



## Item No. 12 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: SEPTEMBER 21, 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 2014/15 through FY 2016/17 for compliance with California Code of Regulations Section 570.5 as required by CalPERS.

#### **BACKGROUND**

At its June 15, 2016 the Council adopted pay schedules for Fiscal Years 2011/12 through Fiscal Years 2015/16. This was done in an effort to be in compliance with California Code of Regulations 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 2014/15 through Fiscal Year 2016/17 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. As these positions are outside 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.

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.

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

### **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. The issue presented with this item is purely historical compliance with CalPERS reporting requirements and does not impact 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 2014/15 through FY 2016/17

**RESOLUTION NO. 16-xx**

**A RESOLUTION OF THE CITY COUNCIL OF THE  
TOWN OF ATHERTON APPROVING THE FISCAL  
YEAR 2014-2015 THROUGH FISCAL YEAR 2016-2017  
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, 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 2014-15 through Fiscal Years 2016-17, 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 21st day of September, 2016 by the following vote:

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

\_\_\_\_\_  
Elizabeth Lewis, MAYOR  
Town of Atherton

ATTEST:

\_\_\_\_\_  
Theresa N. DellaSanta, City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
William B. Connors, City Attorney

**Exhibit A**

**Item No. 12**

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				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
					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

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	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
<b>Police-Civilian/APOA</b>	<b>Police/Misc</b> <b>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>

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				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

TOWN OF ATHERTON									
Salary Schedule									
FY 2016-2017									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
<b>CM Rate effective 07/01/2016</b>									
City Manager	Management/Misc	City Manager	12	1100	D	100.33	8,026.24	17,390.19	208,682.28
<b>Dept Head Rate Effective 07/01/2016</b>									
Department Heads	Management/Misc	Finance Director	18	1104	A	76.56	6,124.45	13,269.65	159,235.80
					B	80.38	6,430.53	13,932.83	167,193.90
					C	84.40	6,751.75	14,628.80	175,545.60
					D	88.62	7,089.53	15,360.65	184,327.80
Department Heads	Management/Sworn	Chief of Police	40	1105	A	80.13	6,410.67	13,889.78	166,677.30
					B	84.14	6,731.41	14,584.73	175,016.70
					C	88.35	7,067.77	15,313.50	183,762.00
					D	92.76	7,421.16	16,079.19	192,950.22
Department Heads	Management/Misc	City Clerk/Assitant to CM	12		A	60.69	4,855.19	10,519.58	126,234.90
					B	63.72	5,097.88	11,045.40	132,544.80
					C	66.91	5,352.87	11,597.88	139,174.50
					D	70.25	5,620.15	12,177.00	146,124.00
<b>Mid Mgmt Rate Effective 07/01/2016</b>									
Mid-Management	Management/Misc	Commander	40	2204	A	68.01	5,440.86	11,788.53	141,462.30
					B	71.41	5,712.88	12,377.90	148,534.80
					C	74.98	5,998.14	12,995.98	155,951.70
					D	78.72	6,297.60	13,644.80	163,737.60
Mid-Management	Management/Misc	Associate Civil Engineer	50		A	45.20	3,615.73	7,834.08	94,008.90
					B	47.46	3,796.92	8,226.65	98,719.80
					C	49.83	3,986.62	8,637.68	103,652.10
					D	52.32	4,185.78	9,069.20	108,830.40
Mid-Management	Management/Misc	Public Work Superintendent	50	2210	A	59.63	4,770.03	10,335.08	124,020.90
					B	62.61	5,008.47	10,851.68	130,220.10
					C	65.73	5,258.72	11,393.90	136,726.80
					D	69.02	5,521.75	11,963.80	143,565.60
Confidential	Confidential/Misc	Jr. Accountant	18		A	36.91	2,952.47	6,397.03	76,764.30
					B	38.56	3,084.46	6,683.00	80,196.00
					C	40.48	3,238.68	7,017.15	84,205.80
					D	42.51	3,400.95	7,368.73	88,424.70

TOWN OF ATHERTON									
Salary Schedule									
FY 2016-2017									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
Confidential	Confidential/Misc	Accountant	18		A	42.55	3,404.26	7,375.90	88,510.80
					B	44.68	3,574.57	7,744.90	92,938.80
					C	46.92	3,753.39	8,132.35	97,588.20
					D	49.26	3,940.73	8,538.25	102,459.00
Confidential	Confidential/Misc	Assistant to Chief/Training Manager	40		A	36.84	2,947.27	6,385.75	76,629.00
					B	38.68	3,094.40	6,704.53	80,454.30
					C	40.61	3,249.09	7,039.70	84,476.40
					D	42.64	3,411.36	7,391.28	88,695.30
<b>General Gov Rate Effective 07/01/2016</b>									
General Government	General Gov/Misc	Deputy City Clerk/Office Specialist	12	3304	A	34.86	2,788.79	6,042.38	72,508.50
					B	36.60	2,927.87	6,343.73	76,124.70
					C	38.43	3,074.05	6,660.45	79,925.40
					D	40.34	3,227.33	6,992.55	83,910.60
General Government	General Gov/Misc	Office Specialist	"12/25/50	3304	A	28.68	2,294.42	4,971.25	59,655.00
					B	30.12	2,409.38	5,220.33	62,643.90
					C	31.63	2,530.02	5,481.70	65,780.40
					D	33.20	2,656.33	5,755.38	69,064.50
General Government	General Gov/Misc	Town Arborist/Public Works Specialist	25	3306	A	44.29	3,542.87	7,676.23	92,114.70
					B	46.50	3,719.80	8,059.58	96,714.90
					C	48.82	3,905.72	8,462.40	101,548.80
					D	51.26	4,101.10	8,885.73	106,628.70
General Government	General Gov/Misc	Account Technician	18	3308	A	31.10	2,487.91	5,390.48	64,685.70
					B	32.65	2,611.86	5,659.03	67,908.30
					C	34.29	2,742.90	5,942.95	71,315.40
					D	36.00	2,880.09	6,240.20	74,882.40

TOWN OF ATHERTON									
Salary Schedule									
FY 2016-2017									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
<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				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- Per-Diem		Per-Diem Dispatcher	40		A	33.74			
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>34.54</b>	<b>2,901.64</b>	<b>6,286.89</b>	<b>75,442.64</b>
	<b>84 hours shift</b>				<b>B</b>	<b>36.27</b>	<b>3,046.98</b>	<b>6,601.79</b>	<b>79,221.48</b>
					<b>C</b>	<b>38.09</b>	<b>3,199.20</b>	<b>6,931.60</b>	<b>83,179.20</b>
					<b>D</b>	<b>39.99</b>	<b>3,359.16</b>	<b>7,278.18</b>	<b>87,338.16</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
	84 hours shift				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	8,899.54	106,794.48
Police-Sworn/APOA	Police/Sworn/84	Police Sergeant	40	5520	A	50.62	4,252.38	9,213.49	110,561.88
	84 hours shift				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
	80 hours shift				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

TOWN OF ATHERTON									
Salary Schedule									
FY 2016-2017									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
Police-Sworn/APOA	Police/Sworn/80	Police Sergeant	40	5528	A	50.62	4,049.60	8,774.13	105,289.60
	80 hours shift				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
	<b>Rate Effective 07/01/16</b>								
Police-Sworn	Police/Sworn/84	Police Reserve	40		A	42.24			