



Item No. 13 Town of Atherton

CITY COUNCIL STAFF REPORT – CONSENT AGENDA

**TO: HONORABLE MAYOR AND CITY COUNCIL
GEORGE RODERICKS, CITY MANAGER**

FROM: ROBERT BARRON III, FINANCE DIRECTOR

DATE: JUNE 15, 2016

**SUBJECT: ADOPT PAY SCHEDULES FOR COMPLIANCE WITH CALIFORNIA
CODE OF REGULATIONS SECTION 570.5 AS REQUIRED BY
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM
(CALPERS)**

RECOMMENDATION

Adopt resolution approving revised pay schedules for FY 2011/12 through FY 2015/16 for compliance with California Code of Regulations section 570.5 as required by CalPERS.

BACKGROUND

During FY 2013/14 the Town went through a CalPERS audit. The audit review was to assess Town compliance to applicable sections of the California Government Code, California Code of Regulations and the Town's contract with CalPERS.

During the review there was a finding regarding the requirements of publicly available pay schedules per California Code of Regulations CCR 570.5. The pay rates of agencies must be listed on separate pay schedules as they are compensation for which pension earnings are reportable. While the Town paid employees consistent with an approved pay schedule, the pay schedules were a part of the budget document and not separately adopted. Further, the audit noted that there were a couple of pay rates (those within separate agreements) that did not agree with the printed pay schedules. As a result, CalPERS required that all pay schedules within the audit period be adopted separately and again by the City Council pursuant to CCR 570.5.

As Council is aware, every fiscal year, the Town includes pay schedules within the Town budget. Moving forward, pay schedules cannot reference another document in lieu of a separate pay schedule approval resolution.

Below is the CCR 570.5 requirements of a Publicly Available Pay Schedule:

(a) For purposes of determining the amount of "compensation earnable" pursuant to Government Code Sections 20630, 20636, and 20636.1, pay rate shall be limited to the amount listed on a pay schedule that meets all of the following requirements:

- (1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
- (2) Identifies the position title for every employee position;
- (3) Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
- (4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- (5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- (6) Indicates an effective date and date of any revisions;
- (7) Is retained by the employer and available for public inspection for not less than five years; and
- (8) Does not reference another document in lieu of disclosing the pay rate.

CCR 570.5 clarifies that compensation earnable will be limited to the amount on a pay schedule that meets the established criteria. The specific finding relevant to the Town was that the monthly pay rate received by the Chief of Police was a higher rate than the salary listed on the Town's pay schedule (per contract). The Town negotiated a pay rate through an employment contract with the Chief but did not add that rate to the salary schedule. Staff updated FY 2011/12 through FY 2015/16 pay schedules to reflect the correct rate that was previously paid to the Chief.

Additionally, staff is updating the pay schedules to include correct the 84-hour rate schedule (42 hour workweek) for Civilian Police Dispatchers. Previously the pay schedules only included an 80-hour rate schedule while, pursuant to the APOA MOU, the dispatchers actually worked an 84-hour pay schedule (4 hours of agreed overtime (non-pensionable). The CalPERS audit advised that pursuant to the Fair Labor Standards Act, the Town must adopt an alternative work-week schedule of 84-hours. The revised pay schedules include an 84-hour rate schedule which is reflective of the effective pay rate at 80-hours plus the 4 hours of overtime.

These schedules must be adopted per the CalPERS audit findings.

POLICY CONSIDERATIONS

As a local government agency, the Town of Atherton follows certain government regulations. Adopting the attached resolution and approving the salary schedules realigns the Town in compliance with CCR 570.5

FISCAL IMPACT

None.

PUBLIC NOTICE

Public notification was achieved by posting the agenda, with this agenda item being listed, at least 72 hours prior to the meeting in print and electronically. Information about the project is

also disseminated via the Town's electronic News Flash and Atherton Online. There are approximately 1,200 subscribers to the Town's electronic News Flash publications. Subscribers include residents as well as stakeholders – to include, but be not limited to, media outlets, school districts, Menlo Park Fire District, service provides (water, power, and sewer), and regional elected officials.

ATTACHMENTS

Resolution Adopting Town of Atherton Salary Schedules FY 2011/12 through FY 2015/16

RESOLUTION NO. 16-xx

**A RESOLUTION OF THE CITY COUNCIL OF THE
TOWN OF ATHERTON APPROVING THE FISCAL
YEAR 2011-2012 THROUGH FISCAL YEAR 2015-2016
SALARY SCHEDULES**

WHEREAS, according to the California Code of Regulations (CCR) section 570.5 sets the requirements for a Publicly Available Pay Schedule and,

WHEREAS, this regulation requires that each pay schedule include position title for every employee position, pay rate for each position, and time base for each position; and

WHEREAS, the formal approval of the pay schedules requires that they are duly approved and adopted by the City Council, such as CCR 570.5 regulation requires the adoption of the Salary Schedules for Fiscal Years 2011-12 through Fiscal Years 2015-16, incorporated in "Exhibit A" attached hereto.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the Town of Atherton does hereby approve the Salary Schedules attached hereto as Exhibit "A".

PASSED AND ADOPTED at a meeting of the City Council of the Town of Atherton held on the 15th day of June, 2016 by the following vote:

AYES: Councilmembers:
NOES: Councilmembers:
ABSTAIN: Councilmembers:
ABSENT: Councilmembers:

Elizabeth Lewis, MAYOR
Town of Atherton

ATTEST:

Theresa N. DellaSanta, City Clerk

APPROVED AS TO FORM:

William B. Conners, City Attorney

Exhibit A

TOWN OF ATHERTON									
Salary Schedule									
FY 2015-2016									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
CM Rate effective 07/01/2015									
City Manager	Management/Misc	City Manager	12	1100	D	97.88	7,830.46	16,966.00	203,592.00
City Attorney	Contract	City Attorney							
Dept Head Rate Effective 07/01/2015									
Department Heads	Management/Misc	Finance Director	18	1104	A	74.69	5,975.08	12,946.00	155,352.00
					B	78.42	6,273.69	13,593.00	163,116.00
					C	82.34	6,587.08	14,272.00	171,264.00
					D	86.46	6,916.62	14,986.00	179,832.00
Department Heads	Management/Sworn	Chief of Police	40	1105	A	78.18	6,254.31	13,551.00	162,612.00
					B	82.09	6,567.23	14,229.00	170,748.00
					C	86.19	6,895.38	14,940.00	179,280.00
					D	90.50	7,240.16	15,687.01	188,244.12
Department Heads	Management/Misc	City Clerk/Assitant to CM	12		A	59.21	4,736.77	10,263.00	123,156.00
					B	62.17	4,973.54	10,776.00	129,312.00
					C	65.28	5,222.31	11,315.00	135,780.00
					D	68.54	5,483.08	11,880.00	142,560.00
Public Works Director	Contract	Public Works Director							
City Engineer	Contract	City Engineer							
Town Planner	Contract	Town Planner							
Building Official	Contract	Building Official							
Mid Mgmt Rate Effective 07/01/2015									
Mid-Management	Management/Misc	Police Lieutenant	40	2204	A	63.80	5,104.15	11,059.00	132,708.00
					B	66.99	5,359.38	11,612.00	139,344.00
					C	70.34	5,627.08	12,192.00	146,304.00
					D	73.86	5,908.62	12,802.00	153,624.00
Mid-Management	Management/Misc	Associate Civil Engineer	50		A	44.09	3,527.54	7,643.00	91,716.00
					B	46.30	3,704.31	8,026.00	96,312.00
					C	48.62	3,889.38	8,427.00	101,124.00
					D	51.05	4,083.69	8,848.00	106,176.00
Mid-Management	Management/Misc	Public Work Superintendent	50	2210	A	58.17	4,653.69	10,083.00	120,996.00
					B	61.08	4,886.31	10,587.00	127,044.00
					C	64.13	5,130.46	11,116.00	133,392.00
					D	67.34	5,387.08	11,672.00	140,064.00

TOWN OF ATHERTON									
Salary Schedule									
FY 2015-2016									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
Confidential	Confidential/Misc	Accountant	18		A	35.72	2,857.38	6,191.00	74,292.00
					B	37.50	3,000.00	6,500.00	78,000.00
					C	39.38	3,150.00	6,825.00	81,900.00
					D	41.34	3,307.38	7,166.00	85,992.00
Confidential	Confidential/Misc	Exec Assistant to PD	40		A	35.94	2,875.38	6,230.00	74,760.00
					B	37.74	3,018.92	6,541.00	78,492.00
					C	39.62	3,169.85	6,868.00	82,416.00
					D	41.60	3,328.15	7,211.00	86,532.00
General Gov Rate Effective 07/01/2015									
General Government	General Gov/Misc	Office Specialist	"12/25/50	3304	A	27.98	2,238.46	4,850.00	58,200.00
					B	29.38	2,350.62	5,093.00	61,116.00
					C	30.85	2,468.31	5,348.00	64,176.00
					D	32.39	2,591.54	5,615.00	67,380.00
General Government	General Gov/Misc	Town Arborist/Public Works Specialist	25	3306	A	43.21	3,456.46	7,489.00	89,868.00
					B	45.36	3,629.08	7,863.00	94,356.00
					C	47.63	3,810.46	8,256.00	99,072.00
					D	50.01	4,001.08	8,669.00	104,028.00
General Government	General Gov/Misc	Account Technician	18	3308	A	31.10	2,488.15	5,391.00	64,692.00
					B	32.65	2,612.31	5,660.00	67,920.00
					C	34.29	2,742.92	5,943.00	71,316.00
					D	36.01	2,880.46	6,241.00	74,892.00
Police/APOA Rate Effective 01/01/2015-12/31/2015									
Police-Civilian/APOA	Police/Misc 80 hours shift	Community Service officer	40	4401	A	28.90	2,311.85	5,009.00	60,108.00
					B	30.34	2,427.23	5,259.00	63,108.00
					C	31.86	2,548.62	5,522.00	66,264.00
					D	33.45	2,676.00	5,798.00	69,576.00
Police-Civilian/APOA	Police/Misc 80 hours shift	Community Service officer/Code Enforcemer (new Position 02/17/2015)	40	4401	A	31.83	2,546.31	5,517.00	66,204.00
					B	33.42	2,673.69	5,793.00	69,516.00
					C	35.09	2,807.08	6,082.00	72,984.00
					D	36.84	2,947.38	6,386.00	76,632.00
Police-Civilian/APOA	Police/Misc 80 hours shift	Dispatcher/Records assistant	40	4405	A	33.41	2,672.45	5,790.30	69,483.60
					B	35.08	2,806.07	6,079.81	72,957.72
					C	36.83	2,946.37	6,383.80	76,605.60
					D	38.67	3,093.69	6,702.99	80,435.88

TOWN OF ATHERTON									
Salary Schedule									
FY 2015-2016									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
Police-Civilian	Police/Misc	Police Trainee	40	4406	D	23.90	1,912.15	4,143.00	49,716.00
Police-Civilian/APOA	Police/Misc	Dispatcher/Records assistant	40	4405	A	33.41	2,806.07	6,079.82	72,957.78
	84 hours shift				B	35.08	2,946.37	6,383.80	76,605.61
					C	36.83	3,093.69	6,702.99	80,435.88
					D	38.67	3,248.37	7,038.14	84,457.67
	Police/APOA Rate Effective 01/01/2015-12/31/2015								
Police-Sworn/APOA	Police/Sworn/84	Police Officer	40	5505	A	41.82	3,513.06	7,611.63	91,339.56
	84 hours shift				B	43.91	3,688.71	7,992.21	95,906.52
					C	46.11	3,873.15	8,391.82	100,701.84
					D	48.41	4,066.81	8,811.42	105,737.04
Police-Sworn/APOA	Police/Sworn/84	Police Sergeant	40	5520	A	50.12	4,210.28	9,122.27	109,467.24
	84 hours shift				B	52.63	4,420.79	9,578.38	114,940.56
					C	55.26	4,641.83	10,057.30	120,687.60
					D	58.02	4,873.92	10,560.16	126,721.92
Police-Sworn/APOA	Police/Sworn/80	Police Officer	40	5506	A	41.82	3,345.77	7,249.17	86,990.04
	80 hours shift				B	43.91	3,513.06	7,611.63	91,339.56
					C	45.71	3,656.40	7,922.21	95,066.52
					D	47.70	3,815.91	8,267.81	99,213.72
Police-Sworn/APOA	Police/Sworn/80	Police Sergeant	40	5528	A	49.38	3,950.53	8,559.48	102,713.76
	80 hours shift				B	51.85	4,148.05	8,987.45	107,849.40
					C	54.44	4,355.46	9,436.83	113,241.96
					D	57.17	4,573.23	9,908.67	118,904.04
(*) Schedule 1% Increase 01/01/2016 APOA									
	Police/APOA Rate Effective 01/01/2016								
Police-Civilian/APOA	Police/Misc	Community Service officer	40	4401	A	29.18	2,334.78	5,058.69	60,704.28
	80 hours shift				B	30.64	2,451.52	5,311.63	63,739.56
					C	32.18	2,574.10	5,577.21	66,926.52
					D	33.79	2,702.80	5,856.07	70,272.84
Police-Civilian/APOA	Police/Misc	Community Service officer/Code Enforcemer	40	4401	A	32.15	2,571.70	5,572.02	66,864.24
	80 hours shift	(new Position 02/17/2015)			B	33.75	2,700.29	5,850.62	70,207.44
					C	35.44	2,835.30	6,143.15	73,717.80
					D	37.21	2,977.07	6,450.31	77,403.72

TOWN OF ATHERTON									
Salary Schedule									
FY 2015-2016									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
Police-Civilian/APOA	Police/Misc 80 hours shift	Dispatcher/Records assistant	40	4405	A	33.74	2,699.17	5,848.20	70,178.40
					B	35.43	2,834.13	6,140.61	73,687.32
					C	37.20	2,975.83	6,447.64	77,371.68
					D	39.06	3,124.62	6,770.02	81,240.24
Police-Civilian	Police/Misc	Police Trainee	40	4406	D	23.90	1,912.15	4,143.00	49,716.00
Police-Civilian/APOA	Police/Misc 84 hours shift	Dispatcher/Records assistant	40	4405	A	33.74	2,834.13	6,140.61	73,687.32
					B	35.43	2,975.83	6,447.64	77,371.69
					C	37.20	3,124.63	6,770.02	81,240.26
					D	39.06	3,280.86	7,108.52	85,302.25
Police/APOA Rate Effective 01/01/2016-12/31/2016									
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Officer	40	5505	A	42.24	3,548.19	7,687.75	92,253.00
					B	44.35	3,725.60	8,072.14	96,865.68
					C	46.57	3,911.88	8,475.74	101,708.88
					D	48.90	4,107.48	8,899.53	106,794.36
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Sergeant	40	5520	A	50.62	4,252.38	9,213.49	110,561.88
					B	53.15	4,465.00	9,674.16	116,089.92
					C	55.81	4,688.25	10,157.87	121,894.44
					D	58.60	4,922.66	10,665.76	127,989.12
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Officer	40	5506	A	42.24	3,379.20	7,321.60	87,859.20
					B	44.35	3,548.00	7,687.33	92,248.00
					C	46.57	3,725.60	8,072.13	96,865.60
					D	48.90	3,912.00	8,476.00	101,712.00
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Sergeant	40	5528	A	50.62	4,049.60	8,774.13	105,289.60
					B	53.15	4,252.00	9,212.67	110,552.00
					C	55.81	4,464.80	9,673.73	116,084.80
					D	58.60	4,688.00	10,157.33	121,888.00

Exhibit A Cont.

TOWN OF ATHERTON									
Salary Schedule									
FY 2014-2015									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
CM Rate effective 07/01/2014									
City Manager	Management/Misc	City Manager	12	1100	D	95.96	7,676.91	16,633.31	199,599.75
City Attorney	Contract	City Attorney							
Dept Head Rate Effective 07/01/2014									
Department Heads	Management/Misc	Assistant City Manager		1101	A	73.85	5,908.29	12,801.30	153,615.60
					B	77.55	6,203.70	13,441.36	161,296.32
					C	81.42	6,513.89	14,113.43	169,361.16
					D	85.49	6,839.58	14,819.10	177,829.20
Department Heads	Management/Misc	Finance Director	18	1104	A	73.22	5,857.72	12,691.72	152,300.64
					B	76.88	6,150.60	13,326.30	159,915.60
					C	80.73	6,458.13	13,992.62	167,911.44
					D	84.76	6,781.04	14,692.25	176,307.00
Department Heads	Management/Sworn	Chief of Police	40	1105	A	76.65	6,131.82	13,285.60	159,427.20
					B	80.48	6,438.41	13,949.88	167,398.56
					C	84.50	6,760.32	14,647.37	175,768.44
					D	88.73	7,098.34	15,379.74	184,556.88
Department Heads	Management/Misc	Public Works Director	50	1108	A	73.66	5,892.49	12,767.06	153,204.72
		Contract			B	77.34	6,187.11	13,405.41	160,864.92
					C	81.21	6,496.47	14,075.68	168,908.16
					D	85.27	6,821.29	14,779.47	177,353.64
Department Heads	Management/Misc	Planning Administrator/Building Official	25	1115	A	67.88	5,430.07	11,765.15	141,181.80
		Contract			B	71.27	5,701.57	12,353.40	148,240.80
					C	74.83	5,986.65	12,971.07	155,652.84
					D	78.57	6,285.98	13,619.63	163,435.56
Department Heads	Management/Misc	City Clerk	12		A	48.45	3,875.83	8,397.63	100,771.56
					B	50.87	4,069.62	8,817.52	105,810.24
					C	53.41	4,273.10	9,258.39	111,100.68
					D	56.08	4,486.76	9,721.31	116,655.72
Department Heads	Management/Misc	City Clerk/Assitant to CM	12		A	58.05	4,643.79	10,061.55	120,738.60
					B	60.95	4,875.98	10,564.63	126,775.56
					C	64.00	5,119.78	11,092.86	133,114.34

TOWN OF ATHERTON									
Salary Schedule									
FY 2014-2015									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					D	67.20	5,375.77	11,647.50	139,770.05
Mid Mgmt Rate Effective 07/01/2014									
Mid-Management	Management/Misc	Police Lieutenant	40	2204	A	62.55	5,003.93	10,841.84	130,102.08
					B	65.68	5,254.12	11,383.93	136,607.16
					C	68.96	5,516.82	11,953.12	143,437.44
					D	72.41	5,792.67	12,550.78	150,609.36
Mid-Management	Management/Misc	Associate Civil Engineer	50		A	43.23	3,458.54	7,493.50	89,922.00
					B	45.39	3,631.46	7,868.17	94,418.04
					C	47.66	3,813.04	8,261.58	99,138.96
					D	50.05	4,003.69	8,674.66	104,095.92
Mid-Management	Management/Misc	Park Program Manager	50	2208	A	39.20	3,135.71	6,794.03	81,528.36
					B	41.16	3,292.49	7,133.73	85,604.76
					C	43.21	3,457.11	7,490.41	89,884.92
					D	45.37	3,629.97	7,864.94	94,379.28
Mid-Management	Management/Misc	Public Work Superintendent	50	2210	A	57.03	4,562.31	9,885.00	118,620.00
					B	59.88	4,790.42	10,379.25	124,551.00
					C	62.87	5,029.95	10,898.22	130,778.64
					D	66.02	5,281.44	11,443.13	137,317.56
Confidential	Confidential/Misc	Accountant	18		A	35.01	2,801.19	6,069.25	72,831.00
					B	36.77	2,941.25	6,372.71	76,472.52
					C	38.60	3,088.31	6,691.34	80,296.08
					D	40.53	3,242.73	7,025.91	84,310.92
Confidential	Confidential/Misc	Exec Assistant/Deputy City Clerk	12		A	35.23	2,818.78	6,107.36	73,288.32
					B	37.00	2,959.72	6,412.73	76,952.76
					C	38.85	3,107.71	6,733.37	80,800.44
					D	40.79	3,263.09	7,070.03	84,840.36
Confidential	Confidential/Misc	Exec Assistant to PD	40		A	35.23	2,818.78	6,107.36	73,288.32
					B	37.00	2,959.72	6,412.73	76,952.76
					C	38.85	3,107.71	6,733.37	80,800.44

TOWN OF ATHERTON									
Salary Schedule									
FY 2014-2015									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					D	40.79	3,263.09	7,070.03	84,840.36
General Gov Rate Effective 07/01/2014									
General Government	General Gov/Misc	Assistant Engineer	50	2206	A	38.82	3,105.65	6,728.90	80,746.80
					B	40.76	3,260.93	7,065.34	84,784.08
					C	42.80	3,423.97	7,418.61	89,023.32
					D	44.94	3,595.17	7,789.54	93,474.48
General Government	General Gov/Misc	Office Specialist	"12/25/50	3304	A	27.43	2,194.73	4,755.24	57,062.88
					B	28.81	2,304.47	4,993.01	59,916.12
					C	30.25	2,419.69	5,242.66	62,911.92
					D	31.76	2,540.67	5,504.79	66,057.48
General Government	General Gov/Misc	Account Technian	18	3308	A	30.49	2,439.28	5,285.11	63,421.32
					B	32.02	2,561.25	5,549.37	66,592.44
					C	33.62	2,689.31	5,826.84	69,922.08
					D	35.30	2,823.78	6,118.18	73,418.16
Police/APOA Rate Effective 01/01/2014-12/31/2014									
Police-Civilian/APOA	Police/Misc	Community Service officer	40	4401	A	28.47	2,277.50	4,934.59	59,215.08
	80 hours shift				B	29.89	2,391.38	5,181.32	62,175.84
					C	31.39	2,510.94	5,440.38	65,284.56
					D	32.96	2,636.49	5,712.40	68,548.80
Police-Civilian/APOA	Police/Misc	Dispatcher/Records assistant	40	4405	A	32.91	2,632.95	5,704.72	68,456.64
	80 hours shift				B	34.56	2,764.60	5,989.96	71,879.52
					C	36.29	2,902.83	6,289.46	75,473.52
					D	38.10	3,047.97	6,603.93	79,247.16
Police-Civilian	Police/Misc	Police Trainee	40	4406	D	23.90	1,912.15	4,143.00	49,716.00
Police-Civilian/APOA	Police/Misc	Dispatcher/Records assistant	40	4405	A	32.91	2,764.60	5,989.96	71,879.47
	84 hours shift				B	34.56	2,902.83	6,289.46	75,473.50
					C	36.29	3,047.97	6,603.93	79,247.20
					D	38.10	3,200.37	6,934.13	83,209.52

TOWN OF ATHERTON									
Salary Schedule									
FY 2014-2015									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
Police/APOA Rate Effective 01/01/2014-12/31/2014									
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Officer	40	5505	A	41.20	3,461.14	7,499.14	89,989.68
					B	43.26	3,634.20	7,874.10	94,489.20
					C	45.43	3,815.91	8,267.81	99,213.72
					D	47.70	4,006.71	8,681.20	104,174.40
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Sergeant	40	5520	A	49.38	4,148.05	8,987.45	107,849.40
					B	51.85	4,355.46	9,436.83	113,241.96
					C	54.44	4,573.23	9,908.67	118,904.04
					D	57.17	4,801.89	10,404.10	124,849.20
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Officer	40	5506	A	41.20	3,296.33	7,142.04	85,704.48
					B	43.26	3,461.14	7,499.14	89,989.68
					C	45.43	3,634.20	7,874.10	94,489.20
					D	47.70	3,815.91	8,267.81	99,213.72
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Sergeant	40	5528	A	49.38	3,950.53	8,559.48	102,713.76
					B	51.85	4,148.05	8,987.45	107,849.40
					C	54.44	4,355.46	9,436.83	113,241.96
					D	57.17	4,573.23	9,908.67	118,904.04
Police/APOA Rate Effective 01/01/2015-12/31/2015 (*)									
Police-Civilian/APOA	Police/Misc 80 hours shift	Community Service officer	40	4401	A	28.90	2,311.67	5,008.61	60,103.32
					B	30.34	2,427.25	5,259.04	63,108.48
					C	31.86	2,548.61	5,521.99	66,263.88
					D	33.45	2,676.04	5,798.09	69,577.08
Police-Civilian/APOA	Police/Misc 80 hours shift	Dispatcher/Records assistant	40	4405	A	33.41	2,672.45	5,790.30	69,483.60
					B	35.08	2,806.07	6,079.81	72,957.72
					C	36.83	2,946.37	6,383.80	76,605.60
					D	38.67	3,093.69	6,702.99	80,435.88
Police-Civilian	Police/Misc	Police Trainee	40	4406	D	23.90	1,912.15	4,143.00	49,716.00
Police-Civilian/APOA	Police/Misc 84 hours shift	Dispatcher/Records assistant	40	4405	A	33.41	2,806.07	6,079.82	72,957.78
					B	35.08	2,946.37	6,383.80	76,605.61
					C	36.83	3,093.69	6,702.99	80,435.88
					D	38.67	3,248.37	7,038.14	84,457.67

TOWN OF ATHERTON									
Salary Schedule									
FY 2014-2015									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
Police/APOA Rate Effective 01/01/2015-12/31/2015 (*)									
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Officer	40	5505	A	41.82	3,513.06	7,611.63	91,339.56
					B	43.91	3,688.71	7,992.21	95,906.52
					C	46.11	3,873.15	8,391.82	100,701.84
					D	48.41	4,066.81	8,811.42	105,737.04
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Sergeant	40	5520	A	50.12	4,210.28	9,122.27	109,467.24
					B	52.63	4,420.79	9,578.38	114,940.56
					C	55.26	4,641.83	10,057.30	120,687.60
					D	58.02	4,873.92	10,560.16	126,721.92
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Officer	40	5506	A	41.82	3,345.60	7,248.80	86,985.60
					B	43.91	3,513.06	7,611.07	91,339.56
					C	46.11	3,688.71	7,992.40	95,906.52
					D	48.41	3,873.15	8,391.82	100,701.84
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Sergeant	40	5528	A	50.12	4,009.60	8,687.47	104,249.60
					B	52.63	4,210.28	9,122.53	109,467.24
					C	55.26	4,420.79	9,578.40	114,940.56
					D	58.02	4,641.83	10,056.80	120,687.60

Exhibit A Cont

TOWN OF ATHERTON									
Salary Schedule									
FY 2013-2014									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
CM Rate effective 07/01/2013									
City Manager	Management/Misc	City Manager	12	1100	D	94.54	7,563.46	16,387.50	196,650.00
City Attorney	Contract	City Attorney							
Dept Head Rate Effective 07/01/2013									
Department Heads	Management/Misc	Assistant City Manager		1101	A	72.76	5,820.98	12,612.12	151,345.44
					B	76.40	6,112.02	13,242.72	158,912.64
					C	80.22	6,417.63	13,904.86	166,858.32
					D	84.23	6,738.51	14,600.10	175,201.20
Department Heads	Management/Misc	Finance Director	18	1104	A	72.14	5,771.15	12,504.15	150,049.80
					B	75.75	6,059.70	13,129.36	157,552.32
					C	79.53	6,362.69	13,785.83	165,429.96
					D	83.51	6,680.82	14,475.12	173,701.44
Department Heads	Management/Sworn	Chief of Police	40	1105	A	75.51	6,041.20	13,089.26	157,071.11
					B	79.29	6,343.26	13,743.72	164,924.66
					C	83.26	6,660.42	14,430.91	173,170.90
					D	87.42	6,993.46	15,152.50	181,830.00
Department Heads	Management/Misc	Public Works Director	50	1108	A	72.57	5,805.41	12,578.38	150,940.56
		Contract			B	76.20	6,095.68	13,207.30	158,487.60
					C	80.01	6,400.46	13,867.67	166,412.04
					D	84.01	6,720.48	14,561.05	174,732.60
Department Heads	Management/Misc	Planning Administrator/Building Official	25	1115	A	66.87	5,349.82	11,591.28	139,095.36
		Contract			B	70.22	5,617.31	12,170.84	146,050.08
					C	73.73	5,898.18	12,779.38	153,352.56
					D	77.41	6,193.08	13,418.35	161,020.20
Department Heads	Management/Misc	City Clerk	12		A	47.73	3,818.55	8,273.53	99,282.36
					B	50.12	4,009.48	8,687.20	104,246.40
					C	52.62	4,209.95	9,121.56	109,458.72
					D	55.26	4,420.45	9,577.64	114,931.68
Mid Mgmt Rate Effective 07/01/2013									
Mid-Management	Management/Misc	Police Lieutenant	40	2204	A	61.62	4,929.97	10,681.61	128,179.32
					B	64.71	5,176.47	11,215.69	134,588.28

TOWN OF ATHERTON									
Salary Schedule									
FY 2013-2014									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					C	67.94	5,435.30	11,776.48	141,317.76
					D	71.34	5,707.06	12,365.30	148,383.60
Mid-Management	Management/Misc	Associate Civil Engineer	50		A	42.59	3,407.43	7,382.76	88,593.12
					B	44.72	3,577.80	7,751.89	93,022.68
					C	46.96	3,756.69	8,139.49	97,673.88
					D	49.31	3,944.52	8,546.46	102,557.52
Mid-Management	Management/Misc	Park Program Manager	50	2208	A	38.62	3,089.36	6,693.62	80,323.44
					B	40.55	3,243.83	7,028.30	84,339.60
					C	42.58	3,406.02	7,379.72	88,556.64
					D	44.70	3,576.33	7,748.71	92,984.52
Mid-Management	Management/Misc	Public Work Superintendent	50	2210	A	56.19	4,494.89	9,738.92	116,867.04
					B	59.00	4,719.63	10,225.87	122,710.44
					C	61.95	4,955.61	10,737.16	128,845.92
					D	65.04	5,203.39	11,274.02	135,288.24
Confidential	Confidential/Misc	Accountant	18		A	34.50	2,759.79	5,979.55	71,754.60
					B	36.22	2,897.78	6,278.53	75,342.36
					C	38.03	3,042.67	6,592.46	79,109.52
					D	39.94	3,194.81	6,922.08	83,064.96
Confidential	Confidential/Misc	Exec Assistant/Deputy City Clerk	12		A	34.71	2,777.12	6,017.10	72,205.20
					B	36.45	2,915.98	6,317.96	75,815.52
					C	38.27	3,061.78	6,633.86	79,606.32
					D	40.19	3,214.87	6,965.55	83,586.60
Confidential	Confidential/Misc	Exec Assistant to PD	40		A	34.71	2,777.12	6,017.10	72,205.20
					B	36.45	2,915.98	6,317.96	75,815.52
					C	38.27	3,061.78	6,633.86	79,606.32
					D	40.19	3,214.87	6,965.55	83,586.60
General Gov Rate Effective 07/01/2013									
General Government	General Gov/Misc	Assistant Engineer	50	2206	A	38.25	3,059.75	6,629.46	79,553.52
					B	40.16	3,212.74	6,960.93	83,531.16

TOWN OF ATHERTON									
Salary Schedule									
FY 2013-2014									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					C	42.17	3,373.38	7,308.98	87,707.76
					D	44.28	3,542.04	7,674.43	92,093.16
General Government	General Gov/Misc	Building Inspector/Plan Checker	25	3300	A	36.90	2,951.80	6,395.56	76,746.72
		Contract			B	38.74	3,099.39	6,715.34	80,584.08
					C	40.68	3,254.36	7,051.11	84,613.32
					D	42.71	3,417.07	7,403.66	88,843.92
General Government	General Gov/Misc	Senior Building Inspector/Plan Checker	25	3302	A	39.72	3,177.44	6,884.45	82,613.40
		Contract			B	41.70	3,336.31	7,228.67	86,744.04
					C	43.79	3,503.13	7,590.11	91,081.32
					D	45.98	3,678.28	7,969.61	95,635.32
General Government	General Gov/Misc	Permit Tech	25	3303	A	29.27	2,341.97	5,074.26	60,891.12
		Contract			B	30.74	2,459.07	5,327.98	63,935.76
					C	32.28	2,582.02	5,594.38	67,132.56
					D	33.89	2,711.12	5,874.10	70,489.20
General Government	General Gov/Misc	Office Specialist	"12/25/50	3304	A	27.03	2,162.29	4,684.97	56,219.64
					B	28.38	2,270.41	4,919.22	59,030.64
					C	29.80	2,383.93	5,165.18	61,982.16
					D	31.29	2,503.13	5,423.44	65,081.28
General Government	General Gov/Misc	Town Arborist/Public Works Specialist	25	3306	A	36.90	2,951.80	6,395.56	76,746.72
		Contract			B	38.74	3,099.39	6,715.34	80,584.08
					C	40.68	3,254.36	7,051.11	84,613.32
					D	42.71	3,417.07	7,403.66	88,843.92
General Government	General Gov/Misc	Account Technian	18	3308	A	30.04	2,403.24	5,207.01	62,484.12
					B	31.54	2,523.40	5,467.36	65,608.32
					C	33.12	2,649.56	5,740.72	68,888.64
					D	34.78	2,782.04	6,027.76	72,333.12
General Government	General Gov/Misc	Parks/Facilities/PW Maint. Worker I	50	3309	A	23.39	1,871.16	4,054.19	48,650.28
		Contract			B	24.56	1,964.72	4,256.90	51,082.80
					C	25.79	2,062.96	4,469.74	53,636.88
					D	27.08	2,166.11	4,693.23	56,318.76

TOWN OF ATHERTON									
Salary Schedule									
FY 2013-2014									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
General Government	General Gov/Misc	Parks/Facilities/PW Maint. Worker II Contract	50	3314	A	26.58	2,126.49	4,607.40	55,288.80
					B	27.91	2,232.82	4,837.77	58,053.24
					C	29.31	2,344.46	5,079.66	60,955.92
					D	30.77	2,461.68	5,333.64	64,003.68
General Government	General Gov/Misc	Parks Supervisor Contract	50	3313	A	38.23	3,058.78	6,627.35	79,528.20
					B	40.15	3,211.72	6,958.72	83,504.64
					C	42.15	3,372.30	7,306.65	87,679.80
					D	44.26	3,540.92	7,671.99	92,063.88
General Government	General Gov/Misc	Public Work Supervisor Contract	50	3311	A	38.23	3,058.78	6,627.35	79,528.20
					B	40.15	3,211.72	6,958.72	83,504.64
					C	42.15	3,372.30	7,306.65	87,679.80
					D	44.26	3,540.92	7,671.99	92,063.88
Police/APOA Rate Effective 010/01/2011									
Police-Civilian/APOA	Police/Misc 80 hours shift	Community Service officer	40	4401	A	27.77	2,221.95	4,814.23	57,770.76
					B	29.16	2,333.05	5,054.94	60,659.28
					C	30.62	2,449.70	5,307.69	63,692.28
					D	32.15	2,572.19	5,573.07	66,876.84
Police-Civilian/APOA	Police/Misc 80 hours shift	Dispatcher/Records assistant	40	4405	A	32.11	2,568.73	5,565.58	66,787.01
					B	33.71	2,697.17	5,843.86	70,126.32
					C	35.40	2,832.03	6,136.06	73,632.72
					D	37.17	2,973.63	6,442.86	77,314.32
Police-Civilian	Police/Misc	Police Trainee	40	4406	D	23.90	1,912.15	4,143.00	49,716.00
Police-Civilian/APOA	Police/Misc 84 hours shift	Dispatcher/Records assistant	40	4405	A	32.11	2,697.17	5,843.86	70,126.36
					B	33.71	2,832.02	6,136.05	73,632.64
					C	35.40	2,973.63	6,442.86	77,314.36
					D	37.17	3,122.31	6,765.00	81,180.04
Police/APOA Rate Effective 10/02/2011									
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Officer	40	5505	A	40.20	3,376.73	7,316.24	87,794.86
					B	42.21	3,545.56	7,682.05	92,184.60
					C	44.32	3,722.84	8,066.15	96,793.80
					D	46.54	3,908.98	8,469.46	101,633.52

TOWN OF ATHERTON									
Salary Schedule									
FY 2013-2014									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Sergeant	40	5520	A	48.18	4,046.88	8,768.25	105,218.98
					B	50.59	4,249.23	9,206.66	110,479.92
					C	53.12	4,461.69	9,666.99	116,003.88
					D	55.77	4,684.77	10,150.34	121,804.08
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Officer	40	5506	A	40.20	3,215.93	6,967.85	83,614.15
					B	42.21	3,376.73	7,316.24	87,794.88
					C	44.32	3,545.56	7,682.05	92,184.60
					D	46.54	3,722.84	8,066.15	96,793.80
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Sergeant	40	5528	A	48.18	3,854.17	8,350.71	100,208.54
					B	50.59	4,046.88	8,768.25	105,219.00
					C	53.12	4,249.23	9,206.66	110,479.92
					D	55.77	4,461.69	9,666.99	116,003.88
Police/APOA Rate Effective 01/01/2014-12/31/2014 (*)									
Police-Civilian/APOA	Police/Misc 80 hours shift	Community Service officer	40	4401	A	28.47	2,277.50	4,934.59	59,215.08
					B	29.90	2,391.84	5,182.32	62,187.84
					C	31.39	2,510.94	5,440.38	65,284.56
					D	32.96	2,636.49	5,712.40	68,548.80
Police-Civilian/APOA	Police/Misc 80 hours shift	Dispatcher/Records assistant	40	4405	A	32.91	2,632.95	5,704.72	68,456.64
					B	34.56	2,764.60	5,989.96	71,879.52
					C	36.29	2,902.83	6,289.46	75,473.52
					D	38.10	3,047.97	6,603.93	79,247.16
Police-Civilian	Police/Misc	Police Trainee	40	4406	D	23.90	1,912.15	4,143.00	49,716.00
Police-Civilian/APOA	Police/Misc 84 hours shift	Dispatcher/Records assistant	40	4405	A	32.91	2,764.60	5,989.96	71,879.47
					B	34.56	2,902.83	6,289.46	75,473.50
					C	36.29	3,047.97	6,603.93	79,247.20
					D	38.10	3,200.37	6,934.13	83,209.52
Police/APOA Rate Effective 01/01/2014-12/31/2014 (*)									
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Officer	40	5505	A	41.20	3,461.14	7,499.14	89,989.68
					B	43.26	3,634.20	7,874.10	94,489.20
					C	45.43	3,815.91	8,267.81	99,213.72
					D	47.70	4,006.71	8,681.20	104,174.40

TOWN OF ATHERTON									
Salary Schedule									
FY 2013-2014									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Sergeant	40	5520	A	49.38	4,148.05	8,987.45	107,849.40
					B	51.85	4,355.46	9,436.83	113,241.96
					C	54.44	4,573.23	9,908.67	118,904.04
					D	57.17	4,801.89	10,404.10	124,849.20
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Officer	40	5506	A	41.20	3,296.33	7,142.04	85,704.48
					B	43.26	3,461.14	7,499.14	89,989.68
					C	45.43	3,634.20	7,874.10	94,489.20
					D	47.70	3,815.91	8,267.81	99,213.72
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Sergeant	40	5528	A	49.38	3,950.53	8,559.48	102,713.76
					B	51.85	4,148.05	8,987.45	107,849.40
					C	54.44	4,355.46	9,436.83	113,241.96
					D	57.17	4,573.23	9,908.67	118,904.04
(*) Schedule 2.5% increase APOA Memebers 01/01/2014-12/31/2014									

Exhibit A Cont

TOWN OF ATHERTON									
Salary Schedule									
FY 2012-2013									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
CM Rate effective 01/01/2009									
City Manager	Management/Misc	City Manager	12	1100	D	76.92	6,153.85	13,333.33	160,000.00
City Attorney	Contract	City Attorney							
Dept Head Rate Effective 07/01/2010									
Department Heads	Management/Misc	Assistant City Manager		1101	A	70.30	5,624.13	12,185.62	146,227.44
					B	73.82	5,905.34	12,794.90	153,538.80
					C	77.51	6,200.61	13,434.65	161,215.80
					D	81.38	6,510.64	14,106.38	169,276.56
Department Heads	Management/Misc	Finance Director	18	1104	A	69.70	5,575.99	12,081.31	144,975.72
					B	73.18	5,854.79	12,685.37	152,224.44
					C	76.84	6,147.53	13,319.64	159,835.68
					D	80.69	6,454.91	13,985.63	167,827.56
Department Heads	Management/Sworn	Chief of Police	40	1105	A	72.26	5,781.07	12,525.65	150,307.74
					B	75.88	6,070.12	13,151.93	157,823.13
					C	79.67	6,373.63	13,809.52	165,714.29
					D	83.65	6,692.31	14,500.00	174,000.00
Department Heads	Management/Misc	Public Works Director Contract	50	1108	A	70.11	5,609.09	12,153.03	145,836.36
					B	73.62	5,889.54	12,760.68	153,128.16
					C	77.30	6,184.02	13,398.71	160,784.52
					D	81.17	6,493.22	14,068.65	168,823.80
Department Heads	Management/Misc	Planning Administrator/Building Official Contract	25	1115	A	64.61	5,168.91	11,199.30	134,391.60
					B	67.84	5,427.36	11,759.27	141,111.24
					C	71.23	5,698.72	12,347.23	148,166.76
					D	74.80	5,983.66	12,964.59	155,575.08
Department Heads	Management/Misc	City Clerk	12		A	46.12	3,689.42	7,993.75	95,925.00
					B	48.42	3,873.89	8,393.43	100,721.16
					C	50.84	4,067.58	8,813.10	105,757.20
					D	53.39	4,270.97	9,253.76	111,045.12
Mid Mgmt Rate Effective 07/01/2010									
Mid-Management	Management/Misc	Police Lieutenant	40	2204	A	58.97	4,717.68	10,221.64	122,659.68
					B	61.92	4,953.56	10,732.72	128,792.64

TOWN OF ATHERTON									
Salary Schedule									
FY 2012-2013									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					C	65.02	5,201.24	11,269.36	135,232.32
					D	68.27	5,461.30	11,832.82	141,993.84
Mid-Management	Management/Misc	Associate Civil Engineer	50		A	41.15	3,292.20	7,133.10	85,597.20
					B	43.21	3,456.81	7,489.75	89,877.00
					C	45.37	3,629.65	7,864.24	94,370.88
					D	47.64	3,811.13	8,257.45	99,089.40
Mid-Management	Management/Misc	Park Program Manager	50	2208	A	37.31	2,984.89	6,467.27	77,607.24
					B	39.18	3,134.14	6,790.63	81,487.56
					C	41.14	3,290.84	7,130.16	85,561.92
					D	43.19	3,455.39	7,486.67	89,840.04
Mid-Management	Management/Misc	Public Work Superintendent	50	2210	A	54.29	4,342.88	9,409.58	112,914.96
					B	57.00	4,560.03	9,880.06	118,560.72
					C	59.85	4,788.03	10,374.07	124,488.84
					D	62.84	5,027.43	10,892.77	130,713.24
Confidential	Confidential/Misc	Accountant	18		A	33.33	2,666.47	5,777.35	69,328.20
					B	35.00	2,799.79	6,066.21	72,794.52
					C	36.75	2,939.78	6,369.52	76,434.24
					D	38.58	3,086.77	6,688.00	80,256.00
Confidential	Confidential/Misc	Exec Assistant/Deputy City Clerk	12		A	33.54	2,683.21	5,813.63	69,763.56
					B	35.22	2,817.37	6,104.31	73,251.72
					C	36.98	2,958.24	6,409.52	76,914.24
					D	38.83	3,106.15	6,730.00	80,760.00
Confidential	Confidential/Misc	Exec Assistant to PD	40		A	33.54	2,683.21	5,813.63	69,763.56
					B	35.22	2,817.37	6,104.31	73,251.72
					C	36.98	2,958.24	6,409.52	76,914.24
					D	38.83	3,106.15	6,730.00	80,760.00
General Gov Rate Effective 07/01/2010									
General Government	General Gov/Misc	Assistant Engineer	50	2206	A	36.95	2,956.28	6,405.27	76,863.28
					B	38.80	3,104.10	6,725.54	80,706.48

TOWN OF ATHERTON									
Salary Schedule									
FY 2012-2013									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					C	40.74	3,259.30	7,061.81	84,741.72
					D	42.78	3,422.26	7,414.90	88,978.80
General Government	General Gov/Misc	Building Inspector/Plan Checker	25	3300	A	35.65	2,851.98	6,179.29	74,151.42
		Contract			B	37.43	2,994.58	6,488.25	77,859.00
					C	39.30	3,144.30	6,812.66	81,751.92
					D	41.27	3,301.52	7,153.30	85,839.60
General Government	General Gov/Misc	Senior Building Inspector/Plan Checker	25	3302	A	38.37	3,069.99	6,651.64	79,819.69
					B	40.29	3,223.49	6,984.22	83,810.64
					C	42.31	3,384.66	7,333.43	88,001.16
					D	44.42	3,553.90	7,700.11	92,401.32
General Government	General Gov/Misc	Permit Tech	25	3303	A	28.28	2,262.77	4,902.67	58,832.05
		Contract			B	29.70	2,375.91	5,147.80	61,773.60
					C	31.18	2,494.70	5,405.19	64,862.28
					D	32.74	2,619.44	5,675.45	68,105.40
General Government	General Gov/Misc	Office Specialist	"12/25/50	3304	A	26.11	2,089.17	4,526.54	54,318.48
					B	27.42	2,193.63	4,752.87	57,034.44
					C	28.79	2,303.31	4,990.51	59,886.12
					D	30.23	2,418.48	5,240.04	62,880.48
General Government	General Gov/Misc	Town Arborist/Public Works Specialist	25	3306	A	35.65	2,851.98	6,179.29	74,151.48
		Contract			B	37.43	2,994.58	6,488.25	77,859.00
					C	39.30	3,144.30	6,812.66	81,751.92
					D	41.27	3,301.52	7,153.30	85,839.60
General Government	General Gov/Misc	Finance Assistant	18	3308	A	29.02	2,321.96	5,030.92	60,371.08
					B	30.48	2,438.06	5,282.47	63,389.64
					C	32.00	2,559.96	5,546.59	66,559.08
					D	33.60	2,687.96	5,823.92	69,887.04
General Government	General Gov/Misc	Parks/Facilities/PW Maint. Worker I	50	3309	A	22.60	1,807.89	3,917.09	47,005.08
		Contract			B	23.73	1,898.28	4,112.94	49,355.28
					C	24.91	1,993.20	4,318.59	51,823.08
					D	26.16	2,092.86	4,534.52	54,414.24

TOWN OF ATHERTON									
Salary Schedule									
FY 2012-2013									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
General Government	General Gov/Misc	Parks/Facilities/PW Maint. Worker II Contract	50	3314	A	25.68	2,054.58	4,451.59	53,419.09
					B	26.97	2,157.31	4,674.17	56,090.04
					C	28.31	2,265.18	4,907.88	58,894.56
					D	29.73	2,378.43	5,153.27	61,839.24
General Government	General Gov/Misc	Parks Supervisor	50	3313	A	36.94	2,955.34	6,403.24	76,838.83
					B	38.79	3,103.11	6,723.40	80,680.80
					C	40.73	3,258.26	7,059.57	84,714.84
					D	42.76	3,421.18	7,412.55	88,950.60
General Government	General Gov/Misc	Public Work Supervisor Contract	50	3311	A	36.94	2,955.34	6,403.24	76,838.83
					B	38.79	3,103.11	6,723.40	80,680.80
					C	40.73	3,258.26	7,059.57	84,714.84
					D	42.76	3,421.18	7,412.55	88,950.60
Police/APOA Rate Effective 010/01/2011									
Police-Civilian/APOA	Police/Misc 80 hours shift	Community Service officer	40	4401	A	27.77	2,221.95	4,814.23	57,770.76
					B	29.16	2,333.05	5,054.94	60,659.28
					C	30.62	2,449.70	5,307.69	63,692.28
					D	32.15	2,572.19	5,573.07	66,876.84
Police-Civilian/APOA	Police/Misc 80 hours shift	Dispatcher/Records assistant	40	4405	A	32.11	2,568.73	5,565.58	66,787.01
					B	33.71	2,697.17	5,843.86	70,126.32
					C	35.40	2,832.03	6,136.06	73,632.72
					D	37.17	2,973.63	6,442.86	77,314.32
Police-Civilian	Police/Misc	Police Trainee	40	4406	D	23.90	1,912.15	4,143.00	49,716.00
Police-Civilian/APOA	Police/Misc 84 hours shift	Dispatcher/Records assistant	40	4405	A	32.11	2,697.17	5,843.86	70,126.36
					B	33.71	2,832.02	6,136.05	73,632.64
					C	35.40	2,973.63	6,442.86	77,314.36
					D	37.17	3,122.31	6,765.00	81,180.04
Police/APOA Rate Effective 010/01/2011									
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Officer	40	5505	A	40.20	3,376.73	7,316.24	87,794.86
					B	42.21	3,545.56	7,682.05	92,184.60
					C	44.32	3,722.84	8,066.15	96,793.80
					D	46.54	3,908.98	8,469.46	101,633.52

TOWN OF ATHERTON									
Salary Schedule									
FY 2012-2013									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
Police-Sworn/APOA	Police/Sworn/84 84 hours shift	Police Sergeant	40	5520	A	48.18	4,046.88	8,768.25	105,218.98
					B	50.59	4,249.23	9,206.66	110,479.92
					C	53.12	4,461.69	9,666.99	116,003.88
					D	55.77	4,684.77	10,150.34	121,804.08
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Officer	40	5506	A	40.20	3,215.93	6,967.85	83,614.15
					B	42.21	3,376.73	7,316.24	87,794.88
					C	44.32	3,545.56	7,682.05	92,184.60
					D	46.54	3,722.84	8,066.15	96,793.80
Police-Sworn/APOA	Police/Sworn/80 80 hours shift	Police Sergeant	40	5528	A	48.18	3,854.17	8,350.71	100,208.54
					B	50.59	4,046.88	8,768.25	105,219.00
					C	53.12	4,249.23	9,206.66	110,479.92
					D	55.77	4,461.69	9,666.99	116,003.88

Exhibit A Cont

TOWN OF ATHERTON									
Salary Schedule									
FY 2011 - 2012									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
CM Rate effective 01/01/2009									
City Manager	Management/Misc	City Manager	12	1100	D	76.92	6,153.85	13,333.33	160,000.00
Dept Head Rate Effective 07/01/2010									
Department Heads	Management/Misc	Assistant City Manager		1101	A	70.30	5,624.13	12,185.62	146,227.43
					D	81.38	6,510.64	14,106.38	169,276.56
Department Heads	Management/Misc	Finance Director	18	1104	A	69.70	5,575.99	12,081.31	144,975.71
					D	80.69	6,454.91	13,985.63	167,827.56
Department Heads	Management/Sworn	Chief of Police	40	1105	A	72.26	5,781.07	12,525.65	150,307.74
					D	83.65	6,692.31	14,500.00	174,000.00
Department Heads	Management/Misc	Public Works Director	50	1108	A	70.11	5,609.09	12,153.03	145,836.32
					D	81.17	6,493.22	14,068.65	168,823.80
Department Heads	Management/Misc	Planning Administrator/Building Official	25	1115	A	64.61	5,168.91	11,199.30	134,391.60
					D	74.80	5,983.66	12,964.59	155,575.08
Mid Mgmt Rate Effective 07/01/2010									
Mid-Management	Management/Misc	Police Lieutenant	40	2204	A	58.97	4,717.68	10,221.64	122,659.66
					D	68.27	5,461.30	11,832.82	141,993.84
Mid-Management	Management/Misc	Park Program Manager	50	2208	A	37.31	2,984.89	6,467.27	77,607.22
					D	43.19	3,455.39	7,486.67	89,840.04
Mid-Management	Management/Misc	Public Work Superintendent	50	2210	A	54.29	4,342.88	9,409.58	112,915.01
					D	62.84	5,027.43	10,892.77	130,713.24
Confidential	Confidential/Misc	Accountant	18		A	30.14	2,411.50	5,224.92	62,699.05
					B	31.65	2,532.08	5,486.17	65,834.04
					C	33.23	2,658.68	5,760.48	69,125.76
					D	34.90	2,791.62	6,048.50	72,582.00
Confidential	Confidential/Misc	Exec Assistant/Deputy City Clerk	12		A	33.54	2,683.21	5,813.63	69,763.52
					B	35.22	2,817.37	6,104.31	73,251.72
					C	36.98	2,958.40	6,409.87	76,918.44
					D	38.83	3,106.15	6,730.00	80,760.00

TOWN OF ATHERTON									
Salary Schedule									
FY 2011 - 2012									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
Confidential	Confidential/Misc	Exec Assistant to PD	40		A	33.54	2,683.21	5,813.63	69,763.52
					B	35.22	2,817.37	6,104.31	73,251.72
					C	36.98	2,958.40	6,409.87	76,918.44
					D	38.83	3,106.15	6,730.00	80,760.00
General Gov Rate Effective 07/01/2010									
General Government	General Gov/Misc	Assistant Engineer	50	2206	A	36.95	2,956.28	6,405.27	76,863.28
					B	38.80	3,104.10	6,725.54	80,706.48
					C	40.74	3,259.30	7,061.81	84,741.72
					D	42.78	3,422.26	7,414.90	88,978.80
General Government	General Gov/Misc	Building Inspector/Plan Checker	25	3300	A	35.65	2,851.98	6,179.29	74,151.42
					B	37.43	2,994.58	6,488.25	77,859.00
					C	39.30	3,144.30	6,812.66	81,751.92
					D	41.27	3,301.52	7,153.30	85,839.60
General Government	General Gov/Misc	Senior Building Inspector/Plan Checker	25	3302	A	38.37	3,069.99	6,651.64	79,819.69
					B	40.29	3,223.49	6,984.22	83,810.64
					C	42.31	3,384.66	7,333.43	88,001.16
					D	44.42	3,553.90	7,700.11	92,401.32
General Government	General Gov/Misc	Permit Tech	25	3303	A	28.28	2,262.77	4,902.67	58,832.05
					B	29.70	2,375.91	5,147.80	61,773.60
					C	31.18	2,494.70	5,405.19	64,862.28
					D	32.74	2,619.44	5,675.45	68,105.40
General Government	General Gov/Misc	Office Specialist	"12/25/50	3304	A	26.11	2,089.17	4,526.54	54,318.48
					B	27.42	2,193.63	4,752.87	57,034.44
					C	28.79	2,303.31	4,990.51	59,886.12
					D	30.23	2,418.48	5,240.04	62,880.48
General Government	General Gov/Misc	Town Arborist/Public Works Specialist	25	3306	A	35.65	2,851.98	6,179.29	74,151.48
					B	37.43	2,994.58	6,488.25	77,859.00
					C	39.30	3,144.30	6,812.66	81,751.92
					D	41.27	3,301.52	7,153.30	85,839.60
General Government	General Gov/Misc	Finance Assistant	18	3308	A	29.02	2,321.96	5,030.92	60,371.08

TOWN OF ATHERTON									
Salary Schedule									
FY 2011 - 2012									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					B	30.48	2,438.06	5,282.47	63,389.64
					C	32.00	2,559.96	5,546.59	66,559.08
					D	33.60	2,687.96	5,823.92	69,887.04
General Government	General Gov/Misc	Parks/Facilities/PW Maint. Worker I	50	3309	A	22.60	1,807.89	3,917.09	47,005.08
					B	23.73	1,898.28	4,112.94	49,355.28
					C	24.91	1,993.20	4,318.59	51,823.08
					D	26.16	2,092.86	4,534.52	54,414.24
General Government	General Gov/Misc	Parks/Facilities/PW Maint. Worker II	50	3314	A	25.68	2,054.58	4,451.59	53,419.09
					B	26.97	2,157.31	4,674.17	56,090.04
					C	28.31	2,265.18	4,907.88	58,894.56
					D	29.73	2,378.43	5,153.27	61,839.24
General Government	General Gov/Misc	Parks Supervisor	50	3313	A	36.94	2,955.34	6,403.24	76,838.83
					B	38.79	3,103.11	6,723.40	80,680.80
					C	40.73	3,258.26	7,059.57	84,714.84
					D	42.76	3,421.18	7,412.55	88,950.60
General Government	General Gov/Misc	Public Work Supervisor	50	3311	A	36.94	2,955.34	6,403.24	76,838.83
					B	38.79	3,103.11	6,723.40	80,680.80
					C	40.73	3,258.26	7,059.57	84,714.84
					D	42.76	3,421.18	7,412.55	88,950.60
Police/APOA Rate Effective 10/01/2011									
Police-Civilian/APOA	Police/Misc	Community Service officer	40	4401	A	27.77	2,221.95	4,814.23	57,770.76
	80 hours shift				B	29.16	2,333.05	5,054.94	60,659.28
					C	30.62	2,449.70	5,307.69	63,692.28
					D	32.15	2,572.19	5,573.07	66,876.84
Police-Civilian/APOA	Police/Misc	Dispatcher/Records assistant	40	4405	A	32.11	2,568.73	5,565.58	66,787.01
	80 hours shift				B	33.71	2,697.17	5,843.86	70,126.32
					C	35.40	2,832.03	6,136.06	73,632.72
					D	37.17	2,973.63	6,442.86	77,314.32
Police-Civilian	Police/Misc	Police Trainee	40	4406	D	23.90	1,912.15	4,143.00	49,716.00
Police-Civilian/APOA	Police/Misc	Communication Supervisor(*)	40	4407	A	41.24	3,298.83	7,147.47	85,769.64
	80 hours shift				B	43.30	3,463.77	7,504.84	90,058.08

TOWN OF ATHERTON									
Salary Schedule									
FY 2011 - 2012									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					C	45.46	3,636.96	7,880.09	94,561.08
					D	47.74	3,818.81	8,274.09	99,289.08
Police-Civilian/APOA	Police/Misc	Communication Supervisor(*)	40	4407	A	41.24	3,463.77	7,504.84	90,058.12
	84 hours shift				B	43.30	3,636.96	7,880.08	94,560.98
					C	45.46	3,818.81	8,274.09	99,289.13
					D	47.74	4,009.75	8,687.79	104,253.53
Police-Civilian/APOA	Police/Misc	Dispatcher/Records assistant	40	4405	A	32.11	2,697.17	5,843.86	70,126.36
	84 hours shift				B	33.71	2,832.02	6,136.05	73,632.64
					C	35.40	2,973.63	6,442.86	77,314.36
					D	37.17	3,122.31	6,765.00	81,180.04
	Police/APOA Rate Effective 10/01/2011								
Police-Sworn/APOA	Police/Sworn/84	Police Officer	40	5505	A	40.20	3,376.73	7,316.24	87,794.86
	84 hours shift				B	42.21	3,545.56	7,682.05	92,184.60
					C	44.32	3,722.84	8,066.15	96,793.80
					D	46.54	3,908.98	8,469.46	101,633.52
Police-Sworn/APOA	Police/Sworn/84	Police Sergeant	40	5520	A	48.18	4,046.88	8,768.25	105,218.98
	84 hours shift				B	50.59	4,249.23	9,206.66	110,479.92
					C	53.12	4,461.69	9,666.99	116,003.88
					D	55.77	4,684.77	10,150.34	121,804.08
Police-Sworn/APOA	Police/Sworn/80	Police Officer	40	5506	A	40.20	3,215.93	6,967.85	83,614.15
	80 hours shift				B	42.21	3,376.73	7,316.24	87,794.88
					C	44.32	3,545.56	7,682.05	92,184.60
					D	46.54	3,722.84	8,066.15	96,793.80
Police-Sworn/APOA	Police/Sworn/80	Police Sergeant	40	5528	A	48.18	3,854.17	8,350.71	100,208.54
	80 hours shift				B	50.59	4,046.88	8,768.25	105,219.00
					C	53.12	4,249.23	9,206.66	110,479.92
					D	55.77	4,461.69	9,666.99	116,003.88