---------------------------------|------------------------|------------------------|
| Rank                                                                                                  | City             | Comparable Classification       | Minimum<br>Hourly Wage | Maximum<br>Hourly Wage |
| 1                                                                                                     | Palo Alto        | Recreation Leader III           | 19.29                  | 23.67                  |
| 2                                                                                                     | San Mateo        | Recreation Specialist III       | 19.79                  | 23.59                  |
| 3                                                                                                     | Mountain View    | Recreation Leader II            | 19.10                  | 23.21                  |
| 4                                                                                                     | Los Gatos        | Senior Recreation Leader        | 19.30                  | 21.84                  |
| 5                                                                                                     | Saratoga         | Senior Recreation Leader        | 19.30                  | 21.84                  |
| 6                                                                                                     | Sunnyvale        | Site Lead                       | 16.54                  | 21.11                  |
| 7                                                                                                     | Morgan Hill      | Senior Recreation Leader        | 16.00                  | 21.00                  |
| 8                                                                                                     | Menlo Park       | Senior Recreation Leader        | 16.03                  | 19.13                  |
| <b>9</b>                                                                                              | <b>Cupertino</b> | <b>Senior Recreation Leader</b> | <b>17.00</b>           | <b>19.00</b>           |
| 10                                                                                                    | Los Altos        | Recreation Leader II            | 16.75                  | 18.75                  |
| 11                                                                                                    | Santa Clara      | Recreation Leader II/III        | 15.40                  | 17.25                  |
| 12                                                                                                    | Campbell         | Senior Recreation Leader        | 13.00                  | 15.50                  |
|                                                                                                       | Milpitas         | N/A                             |                        |                        |
| Average                                                                                               |                  |                                 | 17.32                  | 20.63                  |
| % Cupertino Above/Below                                                                               |                  |                                 | -1.84%                 | -7.88%                 |
| Median                                                                                                |                  |                                 | 16.75                  | 21.11                  |
| % Cupertino Above/Below                                                                               |                  |                                 | 1.49%                  | -10.00%                |
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| Staff Assistant                                                                                       |                  |                           |                        |                        |
|-------------------------------------------------------------------------------------------------------|------------------|---------------------------|------------------------|------------------------|
| Rank                                                                                                  | City             | Comparable Classification | Minimum<br>Hourly Wage | Maximum<br>Hourly Wage |
| 1                                                                                                     | San Mateo        | Program Assistant         | 23.62                  | 28.15                  |
| 2                                                                                                     | Milpitas         | Staff Assistant           | 15.40                  | 24.64                  |
| 3                                                                                                     | Sunnyvale        | Staff Support 3           | 18.49                  | 23.60                  |
| 4                                                                                                     | <b>Cupertino</b> | <b>Staff Assistant</b>    | <b>20.00</b>           | <b>22.00</b>           |
| 5                                                                                                     | Los Altos        | Recreation Leader III     | 18.75                  | 21.75                  |
| 6                                                                                                     | Menlo Park       | Recreation Specialist     | 17.15                  | 20.47                  |
| 7                                                                                                     | Morgan Hill      | Staff Assistant           | 15.00                  | 20.00                  |
| 8                                                                                                     | Palo Alto        | Recreation Aide           | 15.70                  | 19.28                  |
| 9                                                                                                     | Santa Clara      | Recreation Specialist     | 15.40                  | 18.58                  |
| 10                                                                                                    | Mountain View    | Recreation Leader Aide    | 16.53                  | 18.54                  |
|                                                                                                       | Los Gatos        | N/A                       |                        |                        |
|                                                                                                       | Saratoga         | N/A                       |                        |                        |
|                                                                                                       | Campbell         | N/A                       |                        |                        |
| Average                                                                                               |                  |                           | 17.34                  | 21.67                  |
| % Cupertino Above/Below                                                                               |                  |                           | 15.36%                 | 8.92%                  |
| Median                                                                                                |                  |                           | 16.53                  | 20.47                  |
| % Cupertino Above/Below                                                                               |                  |                           | 20.99%                 | 7.47%                  |
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| Intern II                                                                                             |                  |                                 |                        |                        |
|-------------------------------------------------------------------------------------------------------|------------------|---------------------------------|------------------------|------------------------|
| Rank                                                                                                  | City             | Comparable Classification       | Minimum<br>Hourly Wage | Maximum<br>Hourly Wage |
| 1                                                                                                     | Morgan Hill      | College Work Experience Student | 13.00                  | 25.00                  |
| 2                                                                                                     | Milpitas         | Student Intern                  | 15.40                  | 24.64                  |
| 3                                                                                                     | Mountain View    | Student Intern I, II            | 16.53                  | 23.41                  |
| 4                                                                                                     | Menlo Park       | Intern                          | 18.00                  | 22.00                  |
| 5                                                                                                     | Los Gatos        | Intern I                        | 17.07                  | 21.79                  |
| 6                                                                                                     | San Mateo        | Student Intern                  | 16.78                  | 20.01                  |
| 7                                                                                                     | Los Altos        | Intern                          | 16.00                  | 20.00                  |
| 8                                                                                                     | <b>Cupertino</b> | <b>Intern II</b>                | <b>15.00</b>           | <b>19.00</b>           |
| 9                                                                                                     | Santa Clara      | Student Intern I                | 15.40                  | 18.72                  |
| 10                                                                                                    | Sunnyvale        | Intern 1                        | 16.05                  | 17.62                  |
| 11                                                                                                    | Campbell         | Intern                          | 13.00                  | 15.50                  |
| 12                                                                                                    | Palo Alto        | Internship                      | 15.40                  | 15.40                  |
|                                                                                                       | Saratoga         | N/A                             |                        |                        |
| Average                                                                                               |                  |                                 | 15.69                  | 20.37                  |
| % Cupertino Above/Below                                                                               |                  |                                 | -4.42%                 | -6.73%                 |
| Median                                                                                                |                  |                                 | 16.00                  | 20.01                  |
| % Cupertino Above/Below                                                                               |                  |                                 | -6.25%                 | -5.05%                 |
| *All calculations exclude Cupertino. Wages are ranked by Maximum Hourly Wage, from highest to lowest. |                  |                                 |                        |                        |

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| Intern III                                                                                            |                  |                           |                        |                        |
|-------------------------------------------------------------------------------------------------------|------------------|---------------------------|------------------------|------------------------|
| Rank                                                                                                  | City             | Comparable Classification | Minimum<br>Hourly Wage | Maximum<br>Hourly Wage |
| 1                                                                                                     | Los Gatos        | Intern II                 | 21.80                  | 27.81                  |
| 2                                                                                                     | Mountain View    | Student Intern III        | 21.90                  | 27.03                  |
| 3                                                                                                     | Santa Clara      | Student Intern II         | 20.15                  | 24.50                  |
| 4                                                                                                     | Sunnyvale        | Intern 2                  | 18.49                  | 23.60                  |
| 5                                                                                                     | <b>Cupertino</b> | <b>Intern III</b>         | <b>18.00</b>           | <b>22.00</b>           |
|                                                                                                       | Palo Alto        | N/A                       |                        |                        |
|                                                                                                       | Campbell         | N/A                       |                        |                        |
|                                                                                                       | Los Altos        | N/A                       |                        |                        |
|                                                                                                       | San Mateo        | N/A                       |                        |                        |
|                                                                                                       | Menlo Park       | N/A                       |                        |                        |
|                                                                                                       | Milpitas         | N/A                       |                        |                        |
|                                                                                                       | Morgan Hill      | N/A                       |                        |                        |
|                                                                                                       | Saratoga         | N/A                       |                        |                        |
| Average                                                                                               |                  |                           | 20.59                  | 25.74                  |
| % Cupertino Above/Below                                                                               |                  |                           | -12.56%                | -14.51%                |
| Median                                                                                                |                  |                           | 20.98                  | 25.77                  |
| % Cupertino Above/Below                                                                               |                  |                           | -14.18%                | -14.61%                |
| *All calculations exclude Cupertino. Wages are ranked by Maximum Hourly Wage, from highest to lowest. |                  |                           |                        |                        |

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**Intern IV**

| Rank                                                                                                  | City             | Comparable Classification | Minimum<br>Hourly Wage | Maximum<br>Hourly Wage |
|-------------------------------------------------------------------------------------------------------|------------------|---------------------------|------------------------|------------------------|
| 1                                                                                                     | Mountain View    | Student Intern IV         | 26.67                  | 32.38                  |
| 2                                                                                                     | Santa Clara      | Student Intern III        | 23.17                  | 28.18                  |
| 3                                                                                                     | <b>Cupertino</b> | <b>Intern IV</b>          | <b>22.00</b>           | <b>26.00</b>           |
|                                                                                                       | Palo Alto        | N/A                       |                        |                        |
|                                                                                                       | Campbell         | N/A                       |                        |                        |
|                                                                                                       | Los Altos        | N/A                       |                        |                        |
|                                                                                                       | San Mateo        | N/A                       |                        |                        |
|                                                                                                       | Menlo Park       | N/A                       |                        |                        |
|                                                                                                       | Sunnyvale        | N/A                       |                        |                        |
|                                                                                                       | Milpitas         | N/A                       |                        |                        |
|                                                                                                       | Morgan Hill      | N/A                       |                        |                        |
|                                                                                                       | Los Gatos        | N/A                       |                        |                        |
|                                                                                                       | Saratoga         | N/A                       |                        |                        |
| Average                                                                                               |                  |                           | 24.92                  | 30.28                  |
| % Cupertino Above/Below                                                                               |                  |                           | -11.72%                | -14.13%                |
| Median                                                                                                |                  |                           | 24.92                  | 30.28                  |
| % Cupertino Above/Below                                                                               |                  |                           | -11.72%                | -14.13%                |
| *All calculations exclude Cupertino. Wages are ranked by Maximum Hourly Wage, from highest to lowest. |                  |                           |                        |                        |