

TOWN OF ATHERTON

Salary Schedule

FY 2025-2026

Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
	<b>CM Rate effective 7/01/2025</b>								
City Manager	Management/Misc	City Manager	12	1100	D	141.81	11,345.11	24,581.08	294,972.96
	<b>Dept Head Rate Effective 07/01/2025</b>								
Department Heads	Management/Misc	Assistant City Manager/Finance Director		1101	A	105.57	8,445.27	18,298.08	219,576.96
					B	110.84	8,867.53	19,212.99	230,555.88
					C	116.39	9,310.91	20,173.64	242,083.68
					D	122.21	9,776.46	21,182.32	254,187.84
Department Heads	Management/Sworn	Chief of Police	40	1105	A	107.92	8,633.34	18,705.57	224,466.85
					B	113.32	9,065.29	19,641.47	235,697.64
					C	118.98	9,518.27	20,622.92	247,475.07
					D	124.93	9,994.19	21,654.08	259,848.99
		Chief of Police	40	1105	A	96.38	7,710.26	16,705.56	200,466.77
		Housing Reduction Salary			B	101.78	8,142.21	17,641.46	211,697.56
					C	107.44	8,595.19	18,622.92	223,474.99
					D	113.39	9,071.11	19,654.08	235,848.91
Department Heads	Management/Misc	City Clerk/Deputy City Manager	12		A	87.30	6,983.62	15,131.17	181,574.04
					B	91.66	7,332.80	15,887.73	190,652.76
					C	96.24	7,699.44	16,682.12	200,185.44
					D	101.06	8,084.41	17,516.22	210,194.64
Department Heads	Management/Misc	Public Works Director/City Engineer	50		A	100.50	8,039.93	17,419.84	209,038.11
					B	105.52	8,441.92	18,290.82	219,489.86
					C	110.80	8,864.02	19,205.37	230,464.43
					D	116.34	9,307.22	20,165.64	241,987.69
	<b>Mid Mgmt Rate Effective 07/01/2025</b>								
Mid-Management	Management/Misc	Commander	40	2204	A	94.87	7,589.83	16,444.63	197,335.58
					B	99.62	7,969.29	17,266.79	207,201.50
					C	104.59	8,367.22	18,128.99	217,547.84
					D	109.81	8,784.96	19,034.08	228,408.94
Mid-Management	Management/Misc	Senior Engineer	50		A	73.30	5,864.13	12,705.62	152,467.50
					B	76.97	6,157.34	13,340.91	160,090.87
					C	80.82	6,465.21	14,007.95	168,095.42
					D	84.86	6,788.47	14,708.35	176,500.19
Mid-Management	Management/Misc	Public Works Maintenance Manager	50		A	66.78	5,342.57	11,575.58	138,906.91
		Effective 9/21/2022			B	70.12	5,609.70	12,154.36	145,852.26
					C	73.63	5,890.19	12,762.08	153,144.93
					D	77.31	6,184.70	13,400.18	160,802.12
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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	<b>General Gov Rate Effective 07/01/2025</b>								
Confidential	Confidential/Misc	Jr. Accountant	18		A	48.62	3,889.66	8,427.60	101,131.20
					B	50.79	4,063.55	8,804.35	105,652.20
					C	53.33	4,266.72	9,244.57	110,934.81
					D	56.01	4,480.50	9,707.74	116,492.90
Confidential	Confidential/Misc	Accountant	18		A	56.06	4,484.86	9,717.19	116,606.33
					B	58.87	4,709.23	10,203.32	122,439.88
					C	61.81	4,944.81	10,713.76	128,565.12
					D	64.90	5,191.62	11,248.50	134,982.03
Confidential	Confidential/Misc	Sr. Accountant	18		A	60.74	4,858.94	10,527.71	126,332.51
					B	63.77	5,101.89	11,054.09	132,649.14
					C	66.96	5,356.98	11,606.80	139,281.60
					D	70.31	5,624.83	12,187.14	146,245.68
Confidential	Confidential/Misc	Assistant to Chief/Training Manager	40		A	52.49	4,199.43	9,098.77	109,185.21
					B	55.12	4,409.40	9,553.71	114,644.47
					C	57.87	4,629.87	10,031.39	120,376.69
					D	60.77	4,861.37	10,532.96	126,395.54
General Government	General Gov/Misc	Associate Engineer	50/53		A	61.52	4,921.71	10,663.71	127,964.53
		Effective 9/21/22			B	64.60	5,167.80	11,196.90	134,362.76
					C	67.83	5,426.19	11,756.74	141,080.89
					D	71.22	5,697.50	12,344.58	148,134.94
	<b>General Gov Rate Effective 07/01/2025</b>								
Confidential	Confidential/Misc	Management Analyst I	12		A	60.19	4,814.85	10,432.17	125,186.06
		Effective 7/20/22			B	63.35	5,068.26	10,981.23	131,774.81
					C	66.69	5,335.01	11,559.19	138,710.27
					D	70.20	5,615.80	12,167.57	146,010.81
Confidential	Confidential/Misc	Management Analyst II	12		A	66.20	5,295.99	11,474.65	137,695.85
					B	69.68	5,574.73	12,078.58	144,943.02
					C	73.35	5,868.27	12,714.59	152,575.06
					D	77.21	6,177.13	13,383.78	160,605.33
Confidential	Confidential/Misc	Receptionist/Clerk	12		A	31.56	2,524.64	5,470.05	65,640.61
					B	33.22	2,657.51	5,757.95	69,095.38
					C	34.97	2,797.38	6,061.00	72,731.98
					D	36.81	2,944.61	6,380.00	76,559.97

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<b>General Gov Rate Effective 07/01/2025</b>									
General Government	General Gov/Misc	Office Specialist	"12/25/50	3304	A	37.78	3,022.73	6,549.25	78,590.98
					B	39.68	3,174.18	6,877.39	82,528.63
					C	41.66	3,333.11	7,221.73	86,660.73
					D	43.74	3,499.51	7,582.27	90,987.29
General Government	General Gov/Misc	Assistant Engineer			A	53.28	4,262.04	9,234.43	110,813.11
					B	55.94	4,475.14	9,696.15	116,353.76
					C	58.74	4,698.90	10,180.95	122,171.45
					D	61.67	4,933.85	10,690.00	128,280.02
General Government	General Gov/Misc	Town Arborist/Public Works Specialist	25	3306	A	58.34	4,667.47	10,112.85	121,354.19
					B	61.26	4,900.56	10,617.88	127,414.61
					C	64.32	5,145.50	11,148.58	133,782.91
					D	67.54	5,402.90	11,706.27	140,475.30
<b>Police/APOA Rate Effective 07/01/2025</b>									
Police-Civilian/APOA	Police/Misc	Support Service Coordinator	40	4401	A	46.54	3,722.83	8,066.14	96,793.63
	80 hours shift				B	48.86	3,908.97	8,469.44	101,633.31
					C	51.31	4,104.42	8,892.91	106,714.98
					D	53.87	4,309.64	9,337.56	112,050.72
					E	56.56	4,525.13	9,804.44	117,653.26
Police-Civilian/APOA	Police/Misc	Support Service Coordinator	40	4402	A	46.54	3,908.97	8,469.44	101,633.31
	84 hours shift				B	48.86	4,104.42	8,892.91	106,714.98
					C	51.31	4,309.64	9,337.56	112,050.72
					D	53.87	4,525.13	9,804.44	117,653.26
					E	56.56	4,751.38	10,294.66	123,535.92
Police-Civilian/APOA	Police/Misc	Code Enforcement	40	4401	A	46.90	3,752.36	8,130.11	97,561.38
	80 hours shift	(new Position 02/17/2015)			B	49.25	3,939.98	8,536.62	102,439.44
					C	51.71	4,136.98	8,963.45	107,561.42
					D	54.30	4,343.83	9,411.62	112,939.49
					E	57.01	4,561.02	9,882.21	118,586.46
Police-Civilian/APOA	Police/Misc	Code Enforcement	40	4402	A	46.90	3,939.98	8,536.62	102,439.44
	84 hours shift	(new Position 02/17/2015)			B	49.25	4,136.98	8,963.45	107,561.42
					C	51.71	4,343.83	9,411.62	112,939.49
					D	54.30	4,561.02	9,882.21	118,586.46
					E	57.01	4,789.07	10,376.32	124,515.79



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	<b>Police/APOA Rate Effective 07/01/2025</b>								
Police-Sworn/APOA	Police/Sworn/84	Police Officer	40	5505	A	60.90	5,115.30	11,083.14	132,997.68
	84 hours shift				B	63.94	5,371.06	11,637.30	139,647.56
					C	67.14	5,639.61	12,219.16	146,629.94
					D	70.50	5,921.59	12,830.12	153,961.44
					E	74.02	6,217.67	13,471.63	161,659.51
Police-Sworn/APOA	Police/Sworn/84	Police Sergeant	40	5520	A	73.70	6,190.76	13,413.31	160,959.69
	84 hours shift				B	77.38	6,500.30	14,083.97	169,007.68
					C	81.25	6,825.31	14,788.17	177,458.06
					D	85.32	7,166.58	15,527.58	186,330.97
					E	89.58	7,524.90	16,303.96	195,647.51
Police-Sworn/APOA	Police/Sworn/80	Police Officer	40	5506	A	60.90	4,871.71	10,555.37	126,664.45
	80 hours shift				B	63.94	5,115.30	11,083.14	132,997.68
					C	67.14	5,371.06	11,637.30	139,647.56
					D	70.50	5,639.61	12,219.16	146,629.94
					E	74.02	5,921.59	12,830.12	153,961.44
Police-Sworn/APOA	Police/Sworn/80	Police Sergeant	40	5528	A	73.70	5,895.96	12,774.58	153,294.95
	80 hours shift				B	77.38	6,190.76	13,413.31	160,959.69
					C	81.25	6,500.30	14,083.97	169,007.68
					D	85.32	6,825.31	14,788.17	177,458.06
					E	89.58	7,166.58	15,527.58	186,330.97
	<b>Rate Effective 07/01/25</b>								
Police-Sworn	Police/Sworn/84	Police Reserve	40		A	60.90	5,115.30	11,083.14	132,997.68
					B	63.94	5,371.06	11,637.30	139,647.56
					C	67.14	5,639.61	12,219.16	146,629.94
					D	70.50	5,921.59	12,830.12	153,961.44
					E	74.02	6,217.67	13,471.63	161,659.51