



## Item No. 10 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: FEBRUARY 15, 2017**

**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 2013/14 through FY 2015/16 for compliance with California Code of Regulations Section 570.5 as required by CalPERS.

#### **BACKGROUND**

Within the last six months the City Council adopted pay schedules for Fiscal Years 2011/12 through FY 2016/17. This was done in an effort to be in compliance with California Code of Regulations (CCR) Section 570.5, as required by CalPERS. During the review of the adopted pay schedules, staff was notified by CalPERS that the pay schedules for FY 2013/14 through FY 2015/16 were not in compliance (an error on the schedule information). The pay schedules were referencing another document with regards to contract employees. The positions affected in the pay schedules included the City Attorney, Public Works Director, City Engineer, Town Planner, and Building Official – all contract staff. As these positions are contract positions and not CalPERS employees, in order to be in compliance, these positions need to be omitted from the pay schedules. Staff is returning with these pay schedules with these completed changes. Staff included them on the pay schedules for transparency.

These historical schedules must be re-adopted to be in compliance with CCR 570.5

#### **POLICY CONSIDERATIONS**

As a local government agency, the Town follows all applicable government regulations. Adopting the attached resolution and approving the salary schedules ensures continued compliance with CCR 570.5. The issue presented with this item is purely historical compliance with CalPERS reporting requirements and does not impact current or future pay schedules.

**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 providers (water, power, and sewer), and regional elected officials.

**ATTACHMENTS**

Resolution Adopting Town of Atherton Salary Schedules FY 2013/14 through FY 2015/16

**RESOLUTION NO. 17-xx**

**A RESOLUTION OF THE CITY COUNCIL OF THE  
TOWN OF ATHERTON APPROVING THE FISCAL  
YEAR 2013-2014 THROUGH FISCAL YEAR 2015-2016  
SALARY SCHEDULES**

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**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, payrate for each position, and time base for each position; and

**WHEREAS**, contract employment position information must be removed in order to be in compliance with CCR section 570.5; 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 2013-14 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 February, 2017 by the following vote:

AYES:            Council members:  
NOES:            Council members:  
ABSENT:        Council members:

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Mike Lempres, MAYOR  
Town of Atherton

ATTEST:

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Theresa N. DellaSanta, City Clerk

APPROVED AS TO FORM:

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William B. Connors, City Attorney

## EXHIBIT A

TOWN OF ATHERTON									
Salary Schedule									
FY 2013-2014									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>CM Rate effective 07/01/2013</b>									
City Manager	Management/Misc	City Manager	12	1100	D	94.54	7,563.46	16,387.50	196,650.00
<b>Dept Head Rate Effective 07/01/2013</b>									
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	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
<b>Mid Mgmt Rate Effective 07/01/2013</b>									
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
					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

TOWN OF ATHERTON									
Salary Schedule									
FY 2013-2014									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					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
<b>General Gov Rate Effective 07/01/2013</b>									
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
					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	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	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

TOWN OF ATHERTON									
Salary Schedule									
FY 2013-2014									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					C	33.12	2,649.56	5,740.72	68,888.64
					D	34.78	2,782.04	6,027.76	72,333.12
<b>Police/APOA Rate Effective 010/01/2011</b>									
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	Per-Diem-Dispatcher	40	4405		35.94			
Police-Civilian	Police/Misc	Police Trainee	40	4406	D	23.90	1,912.15	4,143.00	49,716.00
<b>Police-Civilian/APOA</b>	<b>Police/Misc</b>	<b>Dispatcher/Records assistant</b>	<b>40</b>	<b>4405</b>	<b>A</b>	<b>32.11</b>	<b>2,697.17</b>	<b>5,843.86</b>	<b>70,126.36</b>
	<b>84 hours shift</b>				<b>B</b>	<b>33.71</b>	<b>2,832.02</b>	<b>6,136.05</b>	<b>73,632.64</b>
					<b>C</b>	<b>35.40</b>	<b>2,973.63</b>	<b>6,442.86</b>	<b>77,314.36</b>
					<b>D</b>	<b>37.17</b>	<b>3,122.31</b>	<b>6,765.00</b>	<b>81,180.04</b>
<b>Police/APOA Rate Effective 10/02/2011</b>									
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

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/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
<b>Police/APOA Rate Effective 01/01/2014-12/31/2014 (*)</b>									
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	Police/Misc	Per-Diem-Dispatcher	40	4405		35.94			
<b>Police-Civilian/APOA</b>	<b>Police/Misc 84 hours shift</b>	<b>Dispatcher/Records assistant</b>	<b>40</b>	<b>4405</b>	<b>A</b>	<b>32.91</b>	<b>2,764.60</b>	<b>5,989.96</b>	<b>71,879.47</b>
					<b>B</b>	<b>34.56</b>	<b>2,902.83</b>	<b>6,289.46</b>	<b>75,473.50</b>
					<b>C</b>	<b>36.29</b>	<b>3,047.97</b>	<b>6,603.93</b>	<b>79,247.20</b>
					<b>D</b>	<b>38.10</b>	<b>3,200.37</b>	<b>6,934.13</b>	<b>83,209.52</b>
<b>Police/APOA Rate Effective 01/01/2014-12/31/2014 (*)</b>									
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

TOWN OF ATHERTON									
Salary Schedule									
FY 2013-2014									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					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 2.5% increase APOA Memebers 01/01/2014-12/31/2014									



TOWN OF ATHERTON									
Salary Schedule									
FY 2014-2015									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>CM Rate effective 07/01/2014</b>									
City Manager	Management/Misc	City Manager	12	1100	D	95.96	7,676.91	16,633.31	199,599.75
<b>Dept Head Rate Effective 07/01/2014</b>									
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	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
					D	67.20	5,375.77	11,647.50	139,770.05
<b>Mid Mgmt Rate Effective 07/01/2014</b>									
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

TOWN OF ATHERTON									
Salary Schedule									
FY 2014-2015									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					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
					D	40.79	3,263.09	7,070.03	84,840.36
	<b>General Gov Rate Effective 07/01/2014</b>								
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

TOWN OF ATHERTON									
Salary Schedule									
FY 2014-2015									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					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
<b>Police/APOA Rate Effective 01/01/2014-12/31/2014</b>									
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	Per Diem Dispatcher			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
<b>Police-Civilian/APOA</b>	<b>Police/Misc</b>	<b>Dispatcher/Records assistant</b>	<b>40</b>	<b>4405</b>	<b>A</b>	<b>32.91</b>	<b>2,764.60</b>	<b>5,989.96</b>	<b>71,879.47</b>
	<b>84 hours shift</b>				<b>B</b>	<b>34.56</b>	<b>2,902.83</b>	<b>6,289.46</b>	<b>75,473.50</b>
					<b>C</b>	<b>36.29</b>	<b>3,047.97</b>	<b>6,603.93</b>	<b>79,247.20</b>
					<b>D</b>	<b>38.10</b>	<b>3,200.37</b>	<b>6,934.13</b>	<b>83,209.52</b>
<b>Police/APOA Rate Effective 01/01/2014-12/31/2014</b>									
Police-Sworn/APOA	Police/Sworn/84	Police Officer	40	5505	A	41.20	3,461.14	7,499.14	89,989.68
	84 hours shift				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	Police Sergeant	40	5520	A	49.38	4,148.05	8,987.45	107,849.40
	84 hours shift				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

TOWN OF ATHERTON									
Salary Schedule									
FY 2014-2015									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
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
<b>Police/APOA Rate Effective 01/01/2015-12/31/2015 (*)</b>									
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
		Per Diem Dispatcher			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
<b>Police-Civilian/APOA</b>	<b>Police/Misc 84 hours shift</b>	<b>Dispatcher/Records assistant</b>	<b>40</b>	<b>4405</b>	<b>A</b>	<b>33.41</b>	<b>2,806.07</b>	<b>6,079.82</b>	<b>72,957.78</b>
					<b>B</b>	<b>35.08</b>	<b>2,946.37</b>	<b>6,383.80</b>	<b>76,605.61</b>
					<b>C</b>	<b>36.83</b>	<b>3,093.69</b>	<b>6,702.99</b>	<b>80,435.88</b>
					<b>D</b>	<b>38.67</b>	<b>3,248.37</b>	<b>7,038.14</b>	<b>84,457.67</b>
<b>Police/APOA Rate Effective 01/01/2015-12/31/2015 (*)</b>									
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

TOWN OF ATHERTON									
Salary Schedule									
FY 2014-2015									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
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
(*) Schedule 1.5% increase APOA Memebers 01/01/2015-12/31/2015									

TOWN OF ATHERTON									
Salary Schedule									
FY 2015-2016									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>CM Rate effective 07/01/2015</b>									
City Manager	Management/Misc	City Manager	12	1100	D	97.88	7,830.46	16,966.00	203,592.00
<b>Dept Head Rate Effective 07/01/2015</b>									
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
<b>Mid Mgmt Rate Effective 07/01/2015</b>									
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
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

TOWN OF ATHERTON									
Salary Schedule									
FY 2015-2016									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
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
<b>General Gov Rate Effective 07/01/2015</b>									
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
<b>Police/APOA Rate Effective 01/01/2015-12/31/2015</b>									
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 Per Diem Dispatcher	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

TOWN OF ATHERTON									
Salary Schedule									
FY 2015-2016									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
					C	36.83	3,093.69	6,702.99	80,435.88
					D	38.67	3,248.37	7,038.14	84,457.67
<b>Police/APOA Rate Effective 01/01/2015-12/31/2015</b>									
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									
<b>Police/APOA Rate Effective 01/01/2016</b>									
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
Police-Civilian/APOA	Police/Misc	Dispatcher/Records assistant	40	4405	A	33.74	2,699.17	5,848.20	70,178.40
	80 hours shift	Per Diem Dispatcher			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



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
<b>Police-Civilian/APOA</b>	<b>Police/Misc</b>	<b>Dispatcher/Records assistant</b>	<b>40</b>	<b>4405</b>	<b>A</b>	<b>33.74</b>	<b>2,834.13</b>	<b>6,140.61</b>	<b>73,687.32</b>
	<b>84 hours shift</b>				<b>B</b>	<b>35.43</b>	<b>2,975.83</b>	<b>6,447.64</b>	<b>77,371.69</b>
					<b>C</b>	<b>37.20</b>	<b>3,124.63</b>	<b>6,770.02</b>	<b>81,240.26</b>
					<b>D</b>	<b>39.06</b>	<b>3,280.86</b>	<b>7,108.52</b>	<b>85,302.25</b>
	<b>Police/APOA Rate Effective 01/01/2016-12/31/2016</b>								
Police-Sworn/APOA	Police/Sworn/84	Police Officer	40	5505	A	42.24	3,548.19	7,687.75	92,253.00
	<b>84 hours shift</b>				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	Police Sergeant	40	5520	A	50.62	4,252.38	9,213.49	110,561.88
	<b>84 hours shift</b>				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	Police Officer	40	5506	A	42.24	3,379.20	7,321.60	87,859.20
	<b>80 hours shift</b>				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	Police Sergeant	40	5528	A	50.62	4,049.60	8,774.13	105,289.60
	<b>80 hours shift</b>				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