

TOWN OF ATHERTON

Salary Schedule

FY 2024-2025

| Group | Job Class | Title | Dept | Code | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------------|--|-------------------------------------|-------|------|------|--------|-----------|-----------|------------|
| | CM Rate effective 7/01/2024 | | | | | | | | |
| City Manager | Management/Misc | City Manager | 12 | 1100 | D | 138.08 | 11,046.78 | 23,934.70 | 287,216.40 |
| | Dept Head Rate Effective 07/01/2024 | | | | | | | | |
| Department Heads | Management/Misc | Finance Director | 18 | 1104 | A | 98.20 | 7,856.39 | 17,022.17 | 204,266.02 |
| | | | | | B | 103.11 | 8,249.02 | 17,872.88 | 214,474.58 |
| | | | | | C | 108.26 | 8,661.08 | 18,765.67 | 225,188.06 |
| | | | | | D | 113.68 | 9,094.38 | 19,704.48 | 236,453.77 |
| Department Heads | Management/Sworn | Chief of Police | 40 | 1105 | A | 105.08 | 8,406.37 | 18,213.80 | 218,565.58 |
| | | | | | B | 110.34 | 8,826.97 | 19,125.09 | 229,501.11 |
| | | | | | C | 115.85 | 9,268.04 | 20,080.74 | 240,968.91 |
| | | | | | D | 121.64 | 9,731.44 | 21,084.79 | 253,017.52 |
| | | Chief of Police | 40 | 1105 | A | 93.54 | 7,483.29 | 16,213.79 | 194,565.50 |
| | | Housing Reduction Salary | | | B | 98.80 | 7,903.89 | 17,125.09 | 205,501.03 |
| | | | | | C | 104.31 | 8,344.96 | 18,080.74 | 216,968.83 |
| | | | | | D | 110.10 | 8,808.36 | 19,084.79 | 229,017.44 |
| Department Heads | Management/Misc | City Clerk/Deputy City Manager | 12 | | A | 79.36 | 6,349.12 | 13,756.43 | 165,077.13 |
| | | | | | B | 83.33 | 6,666.48 | 14,444.05 | 173,328.58 |
| | | | | | C | 87.50 | 6,999.93 | 15,166.52 | 181,998.22 |
| | | | | | D | 91.87 | 7,349.46 | 15,923.84 | 191,086.07 |
| Department Heads | Management/Misc | Public Works Director/City Engineer | 50 | | A | 97.86 | 7,828.56 | 16,961.87 | 203,542.46 |
| | | | | | B | 102.75 | 8,219.98 | 17,809.95 | 213,719.43 |
| | | | | | C | 107.89 | 8,630.98 | 18,700.46 | 224,405.48 |
| | | | | | D | 113.28 | 9,062.53 | 19,635.48 | 235,625.79 |
| | Mid Mgmt Rate Effective 07/01/2024 | | | | | | | | |
| Mid-Management | Management/Misc | Commander | 40 | 2204 | A | 92.38 | 7,390.29 | 16,012.30 | 192,147.59 |
| | | | | | B | 97.00 | 7,759.77 | 16,812.84 | 201,754.13 |
| | | | | | C | 101.84 | 8,147.25 | 17,652.37 | 211,828.48 |
| | | | | | D | 106.93 | 8,554.00 | 18,533.67 | 222,404.03 |
| Mid-Management | Management/Misc | Senior Engineer | 50 | | A | 71.37 | 5,709.97 | 12,371.59 | 148,459.10 |
| | | | | | B | 74.94 | 5,995.46 | 12,990.17 | 155,882.06 |
| | | | | | C | 78.69 | 6,295.24 | 13,639.68 | 163,676.16 |
| | | | | | D | 82.62 | 6,610.00 | 14,321.66 | 171,859.97 |
| Mid-Management | Management/Misc | Public Works Maintenance Manager | 50 | | A | 65.03 | 5,202.12 | 11,271.25 | 135,255.03 |
| | | effective 9/21/2022 | | | B | 68.28 | 5,462.22 | 11,834.82 | 142,017.78 |
| | | | | | C | 71.69 | 5,735.34 | 12,426.56 | 149,118.72 |
| | | | | | D | 75.28 | 6,022.10 | 13,047.88 | 156,574.60 |
| Mid-Management | Management/Misc | Town Arborist | 25/50 | | A | 61.61 | 4,928.75 | 10,678.96 | 128,147.46 |
| | | | | | B | 64.69 | 5,175.18 | 11,212.90 | 134,554.75 |
| | | | | | C | 67.92 | 5,433.95 | 11,773.55 | 141,282.59 |
| | | | | | D | 71.32 | 5,705.64 | 12,362.22 | 148,346.65 |

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| Group | Job Class | Title | Dept | Code | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------------------|--|-------------------------------------|-------|------|------|--------|-----------|-----------|------------|
| | General Gov Rate Effective 07/01/2024 | | | | | | | | |
| Confidential | Confidential/Misc | Jr. Accountant | 18 | | A | 47.34 | 3,787.40 | 8,206.04 | 98,472.44 |
| | | | | | B | 49.46 | 3,956.71 | 8,572.88 | 102,874.59 |
| | | | | | C | 51.93 | 4,154.55 | 9,001.53 | 108,018.32 |
| | | | | | D | 54.53 | 4,362.70 | 9,452.52 | 113,430.28 |
| Confidential | Confidential/Misc | Accountant | 18 | | A | 54.59 | 4,366.95 | 9,461.73 | 113,540.73 |
| | | | | | B | 57.32 | 4,585.42 | 9,935.08 | 119,220.92 |
| | | | | | C | 60.19 | 4,814.81 | 10,432.09 | 125,185.12 |
| | | | | | D | 63.19 | 5,055.13 | 10,952.78 | 131,433.33 |
| Confidential | Confidential/Misc | Sr. Accountant | 18 | | A | | | | |
| | | | | | B | 59.14 | 4,731.20 | 10,250.93 | 123,011.21 |
| | | | | | C | 62.10 | 4,967.76 | 10,763.48 | 129,161.77 |
| | | | | | D | 65.20 | 5,216.15 | 11,301.66 | 135,619.86 |
| | | | | | | 68.46 | 5,476.96 | 11,866.74 | 142,400.85 |
| Confidential | Confidential/Misc | Assistant to Chief/Training Manager | 40 | | A | 51.11 | 4,089.03 | 8,859.56 | 106,314.72 |
| | | | | | B | 53.67 | 4,293.48 | 9,302.54 | 111,630.45 |
| | | | | | C | 56.35 | 4,508.15 | 9,767.66 | 117,211.97 |
| | | | | | D | 59.17 | 4,733.56 | 10,256.05 | 123,072.58 |
| General Government | General Gov/Misc | Associate Engineer | 50/53 | | A | 59.90 | 4,792.32 | 10,383.36 | 124,600.32 |
| | | Effective 9/21/22 | | | B | 62.90 | 5,031.94 | 10,902.53 | 130,830.34 |
| | | | | | C | 66.04 | 5,283.53 | 11,447.65 | 137,371.85 |
| | | | | | D | 69.35 | 5,547.71 | 12,020.04 | 144,240.45 |
| | General Gov Rate Effective 07/01/2024 | | | | | | | | |
| Confidential | Confidential/Misc | Management Analyst I | 12 | | A | 58.60 | 4,688.27 | 10,157.91 | 121,894.90 |
| | | Effective 7/20/22 | | | B | 61.69 | 4,935.02 | 10,692.54 | 128,310.43 |
| | | | | | C | 64.93 | 5,194.75 | 11,255.30 | 135,063.55 |
| | | | | | D | 68.35 | 5,468.16 | 11,847.68 | 142,172.16 |
| Confidential | Confidential/Misc | Management Analyst II | 12 | | A | 64.46 | 5,156.76 | 11,172.98 | 134,075.80 |
| | | | | | B | 67.85 | 5,428.17 | 11,761.04 | 141,132.44 |
| | | | | | C | 71.42 | 5,713.99 | 12,380.32 | 148,563.84 |
| | | | | | D | 75.18 | 6,014.73 | 13,031.92 | 156,382.99 |
| Confidential | Confidential/Misc | Receptionist/Clerk | 12 | | A | 30.73 | 2,458.27 | 5,326.24 | 63,914.91 |
| | | | | | B | 32.35 | 2,587.65 | 5,606.57 | 67,278.85 |
| | | | | | C | 34.05 | 2,723.84 | 5,901.65 | 70,819.84 |
| | | | | | D | 35.84 | 2,867.20 | 6,212.27 | 74,547.20 |

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FY 2024-2025

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|--|------------------|---------------------------------------|-----------|------|------|--------|-----------|-----------|------------|
| General Gov Rate Effective 07/01/2024 | | | | | | | | | |
| General Government | General Gov/Misc | Office Specialist | "12/25/50 | 3304 | A | 36.79 | 2,943.26 | 6,377.07 | 76,524.81 |
| | | | | | B | 38.63 | 3,090.73 | 6,696.58 | 80,358.94 |
| | | | | | C | 40.57 | 3,245.48 | 7,031.87 | 84,382.41 |
| | | | | | D | 42.59 | 3,407.51 | 7,382.93 | 88,595.22 |
| General Government | General Gov/Misc | Assistant Engineer | | | A | 51.87 | 4,149.99 | 8,991.65 | 107,899.81 |
| | | | | | B | 54.47 | 4,357.49 | 9,441.23 | 113,294.80 |
| | | | | | C | 57.19 | 4,575.37 | 9,913.30 | 118,959.54 |
| | | | | | D | 60.05 | 4,804.14 | 10,408.96 | 124,907.52 |
| General Government | General Gov/Misc | Town Arborist/Public Works Specialist | 25 | 3306 | A | 56.81 | 4,544.76 | 9,846.98 | 118,163.77 |
| | | | | | B | 59.65 | 4,771.73 | 10,338.74 | 124,064.86 |
| | | | | | C | 62.63 | 5,010.22 | 10,855.48 | 130,265.74 |
| | | | | | D | 65.76 | 5,260.85 | 11,398.51 | 136,782.18 |
| Police/APOA Rate Effective 07/01/2024 | | | | | | | | | |
| Police-Civilian/APOA | Police/Misc | Support Service Coordinator | 40 | 4401 | A | 45.31 | 3,624.96 | 7,854.08 | 94,248.91 |
| | 80 hours shift | | | | B | 47.58 | 3,806.21 | 8,246.78 | 98,961.35 |
| | | | | | C | 49.96 | 3,996.52 | 8,659.12 | 103,909.42 |
| | | | | | D | 52.45 | 4,196.34 | 9,092.07 | 109,104.89 |
| | | | | | E | 55.08 | 4,406.16 | 9,546.68 | 114,560.14 |
| Police-Civilian/APOA | Police/Misc | Support Service Coordinator | 40 | 4402 | A | 45.31 | 3,806.21 | 8,246.78 | 98,961.35 |
| | 84 hours shift | | | | B | 47.58 | 3,996.52 | 8,659.12 | 103,909.42 |
| | | | | | C | 49.96 | 4,196.34 | 9,092.07 | 109,104.89 |
| | | | | | D | 52.45 | 4,406.16 | 9,546.68 | 114,560.14 |
| | | | | | E | 55.08 | 4,626.47 | 10,024.01 | 120,288.14 |
| Police-Civilian/APOA | Police/Misc | Code Enforcement | 40 | 4401 | A | 45.67 | 3,653.71 | 7,916.37 | 94,996.47 |
| | 80 hours shift | (new Position 02/17/2015) | | | B | 47.95 | 3,836.40 | 8,312.19 | 99,746.29 |
| | | | | | C | 50.35 | 4,028.22 | 8,727.80 | 104,733.61 |
| | | | | | D | 52.87 | 4,229.63 | 9,164.19 | 109,970.29 |
| | | | | | E | 55.51 | 4,441.11 | 9,622.40 | 115,468.80 |
| Police-Civilian/APOA | Police/Misc | Code Enforcement | 40 | 4402 | A | 45.67 | 3,836.40 | 8,312.19 | 99,746.29 |
| | 84 hours shift | (new Position 02/17/2015) | | | B | 47.95 | 4,028.22 | 8,727.80 | 104,733.61 |
| | | | | | C | 50.35 | 4,229.63 | 9,164.19 | 109,970.29 |
| | | | | | D | 52.87 | 4,441.11 | 9,622.40 | 115,468.80 |
| | | | | | E | 55.51 | 4,663.16 | 10,103.52 | 121,242.24 |

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Salary Schedule

FY 2024-2025

| Group | Job Class | Title | Dept | Code | Step | Hourly | Bi-Weekly | Monthly | Annually |
|----------------------|-------------------------------|--|------|------|------|--------|-----------|-----------|------------|
| Police-Civilian/APOA | Police/Misc 80 hours shift | Communication Supervisor (new Position 07/1/2021) | | | A | 64.30 | 5,144.16 | 11,145.69 | 133,748.25 |
| | | | | | B | 67.52 | 5,401.37 | 11,702.97 | 140,435.67 |
| | | | | | C | 70.89 | 5,671.44 | 12,288.12 | 147,457.45 |
| | | | | | D | 74.44 | 5,955.01 | 12,902.53 | 154,830.32 |
| | | | | | E | 78.16 | 6,252.76 | 13,547.65 | 162,571.84 |
| Police-Civilian/APOA | Police/Misc 84 hours shift | Communication Supervisor (new Position 07/1/2021) | | | A | 64.30 | 5,401.37 | 11,702.97 | 140,435.67 |
| | | | | | B | 67.52 | 5,671.44 | 12,288.12 | 147,457.45 |
| | | | | | C | 70.89 | 5,955.01 | 12,902.53 | 154,830.32 |
| | | | | | D | 74.44 | 6,252.76 | 13,547.65 | 162,571.84 |
| | | | | | E | 78.16 | 6,565.40 | 14,225.04 | 170,700.43 |
| Police-Civilian/APOA | Police/Misc 80 hours shift | Dispatcher/Records assistant | 40 | 4405 | A | 47.58 | 3,806.21 | 8,246.78 | 98,961.35 |
| | | | | | B | 49.96 | 3,996.52 | 8,659.12 | 103,909.42 |
| | | | | | C | 52.45 | 4,196.34 | 9,092.07 | 109,104.89 |
| | | | | | D | 55.08 | 4,406.16 | 9,546.68 | 114,560.14 |
| | | | | | E | 57.83 | 4,626.47 | 10,024.01 | 120,288.14 |
| Police- Per-Diem | 80 hours shift | Per-Diem Dispatcher | 40 | | A | 47.58 | 3,806.21 | 8,246.78 | 98,961.35 |
| | | | | | B | 49.96 | 3,996.52 | 8,659.12 | 103,909.42 |
| | | | | | C | 52.45 | 4,196.34 | 9,092.07 | 109,104.89 |
| | | | | | D | 55.08 | 4,406.16 | 9,546.68 | 114,560.14 |
| | | | | | E | 57.83 | 4,626.47 | 10,024.01 | 120,288.14 |
| Police-Civilian | Police/Misc | Police Trainee | 40 | 4406 | D | 51.45 | 4,116.08 | 8,918.17 | 107,018.02 |
| Police-Civilian/APOA | Police/Misc 84 hours shift | Dispatcher/Records assistant | 40 | 4405 | A | 47.58 | 3,996.52 | 8,659.12 | 103,909.42 |
| | | | | | B | 49.96 | 4,196.34 | 9,092.07 | 109,104.89 |
| | | | | | C | 52.45 | 4,406.16 | 9,546.68 | 114,560.14 |
| | | | | | D | 55.08 | 4,626.47 | 10,024.01 | 120,288.14 |
| | | | | | E | 57.83 | 4,857.79 | 10,525.21 | 126,302.55 |

| TOWN OF ATHERTON | | | | | | | | | |
|-------------------|--|-----------------|------|------|------|--------|-----------|-----------|------------|
| Salary Schedule | | | | | | | | | |
| FY 2024-2025 | | | | | | | | | |
| Group | Job Class | Title | Dept | Code | Step | Hourly | Bi-Weekly | Monthly | Annually |
| | Police/APOA Rate Effective 07/01/2024 | | | | | | | | |
| Police-Sworn/APOA | Police/Sworn/84 | Police Officer | 40 | 5505 | A | 59.30 | 4,980.81 | 10,791.76 | 129,501.15 |
| | 84 hours shift | | | | B | 62.26 | 5,229.85 | 11,331.35 | 135,976.20 |
| | | | | | C | 65.37 | 5,491.35 | 11,897.92 | 142,775.01 |
| | | | | | D | 68.64 | 5,765.91 | 12,492.81 | 149,913.76 |
| | | | | | E | 72.07 | 6,054.21 | 13,117.45 | 157,409.45 |
| Police-Sworn/APOA | Police/Sworn/84 | Police Sergeant | 40 | 5520 | A | 71.76 | 6,028.00 | 13,060.67 | 156,728.04 |
| | 84 hours shift | | | | B | 75.35 | 6,329.40 | 13,713.70 | 164,564.44 |
| | | | | | C | 79.12 | 6,645.87 | 14,399.39 | 172,792.66 |
| | | | | | D | 83.07 | 6,978.17 | 15,119.36 | 181,432.29 |
| | | | | | E | 87.23 | 7,327.07 | 15,875.33 | 190,503.91 |
| Police-Sworn/APOA | Police/Sworn/80 | Police Officer | 40 | 5506 | A | 59.30 | 4,743.63 | 10,277.87 | 123,334.42 |
| | 80 hours shift | | | | B | 62.26 | 4,980.81 | 10,791.76 | 129,501.15 |
| | | | | | C | 65.37 | 5,229.85 | 11,331.35 | 135,976.20 |
| | | | | | D | 68.64 | 5,491.35 | 11,897.92 | 142,775.01 |
| | | | | | E | 72.07 | 5,765.91 | 12,492.81 | 149,913.76 |
| Police-Sworn/APOA | Police/Sworn/80 | Police Sergeant | 40 | 5528 | A | 71.76 | 5,740.95 | 12,438.73 | 149,264.80 |
| | 80 hours shift | | | | B | 75.35 | 6,028.00 | 13,060.67 | 156,728.04 |
| | | | | | C | 79.12 | 6,329.40 | 13,713.70 | 164,564.44 |
| | | | | | D | 83.07 | 6,645.87 | 14,399.39 | 172,792.66 |
| | | | | | E | 87.23 | 6,978.17 | 15,119.36 | 181,432.29 |
| | Rate Effective 07/01/24 | | | | | | | | |
| Police-Sworn | Police/Sworn/84 | Police Reserve | 40 | | A | 59.30 | 4,980.81 | 10,791.76 | 129,501.15 |
| | | | | | B | 62.26 | 5,229.85 | 11,331.35 | 135,976.20 |
| | | | | | C | 65.37 | 5,491.35 | 11,897.92 | 142,775.01 |
| | | | | | D | 68.64 | 5,765.91 | 12,492.81 | 149,913.76 |
| | | | | | E | 72.07 | 6,054.21 | 13,117.45 | 157,409.45 |