

**RESOLUTION NO. 24-xx**

**A RESOLUTION OF THE CITY COUNCIL OF THE  
TOWN OF ATHERTON APPROVING FISCAL YEAR  
2024-2025 SALARY SCHEDULES AND  
CLASSIFICATIONS**

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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, 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 2024-25, incorporated in "Exhibit A" attached hereto.

**WHEREAS,** the 2024-25 Proposed Budget reflects the Salary Schedule and Classifications in "Exhibit A"

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 19th day of June, 2024 by the following vote:

AYES: Council members:

NOES: Council members:

ABSENT: Council members:

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Diana Manuelian-Hawkins, MAYOR  
Town of Atherton

ATTEST:

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Anthony Suber, City Clerk

APPROVED AS TO FORM:

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Mona Ebrahimi, City Attorney

TOWN OF ATHERTON									
Salary Schedule									
FY 2024-2025									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
	<b>CM Rate effective 7/01/2024</b>								
City Manager	Management/Misc	City Manager	12	1100	D	138.08	11,046.78	23,934.70	287,216.40
	<b>Dept Head Rate Effective 07/01/2024</b>								
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
	<b>Mid Mgmt Rate Effective 07/01/2024</b>								
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

TOWN OF ATHERTON									
Salary Schedule									
FY 2024-2025									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
	<b>General Gov Rate Effective 07/01/2024</b>								
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
	<b>General Gov Rate Effective 07/01/2024</b>								
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

TOWN OF ATHERTON									
Salary Schedule									
FY 2024-2025									
Group	Job Class	Title	Dept	Code	Step	Hourly	Bi-Weekly	Monthly	Annually
	<b>General Gov Rate Effective 07/01/2024</b>								
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
	<b>Police/APOA Rate Effective 07/01/2024</b>								
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

TOWN OF ATHERTON									
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
	<b>Police/APOA Rate Effective 07/01/2024</b>								
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
	<b>Rate Effective 07/01/24</b>								
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