

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2019

A RESOLUTION APPROVING SALARY PLAN DOCUMENTS
FROM FISCAL YEAR 2014-15 THROUGH FISCAL YEAR 2019-20 TO COMPLY
WITH THE PUBLIC EMPLOYEES' RETIREMENT LAW DEFINITION
OF "COMPENSABLE EARNINGS" AS DEFINED BY GOVERNMENT CODE
SECTION 20636 AND THE DEFINITION OF
"PUBLICLY AVAILABLE PAY SCHEDULES" DEFINED BY
CALIFORNIA CODE OF REGULATIONS SECTION 570.5(A)(8)

WHEREAS, the City of Mountain View is a contracting agency under the California Public Employees' Retirement System (CalPERS) and is subject to Public Employees' Retirement Law; and

WHEREAS, the practice for approving the City's salary plan documents does not meet the CalPERS interpretation of the Public Employees' Retirement Law; and

WHEREAS, CalPERS is requiring the City's commitment to correct and comply with the Public Employees' Retirement Law for Fiscal Years 2014-15 through Fiscal Year 2019-20; and

WHEREAS, during this five-year time frame, 33 salary plans have become effective based on Council approval of compensation and position changes; and

WHEREAS, Council approval to change salary plans was primarily related to the adoption of labor agreements; approval of new classifications and reclassifications, usually through the budget process; approval of compensation adjustments for Council-appointed officers resulting from their annual evaluation process; Council appointments; and minimum wage increases for hourly classifications; and

WHEREAS, CalPERS is requiring the City Council's formal approval of all salary plans that became effective in Fiscal Year 2014-15 through Fiscal Year 2019-20, attached hereto and incorporated within as Exhibits A through AG; and

WHEREAS, staff will include the salary plans as part of the resolution for all future compensation adjustments;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View approves the salary plan documents listed as Exhibits A through AG.

KED/2/RESO
033-09-24-19r

Exhibits: A through AG. Salary Plan Documents

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2019 - 2020
 Revision No. 1

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I		7 C	5 FL								2156.56	2262.68	2377.68	2495.59	2620.90	SEIU
ACCOUNT CLERK I - CONF		7	5 FL								2156.56	2262.68	2377.68	2495.59	2620.90	MISC
ACCOUNT CLERK II		11 C	5 FL								2377.68	2497.07	2623.82	2755.01	2892.12	SEIU
ACCOUNT CLERK II-CONF.		11	5 FL								2377.68	2497.07	2623.82	2755.01	2892.12	MISC
ACCOUNTANT I		23 A	2 P		3306.54	3890.05	4473.56									EGLE
ACCOUNTANT II		27	2 P		3649.92	4294.02	4938.12									EGLE
ACCOUNTING MANAGER	E	39	2 M		4620.30	5775.37	6930.44									MISC
ACCOUNTING TECHNICIAN		15 C	2 FL								2626.78	2759.44	2896.54	3041.01	3192.82	SEIU
ADMINISTRATIVE AIDE		19	2 P		2995.81	3524.48	4053.15									EGLE
ADMINISTRATIVE ANALYST I-CONF		23	2 P		3306.54	3890.05	4473.56									MISC
ADMINISTRATIVE ANALYST II-CONF		27	2 P		3649.92	4294.02	4938.12									MISC
ADVANCED PLANNING MANAGER	E	40	2 M		4734.76	5918.45	7102.14									EGLE
ANALYST I		23 A	2 P		3306.54	3890.05	4473.56									EGLE
ANALYST II		27	2 P		3649.92	4294.02	4938.12									EGLE
ASSISTANT BUILDING INSPECTOR		23	3 FL								3200.20	3360.86	3528.90	3705.81	3890.05	SEIU
ASSISTANT BUYER		20	2 FL								2971.00	3119.86	3276.08	3439.66	3612.09	EGLE
ASSISTANT CDD/PLANNING MGR	E	46	2 M		5491.66	6864.58	8237.50									EGLE
ASSISTANT CITY ATTORNEY	E	46	2 M		5492.94	6866.18	8239.42									MISC
ASSISTANT CITY MANAGER	E	1	DH					6465.54	9435.88	10379.47						ESMS
ASSISTANT COMM OPS SUPER		33	2 P		4273.60	5027.76	5781.92									NPOA
ASSISTANT COMM. SVCS. DIRECTOR	E	46	3 M		5491.66	6864.58	8237.50									EGLE
ASSISTANT ENGINEER (CIVIL)		30	3 P		3929.60	4623.06	5316.52									EGLE
ASSISTANT PLANNER		24	2 P		3388.45	3986.41	4584.37									EGLE
ASSISTANT PROJECT MANAGER	E	30	2 M		3698.45	4623.06	5547.67									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49	3 M		5913.74	7392.18	8870.62									EGLE
ASSISTANT TO THE CITY MANAGER	E	26 A II	M		4627.38	5784.22	6941.06									MISC
ASSOCIATE ENGINEER (CIVIL)		34	3 P		4337.98	5103.51	5869.04									EGLE
ASSOCIATE PLANNER		28	2 P		3740.45	4400.53	5060.61									EGLE
ASST FINANCE & ADM SVCS DIR	E	47	2 M		5629.74	7037.18	8444.62									MISC
BATTALION CHIEF	E	4	VIII M		6415.44	8019.30	9623.16									FMGR
BATTALION CHIEF-TIER 2	E	4	VIII M		6415.44	8019.30	8949.54									FMGR
BUILDING INSPECTOR I		25	3 FL								3362.35	3530.40	3707.26	3893.00	4087.56	SEIU
BUILDING INSPECTOR II		29	3 FL								3711.70	3897.46	4091.98	4296.90	4510.63	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33	2 M		3983.77	4979.71	5975.65									EGLE
BUYER		24	2 FL								3279.65	3443.63	3615.80	3796.59	3986.41	EGLE
CHIEF BLDG OFFICIAL	E	43	3 M		5099.07	6373.84	7648.61									EGLE
CIO/INFORMATION TECHNOLOGY DIR		0	DH					6157.65	8986.55	9885.21						ESMS
CITY ATTORNEY	E	0	DH			9423.08										CA
CITY CLERK	E	0	DH			5400.00										CC
CITY MANAGER	E	0	DH			11578.72										CM
CODE ENFORCEMENT OFFICER I		23	3 FL								3200.20	3360.86	3528.90	3705.81	3890.05	SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
CODE ENFORCEMENT OFFICER II		27	3 FL								3533.35	3708.74	3894.50	4089.04	4293.95	SEIU
COMMUNICATION COORDINATOR		31	2 P		4029.50	4740.59	5451.68									EGLE
COMMUNICATIONS OPERATIONS SPRV		35	2 P		4489.95	5282.29	6074.63									NPOA
COMMUNITY OUTREACH COORD		16	4 P		2780.91	3271.66	3762.41									EGLE
COMMUNITY SERVICES DIRECTOR	E	0	DH					6157.65	8986.55	9885.21						ESMS
COMMUNITY SERVICES OFFICER		2	V FL								2934.74	3082.56	3235.19	3394.38	3561.68	NPOA
COPY CENTER TECHNICIAN		10	5 FL								2321.10	2437.53	2559.85	2686.58	2822.18	EGLE
CRIME ANALYST		27	2 P		3649.92	4294.02	4938.12									EGLE
CROSS CONNECTION CONTROL SPEC		18 M	6 FL								2812.48	2952.56	3099.97	3254.72	3418.37	SEIU
CUSTOMER SVC. REPRESENTATIVE		5 C	5 FL								2050.42	2152.13	2259.74	2373.24	2491.17	SEIU
DEP PUB WRKS DIR/ AST CTY ENG	E	46	3 M		5491.66	6864.58	8237.50									EGLE
DEPUTY CITY ATTORNEY	E	36	2 M		4291.28	5364.10	6436.92									MISC
DEPUTY CITY CLERK		22	2 P		3225.61	3794.83	4364.05									EGLE
DEPUTY CITY MANAGER	E	42	2 M		4976.44	6220.55	7464.66									MISC
DEPUTY FIRE CHIEF	E	6	VIII M		6736.22	8420.27	10104.32									FMGR
DEPUTY FIRE MARSHAL		13	VIII FL								5294.70	5560.03	5837.85	6129.93	6436.26	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13 A	VIII FL								5375.47	5640.80	5918.62	6210.70	6517.03	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13 B	VIII FL								5444.70	5710.03	5987.85	6279.93	6586.26	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13 C	VIII FL								5479.32	5744.65	6022.47	6314.55	6620.88	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13 D	VIII FL								5497.78	5763.11	6040.93	6333.01	6639.34	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13 E	VIII FL								5571.62	5836.95	6114.77	6406.85	6713.18	MVFF
DEPUTY POLICE CHIEF	E	2	VII M		7136.81	8921.01	10705.21									PMGR
DEPUTY ZONING ADMINISTRATOR	E	35	2 M		4185.10	5231.37	6277.64									EGLE
DEV SRVCS COORD		33 C	3 P		4228.73	4974.98	5721.23									SEIU
DOCUMENT PROC. TECHNICIAN I		10	5 FL								2321.10	2437.53	2559.85	2686.58	2822.18	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5 FL								2561.30	2689.56	2825.11	2965.12	3113.99	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5 FL								2828.05	2969.55	3118.42	3274.60	3438.20	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2 P		3226.38	3795.74	4365.10									MISC
ECONOMIC DEVELOPMENT MANAGER	E	43	2 M		5099.07	6373.84	7648.61									EGLE
ENGINEERING ASSISTANT I		16	3 FL								2688.69	2822.84	2964.32	3113.21	3267.99	SEIU
ENGINEERING ASSISTANT II		20 C	3 FL								2968.76	3117.65	3273.89	3437.50	3608.51	SEIU
ENGINEERING ASSISTANT III		24 C	3 FL								3281.27	3444.89	3617.36	3798.67	3987.35	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III P		3520.80	4142.12	4763.44									SEIU
ENVIRONMENTAL SAFETY COORD.		33 C	3 P		4228.73	4974.98	5721.23									SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31	2 M		3792.47	4740.59	5688.71									EGLE
EQUIPMENT MAINT. SUPERVISOR		19 B	III P		3949.64	4646.64	5343.64									EGLE
EQUIPMENT MECHANIC I		16 M	6 FL								2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
EQUIPMENT MECHANIC II		20 M	6 FL								2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
EQUIPMENT MECHANIC III		24 M	6 FL								3260.63	3424.25	3595.24	3775.10	3963.76	SEIU
EQUIPMENT SERVICE WORKER		10 M	6 FL								2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
EXECUTIVE ASSISTANT		18 C	2 P		2923.16	3439.01	3954.86									SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
EXECUTIVE ASSISTANT - EAGLE		18 A	2 P		2922.47	3438.20	3953.93								EGLE	
EXECUTIVE ASST. TO THE CA		22	2 P		3226.38	3795.74	4365.10								MISC	
EXECUTIVE ASST. TO THE CM		22	2 P		3226.38	3795.74	4365.10								MISC	
FACILITIES CONTRACT COORDINATR		26	2 P		3560.07	4188.32	4816.57								EGLE	
FACILITIES MAINT. SUPERVISOR		19 B	III P		3949.64	4646.64	5343.64								EGLE	
FACILITIES MAINTENANCE I		12 M	6 FL							2424.84	2545.73	2673.97	2806.62	2948.14	SEIU	
FACILITIES MAINTENANCE II		16 M	6 FL							2676.89	2811.06	2951.07	3098.47	3253.24	SEIU	
FACILITIES MAINTENANCE III		20 M	6 FL							2954.02	3101.42	3257.69	3419.82	3590.83	SEIU	
FACILITIES PROJECT MANAGER	E	34	2 M		4082.81	5103.51	6124.21								EGLE	
FINANCE AND ADMIN SVCS DIR	E	0	DH					6157.65	8986.55	9885.21					ESMS	
FINANCIAL ANALYST I - CONF		23	2 P		3306.54	3890.05	4473.56								MISC	
FINANCIAL ANALYST II - CONF		27	2 P		3649.92	4294.02	4938.12								MISC	
FIRE CAPTAIN		12	VIII FL							5285.76	5551.14	5827.17	6119.25	6425.56	MVFF	
FIRE CAPTAIN/HAZ MAT		15	VIII FL							5550.03	5828.69	6118.49	6425.18	6746.80	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15 A	VIII FL							5630.80	5909.46	6199.26	6505.95	6827.57	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15 B	VIII FL							5700.03	5978.69	6268.49	6575.18	6896.80	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15 C	VIII FL							5734.65	6013.31	6303.11	6609.80	6931.42	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15 D	VIII FL							5753.11	6031.77	6321.57	6628.26	6949.88	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15 E	VIII FL							5826.95	6105.61	6395.41	6702.10	7023.72	MVFF	
FIRE CAPTAIN-LEVEL 1		12 A	VIII FL							5366.53	5631.91	5907.94	6200.02	6506.33	MVFF	
FIRE CAPTAIN-LEVEL 2		12 B	VIII FL							5435.76	5701.14	5977.17	6269.25	6575.56	MVFF	
FIRE CAPTAIN-LEVEL 3		12 C	VIII FL							5470.38	5735.76	6011.79	6303.87	6610.18	MVFF	
FIRE CAPTAIN-LEVEL 4		12 D	VIII FL							5488.84	5754.22	6030.25	6322.33	6628.64	MVFF	
FIRE CAPTAIN-LEVEL 5		12 E	VIII FL							5562.68	5828.06	6104.09	6396.17	6702.48	MVFF	
FIRE CHIEF	E	1	DH					6986.60	10195.41	11214.95					DHFI	
FIRE ENGINEER		6	VIII FL							4530.73	4756.27	4995.31	5244.59	5507.45	MVFF	
FIRE ENGINEER/HAZ MAT		9	VIII FL							4757.27	4994.03	5245.07	5506.80	5782.80	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 1		9 A	VIII FL							4838.04	5074.80	5325.84	5587.57	5863.57	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 2		9 B	VIII FL							4907.27	5144.03	5395.07	5656.80	5932.80	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 3		9 C	VIII FL							4941.89	5178.65	5429.69	5691.42	5967.42	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 4		9 D	VIII FL							4960.35	5197.11	5448.15	5709.88	5985.88	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 5		9 E	VIII FL							5034.19	5270.95	5521.99	5783.72	6059.72	MVFF	
FIRE ENGINEER/PARAMEDIC		11	VIII FL							5029.25	5281.90	5544.72	5822.82	6114.48	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 1		11 A	VIII FL							5110.02	5362.67	5625.49	5903.59	6195.25	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 2		11 B	VIII FL							5179.25	5431.90	5694.72	5972.82	6264.48	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 3		11 C	VIII FL							5213.87	5466.52	5729.34	6007.44	6299.10	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 4		11 D	VIII FL							5232.33	5484.98	5747.80	6025.90	6317.56	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 5		11 E	VIII FL							5306.17	5558.82	5821.64	6099.74	6391.40	MVFF	
FIRE ENGINEER/PMEDIC/HM		8	VIII FL							5281.92	5546.02	5823.32	6114.48	6420.21	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 1		8 A	VIII FL							5362.69	5626.79	5904.09	6195.25	6500.98	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 2		8 B	VIII FL							5431.92	5696.02	5973.32	6264.48	6570.21	MVFF	

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					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
FIRE ENGINEER/PMEDIC/HM-LVL 3		8 C	VIII	FL							5466.54	5730.64	6007.94	6299.10	6604.83	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8 D	VIII	FL							5485.00	5749.10	6026.40	6317.56	6623.29	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8 E	VIII	FL							5558.84	5822.94	6100.24	6391.40	6697.13	MVFF
FIRE ENGINEER-LEVEL 1		6 A	VIII	FL							4611.50	4837.04	5076.08	5325.36	5588.22	MVFF
FIRE ENGINEER-LEVEL 2		6 B	VIII	FL							4680.73	4906.27	5145.31	5394.59	5657.45	MVFF
FIRE ENGINEER-LEVEL 3		6 C	VIII	FL							4715.35	4940.89	5179.93	5429.21	5692.07	MVFF
FIRE ENGINEER-LEVEL 4		6 D	VIII	FL							4733.81	4959.35	5198.39	5447.67	5710.53	MVFF
FIRE ENGINEER-LEVEL 5		6 E	VIII	FL							4807.65	5033.19	5272.23	5521.51	5784.37	MVFF
FIRE MARSHAL NON-SAFETY	E	51	VIII	M	6213.14	7766.42	9319.70									EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL							4013.57	4215.34	4425.62	4646.06	4878.35	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL							4211.98	4422.21	4644.36	4874.95	5119.10	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							4896.98	5141.18	5398.93	5668.50	5951.69	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	4853.92	6067.40	7280.88									EGLE
FIREFIGHTER		2	VIII	FL							4128.86	4335.73	4552.77	4780.00	5019.09	MVFF
FIREFIGHTER LEVEL 1		2 A	VIII	FL							4209.63	4416.50	4633.54	4860.77	5099.86	MVFF
FIREFIGHTER LEVEL 2		2 B	VIII	FL							4278.86	4485.73	4702.77	4930.00	5169.09	MVFF
FIREFIGHTER LEVEL 3		2 C	VIII	FL							4313.48	4520.35	4737.39	4964.62	5203.71	MVFF
FIREFIGHTER LEVEL 4		2 D	VIII	FL							4331.94	4538.81	4755.85	4983.08	5222.17	MVFF
FIREFIGHTER LEVEL 5		2 E	VIII	FL							4405.78	4612.65	4829.69	5056.92	5296.01	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							4335.32	4552.50	4780.41	5018.96	5270.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5 A	VIII	FL							4416.09	4633.27	4861.18	5099.73	5350.81	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5 B	VIII	FL							4485.32	4702.50	4930.41	5168.96	5420.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5 C	VIII	FL							4519.94	4737.12	4965.03	5203.58	5454.66	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5 D	VIII	FL							4538.40	4755.58	4983.49	5222.04	5473.12	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5 E	VIII	FL							4612.24	4829.42	5057.33	5295.88	5546.96	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							4810.66	5051.03	5303.83	5569.17	5846.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4 A	VIII	FL							4891.43	5131.80	5384.60	5649.94	5927.69	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4 B	VIII	FL							4960.66	5201.03	5453.83	5719.17	5996.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4 C	VIII	FL							4995.28	5235.65	5488.45	5753.79	6031.54	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4 D	VIII	FL							5013.74	5254.11	5506.91	5772.25	6050.00	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4 E	VIII	FL							5087.58	5327.95	5580.75	5846.09	6123.84	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							4581.62	4810.52	5051.29	5303.97	5568.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7 A	VIII	FL							4662.39	4891.29	5132.06	5384.74	5649.26	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7 B	VIII	FL							4731.62	4960.52	5201.29	5453.97	5718.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7 C	VIII	FL							4766.24	4995.14	5235.91	5488.59	5753.11	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7 D	VIII	FL							4784.70	5013.60	5254.37	5507.05	5771.57	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7 E	VIII	FL							4858.54	5087.44	5328.21	5580.89	5845.41	MVFF
FLEET AND FACILITIES MANAGER	E	25 B	III	M	4621.58	5776.97	6932.36									EGLE
FORESTRY & ROADWAY MANAGER	E	38	2	M	4507.24	5634.05	6760.86									EGLE
FORESTRY COORDINATOR		16	2	P	2780.91	3271.66	3762.41									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40 A	VIII	P	5046.88	5937.51	6828.14									EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
HEAVY EQUIPMENT OPERATOR		17 M	6 FL								2743.25	2880.33	3024.77	3176.61	3334.35	SEIU
HEAVY EQUIPMENT SPECIALIST		19 M	6 FL								2881.79	3026.25	3178.09	3337.30	3503.81	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43	2 M		5099.07	6373.84	7648.61									EGLE
HUMAN RESOURCES ANALYST I		23	2 P		3306.54	3890.05	4473.56									MISC
HUMAN RESOURCES ANALYST II		27	2 P		3649.92	4294.02	4938.12									MISC
HUMAN RESOURCES MANAGER	E	42	2 M		4976.44	6220.55	7464.66									MISC
HUMAN RESOURCES TECHNICIAN		20	2 P		3070.98	3612.92	4154.86									MISC
INFORMATION TECHNOLOGY MANAGER	E	42	2 M		4975.28	6219.10	7462.92									EGLE
IT ANALYST I		27	2 P		3649.92	4294.02	4938.12									EGLE
IT ANALYST II	E	31	2 M		3792.47	4740.59	5688.71									EGLE
IT DESKTOP TECHNICIAN I		13	2 P		2582.14	3037.81	3493.48									EGLE
IT DESKTOP TECHNICIAN II		17	2 P		2851.10	3354.24	3857.38									EGLE
IT OPERATIONS MANAGER	E	39 A	2 M		4620.30	5775.37	6930.44									EGLE
JUNIOR ENGINEER (CIVIL)		26	3 P		3560.07	4188.32	4816.57									EGLE
LEAD POLICE RECORDS SPECIALIST		3 V	FL								3217.38	3376.52	3545.41	3720.84	3907.58	NPOA
LEAD PUBLIC SAFETY DISPATCHER		18 A II	P		4011.14	4718.99	5426.84									SEIU
LEGAL SECRETARY		18 A	2 P		2923.16	3439.01	3954.86									MISC
LIBRARIAN I		15	4 P		2713.26	3192.07	3670.88									EGLE
LIBRARIAN II		19	4 P		2995.81	3524.48	4053.15									EGLE
LIBRARIAN III		23	4 P		3294.63	3876.03	4457.43									EGLE
LIBRARY ASSISTANT I		6	4 FL								2103.00	2207.64	2318.15	2434.57	2556.89	EGLE
LIBRARY ASSISTANT II		10	4 FL								2321.10	2437.53	2559.85	2686.58	2822.18	EGLE
LIBRARY ASSISTANT III		14 A	4 FL								2562.79	2691.01	2825.11	2968.08	3113.99	EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4 P		3225.61	3794.83	4364.05									EGLE
LIBRARY SERVICES DIRECTOR	E	0	DH					6157.65	8986.55	9885.21						ESMS
LIBRARY SERVICES MANAGER	E	35	4 M		4185.10	5231.37	6277.64									EGLE
LIBRARY TECHNICIAN		1	4 FL								1858.36	1951.19	2049.96	2151.63	2259.21	EGLE
MANAGEMENT FELLOW		18	2 P		2922.47	3438.20	3953.93									EGLE
OFFICE ASSISTANT I		2 C	5 FL								1904.50	2001.75	2100.55	2205.21	2317.22	SEIU
OFFICE ASSISTANT I - CONF		2	5 FL								1904.50	2001.75	2100.55	2205.21	2317.22	MISC
OFFICE ASSISTANT II		6 C	5 FL								2102.02	2209.62	2318.69	2435.13	2556.03	SEIU
OFFICE ASSISTANT II-CONF		6 A	5 FL								2102.02	2209.62	2318.69	2435.13	2556.03	MISC
OFFICE ASSISTANT III		10 C	5 FL								2321.65	2438.09	2560.45	2687.21	2822.84	SEIU
OFFICE ASSISTANT III - CONF		10	5 FL								2321.65	2438.09	2560.45	2687.21	2822.84	MISC
OFFICE OF EMER SVCS COORD.		40 A VIII	P		5046.88	5937.51	6828.14									EGLE
PARKS & OPEN SPACE MANAGER	E	38	2 M		4507.24	5634.05	6760.86									EGLE
PARKS & OPEN SPACE WORKER I		3 M	6 FL								1947.69	2045.88	2145.58	2251.22	2364.27	SEIU
PARKS & OPEN SPACE WORKER II		7 M	6 FL								2147.06	2255.69	2365.79	2483.33	2605.37	SEIU
PARKS MAINTENANCE WORKER I		10 M	6 FL								2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
PARKS MAINTENANCE WORKER II		14 M	6 FL								2547.17	2675.44	2808.09	2949.60	3097.00	SEIU
PARKS MAINTENANCE WORKER III		18 M	6 FL								2812.48	2952.56	3099.97	3254.72	3418.37	SEIU

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					Sal	Control Point		Min	Std.	Max**						
					Plan	Min	Cntl. Pt.	Max*	Min	Max**						
PARKS SUPERVISOR		19 B	III	P		3949.64	4646.64	5343.64								EGLE
PAYROLL ACCOUNTANT I		25		2 P		3474.43	4087.56	4700.69								MISC
PAYROLL ACCOUNTANT II		29		2 P		3835.31	4512.13	5188.95								MISC
PAYROLL TECHNICIAN		18		2 P		2923.16	3439.01	3954.86								MISC
PERFORMING ARTS ASSISTANT		11 A		4 FL						2380.06	2497.98	2623.21	2754.37	2892.94		EGLE
PERFORMING ARTS COORDINATOR		20		4 P		3070.28	3612.09	4153.90								EGLE
PERFORMING ARTS MANAGER	E	38		2 M		4507.24	5634.05	6760.86								EGLE
PERFORMING ARTS SUPERVISOR	E	26		4 M		3350.66	4188.32	5025.98								EGLE
PERMIT TECHNICIAN		17 C		3 FL						2756.51	2895.06	3039.52	3191.36	3350.54		SEIU
PLAN CHECK ENGINEER	E	34		2 M		4082.81	5103.51	6124.21								EGLE
PLAN CHECK EXAMINER		30		3 P		3929.60	4623.06	5316.52								EGLE
PLANNING MANAGER/ZONING ADMIN	E	43		2 M		5099.07	6373.84	7648.61								EGLE
POLICE ASSISTANT III-UNIFORMED		10 A		5 FL						2368.77	2486.29	2609.81	2737.77	2874.70		NPOA
POLICE ASSISTANT II-UNIFORMED		6 A		5 FL						2147.06	2255.69	2365.79	2483.33	2605.37		NPOA
POLICE ASSISTANT I-UNIFORMED		2 C		5 FL						1947.69	2045.88	2145.58	2251.22	2364.27		NPOA
POLICE CAPTAIN	E	2	VII	M		7136.81	8921.01	10705.21								PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M		7136.81	8921.01	9741.74								PMGR
POLICE CHIEF	E	1		DH					7156.18	10442.88	11487.17					DHPO
POLICE LIEUTENANT	E	1	VII	M		6206.21	7757.76	9309.31								PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M		6206.21	7757.76	8657.66								PMGR
POLICE MEDIA/COMM REL COORD		31		2 P		4029.50	4740.59	5451.68								EGLE
POLICE OFFICER		1	VII	FL						4308.62	4522.23	4750.04	4984.92	5232.16		POA
POLICE OFFICER TRAINEE		5	V	FL						4006.19						NPOA
POLICE RECORDS SPECIALIST		1	V	FL						2876.31	3017.58	3168.63	3324.56	3490.23		NPOA
POLICE RECORDS SUPERVISOR		26		2 P		3615.88	4253.98	4892.08								NPOA
POLICE SERGEANT		3	VII	FL						5230.37	5489.95	5763.65	6051.49	6351.67		POA
POSTCLOSURE ENV SYSTEMS SPEC		26 M		6 FL						3425.72	3598.18	3778.04	3966.68	4164.24		SEIU
POSTCLOSURE ENV SYSTEMS TECH		18 M		6 FL						2812.48	2952.56	3099.97	3254.72	3418.37		SEIU
POSTCLOSURE SUPERVISOR		19 B	III	P		3949.64	4646.64	5343.64								EGLE
PRINCIPAL CIVIL ENGINEER	E	42		3 M		4975.28	6219.10	7462.92								EGLE
PRINCIPAL FINANCIAL ANALYST	E	35		2 M		4186.08	5232.60	6279.12								MISC
PRINCIPAL IT ANALYST	E	37		2 M		4396.41	5495.51	6594.61								EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34		2 M		4083.76	5104.70	6125.64								MISC
PRINCIPAL PLANNER	E	35		2 M		4185.10	5231.37	6277.64								EGLE
PROGRAM ASSISTANT		16 C		5 FL						2691.63	2827.25	2968.76	3117.65	3272.43		SEIU
PROJECT MANAGER	E	34		2 M		4082.81	5103.51	6124.21								EGLE
PROPERTY & EVIDENCE SPECIALIST		2 A	V	P		3178.79	3739.75	4300.71								NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25		2 P		3473.63	4086.62	4699.61								EGLE
PUBLIC SAFETY DISPATCHER I		12 A	II	FL						3121.69	3276.99	3441.81	3612.92	3793.58		SEIU
PUBLIC SAFETY DISPATCHER II		15 A	II	FL						3481.41	3655.71	3837.93	4029.68	4230.94		SEIU
PUBLIC SAFETY DISPATCHER III		16 A	III	FL						3828.89	4020.32	4221.34	4432.40	4654.02		SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PUBLIC SAFETY SUPPORT SRVS MGR	E	41	2 M		4853.92	6067.40	7280.88								EGLE	
PUBLIC SERVICES TRAINEE		10 M	6 FL								2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
PUBLIC WORKS DIRECTOR	E	0	DH					6157.65	8986.55	9885.21						ESMS
PUBLIC WORKS INSPECTOR I		25	3 FL								3362.35	3530.40	3707.26	3893.00	4087.56	SEIU
PUBLIC WORKS INSPECTOR II		29	3 FL								3711.70	3897.46	4091.98	4296.90	4510.63	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2 M		4853.92	6067.40	7280.88									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3 M		4290.29	5362.86	6435.43									EGLE
RECREATION COORDINATOR		16	4 P		2780.91	3271.66	3762.41									EGLE
RECREATION LEADER II		2 A	IV FL								1543.00	1619.63	1700.65	1786.17	1874.57	EGLE
RECREATION MANAGER	E	38	2 M		4507.24	5634.05	6760.86									EGLE
RECREATION SPECIALIST		7 B	IV FL								1968.89	2067.63	2170.80	2278.39	2393.33	EGLE
RECREATION SUPERVISOR	E	30	4 M		3698.45	4623.06	5547.67									EGLE
RISK MANAGER	E	39	2 M		4619.23	5774.04	6928.85									EGLE
SAFETY & TRAINING ADMINISTRATR		19 B	III P		3949.64	4646.64	5343.64									EGLE
SECRETARY		15 C	5 FL								2626.78	2759.44	2896.54	3041.01	3192.82	SEIU
SENIOR ACCOUNTANT	E	31	2 M		3792.47	4740.59	5688.71									EGLE
SENIOR ASSISTANT CITY ATTORNEY	E	50	2 M		6061.58	7576.98	9092.38									MISC
SENIOR BUILDING INSPECTOR		33 C	3 P		4228.73	4974.98	5721.23									SEIU
SENIOR CIVIL ENGINEER	E	38	3 M		4507.24	5634.05	6760.86									EGLE
SENIOR CODE ENF OFFICER		29	3 P		3834.04	4510.63	5187.22									SEIU
SENIOR DEPUTY CITY ATTORNEY	E	40	2 M		4735.86	5919.82	7103.78									MISC
SENIOR FINANCIAL ANALYST-CONF	E	31	2 M		3792.47	4740.59	5688.71									MISC
SENIOR IT ANALYST	E	35	2 M		4185.10	5231.37	6277.64									EGLE
SENIOR IT DESKTOP TECHNICIAN		21	2 P		3147.42	3702.85	4258.28									EGLE
SENIOR MANAGEMENT ANALYST	E	31	2 M		3792.47	4740.59	5688.71									EGLE
SENIOR MANAGEMENT ANALYST-CONF	E	31	2 M		3792.47	4740.59	5688.71									MISC
SENIOR PAYROLL ACCOUNTANT	E	33	2 M		3984.70	4980.87	5977.04									MISC
SENIOR PLANNER	E	32	2 M		3885.90	4857.38	5828.86									EGLE
SENIOR PROJECT MANAGER	E	38	2 M		4507.24	5634.05	6760.86									EGLE
SENIOR PUBLIC WORKS INSPECTOR		33 C	3 P		4228.73	4974.98	5721.23									SEIU
SENIOR RECREATION COORDINATOR		20	4 P		3070.28	3612.09	4153.90									EGLE
SENIOR STAGEHAND		3	4 FL								1952.69	2049.96	2153.11	2260.70	2374.16	EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2 M		4396.41	5495.51	6594.61									EGLE
SENIOR TICKET SERVICES REP		1	4 FL								1858.36	1951.19	2049.96	2151.63	2259.21	EGLE
SENIOR UTILITIES SYS TECH.		22 M	6 FL								3104.37	3259.17	3422.76	3593.77	3773.61	SEIU
SENIOR WATER SYSTEM OPERATOR		25 M	6 FL								3342.13	3509.85	3685.10	3869.45	4062.86	SEIU
SHORELINE MANAGER	E	38	2 M		4507.24	5634.05	6760.86									EGLE
SOLID WASTE PROGRAM MANAGER	E	25 A	II M		4461.26	5576.57	6691.88									EGLE
SR HUMAN RESOURCES ANALYST	E	31	2 M		3792.47	4740.59	5688.71									MISC
SR POSTCLOSURE ENV SYS TECH		22 M	6 FL								3104.37	3259.17	3422.76	3593.77	3773.61	SEIU
STREET & LANDFILL CLOSURE MNGR	E	26 B	III M		4793.72	5992.15	7190.58									EGLE

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
STREET LIGHTING TECHNICIAN		18 M	6 FL							2812.48	2952.56	3099.97	3254.72	3418.37	SEIU	
STREET MAINTENANCE WORKER I		10 M	6 FL							2308.38	2423.36	2544.25	2672.48	2805.13	SEIU	
STREET MAINTENANCE WORKER II		14 M	6 FL							2547.17	2675.44	2808.09	2949.60	3097.00	SEIU	
STREET MAINTENANCE WORKER III		18 M	6 FL							2812.48	2952.56	3099.97	3254.72	3418.37	SEIU	
STREET SUPERVISOR		19 B	III P		3949.64	4646.64	5343.64								EGLE	
STREETS TECHNICIAN		10 M	6 FL							2308.38	2423.36	2544.25	2672.48	2805.13	SEIU	
STREETSWEEPER OPERATOR		16 M	6 FL							2676.89	2811.06	2951.07	3098.47	3253.24	SEIU	
SUPERVISING BUYER		28	2 P		3740.45	4400.53	5060.61								EGLE	
SUPERVISING PRKS & OPN SP WRKR		11 M	4 FL							2365.86	2483.79	2607.63	2738.79	2875.90	SEIU	
SYSTEMS COORDINATOR/TECHNICIAN		12 A	II P		2955.04	3476.52	3998.00								EGLE	
SYSTEMS SPECIALIST		28	2 P		3740.45	4400.53	5060.61								EGLE	
TRAFFIC ENGINEER	E	43	3 M		5099.07	6373.84	7648.61								EGLE	
TRAINING OFFICER I		1	VIII FL							4013.57	4215.34	4425.62	4646.06	4878.35	MVFF	
TRANSPORTATION MANAGER	E	41	2 M		4853.92	6067.40	7280.88								EGLE	
TRANSPORTATION PLANNER	E	38	3 M		4507.24	5634.05	6760.86								EGLE	
TREE SUPERVISOR/ ARBORIST		20 B	III P		4094.96	4817.60	5540.24								EGLE	
TREE TRIMMER I		12 M	6 FL							2424.84	2545.73	2673.97	2806.62	2948.14	SEIU	
TREE TRIMMER II		16 M	6 FL							2676.89	2811.06	2951.07	3098.47	3253.24	SEIU	
TREE TRIMMER III		20 M	6 FL							2954.02	3101.42	3257.69	3419.82	3590.83	SEIU	
UTILITIES ELECTRICIAN		26 M	6 FL							3425.72	3598.18	3778.04	3966.68	4164.24	SEIU	
UTILITIES INSPECTOR LOCATOR		19 M	6 FL							2881.79	3026.25	3178.09	3337.30	3503.81	SEIU	
UTILITIES SERVICES MANAGER	E	42	3 M		4975.28	6219.10	7462.92								EGLE	
UTILITIES SYSTEMS SPECIALIST		26 M	6 FL							3425.72	3598.18	3778.04	3966.68	4164.24	SEIU	
UTILITIES SYSTEMS SUPERVISOR		19 B	III P		3949.64	4646.64	5343.64								EGLE	
UTILITIES SYSTEMS TECHNICIAN		18 M	6 FL							2812.48	2952.56	3099.97	3254.72	3418.37	SEIU	
VOLUNTEER COORDINATOR		20	4 P		3070.28	3612.09	4153.90								EGLE	
WAREHOUSE WORKER		10 M	6 FL							2308.38	2423.36	2544.25	2672.48	2805.13	SEIU	
WASTEWATER SUPERVISOR		19 B	III P		3949.64	4646.64	5343.64								EGLE	
WASTEWATER UTILITY WORKER I		12 M	6 FL							2424.84	2545.73	2673.97	2806.62	2948.14	SEIU	
WASTEWATER UTILITY WORKER II		16 M	6 FL							2676.89	2811.06	2951.07	3098.47	3253.24	SEIU	
WASTEWATER UTILITY WORKER III		20 M	6 FL							2954.02	3101.42	3257.69	3419.82	3590.83	SEIU	
WATER ENVIRONMENT SPECIALIST		14	III P		3520.80	4142.12	4763.44								SEIU	
WATER OPERATIONS SPECIALIST		26 M	6 FL							3425.72	3598.18	3778.04	3966.68	4164.24	SEIU	
WATER QUALITY SUPERVISOR		19 B	III P		3949.64	4646.64	5343.64								EGLE	
WATER QUALITY TECHNICIAN		25 M	6 FL							3342.13	3509.85	3685.10	3869.45	4062.86	SEIU	
WATER RESOURCE MANAGER	E	34	2 M		4082.81	5103.51	6124.21								EGLE	
WATER RESOURCES TECHNICIAN		19 M	6 FL							2881.79	3026.25	3178.09	3337.30	3503.81	SEIU	
WATER SUPERINTENDANT	E	22 A	III M		4145.29	5181.61	6217.93								EGLE	
WATER SYSTEM OPERATOR		21 M	6 FL							3027.86	3178.96	3339.13	3505.33	3680.59	SEIU	
WATER UTILITY WORKER I		12 M	6 FL							2424.84	2545.73	2673.97	2806.62	2948.14	SEIU	
WATER UTILITY WORKER II		16 M	6 FL							2676.89	2811.06	2951.07	3098.47	3253.24	SEIU	

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
WATER UTILITY WORKER III		20 M	6 FL							2954.02	3101.42	3257.69	3419.82	3590.83	SEIU	
WILDLIFE PRESERVATION COORD		16	4 P		2780.91	3271.66	3762.41								EGL	

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Salary Plan Effective Date	6/30/2019	6/18/2019 and 6/25/2019	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	8/3/2019	7/23/2019	One week overhire for City Attorney approved for 7/28/2019 through 8/2/2019 \$10,577.99 was bi-weekly salary for current City Attorney and \$9,423.08 was bi-weekly salary for newly appointed City Attorney

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I		7 C	5 FL								2156.56	2262.68	2377.68	2495.59	2620.90	SEIU
ACCOUNT CLERK I - CONF		7	5 FL								2156.56	2262.68	2377.68	2495.59	2620.90	MISC
ACCOUNT CLERK II		11 C	5 FL								2377.68	2497.07	2623.82	2755.01	2892.12	SEIU
ACCOUNT CLERK II-CONF.		11	5 FL								2377.68	2497.07	2623.82	2755.01	2892.12	MISC
ACCOUNTANT I		23 A	2 P	3306.54	3890.05	4473.56										EGLE
ACCOUNTANT II		27	2 P	3649.92	4294.02	4938.12										EGLE
ACCOUNTING MANAGER	E	39	2 M	4620.30	5775.37	6930.44										MISC
ACCOUNTING TECHNICIAN		15 C	2 FL							2626.78	2759.44	2896.54	3041.01	3192.82	SEIU	
ADMINISTRATIVE AIDE		19	2 P	2995.81	3524.48	4053.15										EGLE
ADMINISTRATIVE ANALYST I-CONF		23	2 P	3306.54	3890.05	4473.56										MISC
ADMINISTRATIVE ANALYST II-CONF		27	2 P	3649.92	4294.02	4938.12										MISC
ADVANCED PLANNING MANAGER	E	40	2 M	4734.76	5918.45	7102.14										EGLE
ANALYST I		23 A	2 P	3306.54	3890.05	4473.56										EGLE
ANALYST II		27	2 P	3649.92	4294.02	4938.12										EGLE
ASSISTANT BUILDING INSPECTOR		23	3 FL							3200.20	3360.86	3528.90	3705.81	3890.05	SEIU	
ASSISTANT BUYER		20	2 FL							2971.00	3119.86	3276.08	3439.66	3612.09	EGLE	
ASSISTANT CDD/PLANNING MGR	E	46	2 M	5491.66	6864.58	8237.50										EGLE
ASSISTANT CITY ATTORNEY	E	46	2 M	5492.94	6866.18	8239.42										MISC
ASSISTANT CITY MANAGER	E	1	DH					6465.54	9435.88	10379.47						ESMS
ASSISTANT COMM OPS SUPER		33	2 P	4273.60	5027.76	5781.92										NPOA
ASSISTANT COMM. SVCS. DIRECTOR	E	46	3 M	5491.66	6864.58	8237.50										EGLE
ASSISTANT ENGINEER (CIVIL)		30	3 P	3929.60	4623.06	5316.52										EGLE
ASSISTANT PLANNER		24	2 P	3388.45	3986.41	4584.37										EGLE
ASSISTANT PROJECT MANAGER	E	30	2 M	3698.45	4623.06	5547.67										EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49	3 M	5913.74	7392.18	8870.62										EGLE
ASSISTANT TO THE CITY MANAGER	E	26 A II	M	4627.38	5784.22	6941.06										MISC
ASSOCIATE ENGINEER (CIVIL)		34	3 P	4337.98	5103.51	5869.04										EGLE
ASSOCIATE PLANNER		28	2 P	3740.45	4400.53	5060.61										EGLE
ASST FINANCE & ADM SVCS DIR	E	47	2 M	5629.74	7037.18	8444.62										MISC
BATALLION CHIEF	E	4	VIII M	6415.44	8019.30	9623.16										FMGR
BATTALION CHIEF-TIER 2	E	4	VIII M	6415.44	8019.30	8949.54										FMGR
BUILDING INSPECTOR I		25	3 FL							3362.35	3530.40	3707.26	3893.00	4087.56	SEIU	
BUILDING INSPECTOR II		29	3 FL							3711.70	3897.46	4091.98	4296.90	4510.63	SEIU	
BUSINESS DEVELPMNT SPECIALIST	E	33	2 M	3983.77	4979.71	5975.65										EGLE
BUYER		24	2 FL							3279.65	3443.63	3615.80	3796.59	3986.41	EGLE	
CHIEF BLDG OFFICIAL	E	43	3 M	5099.07	6373.84	7648.61										EGLE
CIO/INFORMATION TECHNOLOGY DIR		0	DH					6157.65	8986.55	9885.21						ESMS
CITY ATTORNEY	E	0	DH		10577.99											CA
CITY CLERK	E	0	DH		5400.00											CC
CITY MANAGER	E	0	DH		11578.72											CM

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
CODE ENFORCEMENT OFFICER I		23	3	FL							3200.20	3360.86	3528.90	3705.81	3890.05	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							3533.35	3708.74	3894.50	4089.04	4293.95	SEIU
COMMUNICATION COORDINATOR		31	2	P	4029.50	4740.59	5451.68									EGLE
COMMUNICATIONS OPERATIONS SPRV		35	2	P	4489.95	5282.29	6074.63									NPOA
COMMUNITY OUTREACH COORD		16	4	P	2780.91	3271.66	3762.41									EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				6157.65	8986.55	9885.21						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							2934.74	3082.56	3235.19	3394.38	3561.68	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2321.10	2437.53	2559.85	2686.58	2822.18	EGLE
CRIME ANALYST		27	2	P	3649.92	4294.02	4938.12									EGLE
CROSS CONNECTION CONTROL SPEC		18	M	6	FL						2812.48	2952.56	3099.97	3254.72	3418.37	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						2050.42	2152.13	2259.74	2373.24	2491.17	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	46	3	M	5491.66	6864.58	8237.50									EGLE
DEPUTY CITY ATTORNEY	E	36	2	M	4291.28	5364.10	6436.92									MISC
DEPUTY CITY CLERK		22	2	P	3225.61	3794.83	4364.05									EGLE
DEPUTY CITY MANAGER	E	42	2	M	4976.44	6220.55	7464.66									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	6736.22	8420.27	10104.32									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							5294.70	5560.03	5837.85	6129.93	6436.26	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						5375.47	5640.80	5918.62	6210.70	6517.03	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						5444.70	5710.03	5987.85	6279.93	6586.26	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						5479.32	5744.65	6022.47	6314.55	6620.88	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						5497.78	5763.11	6040.93	6333.01	6639.34	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						5571.62	5836.95	6114.77	6406.85	6713.18	MVFF
DEPUTY POLICE CHIEF	E	2	VII	M	7136.81	8921.01	10705.21									PMGR
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	4185.10	5231.37	6277.64									EGLE
DEV SRVCS COORD		33	C	3	P	4228.73	4974.98	5721.23								SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2321.10	2437.53	2559.85	2686.58	2822.18	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2561.30	2689.56	2825.11	2965.12	3113.99	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2828.05	2969.55	3118.42	3274.60	3438.20	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3226.38	3795.74	4365.10									MISC
ECONOMIC DEVELOPMENT MANAGER	E	43	2	M	5099.07	6373.84	7648.61									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2688.69	2822.84	2964.32	3113.21	3267.99	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						2968.76	3117.65	3273.89	3437.50	3608.51	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3281.27	3444.89	3617.36	3798.67	3987.35	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3520.80	4142.12	4763.44									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	4228.73	4974.98	5721.23								SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31	2	M	3792.47	4740.59	5688.71									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	3949.64	4646.64	5343.64								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						3260.63	3424.25	3595.24	3775.10	3963.76	SEIU

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				Control Point			Min	Std.	Max**						
				Min	Cntl. Pt.	Max*									
EQUIPMENT SERVICE WORKER	10 M	6 FL								2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
EXECUTIVE ASSISTANT	18 C	2 P	2923.16	3439.01	3954.86										SEIU
EXECUTIVE ASSISTANT - EAGLE	18 A	2 P	2922.47	3438.20	3953.93										EGLE
EXECUTIVE ASST. TO THE CA	22	2 P	3226.38	3795.74	4365.10										MISC
EXECUTIVE ASST. TO THE CM	22	2 P	3226.38	3795.74	4365.10										MISC
FACILITIES CONTRACT COORDINATR	26	2 P	3560.07	4188.32	4816.57										EGLE
FACILITIES MAINT. SUPERVISOR	19 B III	P	3949.64	4646.64	5343.64										EGLE
FACILITIES MAINTENANCE I	12 M	6 FL								2424.84	2545.73	2673.97	2806.62	2948.14	SEIU
FACILITIES MAINTENANCE II	16 M	6 FL								2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
FACILITIES MAINTENANCE III	20 M	6 FL								2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
FACILITIES PROJECT MANAGER	E 34	2 M	4082.81	5103.51	6124.21										EGLE
FINANCE AND ADMIN SVCS DIR	E 0	DH				6157.65	8986.55	9885.21							ESMS
FINANCIAL ANALYST I - CONF	23	2 P	3306.54	3890.05	4473.56										MISC
FINANCIAL ANALYST II - CONF	27	2 P	3649.92	4294.02	4938.12										MISC
FIRE CAPTAIN	12	VIII FL								5285.76	5551.14	5827.17	6119.25	6425.56	MVFF
FIRE CAPTAIN/HAZ MAT	15	VIII FL								5550.03	5828.69	6118.49	6425.18	6746.80	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1	15 A	VIII FL								5630.80	5909.46	6199.26	6505.95	6827.57	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2	15 B	VIII FL								5700.03	5978.69	6268.49	6575.18	6896.80	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3	15 C	VIII FL								5734.65	6013.31	6303.11	6609.80	6931.42	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4	15 D	VIII FL								5753.11	6031.77	6321.57	6628.26	6949.88	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5	15 E	VIII FL								5826.95	6105.61	6395.41	6702.10	7023.72	MVFF
FIRE CAPTAIN-LEVEL 1	12 A	VIII FL								5366.53	5631.91	5907.94	6200.02	6506.33	MVFF
FIRE CAPTAIN-LEVEL 2	12 B	VIII FL								5435.76	5701.14	5977.17	6269.25	6575.56	MVFF
FIRE CAPTAIN-LEVEL 3	12 C	VIII FL								5470.38	5735.76	6011.79	6303.87	6610.18	MVFF
FIRE CAPTAIN-LEVEL 4	12 D	VIII FL								5488.84	5754.22	6030.25	6322.33	6628.64	MVFF
FIRE CAPTAIN-LEVEL 5	12 E	VIII FL								5562.68	5828.06	6104.09	6396.17	6702.48	MVFF
FIRE CHIEF	E 1	DH				6986.60	10195.41	11214.95							DHFI
FIRE ENGINEER	6	VIII FL								4530.73	4756.27	4995.31	5244.59	5507.45	MVFF
FIRE ENGINEER/HAZ MAT	9	VIII FL								4757.27	4994.03	5245.07	5506.80	5782.80	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1	9 A	VIII FL								4838.04	5074.80	5325.84	5587.57	5863.57	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2	9 B	VIII FL								4907.27	5144.03	5395.07	5656.80	5932.80	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3	9 C	VIII FL								4941.89	5178.65	5429.69	5691.42	5967.42	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4	9 D	VIII FL								4960.35	5197.11	5448.15	5709.88	5985.88	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5	9 E	VIII FL								5034.19	5270.95	5521.99	5783.72	6059.72	MVFF
FIRE ENGINEER/PARAMEDIC	11	VIII FL								5029.25	5281.90	5544.72	5822.82	6114.48	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1	11 A	VIII FL								5110.02	5362.67	5625.49	5903.59	6195.25	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2	11 B	VIII FL								5179.25	5431.90	5694.72	5972.82	6264.48	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3	11 C	VIII FL								5213.87	5466.52	5729.34	6007.44	6299.10	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 4	11 D	VIII FL								5232.33	5484.98	5747.80	6025.90	6317.56	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 5	11 E	VIII FL								5306.17	5558.82	5821.64	6099.74	6391.40	MVFF

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				Control Point										
				Min	Cntl. Pt.	Max*								
FIRE ENGINEER/PMEDIC/HM	8	VIII	FL						5281.92	5546.02	5823.32	6114.48	6420.21	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1	8 A	VIII	FL						5362.69	5626.79	5904.09	6195.25	6500.98	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2	8 B	VIII	FL						5431.92	5696.02	5973.32	6264.48	6570.21	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3	8 C	VIII	FL						5466.54	5730.64	6007.94	6299.10	6604.83	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4	8 D	VIII	FL						5485.00	5749.10	6026.40	6317.56	6623.29	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5	8 E	VIII	FL						5558.84	5822.94	6100.24	6391.40	6697.13	MVFF
FIRE ENGINEER-LEVEL 1	6 A	VIII	FL						4611.50	4837.04	5076.08	5325.36	5588.22	MVFF
FIRE ENGINEER-LEVEL 2	6 B	VIII	FL						4680.73	4906.27	5145.31	5394.59	5657.45	MVFF
FIRE ENGINEER-LEVEL 3	6 C	VIII	FL						4715.35	4940.89	5179.93	5429.21	5692.07	MVFF
FIRE ENGINEER-LEVEL 4	6 D	VIII	FL						4733.81	4959.35	5198.39	5447.67	5710.53	MVFF
FIRE ENGINEER-LEVEL 5	6 E	VIII	FL						4807.65	5033.19	5272.23	5521.51	5784.37	MVFF
FIRE MARSHAL NON-SAFETY	E 51	VIII	M	6213.14	7766.42	9319.70								EGLE
FIRE PREVENTION OFFICER I	1	VIII	FL						4013.57	4215.34	4425.62	4646.06	4878.35	MVFF
FIRE PREVENTION OFFICER II	3	VIII	FL						4211.98	4422.21	4644.36	4874.95	5119.10	MVFF
FIRE PREVENTION OFFICER III	10	VIII	FL						4896.98	5141.18	5398.93	5668.50	5951.69	MVFF
FIRE PROTECTION ENGINEER	E 41	3 M		4853.92	6067.40	7280.88								EGLE
FIREFIGHTER	2	VIII	FL						4128.86	4335.73	4552.77	4780.00	5019.09	MVFF
FIREFIGHTER LEVEL 1	2 A	VIII	FL						4209.63	4416.50	4633.54	4860.77	5099.86	MVFF
FIREFIGHTER LEVEL 2	2 B	VIII	FL						4278.86	4485.73	4702.77	4930.00	5169.09	MVFF
FIREFIGHTER LEVEL 3	2 C	VIII	FL						4313.48	4520.35	4737.39	4964.62	5203.71	MVFF
FIREFIGHTER LEVEL 4	2 D	VIII	FL						4331.94	4538.81	4755.85	4983.08	5222.17	MVFF
FIREFIGHTER LEVEL 5	2 E	VIII	FL						4405.78	4612.65	4829.69	5056.92	5296.01	MVFF
FIREFIGHTER/HAZ MAT	5	VIII	FL						4335.32	4552.50	4780.41	5018.96	5270.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 1	5 A	VIII	FL						4416.09	4633.27	4861.18	5099.73	5350.81	MVFF
FIREFIGHTER/HAZ MAT-LVL 2	5 B	VIII	FL						4485.32	4702.50	4930.41	5168.96	5420.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 3	5 C	VIII	FL						4519.94	4737.12	4965.03	5203.58	5454.66	MVFF
FIREFIGHTER/HAZ MAT-LVL 4	5 D	VIII	FL						4538.40	4755.58	4983.49	5222.04	5473.12	MVFF
FIREFIGHTER/HAZ MAT-LVL 5	5 E	VIII	FL						4612.24	4829.42	5057.33	5295.88	5546.96	MVFF
FIREFIGHTER/MEDIC/HAZMAT	4	VIII	FL						4810.66	5051.03	5303.83	5569.17	5846.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1	4 A	VIII	FL						4891.43	5131.80	5384.60	5649.94	5927.69	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2	4 B	VIII	FL						4960.66	5201.03	5453.83	5719.17	5996.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3	4 C	VIII	FL						4995.28	5235.65	5488.45	5753.79	6031.54	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4	4 D	VIII	FL						5013.74	5254.11	5506.91	5772.25	6050.00	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5	4 E	VIII	FL						5087.58	5327.95	5580.75	5846.09	6123.84	MVFF
FIREFIGHTER/PARAMEDIC	7	VIII	FL						4581.62	4810.52	5051.29	5303.97	5568.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1	7 A	VIII	FL						4662.39	4891.29	5132.06	5384.74	5649.26	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2	7 B	VIII	FL						4731.62	4960.52	5201.29	5453.97	5718.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3	7 C	VIII	FL						4766.24	4995.14	5235.91	5488.59	5753.11	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4	7 D	VIII	FL						4784.70	5013.60	5254.37	5507.05	5771.57	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5	7 E	VIII	FL						4858.54	5087.44	5328.21	5580.89	5845.41	MVFF

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						Control Point											
						Min	Cntl. Pt.	Max*									
FLEET AND FACILITIES MANAGER	E	25 B	III	M	4621.58	5776.97	6932.36										EGLE
FORESTRY & ROADWAY MANAGER	E	38		2 M	4507.24	5634.05	6760.86										EGLE
FORESTRY COORDINATOR		16		2 P	2780.91	3271.66	3762.41										EGLE
HAZARDOUS MAT SPEC NON SAFETY		40 A	VIII	P	5046.88	5937.51	6828.14										EGLE
HEAVY EQUIPMENT OPERATOR		17 M		6 FL							2743.25	2880.33	3024.77	3176.61	3334.35		SEIU
HEAVY EQUIPMENT SPECIALIST		19 M		6 FL							2881.79	3026.25	3178.09	3337.30	3503.81		SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43		2 M	5099.07	6373.84	7648.61										EGLE
HUMAN RESOURCES ANALYST I		23		2 P	3306.54	3890.05	4473.56										MISC
HUMAN RESOURCES ANALYST II		27		2 P	3649.92	4294.02	4938.12										MISC
HUMAN RESOURCES MANAGER	E	42		2 M	4976.44	6220.55	7464.66										MISC
HUMAN RESOURCES TECHNICIAN		20		2 P	3070.98	3612.92	4154.86										MISC
INFORMATION TECHNOLOGY MANAGER	E	42		2 M	4975.28	6219.10	7462.92										EGLE
IT ANALYST I		27		2 P	3649.92	4294.02	4938.12										EGLE
IT ANALYST II	E	31		2 M	3792.47	4740.59	5688.71										EGLE
IT DESKTOP TECHNICIAN I		13		2 P	2582.14	3037.81	3493.48										EGLE
IT DESKTOP TECHNICIAN II		17		2 P	2851.10	3354.24	3857.38										EGLE
IT OPERATIONS MANAGER	E	39 A		2 M	4620.30	5775.37	6930.44										EGLE
JUNIOR ENGINEER (CIVIL)		26		3 P	3560.07	4188.32	4816.57										EGLE
LEAD POLICE RECORDS SPECIALIST		3	V	FL							3217.38	3376.52	3545.41	3720.84	3907.58		NPOA
LEAD PUBLIC SAFETY DISPATCHER		18 A	II	P	4011.14	4718.99	5426.84										SEIU
LEGAL SECRETARY		18 A		2 P	2923.16	3439.01	3954.86										MISC
LIBRARIAN I		15		4 P	2713.26	3192.07	3670.88										EGLE
LIBRARIAN II		19		4 P	2995.81	3524.48	4053.15										EGLE
LIBRARIAN III		23		4 P	3294.63	3876.03	4457.43										EGLE
LIBRARY ASSISTANT I		6		4 FL							2103.00	2207.64	2318.15	2434.57	2556.89		EGLE
LIBRARY ASSISTANT II		10		4 FL							2321.10	2437.53	2559.85	2686.58	2822.18		EGLE
LIBRARY ASSISTANT III		14 A		4 FL							2562.79	2691.01	2825.11	2968.08	3113.99		EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22		4 P	3225.61	3794.83	4364.05										EGLE
LIBRARY SERVICES DIRECTOR	E	0		DH				6157.65	8986.55	9885.21							ESMS
LIBRARY SERVICES MANAGER	E	35		4 M	4185.10	5231.37	6277.64										EGLE
LIBRARY TECHNICIAN		1		4 FL							1858.36	1951.19	2049.96	2151.63	2259.21		EGLE
MANAGEMENT FELLOW		18		2 P	2922.47	3438.20	3953.93										EGLE
OFFICE ASSISTANT I		2 C		5 FL							1904.50	2001.75	2100.55	2205.21	2317.22		SEIU
OFFICE ASSISTANT I - CONF		2		5 FL							1904.50	2001.75	2100.55	2205.21	2317.22		MISC
OFFICE ASSISTANT II		6 C		5 FL							2102.02	2209.62	2318.69	2435.13	2556.03		SEIU
OFFICE ASSISTANT II-CONF		6 A		5 FL							2102.02	2209.62	2318.69	2435.13	2556.03		MISC
OFFICE ASSISTANT III		10 C		5 FL							2321.65	2438.09	2560.45	2687.21	2822.84		SEIU
OFFICE ASSISTANT III - CONF		10		5 FL							2321.65	2438.09	2560.45	2687.21	2822.84		MISC
OFFICE OF EMER SVCS COORD.		40 A	VIII	P	5046.88	5937.51	6828.14										EGLE
PARKS & OPEN SPACE MANAGER	E	38		2 M	4507.24	5634.05	6760.86										EGLE

City of Mountain View
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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PARKS & OPEN SPACE WORKER I		3 M	6 FL							1947.69	2045.88	2145.58	2251.22	2364.27	SEIU	
PARKS & OPEN SPACE WORKER II		7 M	6 FL							2147.06	2255.69	2365.79	2483.33	2605.37	SEIU	
PARKS MAINTENANCE WORKER I		10 M	6 FL							2308.38	2423.36	2544.25	2672.48	2805.13	SEIU	
PARKS MAINTENANCE WORKER II		14 M	6 FL							2547.17	2675.44	2808.09	2949.60	3097.00	SEIU	
PARKS MAINTENANCE WORKER III		18 M	6 FL							2812.48	2952.56	3099.97	3254.72	3418.37	SEIU	
PARKS SUPERVISOR		19 B III	P	3949.64	4646.64	5343.64									EGLE	
PAYROLL ACCOUNTANT I		25	2 P	3474.43	4087.56	4700.69									MISC	
PAYROLL ACCOUNTANT II		29	2 P	3835.31	4512.13	5188.95									MISC	
PAYROLL TECHNICIAN		18	2 P	2923.16	3439.01	3954.86									MISC	
PERFORMING ARTS ASSISTANT		11 A	4 FL							2380.06	2497.98	2623.21	2754.37	2892.94	EGLE	
PERFORMING ARTS COORDINATOR		20	4 P	3070.28	3612.09	4153.90									EGLE	
PERFORMING ARTS MANAGER	E	38	2 M	4507.24	5634.05	6760.86									EGLE	
PERFORMING ARTS SUPERVISOR	E	26	4 M	3350.66	4188.32	5025.98									EGLE	
PERMIT TECHNICIAN		17 C	3 FL							2756.51	2895.06	3039.52	3191.36	3350.54	SEIU	
PLAN CHECK ENGINEER	E	34	2 M	4082.81	5103.51	6124.21									EGLE	
PLAN CHECK EXAMINER		30	3 P	3929.60	4623.06	5316.52									EGLE	
PLANNING MANAGER/ZONING ADMIN	E	43	2 M	5099.07	6373.84	7648.61									EGLE	
POLICE ASSISTANT III-UNIFORMED		10 A	5 FL							2368.77	2486.29	2609.81	2737.77	2874.70	NPOA	
POLICE ASSISTANT II-UNIFORMED		6 A	5 FL							2147.06	2255.69	2365.79	2483.33	2605.37	NPOA	
POLICE ASSISTANT I-UNIFORMED		2 C	5 FL							1947.69	2045.88	2145.58	2251.22	2364.27	NPOA	
POLICE CAPTAIN	E	2 VII	M	7136.81	8921.01	10705.21									PMGR	
POLICE CAPTAIN-TIER 2	E	2 VII	M	7136.81	8921.01	9741.74									PMGR	
POLICE CHIEF	E	1	DH						7156.18	10442.88	11487.17				DHPO	
POLICE LIEUTENANT	E	1 VII	M	6206.21	7757.76	9309.31									PMGR	
POLICE LIEUTENANT-TIER 2	E	1 VII	M	6206.21	7757.76	8657.66									PMGR	
POLICE MEDIA/COMM REL COORD		31	2 P	4029.50	4740.59	5451.68									EGLE	
POLICE OFFICER		1 VII	FL							4308.62	4522.23	4750.04	4984.92	5232.16	POA	
POLICE OFFICER TRAINEE		5 V	FL							4006.19					NPOA	
POLICE RECORDS SPECIALIST		1 V	FL							2876.31	3017.58	3168.63	3324.56	3490.23	NPOA	
POLICE RECORDS SUPERVISOR		26	2 P	3615.88	4253.98	4892.08									NPOA	
POLICE SERGEANT		3 VII	FL							5230.37	5489.95	5763.65	6051.49	6351.67	POA	
POSTCLOSURE ENV SYSTEMS SPEC		26 M	6 FL							3425.72	3598.18	3778.04	3966.68	4164.24	SEIU	
POSTCLOSURE ENV SYSTEMS TECH		18 M	6 FL							2812.48	2952.56	3099.97	3254.72	3418.37	SEIU	
POSTCLOSURE SUPERVISOR		19 B III	P	3949.64	4646.64	5343.64									EGLE	
PRINCIPAL CIVIL ENGINEER	E	42	3 M	4975.28	6219.10	7462.92									EGLE	
PRINCIPAL FINANCIAL ANALYST	E	35	2 M	4186.08	5232.60	6279.12									MISC	
PRINCIPAL IT ANALYST	E	37	2 M	4396.41	5495.51	6594.61									EGLE	
PRINCIPAL MANAGEMENT ANALYST	E	34	2 M	4083.76	5104.70	6125.64									MISC	
PRINCIPAL PLANNER	E	35	2 M	4185.10	5231.37	6277.64									EGLE	
PROGRAM ASSISTANT		16 C	5 FL							2691.63	2827.25	2968.76	3117.65	3272.43	SEIU	

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Position	FL- SA	Job Grd	Job Fam	Job Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Sal	Control Point		Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
PROJECT MANAGER	E	34	2 M		4082.81	5103.51	6124.21								EGLE	
PROPERTY & EVIDENCE SPECIALIST		2 A V	P		3178.79	3739.75	4300.71								NPOA	
PUBLIC EDUC/FIRE SAFETY SPEC		25	2 P		3473.63	4086.62	4699.61								EGLE	
PUBLIC SAFETY DISPATCHER I		12 A II	FL							3121.69	3276.99	3441.81	3612.92	3793.58	SEIU	
PUBLIC SAFETY DISPATCHER II		15 A II	FL							3481.41	3655.71	3837.93	4029.68	4230.94	SEIU	
PUBLIC SAFETY DISPATCHER III		16 A III	FL							3828.89	4020.32	4221.34	4432.40	4654.02	SEIU	
PUBLIC SAFETY SUPPORT SRVS MGR	E	41	2 M		4853.92	6067.40	7280.88								EGLE	
PUBLIC SERVICES TRAINEE		10 M	6 FL							2308.38	2423.36	2544.25	2672.48	2805.13	SEIU	
PUBLIC WORKS DIRECTOR	E	0	DH					6157.65	8986.55	9885.21					ESMS	
PUBLIC WORKS INSPECTOR I		25	3 FL							3362.35	3530.40	3707.26	3893.00	4087.56	SEIU	
PUBLIC WORKS INSPECTOR II		29	3 FL							3711.70	3897.46	4091.98	4296.90	4510.63	SEIU	
PURCH & SUPPORT SRVCS MGR	E	41	2 M		4853.92	6067.40	7280.88								EGLE	
REAL PROPERTY PROGRAM ADMIN.	E	36	3 M		4290.29	5362.86	6435.43								EGLE	
RECREATION COORDINATOR		16	4 P		2780.91	3271.66	3762.41								EGLE	
RECREATION LEADER II		2 A IV	FL							1543.00	1619.63	1700.65	1786.17	1874.57	EGLE	
RECREATION MANAGER	E	38	2 M		4507.24	5634.05	6760.86								EGLE	
RECREATION SPECIALIST		7 B IV	FL							1968.89	2067.63	2170.80	2278.39	2393.33	EGLE	
RECREATION SUPERVISOR	E	30	4 M		3698.45	4623.06	5547.67								EGLE	
RISK MANAGER	E	39	2 M		4619.23	5774.04	6928.85								EGLE	
SAFETY & TRAINING ADMINISTRATR		19 B III	P		3949.64	4646.64	5343.64								EGLE	
SECRETARY		15 C	5 FL							2626.78	2759.44	2896.54	3041.01	3192.82	SEIU	
SENIOR ACCOUNTANT	E	31	2 M		3792.47	4740.59	5688.71								EGLE	
SENIOR ASSISTANT CITY ATTORNEY	E	50	2 M		6061.58	7576.98	9092.38								MISC	
SENIOR BUILDING INSPECTOR		33 C	3 P		4228.73	4974.98	5721.23								SEIU	
SENIOR CIVIL ENGINEER	E	38	3 M		4507.24	5634.05	6760.86								EGLE	
SENIOR CODE ENF OFFICER		29	3 P		3834.04	4510.63	5187.22								SEIU	
SENIOR DEPUTY CITY ATTORNEY	E	40	2 M		4735.86	5919.82	7103.78								MISC	
SENIOR FINANCIAL ANALYST-CONF	E	31	2 M		3792.47	4740.59	5688.71								MISC	
SENIOR IT ANALYST	E	35	2 M		4185.10	5231.37	6277.64								EGLE	
SENIOR IT DESKTOP TECHNICIAN		21	2 P		3147.42	3702.85	4258.28								EGLE	
SENIOR MANAGEMENT ANALYST	E	31	2 M		3792.47	4740.59	5688.71								EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E	31	2 M		3792.47	4740.59	5688.71								MISC	
SENIOR PAYROLL ACCOUNTANT	E	33	2 M		3984.70	4980.87	5977.04								MISC	
SENIOR PLANNER	E	32	2 M		3885.90	4857.38	5828.86								EGLE	
SENIOR PROJECT MANAGER	E	38	2 M		4507.24	5634.05	6760.86								EGLE	
SENIOR PUBLIC WORKS INSPECTOR		33 C	3 P		4228.73	4974.98	5721.23								SEIU	
SENIOR RECREATION COORDINATOR		20	4 P		3070.28	3612.09	4153.90								EGLE	
SENIOR STAGEHAND		3	4 FL							1952.69	2049.96	2153.11	2260.70	2374.16	EGLE	
SENIOR SYSTEMS SPECIALIST	E	37	2 M		4396.41	5495.51	6594.61								EGLE	
SENIOR TICKET SERVICES REP		1	4 FL							1858.36	1951.19	2049.96	2151.63	2259.21	EGLE	

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Position	FL- SA	Job Grd	Job Fam	Job Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Sal	Control Point		Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
SENIOR UTILITIES SYS TECH.		22	M	6	FL						3104.37	3259.17	3422.76	3593.77	3773.61	SEIU
SENIOR WATER SYSTEM OPERATOR		25	M	6	FL						3342.13	3509.85	3685.10	3869.45	4062.86	SEIU
SHORELINE MANAGER	E	38		2	M	4507.24	5634.05	6760.86								EGLE
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	4461.26	5576.57	6691.88								EGLE
SR HUMAN RESOURCES ANALYST	E	31		2	M	3792.47	4740.59	5688.71								MISC
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL						3104.37	3259.17	3422.76	3593.77	3773.61	SEIU
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	4793.72	5992.15	7190.58								EGLE
STREET LIGHTING TECHNICIAN		18	M	6	FL						2812.48	2952.56	3099.97	3254.72	3418.37	SEIU
STREET MAINTENANCE WORKER I		10	M	6	FL						2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
STREET MAINTENANCE WORKER II		14	M	6	FL						2547.17	2675.44	2808.09	2949.60	3097.00	SEIU
STREET MAINTENANCE WORKER III		18	M	6	FL						2812.48	2952.56	3099.97	3254.72	3418.37	SEIU
STREET SUPERVISOR		19	B	III	P	3949.64	4646.64	5343.64								EGLE
STREETS TECHNICIAN		10	M	6	FL						2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
STREETSWEEPER OPERATOR		16	M	6	FL						2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
SUPERVISING BUYER		28		2	P	3740.45	4400.53	5060.61								EGLE
SUPERVISING PRKS & OPN SP WRKR		11	M	4	FL						2365.86	2483.79	2607.63	2738.79	2875.90	SEIU
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	2955.04	3476.52	3998.00								EGLE
SYSTEMS SPECIALIST		28		2	P	3740.45	4400.53	5060.61								EGLE
TRAFFIC ENGINEER	E	43		3	M	5099.07	6373.84	7648.61								EGLE
TRAINING OFFICER I		1		VIII	FL						4013.57	4215.34	4425.62	4646.06	4878.35	MVFF
TRANSPORTATION MANAGER	E	41		2	M	4853.92	6067.40	7280.88								EGLE
TRANSPORTATION PLANNER	E	38		3	M	4507.24	5634.05	6760.86								EGLE
TREE SUPERVISOR/ARBORIST		20	B	III	P	4094.96	4817.60	5540.24								EGLE
TREE TRIMMER I		12	M	6	FL						2424.84	2545.73	2673.97	2806.62	2948.14	SEIU
TREE TRIMMER II		16	M	6	FL						2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
TREE TRIMMER III		20	M	6	FL						2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
UTILITIES ELECTRICIAN		26	M	6	FL						3425.72	3598.18	3778.04	3966.68	4164.24	SEIU
UTILITIES INSPECTOR LOCATOR		19	M	6	FL						2881.79	3026.25	3178.09	3337.30	3503.81	SEIU
UTILITIES SERVICES MANAGER	E	42		3	M	4975.28	6219.10	7462.92								EGLE
UTILITIES SYSTEMS SPECIALIST		26	M	6	FL						3425.72	3598.18	3778.04	3966.68	4164.24	SEIU
UTILITIES SYSTEMS SUPERVISOR		19	B	III	P	3949.64	4646.64	5343.64								EGLE
UTILITIES SYSTEMS TECHNICIAN		18	M	6	FL						2812.48	2952.56	3099.97	3254.72	3418.37	SEIU
VOLUNTEER COORDINATOR		20		4	P	3070.28	3612.09	4153.90								EGLE
WAREHOUSE WORKER		10	M	6	FL						2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
WASTEWATER SUPERVISOR		19	B	III	P	3949.64	4646.64	5343.64								EGLE
WASTEWATER UTILITY WORKER I		12	M	6	FL						2424.84	2545.73	2673.97	2806.62	2948.14	SEIU
WASTEWATER UTILITY WORKER II		16	M	6	FL						2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
WASTEWATER UTILITY WORKER III		20	M	6	FL						2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
WATER ENVIRONMENT SPECIALIST		14		III	P	3520.80	4142.12	4763.44								SEIU
WATER OPERATIONS SPECIALIST		26	M	6	FL						3425.72	3598.18	3778.04	3966.68	4164.24	SEIU

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Position	BI-WEEKLY SALARY																
	FL- SA	Job Grd	Job Fam	Job Plan	Sal Min	Control Point		Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit	
						Cntl. Pt.	Max*	Min	Std.	Max**							
WATER QUALITY SUPERVISOR		19 B	III	P	3949.64	4646.64	5343.64										EGLE
WATER QUALITY TECHNICIAN		25 M	6	FL							3342.13	3509.85	3685.10	3869.45	4062.86		SEIU
WATER RESOURCE MANAGER	E	34	2	M	4082.81	5103.51	6124.21										EGLE
WATER RESOURCES TECHNICIAN		19 M	6	FL							2881.79	3026.25	3178.09	3337.30	3503.81		SEIU
WATER SUPERINTENDANT	E	22 A	III	M	4145.29	5181.61	6217.93										EGLE
WATER SYSTEM OPERATOR		21 M	6	FL							3027.86	3178.96	3339.13	3505.33	3680.59		SEIU
WATER UTILITY WORKER I		12 M	6	FL							2424.84	2545.73	2673.97	2806.62	2948.14		SEIU
WATER UTILITY WORKER II		16 M	6	FL							2676.89	2811.06	2951.07	3098.47	3253.24		SEIU
WATER UTILITY WORKER III		20 M	6	FL							2954.02	3101.42	3257.69	3419.82	3590.83		SEIU
WILDLIFE PRESERVATION COORD		16	4	P	2780.91	3271.66	3762.41										EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

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Position	FLJob SAGrd	Job Fam Plan	Sal	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
				Control Point			Min	Std.	Max**						
				Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I	7 C	5 FL							2,093.75	2,196.78	2,308.43	2,422.90	2,544.56	SEIU	
ACCOUNT CLERK I - CONF	7	5 FL							2,093.75	2,196.78	2,308.43	2,422.90	2,544.56	MISC	
ACCOUNT CLERK II	11 C	5 FL							2,308.43	2,424.34	2,547.40	2,674.77	2,807.88	SEIU	
ACCOUNT CLERK II-CONF.	11	5 FL							2,308.43	2,424.34	2,547.40	2,674.77	2,807.88	MISC	
ACCOUNTANT I	23 A	2 P	3,210.24	3,776.75	4,343.26									EGLE	
ACCOUNTANT II	27	2 P	3,543.61	4,168.95	4,794.29									EGLE	
ACCOUNTING MANAGER	E 39	2 M	4,485.73	5,607.16	6,728.59									MISC	
ACCOUNTING TECHNICIAN	15 C	2 FL							2,550.27	2,679.07	2,812.17	2,952.44	3,099.83	SEIU	
ADMINISTRATIVE AIDE	19	2 P	2,908.56	3,421.83	3,935.10									EGLE	
ANALYST I	23 A	2 P	3,210.24	3,776.75	4,343.26									EGLE	
ANALYST I-CONF	23	2 P	3,210.24	3,776.75	4,343.26									MISC	
ANALYST II	27	2 P	3,543.61	4,168.95	4,794.29									EGLE	
ANALYST II-CONF	27	2 P	3,543.61	4,168.95	4,794.29									MISC	
ADVANCED PLANNING MANAGER	E 40	2 M	4,596.86	5,746.07	6,895.28									EGLE	
ASSISTANT BUILDING INSPECTOR	23	3 FL							3,106.99	3,262.97	3,426.12	3,597.87	3,776.75	SEIU	
ASSISTANT BUYER	20	2 FL							2,884.47	3,028.99	3,180.66	3,339.48	3,506.88	EGLE	
ASSISTANT CDD/PLANNING MGR	E 46	2 M	5,331.71	6,664.64	7,997.57									EGLE	
ASSISTANT CITY ATTORNEY	E 46	2 M	5,332.95	6,666.19	7,999.43									MISC	
ASSISTANT CITY MANAGER	E 1	DH					6,277.22	9,161.05	10,077.16					ESMS	
ASSISTANT COMM SVCS DIRECTOR	E 46	3 M	5,331.71	6,664.64	7,997.57									EGLE	
ASSISTANT ENGINEER (CIVIL)	30	3 P	3,815.15	4,488.41	5,161.67									EGLE	
ASSISTANT PLANNER	24	2 P	3,289.76	3,870.30	4,450.85									EGLE	
ASSISTANT PROJECT MANAGER	E 30	2 M	3,590.73	4,488.41	5,386.09									EGLE	
ASSISTANT PUBLIC WORKS DIR.	E 49	3 M	5,741.50	7,176.87	8,612.24									EGLE	
ASSISTANT TO THE CITY MANAGER	E 26 A II	M	4,492.60	5,615.75	6,738.90									MISC	
ASSOCIATE ENGINEER (CIVIL)	34	3 P	4,211.63	4,954.86	5,698.09									EGLE	
ASSOCIATE PLANNER	28	2 P	3,631.51	4,272.36	4,913.21									EGLE	
ASST FINANCE & ADM SVCS DIR	E 47	2 M	5,465.77	6,832.21	8,198.65									MISC	
BATALLION CHIEF	E 4	VIII M	6,228.58	7,785.73	9,342.88									FMGR	
BATTALION CHIEF-TIER 2	E 4	VIII M	6,228.58	7,785.73	8,688.87									FMGR	
BUILDING INSPECTOR I	25	3 FL							3,264.42	3,427.57	3,599.28	3,779.61	3,968.50	SEIU	
BUILDING INSPECTOR II	29	3 FL							3,603.59	3,783.94	3,972.80	4,171.75	4,379.25	SEIU	
BUSINESS DEVELPMNT SPECIALIST	E 33	2 M	3,867.74	4,834.67	5,801.60									EGLE	
BUYER	24	2 FL							3,184.13	3,343.33	3,510.49	3,686.01	3,870.30	EGLE	
CHIEF BLDG OFFICIAL	E 43	3 M	4,950.55	6,188.19	7,425.83									EGLE	
CIO/INFORMATION TECHNOLOGY DIR	0	DH					5,978.30	8,724.81	9,597.29					ESMS	
CITY ATTORNEY	E 0	DH		10,577.99										CA	

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Position	FLJob	Job	Sal	BI-WEEKLY SALARY			Dept. Head Salary Range	1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
				SAGrd	Fam Plan	Control Point									
						Min								Cntl. Pt.	Max*
CITY CLERK	E 0		DH		5,400.00								CC		
CITY MANAGER	E 0		DH		11,578.72								CM		
CODE ENFORCEMENT OFFICER I	23	3	FL					3,106.99	3,262.97	3,426.12	3,597.87	3,776.75	SEIU		
CODE ENFORCEMENT OFFICER II	27	3	FL					3,430.44	3,600.72	3,781.07	3,969.94	4,168.88	SEIU		
COMMUNICATION COORDINATOR	31	2	P	3,912.13	4,602.51	5,292.89							EGLE		
COMMUNICATIONS OPERATIONS SPRV	33	2	P	4,109.22	4,834.38	5,559.54							NPOA		
COMMUNICATIONS TRAINING SUPRV	33	2	P	4,109.22	4,834.38	5,559.54							NPOA		
COMMUNITY OUTREACH COORD	16	4	P	2,699.91	3,176.37	3,652.83							EGLE		
COMMUNITY SERVICES DIRECTOR	E 0		DH				5,978.30	8,724.81	9,597.29				ESMS		
COMMUNITY SERVICES OFFICER	2	V	FL					2,821.87	2,964.00	3,110.76	3,263.83	3,424.69	NPOA		
COPY CENTER TECHNICIAN	10	5	FL					2,253.50	2,366.53	2,485.29	2,608.33	2,739.98	EGLE		
CRIME ANALYST	27	2	P	3,543.61	4,168.95	4,794.29							EGLE		
CROSS CONNECTION CONTROL SPEC	18 M	6	FL					2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU		
CUSTOMER SVC. REPRESENTATIVE	5 C	5	FL					1,990.70	2,089.45	2,193.92	2,304.12	2,418.61	SEIU		
DEP PUB WRKS DIR/ AST CTY ENG	E 46	3	M	5,331.71	6,664.64	7,997.57							EGLE		
DEPUTY CITY ATTORNEY	E 36	2	M	4,166.29	5,207.86	6,249.43							MISC		
DEPUTY CITY CLERK	22	2	P	3,131.66	3,684.30	4,236.95							EGLE		
DEPUTY CITY MANAGER	E 42	2	M	4,831.50	6,039.37	7,247.24							MISC		
DEPUTY FIRE CHIEF	E 6	VIII	M	6,540.02	8,175.02	9,810.02							FMGR		
DEPUTY FIRE MARSHAL	13	VIII	FL					5,018.67	5,270.17	5,533.51	5,810.36	6,100.72	MVFF		
DEPUTY ZONING ADMINISTRATOR	E 35	2	M	4,063.20	5,079.00	6,094.80							EGLE		
DEV SRVCS COORD	33 C	3	P	4,105.57	4,830.08	5,554.59							SEIU		
DOCUMENT PROC. TECHNICIAN I	10	5	FL					2,253.50	2,366.53	2,485.29	2,608.33	2,739.98	EGLE		
DOCUMENT PROC. TECHNICIAN II	14	5	FL					2,486.70	2,611.22	2,742.83	2,878.76	3,023.29	EGLE		
DOCUMENT PROC. TECHNICIAN III	18	5	FL					2,745.68	2,883.06	3,027.59	3,179.22	3,338.06	EGLE		
DOCUMENT PROCESSING SUPERVISOR	22	2	P	3,132.40	3,685.18	4,237.96							MISC		
ECONOMIC DEVELOPMENT MANAGER	E 43	2	M	4,950.55	6,188.19	7,425.83							EGLE		
ENGINEERING ASSISTANT I	16	3	FL					2,610.38	2,740.62	2,877.98	3,022.53	3,172.81	SEIU		
ENGINEERING ASSISTANT II	20 C	3	FL					2,882.29	3,026.84	3,178.53	3,337.38	3,503.41	SEIU		
ENGINEERING ASSISTANT III	24 C	3	FL					3,185.70	3,344.55	3,512.00	3,688.03	3,871.21	SEIU		
ENVIR & SAFETY PROTECTION INSP	14	III	P	3,418.26	4,021.48	4,624.70							SEIU		
ENVIRONMENTAL COMP. SPECIALIST	24 C	3	FL					3,185.70	3,344.55	3,512.00	3,688.03	3,871.21	SEIU		
ENVIRONMENTAL SAFETY COORD.	33 C	3	P	4,105.57	4,830.08	5,554.59							SEIU		
ENVIRONMENTAL SUSTAIN. COORD.	E 31	2	M	3,682.01	4,602.51	5,523.01							EGLE		
EQUIPMENT MAINT. SUPERVISOR	19 B	III	P	3,834.61	4,511.30	5,188.00							EGLE		
EQUIPMENT MECHANIC I	16 M	6	FL					2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU		
EQUIPMENT MECHANIC II	20 M	6	FL					2,867.98	3,011.09	3,162.81	3,320.21	3,486.24	SEIU		

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				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
EQUIPMENT MECHANIC III	24	M	6 FL							3,165.66	3,324.51	3,490.52	3,665.15	3,848.31	SEIU		
EQUIPMENT SERVICE WORKER	10	M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU		
EXECUTIVE ASSISTANT	18	C	2 P	2,838.01	3,338.84	3,839.67									SEIU		
EXECUTIVE ASSISTANT - EAGLE	18	A	2 P	2,837.35	3,338.06	3,838.77									EGLE		
EXECUTIVE ASST. TO THE CA	22		2 P	3,132.40	3,685.18	4,237.96									MISC		
EXECUTIVE ASST. TO THE CM	22		2 P	3,132.40	3,685.18	4,237.96									MISC		
FACILITIES CONTRACT COORDINATR	26		2 P	3,456.38	4,066.33	4,676.28									EGLE		
FACILITIES MAINT. SUPERVISOR	19	B	III P	3,834.61	4,511.30	5,188.00									EGLE		
FACILITIES MAINTENANCE I	12	M	6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27	SEIU		
FACILITIES MAINTENANCE II	16	M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU		
FACILITIES MAINTENANCE III	20	M	6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24	SEIU		
FACILITIES PROJECT MANAGER	E 34		2 M	3,963.89	4,954.86	5,945.83									EGLE		
FINANCE AND ADMIN SVCS DIR	E 0		DH				5,978.30	8,724.81	9,597.29						ESMS		
FINANCIAL ANALYST I - CONF	23		2 P	3,210.24	3,776.75	4,343.26									MISC		
FINANCIAL ANALYST II - CONF	27		2 P	3,543.61	4,168.95	4,794.29									MISC		
FIRE CAPTAIN	12		VIII FL							5,010.20	5,261.74	5,523.38	5,800.24	6,090.58	MVFF		
FIRE CAPTAIN/HAZ MAT	15		VIII FL							5,260.69	5,524.82	5,799.52	6,090.22	6,395.07	MVFF		
FIRE CHIEF	E 1		DH				6,783.11	9,898.46	10,888.31						ESPS		
FIRE ENGINEER	6		VIII FL							4,294.53	4,508.31	4,734.89	4,971.18	5,220.33	MVFF		
FIRE ENGINEER/HAZ MAT	9		VIII FL							4,509.26	4,733.68	4,971.63	5,219.72	5,481.33	MVFF		
FIRE ENGINEER/PARAMEDIC	11		VIII FL							4,767.06	5,006.54	5,255.66	5,519.26	5,795.72	MVFF		
FIRE ENGINEER/PMEDIC/HM	11	B	VIII FL							5,006.56	5,256.89	5,519.73	5,795.72	6,085.51	MVFF		
FIRE MARSHAL NON-SAFETY	E 51		VIII M	6,032.17	7,540.21	9,048.25									EGLE		
FIRE PREVENTION OFFICER I	1		VIII FL							3,804.33	3,995.58	4,194.90	4,403.85	4,624.03	MVFF		
FIRE PREVENTION OFFICER II	3		VIII FL							3,992.40	4,191.67	4,402.24	4,620.81	4,852.23	MVFF		
FIRE PREVENTION OFFICER III	10		VIII FL							4,641.69	4,873.16	5,117.47	5,372.99	5,641.41	MVFF		
FIRE PROTECTION ENGINEER	E 41		3 M	4,712.54	5,890.68	7,068.82									EGLE		
FIREFIGHTER	2		VIII FL							3,913.61	4,109.70	4,315.42	4,530.81	4,757.43	MVFF		
FIREFIGHTER/HAZ MAT	5		VIII FL							4,109.31	4,315.17	4,531.19	4,757.31	4,995.30	MVFF		
FIREFIGHTER/MEDIC/HAZMAT	7	B	VIII FL							4,559.87	4,787.71	5,027.33	5,278.83	5,542.10	MVFF		
FIREFIGHTER/PARAMEDIC	7		VIII FL							4,342.77	4,559.73	4,787.95	5,027.46	5,278.19	MVFF		
FLEET AND FACILITIES MANAGER	E 25	B	III M	4,486.97	5,608.71	6,730.45									EGLE		
FORESTRY & ROADWAY MANAGER	E 38		2 M	4,375.96	5,469.95	6,563.94									EGLE		
FORESTRY COORDINATOR	16		2 P	2,699.91	3,176.37	3,652.83									EGLE		
HAZARDOUS MAT SPEC NON SAFETY	40	A	VIII P	4,899.88	5,764.57	6,629.26									EGLE		
HEAVY EQUIPMENT OPERATOR	17	M	6 FL							2,663.35	2,796.44	2,936.67	3,084.09	3,237.23	SEIU		
HEAVY EQUIPMENT SPECIALIST	19	M	6 FL							2,797.85	2,938.11	3,085.52	3,240.10	3,401.76	SEIU		

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				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
HOUSING & NEIGHBORHD SRVCS MGR	E 43	2 M		4,950.55	6,188.19	7,425.83									EGLE		
HUMAN RESOURCES ANALYST I	23	2 P		3,210.24	3,776.75	4,343.26									MISC		
HUMAN RESOURCES ANALYST II	27	2 P		3,543.61	4,168.95	4,794.29									MISC		
HUMAN RESOURCES MANAGER	E 42	2 M		4,831.50	6,039.37	7,247.24									MISC		
HUMAN RESOURCES TECHNICIAN	20	2 P		2,981.54	3,507.69	4,033.84									MISC		
INFORMATION TECHNOLOGY MANAGER	E 42	2 M		4,830.37	6,037.96	7,245.55									EGLE		
IT ANALYST I	27	2 P		3,543.61	4,168.95	4,794.29									EGLE		
IT ANALYST II	E 31	2 M		3,682.01	4,602.51	5,523.01									EGLE		
IT DESKTOP TECHNICIAN I	13	2 P		2,506.93	2,949.33	3,391.73									EGLE		
IT DESKTOP TECHNICIAN II	17	2 P		2,768.06	3,256.54	3,745.02									EGLE		
IT OPERATIONS MANAGER	E 39 A	2 M		4,485.73	5,607.16	6,728.59									EGLE		
JUNIOR ENGINEER (CIVIL)	26	3 P		3,456.38	4,066.33	4,676.28									EGLE		
LEAD POLICE RECORDS SPECIALIST	3	V FL							3,093.63	3,246.65	3,409.05	3,577.73	3,757.29		NPOA		
LEAD PUBLIC SAFETY DISPATCHER	18 A II	P		3,894.31	4,581.54	5,268.77									SEIU		
LEGAL SECRETARY	18 A	2 P		2,838.01	3,338.84	3,839.67									MISC		
LIBRARIAN I	15	4 P		2,634.24	3,099.10	3,563.97									EGLE		
LIBRARIAN II	19	4 P		2,908.56	3,421.83	3,935.10									EGLE		
LIBRARIAN III	23	4 P		3,198.67	3,763.14	4,327.61									EGLE		
LIBRARY ASSISTANT I	6	4 FL							2,041.75	2,143.34	2,250.63	2,363.66	2,482.42		EGLE		
LIBRARY ASSISTANT II	10	4 FL							2,253.50	2,366.53	2,485.29	2,608.33	2,739.98		EGLE		
LIBRARY ASSISTANT III	14 A	4 FL							2,488.15	2,612.63	2,742.83	2,881.63	3,023.29		EGLE		
LIBRARY CUSTOMER SERVICE SUPRV	22	4 P		3,131.66	3,684.30	4,236.95									EGLE		
LIBRARY SERVICES DIRECTOR	E 0	DH					5,978.30	8,724.81	9,597.29						ESMS		
LIBRARY SERVICES MANAGER	E 35	4 M		4,063.20	5,079.00	6,094.80									EGLE		
LIBRARY TECHNICIAN	1	4 FL							1,804.23	1,894.36	1,990.25	2,088.96	2,193.41		EGLE		
MANAGEMENT FELLOW	18	2 P		2,837.35	3,338.06	3,838.77									EGLE		
OFFICE ASSISTANT I	2 C	5 FL							1,849.03	1,943.45	2,039.37	2,140.98	2,249.73		SEIU		
OFFICE ASSISTANT I - CONF	2	5 FL							1,849.03	1,943.45	2,039.37	2,140.98	2,249.73		MISC		
OFFICE ASSISTANT II	6 C	5 FL							2,040.80	2,145.26	2,251.16	2,364.20	2,481.58		SEIU		
OFFICE ASSISTANT II-CONF	6 A	5 FL							2,040.80	2,145.26	2,251.16	2,364.20	2,481.58		MISC		
OFFICE ASSISTANT III	10 C	5 FL							2,254.03	2,367.08	2,485.87	2,608.94	2,740.62		SEIU		
OFFICE ASSISTANT III - CONF	10	5 FL							2,254.03	2,367.08	2,485.87	2,608.94	2,740.62		MISC		
OFFICE OF EMER SVCS COORD.	40 A VIII	P		4,899.88	5,764.57	6,629.26									EGLE		
PARKS & OPEN SPACE MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94									EGLE		
PARKS MAINTENANCE WORKER I	10 M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43		SEIU		
PARKS MAINTENANCE WORKER II	14 M	6 FL							2,472.98	2,597.51	2,726.30	2,863.69	3,006.80		SEIU		
PARKS MAINTENANCE WORKER III	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81		SEIU		

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				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
PARKS SECTION MANAGER	E 22	A III	M	4,024.55	5,030.69	6,036.83									EGLE		
PARKS SUPERVISOR	19	B III	P	3,834.61	4,511.30	5,188.00									EGLE		
PAYROLL ACCOUNTANT I	25	2 P		3,373.23	3,968.50	4,563.78									MISC		
PAYROLL ACCOUNTANT II	29	2 P		3,723.60	4,380.71	5,037.82									MISC		
PAYROLL TECHNICIAN	18	2 P		2,838.01	3,338.84	3,839.67									MISC		
PERFORMING ARTS ASSISTANT	11	A 4	FL							2,310.74	2,425.22	2,546.81	2,674.15	2,808.68	EGLE		
PERFORMING ARTS COORDINATOR	20	4 P		2,980.85	3,506.88	4,032.91									EGLE		
PERFORMING ARTS MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94									EGLE		
PERFORMING ARTS SUPERVISOR	E 26	4 M		3,253.06	4,066.33	4,879.60									EGLE		
PERMIT TECHNICIAN	17	C 3	FL							2,676.22	2,810.74	2,950.99	3,098.41	3,252.95	SEIU		
PLAN CHECK ENGINEER	E 34	2 M		3,963.89	4,954.86	5,945.83									EGLE		
PLAN CHECK EXAMINER	30	3 P		3,815.15	4,488.41	5,161.67									EGLE		
PLANNING MANAGER/ZONING ADMIN	E 43	2 M		4,950.55	6,188.19	7,425.83									EGLE		
POLICE ASSISTANT III-UNIFORMED	10	A 5	FL							2,277.66	2,390.66	2,509.43	2,632.47	2,764.13	NPOA		
POLICE ASSISTANT II-UNIFORMED	6	A 5	FL							2,064.48	2,168.93	2,274.80	2,387.82	2,505.16	NPOA		
POLICE ASSISTANT I-UNIFORMED	2	C 5	FL							1,872.78	1,967.19	2,063.06	2,164.63	2,273.34	NPOA		
POLICE CAPTAIN	E 2	VII M		6,764.74	8,455.93	10,147.12									PMGR		
POLICE CAPTAIN-TIER 2	E 2	VII M		6,764.74	8,455.93	9,233.88									PMGR		
POLICE CHIEF	E 1	DH					6,783.11	9,898.46	10,888.31						ESPS		
POLICE LIEUTENANT	E 1	VII M		5,882.66	7,353.33	8,824.00									PMGR		
POLICE LIEUTENANT-TIER 2	E 1	VII M		5,882.66	7,353.33	8,206.32									PMGR		
POLICE MEDIA/COMM REL COORD	31	2 P		3,912.13	4,602.51	5,292.89									EGLE		
POLICE OFFICER	1	VII FL								4,084.00	4,286.47	4,502.41	4,725.04	4,959.39	POA		
POLICE OFFICER TRAINEE	5	V FL								3,852.11					NPOA		
POLICE RECORDS SPECIALIST	1	V FL								2,765.68	2,901.52	3,046.76	3,196.69	3,355.99	NPOA		
POLICE RECORDS SUPERVISOR	26	2 P		3,476.81	4,090.37	4,703.93									NPOA		
POLICE SERGEANT	3	VII FL								4,957.70	5,203.74	5,463.18	5,736.01	6,020.54	POA		
POSTCLOSURE ENV SYSTEMS SPEC	26	M 6	FL							3,325.94	3,493.38	3,668.00	3,851.15	4,042.95	SEIU		
POSTCLOSURE ENV SYSTEMS TECH	18	M 6	FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU		
POSTCLOSURE SUPERVISOR	19	B III	P	3,834.61	4,511.30	5,188.00									EGLE		
PRINCIPAL CIVIL ENGINEER	E 42	3 M		4,830.37	6,037.96	7,245.55									EGLE		
PRINCIPAL FINANCIAL ANALYST	E 35	2 M		4,064.15	5,080.19	6,096.23									MISC		
PRINCIPAL IT ANALYST	E 37	2 M		4,268.36	5,335.45	6,402.54									EGLE		
PRINCIPAL MANAGEMENT ANALYST	E 34	2 M		3,964.82	4,956.02	5,947.22									MISC		
PROGRAM ASSISTANT	16	C 5	FL							2,613.23	2,744.90	2,882.29	3,026.84	3,177.12	SEIU		
PROJECT MANAGER	E 34	2 M		3,963.89	4,954.86	5,945.83									EGLE		
PROPERTY & EVIDENCE SPECIALIST	2	A V	P	3,056.52	3,595.91	4,135.30									NPOA		

City of Mountain View
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Position	FLJob	Job	Sal	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
PUBLIC EDUC/FIRE SAFETY SPEC	25	2 P		3,372.45	3,967.59	4,562.73									EGLE		
PUBLIC SAFETY DISPATCHER I	12 A	II FL							3,030.77	3,181.54	3,341.56	3,507.69	3,683.09		SEIU		
PUBLIC SAFETY DISPATCHER II	15 A	II FL							3,380.01	3,549.23	3,726.15	3,912.31	4,107.71		SEIU		
PUBLIC SAFETY DISPATCHER III	16 A	III FL							3,717.37	3,903.22	4,098.39	4,303.30	4,518.47		SEIU		
PUBLIC SAFETY SUPPORT SRVS MGR	E 41	2 M		4,712.54	5,890.68	7,068.82									EGLE		
PUBLIC WORKS DIRECTOR	E 0	DH					5,978.30	8,724.81	9,597.29						ESMS		
PUBLIC WORKS INSPECTOR I	25	3 FL							3,264.42	3,427.57	3,599.28	3,779.61	3,968.50		SEIU		
PUBLIC WORKS INSPECTOR II	29	3 FL							3,603.59	3,783.94	3,972.80	4,171.75	4,379.25		SEIU		
PURCH & SUPPORT SRVCS MGR	E 41	2 M		4,712.54	5,890.68	7,068.82									EGLE		
REAL PROPERTY PROGRAM ADMIN.	E 36	3 M		4,165.33	5,206.66	6,247.99									EGLE		
RECREATION COORDINATOR	16	4 P		2,699.91	3,176.37	3,652.83									EGLE		
RECREATION LEADER II	2 A	IV FL							1,498.06	1,572.46	1,651.12	1,734.15	1,819.97		EGLE		
RECREATION MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94									EGLE		
RECREATION SPECIALIST	7 B	IV FL							1,911.54	2,007.41	2,107.57	2,212.03	2,323.62		EGLE		
RECREATION SUPERVISOR	E 30	4 M		3,590.73	4,488.41	5,386.09									EGLE		
RISK MANAGER	E 39	2 M		4,484.69	5,605.86	6,727.03									EGLE		
SAFETY & TRAINING ADMINISTRATR	19 B	III P		3,834.61	4,511.30	5,188.00									EGLE		
SECRETARY	15 C	5 FL							2,550.27	2,679.07	2,812.17	2,952.44	3,099.83		SEIU		
SENIOR ACCOUNTANT	E 31	2 M		3,682.01	4,602.51	5,523.01									EGLE		
SENIOR ASSISTANT CITY ATTORNEY	E 50	2 M		5,885.03	7,356.29	8,827.55									MISC		
SENIOR BUILDING INSPECTOR	33 C	3 P		4,105.57	4,830.08	5,554.59									SEIU		
SENIOR CIVIL ENGINEER	E 38	3 M		4,375.96	5,469.95	6,563.94									EGLE		
SENIOR CODE ENF OFFICER	29	3 P		3,722.36	4,379.25	5,036.14									SEIU		
SENIOR DEPUTY CITY ATTORNEY	E 40	2 M		4,597.92	5,747.40	6,896.88									MISC		
SENIOR FINANCIAL ANALYST-CONF	E 31	2 M		3,682.01	4,602.51	5,523.01									MISC		
SENIOR IT ANALYST	E 35	2 M		4,063.20	5,079.00	6,094.80									EGLE		
SENIOR IT DESKTOP TECHNICIAN	21	2 P		3,055.75	3,595.00	4,134.25									EGLE		
SENIOR MANAGEMENT ANALYST	E 31	2 M		3,682.01	4,602.51	5,523.01									EGLE		
SENIOR MANAGEMENT ANALYST-CONF	E 31	2 M		3,682.01	4,602.51	5,523.01									MISC		
SENIOR PAYROLL ACCOUNTANT	E 33	2 M		3,868.64	4,835.80	5,802.96									MISC		
SENIOR PLANNER	E 32	2 M		3,772.72	4,715.90	5,659.08									EGLE		
SENIOR PROJECT MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94									EGLE		
SENIOR PUBLIC WORKS INSPECTOR	33 C	3 P		4,105.57	4,830.08	5,554.59									SEIU		
SENIOR RECREATION COORDINATOR	20	4 P		2,980.85	3,506.88	4,032.91									EGLE		
SENIOR SYSTEMS SPECIALIST	E 37	2 M		4,268.36	5,335.45	6,402.54									EGLE		
SENIOR TICKET SERVICES REP	1	4 FL							1,804.23	1,894.36	1,990.25	2,088.96	2,193.41		EGLE		
SENIOR UTILITIES SYS TECH.	22 M	6 FL							3,013.95	3,164.24	3,323.07	3,489.10	3,663.70		SEIU		

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Position	FLJob	Job	Sal	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
SENIOR WATER SYSTEM OPERATOR	25	M	6 FL							3,244.79	3,407.62	3,577.77	3,756.75	3,944.52	SEIU		
SHORELINE MANAGER	E 38		2 M	4,375.96	5,469.95	6,563.94									EGLE		
SOLID WASTE PROGRAM MANAGER	E 25 A II		M	4,331.32	5,414.15	6,496.98									EGLE		
SR HUMAN RESOURCES ANALYST	E 31		2 M	3,682.01	4,602.51	5,523.01									MISC		
SR POSTCLOSURE ENV SYS TECH	22	M	6 FL							3,013.95	3,164.24	3,323.07	3,489.10	3,663.70	SEIU		
STREET & LANDFILL CLOSURE MNGR	E 26 B III		M	4,654.10	5,817.62	6,981.14									EGLE		
STREET LIGHTING TECHNICIAN	18	M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU		
STREET MAINTENANCE WORKER I	10	M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU		
STREET MAINTENANCE WORKER II	14	M	6 FL							2,472.98	2,597.51	2,726.30	2,863.69	3,006.80	SEIU		
STREET MAINTENANCE WORKER III	18	M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU		
STREET SUPERVISOR	19 B III		P	3,834.61	4,511.30	5,188.00									EGLE		
STREETS TECHNICIAN	10	M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU		
STREETSWEEPER OPERATOR	16	M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU		
SUPERVISING BUYER	28		2 P	3,631.51	4,272.36	4,913.21									EGLE		
SUPERVISING PRKS & OPN SP WRKR	11	M	4 FL							2,296.95	2,411.45	2,531.68	2,659.02	2,792.14	SEIU		
SYSTEMS COORDINATOR/TECHNICIAN	12 A II		P	2,868.97	3,375.26	3,881.55									EGLE		
SYSTEMS SPECIALIST	28		2 P	3,631.51	4,272.36	4,913.21									EGLE		
TRAFFIC ENGINEER	E 43		3 M	4,950.55	6,188.19	7,425.83									EGLE		
TRAINING OFFICER I	1		VIII FL							3,804.33	3,995.58	4,194.90	4,403.85	4,624.03	MVFF		
TRANSPORTATION MANAGER	E 41		2 M	4,712.54	5,890.68	7,068.82									EGLE		
TRANSPORTATION PLANNER	E 38		3 M	4,375.96	5,469.95	6,563.94									EGLE		
TREE SUPERVISOR/ARBORIST	20 B III		P	3,975.69	4,677.28	5,378.87									EGLE		
TREE TRIMMER I	12	M	6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27	SEIU		
TREE TRIMMER II	16	M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU		
TREE TRIMMER III	20	M	6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24	SEIU		
UTILITIES ELECTRICIAN	26	M	6 FL							3,325.94	3,493.38	3,668.00	3,851.15	4,042.95	SEIU		
UTILITIES INSPECTOR LOCATOR	19	M	6 FL							2,797.85	2,938.11	3,085.52	3,240.10	3,401.76	SEIU		
UTILITIES SERVICES MANAGER	E 42		3 M	5,132.27	6,037.96	7,245.55									EGLE		
UTILITIES SYSTEMS SPECIALIST	26	M	6 FL							3,325.94	3,493.38	3,668.00	3,851.15	4,042.95	SEIU		
UTILITIES SYSTEMS SUPERVISOR	19 B III		P	3,834.61	4,511.30	5,188.00									EGLE		
UTILITIES SYSTEMS TECHNICIAN	18	M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU		
VOLUNTEER COORDINATOR	20		4 P	2,980.85	3,506.88	4,032.91									EGLE		
WAREHOUSE WORKER	10	M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU		
WASTEWATER SUPERVISOR	19 B III		P	3,834.61	4,511.30	5,188.00									EGLE		
WASTEWATER UTILITY WORKER I	12	M	6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27	SEIU		
WASTEWATER UTILITY WORKER II	16	M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU		
WASTEWATER UTILITY WORKER III	20	M	6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24	SEIU		

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				Control Point			Min	Std.	Max**						
				SAGrd	Fam Plan	Min									
WATER ENVIRONMENT SPECIALIST	14	III P		3,418.26	4,021.48	4,624.70									SEIU
WATER OPERATIONS SPECIALIST	26	M 6 FL							3,325.94	3,493.38	3,668.00	3,851.15	4,042.95		SEIU
WATER QUALITY SUPERVISOR	19	B III P		3,834.61	4,511.30	5,188.00									EGLE
WATER QUALITY TECHNICIAN	25	M 6 FL							3,244.79	3,407.62	3,577.77	3,756.75	3,944.52		SEIU
WATER RESOURCE MANAGER	E 34	2 M		3,963.89	4,954.86	5,945.83									EGLE
WATER RESOURCES TECHNICIAN	19	M 6 FL							2,797.85	2,938.11	3,085.52	3,240.10	3,401.76		SEIU
WATER SUPERINTENDANT	E 22	A III M		4,024.55	5,030.69	6,036.83									EGLE
WATER SYSTEM OPERATOR	21	M 6 FL							2,939.67	3,086.37	3,241.87	3,403.23	3,573.39		SEIU
WATER UTILITY WORKER I	12	M 6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27		SEIU
WATER UTILITY WORKER II	16	M 6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49		SEIU
WATER UTILITY WORKER III	20	M 6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24		SEIU
WILDLIFE PRESERVATION COORD	16	4 P		2,699.91	3,176.37	3,652.83									EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

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Position	FLJob SAGrd	Job Fam Plan	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
				Control Point			Min	Std.	Max**						
				Min	Cntl. Pt.	Max*	Min	Std.	Max**						
ACCOUNT CLERK I	7 C	5 FL							2,093.75	2,196.78	2,308.43	2,422.90	2,544.56	SEIU	
ACCOUNT CLERK I - CONF	7	5 FL							2,093.75	2,196.78	2,308.43	2,422.90	2,544.56	MISC	
ACCOUNT CLERK II	11 C	5 FL							2,308.43	2,424.34	2,547.40	2,674.77	2,807.88	SEIU	
ACCOUNT CLERK II-CONF.	11	5 FL							2,308.43	2,424.34	2,547.40	2,674.77	2,807.88	MISC	
ACCOUNTANT I	23 A	2 P	3,210.24	3,776.75	4,343.26									EGLE	
ACCOUNTANT II	27	2 P	3,543.61	4,168.95	4,794.29									EGLE	
ACCOUNTING MANAGER	E 39	2 M	4,485.73	5,607.16	6,728.59									MISC	
ACCOUNTING TECHNICIAN	15 C	2 FL							2,550.27	2,679.07	2,812.17	2,952.44	3,099.83	SEIU	
ADMINISTRATIVE AIDE	19	2 P	2,908.56	3,421.83	3,935.10									EGLE	
ANALYST I	23 A	2 P	3,210.24	3,776.75	4,343.26									EGLE	
ANALYST I-CONF	23	2 P	3,210.24	3,776.75	4,343.26									MISC	
ANALYST II	27	2 P	3,543.61	4,168.95	4,794.29									EGLE	
ANALYST II-CONF	27	2 P	3,543.61	4,168.95	4,794.29									MISC	
ADVANCED PLANNING MANAGER	E 40	2 M	4,596.86	5,746.07	6,895.28									EGLE	
ASSISTANT BUILDING INSPECTOR	23	3 FL							3,106.99	3,262.97	3,426.12	3,597.87	3,776.75	SEIU	
ASSISTANT BUYER	20	2 FL							2,884.47	3,028.99	3,180.66	3,339.48	3,506.88	EGLE	
ASSISTANT CDD/PLANNING MGR	E 46	2 M	5,331.71	6,664.64	7,997.57									EGLE	
ASSISTANT CITY ATTORNEY	E 46	2 M	5,332.95	6,666.19	7,999.43									MISC	
ASSISTANT CITY MANAGER	E 0	DH					5,978.30	8,724.81	9,597.29					ESMS	
ASSISTANT ENGINEER (CIVIL)	30	3 P	3,815.15	4,488.41	5,161.67									EGLE	
ASSISTANT PLANNER	24	2 P	3,289.76	3,870.30	4,450.85									EGLE	
ASSISTANT PROJECT MANAGER	E 30	2 M	3,590.73	4,488.41	5,386.09									EGLE	
ASSISTANT PUBLIC WORKS DIR.	E 49	3 M	5,741.50	7,176.87	8,612.24									EGLE	
ASSISTANT TO THE CITY MANAGER	E 26 A II	M	4,492.60	5,615.75	6,738.90									MISC	
ASSOCIATE ENGINEER (CIVIL)	34	3 P	4,211.63	4,954.86	5,698.09									EGLE	
ASSOCIATE PLANNER	28	2 P	3,631.51	4,272.36	4,913.21									EGLE	
ASST FINANCE & ADM SVCS DIR	E 47	2 M	5,465.77	6,832.21	8,198.65									MISC	
BATALLION CHIEF	E 4	VIII M	6,228.58	7,785.73	9,342.88									FMGR	
BATTALION CHIEF-TIER 2	E 4	VIII M	6,228.58	7,785.73	8,688.87									FMGR	
BUILDING INSPECTOR I	25	3 FL							3,264.42	3,427.57	3,599.28	3,779.61	3,968.50	SEIU	
BUILDING INSPECTOR II	29	3 FL							3,603.59	3,783.94	3,972.80	4,171.75	4,379.25	SEIU	
BUSINESS DEVELPMNT SPECIALIST	E 33	2 M	3,867.74	4,834.67	5,801.60									EGLE	
BUYER	24	2 FL							3,184.13	3,343.33	3,510.49	3,686.01	3,870.30	EGLE	
CHIEF BLDG OFFICIAL	E 43	3 M	4,950.55	6,188.19	7,425.83									EGLE	
CIO/INFORMATION TECHNOLOGY DIR	0	DH					5,978.30	8,724.81	9,597.29					ESMS	
CITY ATTORNEY	E 0	DH		10,577.99										CA	
CITY CLERK	E 0	DH		5,400.00										CC	

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				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
CITY MANAGER	E 0		DH			11,578.72									CM		
CODE ENFORCEMENT OFFICER I	23	3	FL						3,106.99	3,262.97	3,426.12	3,597.87	3,776.75		SEIU		
CODE ENFORCEMENT OFFICER II	27	3	FL						3,430.44	3,600.72	3,781.07	3,969.94	4,168.88		SEIU		
COMMUNICATION COORDINATOR	31	2	P	3,912.13	4,602.51	5,292.89									EGLE		
COMMUNICATIONS OPERATIONS SPRV	33	2	P	4,109.22	4,834.38	5,559.54									NPOA		
COMMUNICATIONS TRAINING SUPRV	33	2	P	4,109.22	4,834.38	5,559.54									NPOA		
COMMUNITY DEVELOPMENT DIRECTOR	E 0		DH				5,978.30	8,724.81	9,597.29						ESMS		
COMMUNITY OUTREACH COORD	16	4	P	2,699.91	3,176.37	3,652.83									EGLE		
COMMUNITY SERVICES DIRECTOR	E 0		DH				5,978.30	8,724.81	9,597.29						ESMS		
COMMUNITY SERVICES OFFICER	2	V	FL						2,821.87	2,964.00	3,110.76	3,263.83	3,424.69		NPOA		
COPY CENTER TECHNICIAN	10	5	FL						2,253.50	2,366.53	2,485.29	2,608.33	2,739.98		EGLE		
CRIME ANALYST	27	2	P	3,543.61	4,168.95	4,794.29									EGLE		
CROSS CONNECTION CONTROL SPEC	18 M	6	FL						2,730.56	2,866.56	3,009.68	3,159.92	3,318.81		SEIU		
CUSTOMER SVC. REPRESENTATIVE	5 C	5	FL						1,990.70	2,089.45	2,193.92	2,304.12	2,418.61		SEIU		
DEP PUB WRKS DIR/ AST CTY ENG	E 46	3	M	5,331.71	6,664.64	7,997.57									EGLE		
DEPUTY CITY ATTORNEY	E 36	2	M	4,166.29	5,207.86	6,249.43									MISC		
DEPUTY CITY CLERK	22	2	P	3,131.66	3,684.30	4,236.95									EGLE		
DEPUTY CITY MANAGER	E 42	2	M	4,831.50	6,039.37	7,247.24									MISC		
DEPUTY FIRE CHIEF	E 6	VIII	M	6,540.02	8,175.02	9,810.02									FMGR		
DEPUTY FIRE MARSHAL	13	VIII	FL						5,018.67	5,270.17	5,533.51	5,810.36	6,100.72		MVFF		
DEPUTY ZONING ADMINISTRATOR	E 35	2	M	4,063.20	5,079.00	6,094.80									EGLE		
DEV SRVCS COORD	33 C	3	P	4,105.57	4,830.08	5,554.59									SEIU		
DOCUMENT PROC. TECHNICIAN I	10	5	FL						2,253.50	2,366.53	2,485.29	2,608.33	2,739.98		EGLE		
DOCUMENT PROC. TECHNICIAN II	14	5	FL						2,486.70	2,611.22	2,742.83	2,878.76	3,023.29		EGLE		
DOCUMENT PROC. TECHNICIAN III	18	5	FL						2,745.68	2,883.06	3,027.59	3,179.22	3,338.06		EGLE		
DOCUMENT PROCESSING SUPERVISOR	22	2	P	3,132.40	3,685.18	4,237.96									MISC		
ECONOMIC DEVELOPMENT MANAGER	E 43	2	M	4,950.55	6,188.19	7,425.83									EGLE		
ENGINEERING ASSISTANT I	16	3	FL						2,610.38	2,740.62	2,877.98	3,022.53	3,172.81		SEIU		
ENGINEERING ASSISTANT II	20 C	3	FL						2,882.29	3,026.84	3,178.53	3,337.38	3,503.41		SEIU		
ENGINEERING ASSISTANT III	24 C	3	FL						3,185.70	3,344.55	3,512.00	3,688.03	3,871.21		SEIU		
ENVIR & SAFETY PROTECTION INSP	14	III	P	3,418.26	4,021.48	4,624.70									SEIU		
ENVIRONMENTAL COMP. SPECIALIST	24 C	3	FL						3,185.70	3,344.55	3,512.00	3,688.03	3,871.21		SEIU		
ENVIRONMENTAL SAFETY COORD.	33 C	3	P	4,105.57	4,830.08	5,554.59									SEIU		
ENVIRONMENTAL SUSTAIN. COORD.	E 31	2	M	3,682.01	4,602.51	5,523.01									EGLE		
EQUIPMENT MAINT. SUPERVISOR	19 B	III	P	3,834.61	4,511.30	5,188.00									EGLE		
EQUIPMENT MECHANIC I	16 M	6	FL						2,598.92	2,729.18	2,865.12	3,008.22	3,158.49		SEIU		
EQUIPMENT MECHANIC II	20 M	6	FL						2,867.98	3,011.09	3,162.81	3,320.21	3,486.24		SEIU		

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Position	FLJob	Job	Sal	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
EQUIPMENT MECHANIC III	24	M	6 FL							3,165.66	3,324.51	3,490.52	3,665.15	3,848.31	SEIU		
EQUIPMENT SERVICE WORKER	10	M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU		
EXECUTIVE ASSISTANT	18	C	2 P	2,838.01	3,338.84	3,839.67									SEIU		
EXECUTIVE ASSISTANT - EAGLE	18	A	2 P	2,837.35	3,338.06	3,838.77									EGLE		
EXECUTIVE ASST. TO THE CA	22		2 P	3,132.40	3,685.18	4,237.96									MISC		
EXECUTIVE ASST. TO THE CM	22		2 P	3,132.40	3,685.18	4,237.96									MISC		
FACILITIES CONTRACT COORDINATR	26		2 P	3,456.38	4,066.33	4,676.28									EGLE		
FACILITIES MAINT. SUPERVISOR	19	B	III P	3,834.61	4,511.30	5,188.00									EGLE		
FACILITIES MAINTENANCE I	12	M	6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27	SEIU		
FACILITIES MAINTENANCE II	16	M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU		
FACILITIES MAINTENANCE III	20	M	6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24	SEIU		
FACILITIES PROJECT MANAGER	E 34		2 M	3,963.89	4,954.86	5,945.83									EGLE		
FINANCE AND ADMIN SVCS DIR	E 0		DH				5,978.30	8,724.81	9,597.29						ESMS		
FINANCIAL ANALYST I - CONF	23		2 P	3,210.24	3,776.75	4,343.26									MISC		
FINANCIAL ANALYST II - CONF	27		2 P	3,543.61	4,168.95	4,794.29									MISC		
FIRE CAPTAIN	12		VIII FL							5,010.20	5,261.74	5,523.38	5,800.24	6,090.58	MVFF		
FIRE CAPTAIN/HAZ MAT	15		VIII FL							5,260.69	5,524.82	5,799.52	6,090.22	6,395.07	MVFF		
FIRE CHIEF	E 1		DH				6,783.11	9,898.46	10,888.31						ESPS		
FIRE ENGINEER	6		VIII FL							4,294.53	4,508.31	4,734.89	4,971.18	5,220.33	MVFF		
FIRE ENGINEER/HAZ MAT	9		VIII FL							4,509.26	4,733.68	4,971.63	5,219.72	5,481.33	MVFF		
FIRE ENGINEER/PARAMEDIC	11		VIII FL							4,767.06	5,006.54	5,255.66	5,519.26	5,795.72	MVFF		
FIRE ENGINEER/PMEDIC/HM	11	B	VIII FL							5,006.56	5,256.89	5,519.73	5,795.72	6,085.51	MVFF		
FIRE MARSHAL NON-SAFETY	E 51		VIII M	6,032.17	7,540.21	9,048.25									EGLE		
FIRE PREVENTION OFFICER I	1		VIII FL							3,804.33	3,995.58	4,194.90	4,403.85	4,624.03	MVFF		
FIRE PREVENTION OFFICER II	3		VIII FL							3,992.40	4,191.67	4,402.24	4,620.81	4,852.23	MVFF		
FIRE PREVENTION OFFICER III	10		VIII FL							4,641.69	4,873.16	5,117.47	5,372.99	5,641.41	MVFF		
FIRE PROTECTION ENGINEER	E 41		3 M	4,712.54	5,890.68	7,068.82									EGLE		
FIREFIGHTER	2		VIII FL							3,913.61	4,109.70	4,315.42	4,530.81	4,757.43	MVFF		
FIREFIGHTER/HAZ MAT	5		VIII FL							4,109.31	4,315.17	4,531.19	4,757.31	4,995.30	MVFF		
FIREFIGHTER/MEDIC/HAZMAT	7	B	VIII FL							4,559.87	4,787.71	5,027.33	5,278.83	5,542.10	MVFF		
FIREFIGHTER/PARAMEDIC	7		VIII FL							4,342.77	4,559.73	4,787.95	5,027.46	5,278.19	MVFF		
FLEET AND FACILITIES MANAGER	E 25	B	III M	4,486.97	5,608.71	6,730.45									EGLE		
FORESTRY & ROADWAY MANAGER	E 38		2 M	4,375.96	5,469.95	6,563.94									EGLE		
FORESTRY COORDINATOR	16		2 P	2,699.91	3,176.37	3,652.83									EGLE		
HAZARDOUS MAT SPEC NON SAFETY	40	A	VIII P	4,899.88	5,764.57	6,629.26									EGLE		
HEAVY EQUIPMENT OPERATOR	17	M	6 FL							2,663.35	2,796.44	2,936.67	3,084.09	3,237.23	SEIU		
HEAVY EQUIPMENT SPECIALIST	19	M	6 FL							2,797.85	2,938.11	3,085.52	3,240.10	3,401.76	SEIU		

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				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
HOUSING & NEIGHBORHD SRVCS MGR	E 43	2 M		4,950.55	6,188.19	7,425.83									EGLE		
HUMAN RESOURCES ANALYST I	23	2 P		3,210.24	3,776.75	4,343.26									MISC		
HUMAN RESOURCES ANALYST II	27	2 P		3,543.61	4,168.95	4,794.29									MISC		
HUMAN RESOURCES MANAGER	E 42	2 M		4,831.50	6,039.37	7,247.24									MISC		
HUMAN RESOURCES TECHNICIAN	20	2 P		2,981.54	3,507.69	4,033.84									MISC		
INFORMATION TECHNOLOGY MANAGER	E 42	2 M		4,830.37	6,037.96	7,245.55									EGLE		
IT ANALYST I	27	2 P		3,543.61	4,168.95	4,794.29									EGLE		
IT ANALYST II	E 31	2 M		3,682.01	4,602.51	5,523.01									EGLE		
IT DESKTOP TECHNICIAN I	13	2 P		2,506.93	2,949.33	3,391.73									EGLE		
IT DESKTOP TECHNICIAN II	17	2 P		2,768.06	3,256.54	3,745.02									EGLE		
IT OPERATIONS MANAGER	E 39 A	2 M		4,485.73	5,607.16	6,728.59									EGLE		
JUNIOR ENGINEER (CIVIL)	26	3 P		3,456.38	4,066.33	4,676.28									EGLE		
LEAD POLICE RECORDS SPECIALIST	3	V FL								3,093.63	3,246.65	3,409.05	3,577.73	3,757.29	NPOA		
LEAD PUBLIC SAFETY DISPATCHER	18 A	II P		3,894.31	4,581.54	5,268.77									SEIU		
LEGAL SECRETARY	18 A	2 P		2,838.01	3,338.84	3,839.67									MISC		
LIBRARIAN I	15	4 P		2,634.24	3,099.10	3,563.97									EGLE		
LIBRARIAN II	19	4 P		2,908.56	3,421.83	3,935.10									EGLE		
LIBRARIAN III	23	4 P		3,198.67	3,763.14	4,327.61									EGLE		
LIBRARY ASSISTANT I	6	4 FL								2,041.75	2,143.34	2,250.63	2,363.66	2,482.42	EGLE		
LIBRARY ASSISTANT II	10	4 FL								2,253.50	2,366.53	2,485.29	2,608.33	2,739.98	EGLE		
LIBRARY ASSISTANT III	14 A	4 FL								2,488.15	2,612.63	2,742.83	2,881.63	3,023.29	EGLE		
LIBRARY CUSTOMER SERVICE SUPRV	22	4 P		3,131.66	3,684.30	4,236.95									EGLE		
LIBRARY SERVICES DIRECTOR	E 0	DH					5,978.30	8,724.81	9,597.29						ESMS		
LIBRARY SERVICES MANAGER	E 35	4 M		4,063.20	5,079.00	6,094.80									EGLE		
LIBRARY TECHNICIAN	1	4 FL								1,804.23	1,894.36	1,990.25	2,088.96	2,193.41	EGLE		
MANAGEMENT FELLOW	18	2 P		2,837.35	3,338.06	3,838.77									EGLE		
OFFICE ASSISTANT I	2 C	5 FL								1,849.03	1,943.45	2,039.37	2,140.98	2,249.73	SEIU		
OFFICE ASSISTANT I - CONF	2	5 FL								1,849.03	1,943.45	2,039.37	2,140.98	2,249.73	MISC		
OFFICE ASSISTANT II	6 C	5 FL								2,040.80	2,145.26	2,251.16	2,364.20	2,481.58	SEIU		
OFFICE ASSISTANT II-CONF	6 A	5 FL								2,040.80	2,145.26	2,251.16	2,364.20	2,481.58	MISC		
OFFICE ASSISTANT III	10 C	5 FL								2,254.03	2,367.08	2,485.87	2,608.94	2,740.62	SEIU		
OFFICE ASSISTANT III - CONF	10	5 FL								2,254.03	2,367.08	2,485.87	2,608.94	2,740.62	MISC		
OFFICE OF EMER SVCS COORD.	40 A	VIII P		4,899.88	5,764.57	6,629.26									EGLE		
PARKS & OPEN SPACE MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94									EGLE		
PARKS MAINTENANCE WORKER I	10 M	6 FL								2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU		
PARKS MAINTENANCE WORKER II	14 M	6 FL								2,472.98	2,597.51	2,726.30	2,863.69	3,006.80	SEIU		
PARKS MAINTENANCE WORKER III	18 M	6 FL								2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU		

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				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
PARKS SECTION MANAGER	E 22 A	III M		4,024.55	5,030.69	6,036.83									EGLE		
PARKS SUPERVISOR	19 B	III P		3,834.61	4,511.30	5,188.00									EGLE		
PAYROLL ACCOUNTANT I	25	2 P		3,373.23	3,968.50	4,563.78									MISC		
PAYROLL ACCOUNTANT II	29	2 P		3,723.60	4,380.71	5,037.82									MISC		
PAYROLL TECHNICIAN	18	2 P		2,838.01	3,338.84	3,839.67									MISC		
PERFORMING ARTS ASSISTANT	11 A	4 FL							2,310.74	2,425.22	2,546.81	2,674.15	2,808.68		EGLE		
PERFORMING ARTS COORDINATOR	20	4 P		2,980.85	3,506.88	4,032.91									EGLE		
PERFORMING ARTS MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94									EGLE		
PERFORMING ARTS SUPERVISOR	E 26	4 M		3,253.06	4,066.33	4,879.60									EGLE		
PERMIT TECHNICIAN	17 C	3 FL							2,676.22	2,810.74	2,950.99	3,098.41	3,252.95		SEIU		
PLAN CHECK ENGINEER	E 34	2 M		3,963.89	4,954.86	5,945.83									EGLE		
PLAN CHECK EXAMINER	30	3 P		3,815.15	4,488.41	5,161.67									EGLE		
PLANNING MANAGER/ZONING ADMIN	E 43	2 M		4,950.55	6,188.19	7,425.83									EGLE		
POLICE ASSISTANT III-UNIFORMED	10 A	5 FL							2,277.66	2,390.66	2,509.43	2,632.47	2,764.13		NPOA		
POLICE ASSISTANT II-UNIFORMED	6 A	5 FL							2,064.48	2,168.93	2,274.80	2,387.82	2,505.16		NPOA		
POLICE ASSISTANT I-UNIFORMED	2 C	5 FL							1,872.78	1,967.19	2,063.06	2,164.63	2,273.34		NPOA		
POLICE CAPTAIN	E 2	VII M		6,764.74	8,455.93	10,147.12									PMGR		
POLICE CAPTAIN-TIER 2	E 2	VII M		6,764.74	8,455.93	9,233.88									PMGR		
POLICE CHIEF	E 1	DH					6,783.11	9,898.46	10,888.31						ESPS		
POLICE LIEUTENANT	E 1	VII M		5,882.66	7,353.33	8,824.00									PMGR		
POLICE LIEUTENANT-TIER 2	E 1	VII M		5,882.66	7,353.33	8,206.32									PMGR		
POLICE MEDIA/COMM REL COORD	31	2 P		3,912.13	4,602.51	5,292.89									EGLE		
POLICE OFFICER	1	VII FL							4,084.00	4,286.47	4,502.41	4,725.04	4,959.39		POA		
POLICE OFFICER TRAINEE	5	V FL							3,852.11						NPOA		
POLICE RECORDS SPECIALIST	1	V FL							2,765.68	2,901.52	3,046.76	3,196.69	3,355.99		NPOA		
POLICE RECORDS SUPERVISOR	26	2 P		3,476.81	4,090.37	4,703.93									NPOA		
POLICE SERGEANT	3	VII FL							4,957.70	5,203.74	5,463.18	5,736.01	6,020.54		POA		
POSTCLOSURE ENV SYSTEMS SPEC	26 M	6 FL							3,325.94	3,493.38	3,668.00	3,851.15	4,042.95		SEIU		
POSTCLOSURE ENV SYSTEMS TECH	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81		SEIU		
POSTCLOSURE SUPERVISOR	19 B	III P		3,834.61	4,511.30	5,188.00									EGLE		
PRINCIPAL CIVIL ENGINEER	E 42	3 M		4,830.37	6,037.96	7,245.55									EGLE		
PRINCIPAL FINANCIAL ANALYST	E 35	2 M		4,064.15	5,080.19	6,096.23									MISC		
PRINCIPAL IT ANALYST	E 37	2 M		4,268.36	5,335.45	6,402.54									EGLE		
PRINCIPAL MANAGEMENT ANALYST	E 34	2 M		3,964.82	4,956.02	5,947.22									MISC		
PROGRAM ASSISTANT	16 C	5 FL							2,613.23	2,744.90	2,882.29	3,026.84	3,177.12		SEIU		
PROJECT MANAGER	E 34	2 M		3,963.89	4,954.86	5,945.83									EGLE		
PROPERTY & EVIDENCE SPECIALIST	2 A	V P		3,056.52	3,595.91	4,135.30									NPOA		

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				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
PUBLIC EDUC/FIRE SAFETY SPEC	25	2 P		3,372.45	3,967.59	4,562.73									EGLE		
PUBLIC SAFETY DISPATCHER I	12 A	II FL							3,030.77	3,181.54	3,341.56	3,507.69	3,683.09		SEIU		
PUBLIC SAFETY DISPATCHER II	15 A	II FL							3,380.01	3,549.23	3,726.15	3,912.31	4,107.71		SEIU		
PUBLIC SAFETY DISPATCHER III	16 A	III FL							3,717.37	3,903.22	4,098.39	4,303.30	4,518.47		SEIU		
PUBLIC SAFETY SUPPORT SRVS MGR	E 41	2 M		4,712.54	5,890.68	7,068.82									EGLE		
PUBLIC WORKS DIRECTOR	E 0	DH					5,978.30	8,724.81	9,597.29						ESMS		
PUBLIC WORKS INSPECTOR I	25	3 FL							3,264.42	3,427.57	3,599.28	3,779.61	3,968.50		SEIU		
PUBLIC WORKS INSPECTOR II	29	3 FL							3,603.59	3,783.94	3,972.80	4,171.75	4,379.25		SEIU		
PURCH & SUPPORT SRVCS MGR	E 41	2 M		4,712.54	5,890.68	7,068.82									EGLE		
REAL PROPERTY PROGRAM ADMIN.	E 36	3 M		4,165.33	5,206.66	6,247.99									EGLE		
RECREATION COORDINATOR	16	4 P		2,699.91	3,176.37	3,652.83									EGLE		
RECREATION LEADER II	2 A	IV FL							1,498.06	1,572.46	1,651.12	1,734.15	1,819.97		EGLE		
RECREATION MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94									EGLE		
RECREATION SPECIALIST	7 B	IV FL							1,911.54	2,007.41	2,107.57	2,212.03	2,323.62		EGLE		
RECREATION SUPERVISOR	E 30	4 M		3,590.73	4,488.41	5,386.09									EGLE		
RISK MANAGER	E 39	2 M		4,484.69	5,605.86	6,727.03									EGLE		
SAFETY & TRAINING ADMINISTRATR	19 B	III P		3,834.61	4,511.30	5,188.00									EGLE		
SECRETARY	15 C	5 FL							2,550.27	2,679.07	2,812.17	2,952.44	3,099.83		SEIU		
SENIOR ACCOUNTANT	E 31	2 M		3,682.01	4,602.51	5,523.01									EGLE		
SENIOR ASSISTANT CITY ATTORNEY	E 50	2 M		5,885.03	7,356.29	8,827.55									MISC		
SENIOR BUILDING INSPECTOR	33 C	3 P		4,105.57	4,830.08	5,554.59									SEIU		
SENIOR CIVIL ENGINEER	E 38	3 M		4,375.96	5,469.95	6,563.94									EGLE		
SENIOR CODE ENF OFFICER	29	3 P		3,722.36	4,379.25	5,036.14									SEIU		
SENIOR DEPUTY CITY ATTORNEY	E 40	2 M		4,597.92	5,747.40	6,896.88									MISC		
SENIOR FINANCIAL ANALYST-CONF	E 31	2 M		3,682.01	4,602.51	5,523.01									MISC		
SENIOR IT ANALYST	E 35	2 M		4,063.20	5,079.00	6,094.80									EGLE		
SENIOR IT DESKTOP TECHNICIAN	21	2 P		3,055.75	3,595.00	4,134.25									EGLE		
SENIOR MANAGEMENT ANALYST	E 31	2 M		3,682.01	4,602.51	5,523.01									EGLE		
SENIOR MANAGEMENT ANALYST-CONF	E 31	2 M		3,682.01	4,602.51	5,523.01									MISC		
SENIOR PAYROLL ACCOUNTANT	E 33	2 M		3,868.64	4,835.80	5,802.96									MISC		
SENIOR PLANNER	E 32	2 M		3,772.72	4,715.90	5,659.08									EGLE		
SENIOR PROJECT MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94									EGLE		
SENIOR PUBLIC WORKS INSPECTOR	33 C	3 P		4,105.57	4,830.08	5,554.59									SEIU		
SENIOR RECREATION COORDINATOR	20	4 P		2,980.85	3,506.88	4,032.91									EGLE		
SENIOR SYSTEMS SPECIALIST	E 37	2 M		4,268.36	5,335.45	6,402.54									EGLE		
SENIOR TICKET SERVICES REP	1	4 FL							1,804.23	1,894.36	1,990.25	2,088.96	2,193.41		EGLE		
SENIOR UTILITIES SYS TECH.	22 M	6 FL							3,013.95	3,164.24	3,323.07	3,489.10	3,663.70		SEIU		

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				Control Point			Min	Std.	Max**						
				SAGrd	Fam Plan	Min									
SENIOR WATER SYSTEM OPERATOR	25 M	6 FL							3,244.79	3,407.62	3,577.77	3,756.75	3,944.52	SEIU	
SHORELINE MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94								EGLE	
SOLID WASTE PROGRAM MANAGER	E 25 A II	M		4,331.32	5,414.15	6,496.98								EGLE	
SR HUMAN RESOURCES ANALYST	E 31	2 M		3,682.01	4,602.51	5,523.01								MISC	
SR POSTCLOSURE ENV SYS TECH	22 M	6 FL							3,013.95	3,164.24	3,323.07	3,489.10	3,663.70	SEIU	
STREET & LANDFILL CLOSURE MNGR	E 26 B III	M		4,654.10	5,817.62	6,981.14								EGLE	
STREET LIGHTING TECHNICIAN	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU	
STREET MAINTENANCE WORKER I	10 M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU	
STREET MAINTENANCE WORKER II	14 M	6 FL							2,472.98	2,597.51	2,726.30	2,863.69	3,006.80	SEIU	
STREET MAINTENANCE WORKER III	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU	
STREET SUPERVISOR	19 B III	P		3,834.61	4,511.30	5,188.00								EGLE	
STREETS TECHNICIAN	10 M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU	
STREETSWEEPER OPERATOR	16 M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU	
SUPERVISING BUYER	28	2 P		3,631.51	4,272.36	4,913.21								EGLE	
SUPERVISING PRKS & OPN SP WRKR	11 M	4 FL							2,296.95	2,411.45	2,531.68	2,659.02	2,792.14	SEIU	
SYSTEMS COORDINATOR/TECHNICIAN	12 A II	P		2,868.97	3,375.26	3,881.55								EGLE	
SYSTEMS SPECIALIST	28	2 P		3,631.51	4,272.36	4,913.21								EGLE	
TRAFFIC ENGINEER	E 43	3 M		4,950.55	6,188.19	7,425.83								EGLE	
TRAINING OFFICER I	1	VIII FL							3,804.33	3,995.58	4,194.90	4,403.85	4,624.03	MVFF	
TRANSPORTATION MANAGER	E 41	2 M		4,712.54	5,890.68	7,068.82								EGLE	
TRANSPORTATION PLANNER	E 38	3 M		4,375.96	5,469.95	6,563.94								EGLE	
TREE SUPERVISOR/ARBORIST	20 B III	P		3,975.69	4,677.28	5,378.87								EGLE	
TREE TRIMMER I	12 M	6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27	SEIU	
TREE TRIMMER II	16 M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU	
TREE TRIMMER III	20 M	6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24	SEIU	
UTILITIES ELECTRICIAN	26 M	6 FL							3,325.94	3,493.38	3,668.00	3,851.15	4,042.95	SEIU	
UTILITIES INSPECTOR LOCATOR	19 M	6 FL							2,797.85	2,938.11	3,085.52	3,240.10	3,401.76	SEIU	
UTILITIES SERVICES MANAGER	E 42	3 M		5,132.27	6,037.96	7,245.55								EGLE	
UTILITIES SYSTEMS SPECIALIST	26 M	6 FL							3,325.94	3,493.38	3,668.00	3,851.15	4,042.95	SEIU	
UTILITIES SYSTEMS SUPERVISOR	19 B III	P		3,834.61	4,511.30	5,188.00								EGLE	
UTILITIES SYSTEMS TECHNICIAN	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU	
VOLUNTEER COORDINATOR	20	4 P		2,980.85	3,506.88	4,032.91								EGLE	
WAREHOUSE WORKER	10 M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU	
WASTEWATER SUPERVISOR	19 B III	P		3,834.61	4,511.30	5,188.00								EGLE	
WASTEWATER UTILITY WORKER I	12 M	6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27	SEIU	
WASTEWATER UTILITY WORKER II	16 M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU	
WASTEWATER UTILITY WORKER III	20 M	6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24	SEIU	

City of Mountain View
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Position	FLJob	Job	Sal	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
				Control Point			Min	Std.	Max**						
				SAGrd	Fam Plan	Min									
WATER ENVIRONMENT SPECIALIST	14	III P		3,418.26	4,021.48	4,624.70									SEIU
WATER OPERATIONS SPECIALIST	26	M 6 FL							3,325.94	3,493.38	3,668.00	3,851.15	4,042.95		SEIU
WATER QUALITY SUPERVISOR	19	B III P		3,834.61	4,511.30	5,188.00									EGLE
WATER QUALITY TECHNICIAN	25	M 6 FL							3,244.79	3,407.62	3,577.77	3,756.75	3,944.52		SEIU
WATER RESOURCE MANAGER	E 34	2 M		3,963.89	4,954.86	5,945.83									EGLE
WATER RESOURCES TECHNICIAN	19	M 6 FL							2,797.85	2,938.11	3,085.52	3,240.10	3,401.76		SEIU
WATER SUPERINTENDANT	E 22	A III M		4,024.55	5,030.69	6,036.83									EGLE
WATER SYSTEM OPERATOR	21	M 6 FL							2,939.67	3,086.37	3,241.87	3,403.23	3,573.39		SEIU
WATER UTILITY WORKER I	12	M 6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27		SEIU
WATER UTILITY WORKER II	16	M 6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49		SEIU
WATER UTILITY WORKER III	20	M 6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24		SEIU
WILDLIFE PRESERVATION COORD	16	4 P		2,699.91	3,176.37	3,652.83									EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

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Position	FLJob SAGrd	Job Fam Plan	Sal	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
				Control Point			Min	Std.	Max**						
				Min	Cntl. Pt.	Max*	Min	Std.	Max**						
ACCOUNT CLERK I	7 C	5 FL							2,093.75	2,196.78	2,308.43	2,422.90	2,544.56	SEIU	
ACCOUNT CLERK I - CONF	7	5 FL							2,093.75	2,196.78	2,308.43	2,422.90	2,544.56	MISC	
ACCOUNT CLERK II	11 C	5 FL							2,308.43	2,424.34	2,547.40	2,674.77	2,807.88	SEIU	
ACCOUNT CLERK II-CONF.	11	5 FL							2,308.43	2,424.34	2,547.40	2,674.77	2,807.88	MISC	
ACCOUNTANT I	23 A	2 P	3,210.24	3,776.75	4,343.26									EGLE	
ACCOUNTANT II	27	2 P	3,543.61	4,168.95	4,794.29									EGLE	
ACCOUNTING MANAGER	E 39	2 M	4,485.73	5,607.16	6,728.59									MISC	
ACCOUNTING TECHNICIAN	15 C	2 FL							2,550.27	2,679.07	2,812.17	2,952.44	3,099.83	SEIU	
ADMINISTRATIVE AIDE	19	2 P	2,908.56	3,421.83	3,935.10									EGLE	
ANALYST I	23 A	2 P	3,210.24	3,776.75	4,343.26									EGLE	
ANALYST I-CONF	23	2 P	3,210.24	3,776.75	4,343.26									MISC	
ANALYST II	27	2 P	3,543.61	4,168.95	4,794.29									EGLE	
ANALYST II-CONF	27	2 P	3,543.61	4,168.95	4,794.29									MISC	
ADVANCED PLANNING MANAGER	E 40	2 M	4,596.86	5,746.07	6,895.28									EGLE	
ASSISTANT BUILDING INSPECTOR	23	3 FL							3,106.99	3,262.97	3,426.12	3,597.87	3,776.75	SEIU	
ASSISTANT BUYER	20	2 FL							2,884.47	3,028.99	3,180.66	3,339.48	3,506.88	EGLE	
ASSISTANT CDD/PLANNING MGR	E 46	2 M	5,331.71	6,664.64	7,997.57									EGLE	
ASSISTANT CITY ATTORNEY	E 46	2 M	5,332.95	6,666.19	7,999.43									MISC	
ASSISTANT CITY MANAGER	E 1	DH					6,277.22	9,161.05	10,077.16					ESMS	
ASSISTANT COMM SVCS DIRECTOR	E 46	3 M	5,331.71	6,664.64	7,997.57									EGLE	
ASSISTANT ENGINEER (CIVIL)	30	3 P	3,815.15	4,488.41	5,161.67									EGLE	
ASSISTANT PLANNER	24	2 P	3,289.76	3,870.30	4,450.85									EGLE	
ASSISTANT PROJECT MANAGER	E 30	2 M	3,590.73	4,488.41	5,386.09									EGLE	
ASSISTANT PUBLIC WORKS DIR.	E 49	3 M	5,741.50	7,176.87	8,612.24									EGLE	
ASSISTANT TO THE CITY MANAGER	E 26 A II	M	4,492.60	5,615.75	6,738.90									MISC	
ASSOCIATE ENGINEER (CIVIL)	34	3 P	4,211.63	4,954.86	5,698.09									EGLE	
ASSOCIATE PLANNER	28	2 P	3,631.51	4,272.36	4,913.21									EGLE	
ASST FINANCE & ADM SVCS DIR	E 47	2 M	5,465.77	6,832.21	8,198.65									MISC	
BATALLION CHIEF	E 4	VIII M	6,228.58	7,785.73	9,342.88									FMGR	
BATTALION CHIEF-TIER 2	E 4	VIII M	6,228.58	7,785.73	8,688.87									FMGR	
BUILDING INSPECTOR I	25	3 FL							3,264.42	3,427.57	3,599.28	3,779.61	3,968.50	SEIU	
BUILDING INSPECTOR II	29	3 FL							3,603.59	3,783.94	3,972.80	4,171.75	4,379.25	SEIU	
BUSINESS DEVELPMNT SPECIALIST	E 33	2 M	3,867.74	4,834.67	5,801.60									EGLE	
BUYER	24	2 FL							3,184.13	3,343.33	3,510.49	3,686.01	3,870.30	EGLE	
CHIEF BLDG OFFICIAL	E 43	3 M	4,950.55	6,188.19	7,425.83									EGLE	
CIO/INFORMATION TECHNOLOGY DIR	0	DH					5,978.30	8,724.81	9,597.29					ESMS	
CITY ATTORNEY	E 0	DH		10,577.99										CA	

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				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
CITY CLERK	E 0		DH		5,400.00										CC		
CITY MANAGER	E 0		DH		11,578.72										CM		
CODE ENFORCEMENT OFFICER I	23	3	FL						3,106.99	3,262.97	3,426.12	3,597.87	3,776.75		SEIU		
CODE ENFORCEMENT OFFICER II	27	3	FL						3,430.44	3,600.72	3,781.07	3,969.94	4,168.88		SEIU		
COMMUNICATION COORDINATOR	31	2	P	3,912.13	4,602.51	5,292.89									EGLE		
COMMUNICATIONS OPERATIONS SPRV	33	2	P	4,109.22	4,834.38	5,559.54									NPOA		
COMMUNICATIONS TRAINING SUPRV	33	2	P	4,109.22	4,834.38	5,559.54									NPOA		
COMMUNITY OUTREACH COORD	16	4	P	2,699.91	3,176.37	3,652.83									EGLE		
COMMUNITY SERVICES DIRECTOR	E 0		DH				5,978.30	8,724.81	9,597.29						ESMS		
COMMUNITY SERVICES OFFICER	2	V	FL							2,821.87	2,964.00	3,110.76	3,263.83	3,424.69	NPOA		
COPY CENTER TECHNICIAN	10	5	FL							2,253.50	2,366.53	2,485.29	2,608.33	2,739.98	EGLE		
CRIME ANALYST	27	2	P	3,543.61	4,168.95	4,794.29									EGLE		
CROSS CONNECTION CONTROL SPEC	18 M	6	FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU		
CUSTOMER SVC. REPRESENTATIVE	5 C	5	FL							1,990.70	2,089.45	2,193.92	2,304.12	2,418.61	SEIU		
DEP PUB WRKS DIR/ AST CTY ENG	E 46	3	M	5,331.71	6,664.64	7,997.57									EGLE		
DEPUTY CITY ATTORNEY	E 36	2	M	4,166.29	5,207.86	6,249.43									MISC		
DEPUTY CITY CLERK	22	2	P	3,131.66	3,684.30	4,236.95									EGLE		
DEPUTY CITY MANAGER	E 42	2	M	4,831.50	6,039.37	7,247.24									MISC		
DEPUTY FIRE CHIEF	E 6	VIII	M	6,540.02	8,175.02	9,810.02									FMGR		
DEPUTY FIRE MARSHAL	13	VIII	FL							5,018.67	5,270.17	5,533.51	5,810.36	6,100.72	MVFF		
DEPUTY ZONING ADMINISTRATOR	E 35	2	M	4,063.20	5,079.00	6,094.80									EGLE		
DEV SRVCS COORD	33 C	3	P	4,105.57	4,830.08	5,554.59									SEIU		
DOCUMENT PROC. TECHNICIAN I	10	5	FL							2,253.50	2,366.53	2,485.29	2,608.33	2,739.98	EGLE		
DOCUMENT PROC. TECHNICIAN II	14	5	FL							2,486.70	2,611.22	2,742.83	2,878.76	3,023.29	EGLE		
DOCUMENT PROC. TECHNICIAN III	18	5	FL							2,745.68	2,883.06	3,027.59	3,179.22	3,338.06	EGLE		
DOCUMENT PROCESSING SUPERVISOR	22	2	P	3,132.40	3,685.18	4,237.96									MISC		
ECONOMIC DEVELOPMENT MANAGER	E 43	2	M	4,950.55	6,188.19	7,425.83									EGLE		
ENGINEERING ASSISTANT I	16	3	FL							2,610.38	2,740.62	2,877.98	3,022.53	3,172.81	SEIU		
ENGINEERING ASSISTANT II	20 C	3	FL							2,882.29	3,026.84	3,178.53	3,337.38	3,503.41	SEIU		
ENGINEERING ASSISTANT III	24 C	3	FL							3,185.70	3,344.55	3,512.00	3,688.03	3,871.21	SEIU		
ENVIR & SAFETY PROTECTION INSP	14	III	P	3,418.26	4,021.48	4,624.70									SEIU		
ENVIRONMENTAL COMP. SPECIALIST	24 C	3	FL							3,185.70	3,344.55	3,512.00	3,688.03	3,871.21	SEIU		
ENVIRONMENTAL SAFETY COORD.	33 C	3	P	4,105.57	4,830.08	5,554.59									SEIU		
ENVIRONMENTAL SUSTAIN. COORD.	E 31	2	M	3,682.01	4,602.51	5,523.01									EGLE		
EQUIPMENT MAINT. SUPERVISOR	19 B	III	P	3,834.61	4,511.30	5,188.00									EGLE		
EQUIPMENT MECHANIC I	16 M	6	FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU		
EQUIPMENT MECHANIC II	20 M	6	FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24	SEIU		

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				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
EQUIPMENT MECHANIC III	24	M	6 FL							3,165.66	3,324.51	3,490.52	3,665.15	3,848.31	SEIU		
EQUIPMENT SERVICE WORKER	10	M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU		
EXECUTIVE ASSISTANT	18	C	2 P	2,838.01	3,338.84	3,839.67									SEIU		
EXECUTIVE ASSISTANT - EAGLE	18	A	2 P	2,837.35	3,338.06	3,838.77									EGLE		
EXECUTIVE ASST. TO THE CA	22		2 P	3,132.40	3,685.18	4,237.96									MISC		
EXECUTIVE ASST. TO THE CM	22		2 P	3,132.40	3,685.18	4,237.96									MISC		
FACILITIES CONTRACT COORDINATR	26		2 P	3,456.38	4,066.33	4,676.28									EGLE		
FACILITIES MAINT. SUPERVISOR	19	B	III P	3,834.61	4,511.30	5,188.00									EGLE		
FACILITIES MAINTENANCE I	12	M	6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27	SEIU		
FACILITIES MAINTENANCE II	16	M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU		
FACILITIES MAINTENANCE III	20	M	6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24	SEIU		
FACILITIES PROJECT MANAGER	E 34		2 M	3,963.89	4,954.86	5,945.83									EGLE		
FINANCE AND ADMIN SVCS DIR	E 0		DH				5,978.30	8,724.81	9,597.29						ESMS		
FINANCIAL ANALYST I - CONF	23		2 P	3,210.24	3,776.75	4,343.26									MISC		
FINANCIAL ANALYST II - CONF	27		2 P	3,543.61	4,168.95	4,794.29									MISC		
FIRE CAPTAIN	12		VIII FL							5,010.20	5,261.74	5,523.38	5,800.24	6,090.58	MVFF		
FIRE CAPTAIN/HAZ MAT	15		VIII FL							5,260.69	5,524.82	5,799.52	6,090.22	6,395.07	MVFF		
FIRE CHIEF	E 1		DH				6,783.11	9,898.46	10,888.31						ESPS		
FIRE ENGINEER	6		VIII FL							4,294.53	4,508.31	4,734.89	4,971.18	5,220.33	MVFF		
FIRE ENGINEER/HAZ MAT	9		VIII FL							4,509.26	4,733.68	4,971.63	5,219.72	5,481.33	MVFF		
FIRE ENGINEER/PARAMEDIC	11		VIII FL							4,767.06	5,006.54	5,255.66	5,519.26	5,795.72	MVFF		
FIRE ENGINEER/PMEDIC/HM	11	B	VIII FL							5,006.56	5,256.89	5,519.73	5,795.72	6,085.51	MVFF		
FIRE MARSHAL NON-SAFETY	E 51		VIII M	6,032.17	7,540.21	9,048.25									EGLE		
FIRE PREVENTION OFFICER I	1		VIII FL							3,804.33	3,995.58	4,194.90	4,403.85	4,624.03	MVFF		
FIRE PREVENTION OFFICER II	3		VIII FL							3,992.40	4,191.67	4,402.24	4,620.81	4,852.23	MVFF		
FIRE PREVENTION OFFICER III	10		VIII FL							4,641.69	4,873.16	5,117.47	5,372.99	5,641.41	MVFF		
FIRE PROTECTION ENGINEER	E 41		3 M	4,712.54	5,890.68	7,068.82									EGLE		
FIREFIGHTER	2		VIII FL							3,913.61	4,109.70	4,315.42	4,530.81	4,757.43	MVFF		
FIREFIGHTER/HAZ MAT	5		VIII FL							4,109.31	4,315.17	4,531.19	4,757.31	4,995.30	MVFF		
FIREFIGHTER/MEDIC/HAZMAT	7	B	VIII FL							4,559.87	4,787.71	5,027.33	5,278.83	5,542.10	MVFF		
FIREFIGHTER/PARAMEDIC	7		VIII FL							4,342.77	4,559.73	4,787.95	5,027.46	5,278.19	MVFF		
FLEET AND FACILITIES MANAGER	E 25	B	III M	4,486.97	5,608.71	6,730.45									EGLE		
FORESTRY & ROADWAY MANAGER	E 38		2 M	4,375.96	5,469.95	6,563.94									EGLE		
FORESTRY COORDINATOR	16		2 P	2,699.91	3,176.37	3,652.83									EGLE		
HAZARDOUS MAT SPEC NON SAFETY	40	A	VIII P	4,899.88	5,764.57	6,629.26									EGLE		
HEAVY EQUIPMENT OPERATOR	17	M	6 FL							2,663.35	2,796.44	2,936.67	3,084.09	3,237.23	SEIU		
HEAVY EQUIPMENT SPECIALIST	19	M	6 FL							2,797.85	2,938.11	3,085.52	3,240.10	3,401.76	SEIU		

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				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
HOUSING & NEIGHBORHD SRVCS MGR	E 43	2 M		4,950.55	6,188.19	7,425.83									EGLE		
HUMAN RESOURCES ANALYST I	23	2 P		3,210.24	3,776.75	4,343.26									MISC		
HUMAN RESOURCES ANALYST II	27	2 P		3,543.61	4,168.95	4,794.29									MISC		
HUMAN RESOURCES MANAGER	E 42	2 M		4,831.50	6,039.37	7,247.24									MISC		
HUMAN RESOURCES TECHNICIAN	20	2 P		2,981.54	3,507.69	4,033.84									MISC		
INFORMATION TECHNOLOGY MANAGER	E 42	2 M		4,830.37	6,037.96	7,245.55									EGLE		
IT ANALYST I	27	2 P		3,543.61	4,168.95	4,794.29									EGLE		
IT ANALYST II	E 31	2 M		3,682.01	4,602.51	5,523.01									EGLE		
IT DESKTOP TECHNICIAN I	13	2 P		2,506.93	2,949.33	3,391.73									EGLE		
IT DESKTOP TECHNICIAN II	17	2 P		2,768.06	3,256.54	3,745.02									EGLE		
IT OPERATIONS MANAGER	E 39 A	2 M		4,485.73	5,607.16	6,728.59									EGLE		
JUNIOR ENGINEER (CIVIL)	26	3 P		3,456.38	4,066.33	4,676.28									EGLE		
LEAD POLICE RECORDS SPECIALIST	3	V FL							3,093.63	3,246.65	3,409.05	3,577.73	3,757.29		NPOA		
LEAD PUBLIC SAFETY DISPATCHER	18 A II	P		3,894.31	4,581.54	5,268.77									SEIU		
LEGAL SECRETARY	18 A	2 P		2,838.01	3,338.84	3,839.67									MISC		
LIBRARIAN I	15	4 P		2,634.24	3,099.10	3,563.97									EGLE		
LIBRARIAN II	19	4 P		2,908.56	3,421.83	3,935.10									EGLE		
LIBRARIAN III	23	4 P		3,198.67	3,763.14	4,327.61									EGLE		
LIBRARY ASSISTANT I	6	4 FL							2,041.75	2,143.34	2,250.63	2,363.66	2,482.42		EGLE		
LIBRARY ASSISTANT II	10	4 FL							2,253.50	2,366.53	2,485.29	2,608.33	2,739.98		EGLE		
LIBRARY ASSISTANT III	14 A	4 FL							2,488.15	2,612.63	2,742.83	2,881.63	3,023.29		EGLE		
LIBRARY CUSTOMER SERVICE SUPRV	22	4 P		3,131.66	3,684.30	4,236.95									EGLE		
LIBRARY SERVICES DIRECTOR	E 0	DH					5,978.30	8,724.81	9,597.29						ESMS		
LIBRARY SERVICES MANAGER	E 35	4 M		4,063.20	5,079.00	6,094.80									EGLE		
LIBRARY TECHNICIAN	1	4 FL							1,804.23	1,894.36	1,990.25	2,088.96	2,193.41		EGLE		
MANAGEMENT FELLOW	18	2 P		2,837.35	3,338.06	3,838.77									EGLE		
OFFICE ASSISTANT I	2 C	5 FL							1,849.03	1,943.45	2,039.37	2,140.98	2,249.73		SEIU		
OFFICE ASSISTANT I - CONF	2	5 FL							1,849.03	1,943.45	2,039.37	2,140.98	2,249.73		MISC		
OFFICE ASSISTANT II	6 C	5 FL							2,040.80	2,145.26	2,251.16	2,364.20	2,481.58		SEIU		
OFFICE ASSISTANT II-CONF	6 A	5 FL							2,040.80	2,145.26	2,251.16	2,364.20	2,481.58		MISC		
OFFICE ASSISTANT III	10 C	5 FL							2,254.03	2,367.08	2,485.87	2,608.94	2,740.62		SEIU		
OFFICE ASSISTANT III - CONF	10	5 FL							2,254.03	2,367.08	2,485.87	2,608.94	2,740.62		MISC		
OFFICE OF EMER SVCS COORD.	40 A	VIII P		4,899.88	5,764.57	6,629.26									EGLE		
PARKS & OPEN SPACE MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94									EGLE		
PARKS MAINTENANCE WORKER I	10 M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43		SEIU		
PARKS MAINTENANCE WORKER II	14 M	6 FL							2,472.98	2,597.51	2,726.30	2,863.69	3,006.80		SEIU		
PARKS MAINTENANCE WORKER III	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81		SEIU		

City of Mountain View
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Position	FLJob	Job	Sal	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
PARKS SECTION MANAGER	E 22	A III	M		4,024.55	5,030.69	6,036.83								EGLE		
PARKS SUPERVISOR	19	B III	P		3,834.61	4,511.30	5,188.00								EGLE		
PAYROLL ACCOUNTANT I	25		2 P		3,373.23	3,968.50	4,563.78								MISC		
PAYROLL ACCOUNTANT II	29		2 P		3,723.60	4,380.71	5,037.82								MISC		
PAYROLL TECHNICIAN	18		2 P		2,838.01	3,338.84	3,839.67								MISC		
PERFORMING ARTS ASSISTANT	11	A	4 FL						2,310.74	2,425.22	2,546.81	2,674.15	2,808.68		EGLE		
PERFORMING ARTS COORDINATOR	20		4 P		2,980.85	3,506.88	4,032.91								EGLE		
PERFORMING ARTS MANAGER	E 38		2 M		4,375.96	5,469.95	6,563.94								EGLE		
PERFORMING ARTS SUPERVISOR	E 26		4 M		3,253.06	4,066.33	4,879.60								EGLE		
PERMIT TECHNICIAN	17	C	3 FL						2,676.22	2,810.74	2,950.99	3,098.41	3,252.95		SEIU		
PLAN CHECK ENGINEER	E 34		2 M		3,963.89	4,954.86	5,945.83								EGLE		
PLAN CHECK EXAMINER	30		3 P		3,815.15	4,488.41	5,161.67								EGLE		
PLANNING MANAGER/ZONING ADMIN	E 43		2 M		4,950.55	6,188.19	7,425.83								EGLE		
POLICE ASSISTANT III-UNIFORMED	10	A	5 FL						2,277.66	2,390.66	2,509.43	2,632.47	2,764.13		NPOA		
POLICE ASSISTANT II-UNIFORMED	6	A	5 FL						2,064.48	2,168.93	2,274.80	2,387.82	2,505.16		NPOA		
POLICE ASSISTANT I-UNIFORMED	2	C	5 FL						1,872.78	1,967.19	2,063.06	2,164.63	2,273.34		NPOA		
POLICE CAPTAIN	E 2	VII	M		6,764.74	8,455.93	10,147.12								PMGR		
POLICE CAPTAIN-TIER 2	E 2	VII	M		6,764.74	8,455.93	9,233.88								PMGR		
POLICE CHIEF	E 1		DH					6,783.11	9,898.46	10,888.31					ESPS		
POLICE LIEUTENANT	E 1	VII	M		5,882.66	7,353.33	8,824.00								PMGR		
POLICE LIEUTENANT-TIER 2	E 1	VII	M		5,882.66	7,353.33	8,206.32								PMGR		
POLICE MEDIA/COMM REL COORD	31		2 P		3,912.13	4,602.51	5,292.89								EGLE		
POLICE OFFICER	1	VII	FL						4,084.00	4,286.47	4,502.41	4,725.04	4,959.39		POA		
POLICE OFFICER TRAINEE	5	V	FL						3,852.11						NPOA		
POLICE RECORDS SPECIALIST	1	V	FL						2,765.68	2,901.52	3,046.76	3,196.69	3,355.99		NPOA		
POLICE RECORDS SUPERVISOR	26		2 P		3,476.81	4,090.37	4,703.93								NPOA		
POLICE SERGEANT	3	VII	FL						4,957.70	5,203.74	5,463.18	5,736.01	6,020.54		POA		
POSTCLOSURE ENV SYSTEMS SPEC	26	M	6 FL						3,325.94	3,493.38	3,668.00	3,851.15	4,042.95		SEIU		
POSTCLOSURE ENV SYSTEMS TECH	18	M	6 FL						2,730.56	2,866.56	3,009.68	3,159.92	3,318.81		SEIU		
POSTCLOSURE SUPERVISOR	19	B III	P		3,834.61	4,511.30	5,188.00								EGLE		
PRINCIPAL CIVIL ENGINEER	E 42		3 M		4,830.37	6,037.96	7,245.55								EGLE		
PRINCIPAL FINANCIAL ANALYST	E 35		2 M		4,064.15	5,080.19	6,096.23								MISC		
PRINCIPAL IT ANALYST	E 37		2 M		4,268.36	5,335.45	6,402.54								EGLE		
PRINCIPAL MANAGEMENT ANALYST	E 34		2 M		3,964.82	4,956.02	5,947.22								MISC		
PROGRAM ASSISTANT	16	C	5 FL						2,613.23	2,744.90	2,882.29	3,026.84	3,177.12		SEIU		
PROJECT MANAGER	E 34		2 M		3,963.89	4,954.86	5,945.83								EGLE		
PROPERTY & EVIDENCE SPECIALIST	2	A V	P		3,056.52	3,595.91	4,135.30								NPOA		

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Position	FLJob	Job	Sal	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
				SAGrd	Fam Plan	Control Point			Min							Std.	Max**
						Min	Cntl. Pt.	Max*									
PUBLIC EDUC/FIRE SAFETY SPEC	25	2 P		3,372.45	3,967.59	4,562.73									EGLE		
PUBLIC SAFETY DISPATCHER I	12 A	II FL							3,030.77	3,181.54	3,341.56	3,507.69	3,683.09		SEIU		
PUBLIC SAFETY DISPATCHER II	15 A	II FL							3,380.01	3,549.23	3,726.15	3,912.31	4,107.71		SEIU		
PUBLIC SAFETY DISPATCHER III	16 A	III FL							3,717.37	3,903.22	4,098.39	4,303.30	4,518.47		SEIU		
PUBLIC SAFETY SUPPORT SRVS MGR	E 41	2 M		4,712.54	5,890.68	7,068.82									EGLE		
PUBLIC WORKS DIRECTOR	E 0	DH					5,978.30	8,724.81	9,597.29						ESMS		
PUBLIC WORKS INSPECTOR I	25	3 FL							3,264.42	3,427.57	3,599.28	3,779.61	3,968.50		SEIU		
PUBLIC WORKS INSPECTOR II	29	3 FL							3,603.59	3,783.94	3,972.80	4,171.75	4,379.25		SEIU		
PURCH & SUPPORT SRVCS MGR	E 41	2 M		4,712.54	5,890.68	7,068.82									EGLE		
REAL PROPERTY PROGRAM ADMIN.	E 36	3 M		4,165.33	5,206.66	6,247.99									EGLE		
RECREATION COORDINATOR	16	4 P		2,699.91	3,176.37	3,652.83									EGLE		
RECREATION LEADER II	2 A	IV FL							1,498.06	1,572.46	1,651.12	1,734.15	1,819.97		EGLE		
RECREATION MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94									EGLE		
RECREATION SPECIALIST	7 B	IV FL							1,911.54	2,007.41	2,107.57	2,212.03	2,323.62		EGLE		
RECREATION SUPERVISOR	E 30	4 M		3,590.73	4,488.41	5,386.09									EGLE		
RISK MANAGER	E 39	2 M		4,484.69	5,605.86	6,727.03									EGLE		
SAFETY & TRAINING ADMINISTRATR	19 B	III P		3,834.61	4,511.30	5,188.00									EGLE		
SECRETARY	15 C	5 FL							2,550.27	2,679.07	2,812.17	2,952.44	3,099.83		SEIU		
SENIOR ACCOUNTANT	E 31	2 M		3,682.01	4,602.51	5,523.01									EGLE		
SENIOR ASSISTANT CITY ATTORNEY	E 50	2 M		5,885.03	7,356.29	8,827.55									MISC		
SENIOR BUILDING INSPECTOR	33 C	3 P		4,105.57	4,830.08	5,554.59									SEIU		
SENIOR CIVIL ENGINEER	E 38	3 M		4,375.96	5,469.95	6,563.94									EGLE		
SENIOR CODE ENF OFFICER	29	3 P		3,722.36	4,379.25	5,036.14									SEIU		
SENIOR DEPUTY CITY ATTORNEY	E 40	2 M		4,597.92	5,747.40	6,896.88									MISC		
SENIOR FINANCIAL ANALYST-CONF	E 31	2 M		3,682.01	4,602.51	5,523.01									MISC		
SENIOR IT ANALYST	E 35	2 M		4,063.20	5,079.00	6,094.80									EGLE		
SENIOR IT DESKTOP TECHNICIAN	21	2 P		3,055.75	3,595.00	4,134.25									EGLE		
SENIOR MANAGEMENT ANALYST	E 31	2 M		3,682.01	4,602.51	5,523.01									EGLE		
SENIOR MANAGEMENT ANALYST-CONF	E 31	2 M		3,682.01	4,602.51	5,523.01									MISC		
SENIOR PAYROLL ACCOUNTANT	E 33	2 M		3,868.64	4,835.80	5,802.96									MISC		
SENIOR PLANNER	E 32	2 M		3,772.72	4,715.90	5,659.08									EGLE		
SENIOR PROJECT MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94									EGLE		
SENIOR PUBLIC WORKS INSPECTOR	33 C	3 P		4,105.57	4,830.08	5,554.59									SEIU		
SENIOR RECREATION COORDINATOR	20	4 P		2,980.85	3,506.88	4,032.91									EGLE		
SENIOR SYSTEMS SPECIALIST	E 37	2 M		4,268.36	5,335.45	6,402.54									EGLE		
SENIOR TICKET SERVICES REP	1	4 FL							1,804.23	1,894.36	1,990.25	2,088.96	2,193.41		EGLE		
SENIOR UTILITIES SYS TECH.	22 M	6 FL							3,013.95	3,164.24	3,323.07	3,489.10	3,663.70		SEIU		

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Position	FLJob SAGrd	Job Fam Plan	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
				Control Point			Min	Std.	Max**						
				Min	Cntl. Pt.	Max*									
SENIOR WATER SYSTEM OPERATOR	25 M	6 FL							3,244.79	3,407.62	3,577.77	3,756.75	3,944.52	SEIU	
SHORELINE MANAGER	E 38	2 M		4,375.96	5,469.95	6,563.94								EGLE	
SOLID WASTE PROGRAM MANAGER	E 25 A II	M		4,331.32	5,414.15	6,496.98								EGLE	
SR HUMAN RESOURCES ANALYST	E 31	2 M		3,682.01	4,602.51	5,523.01								MISC	
SR POSTCLOSURE ENV SYS TECH	22 M	6 FL							3,013.95	3,164.24	3,323.07	3,489.10	3,663.70	SEIU	
STREET & LANDFILL CLOSURE MNGR	E 26 B III	M		4,654.10	5,817.62	6,981.14								EGLE	
STREET LIGHTING TECHNICIAN	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU	
STREET MAINTENANCE WORKER I	10 M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU	
STREET MAINTENANCE WORKER II	14 M	6 FL							2,472.98	2,597.51	2,726.30	2,863.69	3,006.80	SEIU	
STREET MAINTENANCE WORKER III	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU	
STREET SUPERVISOR	19 B III	P		3,834.61	4,511.30	5,188.00								EGLE	
STREETS TECHNICIAN	10 M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU	
STREETSWEEPER OPERATOR	16 M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU	
SUPERVISING BUYER	28	2 P		3,631.51	4,272.36	4,913.21								EGLE	
SUPERVISING PRKS & OPN SP WRKR	11 M	4 FL							2,296.95	2,411.45	2,531.68	2,659.02	2,792.14	SEIU	
SYSTEMS COORDINATOR/TECHNICIAN	12 A II	P		2,868.97	3,375.26	3,881.55								EGLE	
SYSTEMS SPECIALIST	28	2 P		3,631.51	4,272.36	4,913.21								EGLE	
TRAFFIC ENGINEER	E 43	3 M		4,950.55	6,188.19	7,425.83								EGLE	
TRAINING OFFICER I	1	VIII FL							3,804.33	3,995.58	4,194.90	4,403.85	4,624.03	MVFF	
TRANSPORTATION MANAGER	E 41	2 M		4,712.54	5,890.68	7,068.82								EGLE	
TRANSPORTATION PLANNER	E 38	3 M		4,375.96	5,469.95	6,563.94								EGLE	
TREE SUPERVISOR/ARBORIST	20 B III	P		3,975.69	4,677.28	5,378.87								EGLE	
TREE TRIMMER I	12 M	6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27	SEIU	
TREE TRIMMER II	16 M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU	
TREE TRIMMER III	20 M	6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24	SEIU	
UTILITIES ELECTRICIAN	26 M	6 FL							3,325.94	3,493.38	3,668.00	3,851.15	4,042.95	SEIU	
UTILITIES INSPECTOR LOCATOR	19 M	6 FL							2,797.85	2,938.11	3,085.52	3,240.10	3,401.76	SEIU	
UTILITIES SERVICES MANAGER	E 42	3 M		5,132.27	6,037.96	7,245.55								EGLE	
UTILITIES SYSTEMS SPECIALIST	26 M	6 FL							3,325.94	3,493.38	3,668.00	3,851.15	4,042.95	SEIU	
UTILITIES SYSTEMS SUPERVISOR	19 B III	P		3,834.61	4,511.30	5,188.00								EGLE	
UTILITIES SYSTEMS TECHNICIAN	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU	
VOLUNTEER COORDINATOR	20	4 P		2,980.85	3,506.88	4,032.91								EGLE	
WAREHOUSE WORKER	10 M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU	
WASTEWATER SUPERVISOR	19 B III	P		3,834.61	4,511.30	5,188.00								EGLE	
WASTEWATER UTILITY WORKER I	12 M	6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27	SEIU	
WASTEWATER UTILITY WORKER II	16 M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU	
WASTEWATER UTILITY WORKER III	20 M	6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24	SEIU	

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				Control Point			Min	Std.	Max**						
				Min	Cntl. Pt.	Max*									
WATER ENVIRONMENT SPECIALIST	14	III P		3,418.26	4,021.48	4,624.70									SEIU
WATER OPERATIONS SPECIALIST	26	M 6 FL							3,325.94	3,493.38	3,668.00	3,851.15	4,042.95		SEIU
WATER QUALITY SUPERVISOR	19	B III P		3,834.61	4,511.30	5,188.00									EGLE
WATER QUALITY TECHNICIAN	25	M 6 FL							3,244.79	3,407.62	3,577.77	3,756.75	3,944.52		SEIU
WATER RESOURCE MANAGER	E 34	2 M		3,963.89	4,954.86	5,945.83									EGLE
WATER RESOURCES TECHNICIAN	19	M 6 FL							2,797.85	2,938.11	3,085.52	3,240.10	3,401.76		SEIU
WATER SUPERINTENDANT	E 22	A III M		4,024.55	5,030.69	6,036.83									EGLE
WATER SYSTEM OPERATOR	21	M 6 FL							2,939.67	3,086.37	3,241.87	3,403.23	3,573.39		SEIU
WATER UTILITY WORKER I	12	M 6 FL							2,354.21	2,471.58	2,596.09	2,724.87	2,862.27		SEIU
WATER UTILITY WORKER II	16	M 6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49		SEIU
WATER UTILITY WORKER III	20	M 6 FL							2,867.98	3,011.09	3,162.81	3,320.21	3,486.24		SEIU
WILDLIFE PRESERVATION COORD	16	4 P		2,699.91	3,176.37	3,652.83									EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

FACILITIES MAINTENANCE I	12	M	6	FL						2,263.66	2,376.52	2,496.24	2,620.07	2,752.18	SEIU
FACILITIES MAINTENANCE II	16	M	6	FL						2,498.96	2,624.21	2,754.92	2,892.52	3,037.01	SEIU
FACILITIES MAINTENANCE III	20	M	6	FL						2,757.67	2,895.28	3,041.16	3,192.51	3,352.15	SEIU
FACILITIES PROJECT MANAGER	E 34		2	M	3,811.43	4,764.29	5,717.15								EGLE
FINANCE AND ADMIN SVCS DIR	E 0			DH				5,748.37	8,389.24	9,228.16					ESMS
FINANCIAL ANALYST I - CONF	23		2	P	3,086.77	3,631.49	4,176.21								MISC
FINANCIAL ANALYST II - CONF	27		2	P	3,407.32	4,008.61	4,609.90								MISC
FIRE CAPTAIN	12		VIII	FL						4,817.50	5,059.37	5,310.94	5,577.15	5,856.33	MVFF
FIRE CAPTAIN/HAZ MAT	15		VIII	FL						5,058.36	5,312.33	5,576.46	5,855.98	6,149.11	MVFF
FIRE CHIEF	E 1			DH				6,522.22	9,517.75	10,469.53					ESPS
FIRE ENGINEER	6		VIII	FL						4,129.36	4,334.91	4,552.78	4,779.98	5,019.55	MVFF
FIRE ENGINEER/HAZ MAT	9		VIII	FL						4,335.83	4,551.62	4,780.41	5,018.96	5,270.51	MVFF
FIRE ENGINEER/PARAMEDIC	11		VIII	FL						4,583.71	4,813.98	5,053.52	5,306.98	5,572.81	MVFF
FIRE ENGINEER/PMEDIC/HM	11	B	VIII	FL						4,814.00	5,054.70	5,307.43	5,572.81	5,851.45	MVFF
FIRE MARSHAL NON-SAFETY	E 51		VIII	M	5,800.16	7,250.20	8,700.24								EGLE
FIRE PREVENTION OFFICER I	1		VIII	FL						3,658.01	3,841.90	4,033.56	4,234.47	4,446.18	MVFF
FIRE PREVENTION OFFICER II	3		VIII	FL						3,838.85	4,030.45	4,232.92	4,443.09	4,665.61	MVFF
FIRE PREVENTION OFFICER III	10		VIII	FL						4,463.16	4,685.73	4,920.64	5,166.34	5,424.43	MVFF
FIRE PROTECTION ENGINEER	E 41		3	M	4,531.30	5,664.12	6,796.94								EGLE
FIREFIGHTER	2		VIII	FL						3,763.09	3,951.63	4,149.44	4,356.55	4,574.45	MVFF
FIREFIGHTER/HAZ MAT	5		VIII	FL						3,951.26	4,149.20	4,356.91	4,574.34	4,803.17	MVFF
FIREFIGHTER/HAZ MAT/TILLER OPERATOR			VIII	FL						4,148.82	4,356.66	4,574.76	4,803.06	5,043.33	MVFF
FIREFIGHTER/MEDIC/HAZMAT	7	B	VIII	FL						4,384.49	4,603.57	4,833.97	5,075.80	5,328.94	MVFF
FIREFIGHTER/MEDIC/HAZMAT/TILLER OPERATOR			VIII	FL						4,603.71	4,833.75	5,075.67	5,329.59	5,595.39	MVFF
FIREFIGHTER/PARAMEDIC	7		VIII	FL						4,175.74	4,384.36	4,603.80	4,834.10	5,075.18	MVFF
FIREFIGHTER/PARAMEDIC/TILLER OPERATOR			VIII	FL						4,384.53	4,603.58	4,833.99	5,075.81	5,328.94	MVFF
FIREFIGHTER/TILLER OPERATOR			VIII	FL						3,951.24	4,149.21	4,356.91	4,574.38	4,803.17	MVFF
FLEET AND FACILITIES MANAGER	E 25	B	III	M	4,314.39	5,392.99	6,471.59								EGLE
HAZARDOUS MAT SPEC NON SAFETY	40	A	VIII	P	4,711.43	5,542.86	6,374.29								EGLE
HAZARDOUS MATERIALS SPECIALIST	1		VIII	P	4,715.75	5,547.94	6,380.13								FMGR
HEAVY EQUIPMENT OPERATOR	17	M	6	FL						2,560.91	2,688.88	2,823.72	2,965.47	3,112.72	SEIU
HEAVY EQUIPMENT SPECIALIST	19	M	6	FL						2,690.24	2,825.11	2,966.85	3,115.48	3,270.92	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E 43		2	M	4,760.14	5,950.18	7,140.22								EGLE
HUMAN RESOURCES ANALYST I	23		2	P	3,086.77	3,631.49	4,176.21								MISC
HUMAN RESOURCES ANALYST II	27		2	P	3,407.32	4,008.61	4,609.90								MISC
HUMAN RESOURCES MANAGER	E 42		2	M	4,645.67	5,807.09	6,968.51								MISC
HUMAN RESOURCES TECHNICIAN	20		2	P	2,866.86	3,372.78	3,878.70								MISC
ICMA FELLOW	18		2	P	2,728.22	3,209.67	3,691.12								EGLE
INFORMATION TECHNOLOGY MANAGER	E 42		2	M	4,644.58	5,805.73	6,966.88								EGLE
IT ANALYST I	27		2	P	3,407.32	4,008.61	4,609.90								EGLE
IT ANALYST II	E 31		2	M	3,540.39	4,425.49	5,310.59								EGLE
IT DESKTOP TECHNICIAN I	13		2	P	2,410.51	2,835.89	3,261.27								EGLE
IT DESKTOP TECHNICIAN II	17		2	P	2,661.60	3,131.29	3,600.98								EGLE
IT OPERATIONS MANAGER	E 39	A	2	M	4,313.20	5,391.50	6,469.80								EGLE
JUNIOR ENGINEER (CIVIL)	26		3	P	3,323.44	3,909.93	4,496.42								EGLE
LEAD POLICE RECORDS SPECIALIST	3		V	FL						3,003.52	3,152.09	3,309.76	3,473.52	3,647.85	NPOA

LEAD PUBLIC SAFETY DISPATCHER	18	A	II	P	3,744.53	4,405.33	5,066.13											SEIU
LEGAL SECRETARY	18	A	2	P	2,728.22	3,209.67	3,691.12											EGLE
LIBRARIAN I	15		4	P	2,532.92	2,979.90	3,426.89											EGLE
LIBRARIAN II	19		4	P	2,796.69	3,290.22	3,783.75											EGLE
LIBRARIAN III	23		4	P	3,075.64	3,618.40	4,161.16											EGLE
LIBRARY ASSISTANT I	6		4	FL							1,963.22	2,060.90	2,164.07	2,272.75	2,386.94		EGLE	
LIBRARY ASSISTANT II	10		4	FL							2,166.83	2,275.51	2,389.70	2,508.01	2,634.60		EGLE	
LIBRARY ASSISTANT III	14	A	4	FL							2,392.45	2,512.14	2,637.34	2,770.80	2,907.01		EGLE	
LIBRARY CUSTOMER SERVICE SUPRV	22		4	P	3,011.21	3,542.60	4,073.99											EGLE
LIBRARY SERVICES DIRECTOR	E	0		DH				5,748.37	8,389.24	9,228.16								ESMS
LIBRARY SERVICES MANAGER	E	35	4	M	3,906.92	4,883.65	5,860.38											EGLE
LIBRARY TECHNICIAN	1		4	FL							1,734.84	1,821.50	1,913.70	2,008.62	2,109.05		EGLE	
OFFICE ASSISTANT I	2	C	5	FL							1,777.91	1,868.70	1,960.93	2,058.63	2,163.20		SEIU	
OFFICE ASSISTANT I - CONF	2		5	FL							1,777.91	1,868.70	1,960.93	2,058.63	2,163.20		MISC	
OFFICE ASSISTANT II	6	C	5	FL							1,962.31	2,062.75	2,164.58	2,273.27	2,386.13		SEIU	
OFFICE ASSISTANT II-CONF	6	A	5	FL							1,962.31	2,062.75	2,164.58	2,273.27	2,386.13		MISC	
OFFICE ASSISTANT III	10	C	5	FL							2,167.34	2,276.04	2,390.26	2,508.60	2,635.21		SEIU	
OFFICE ASSISTANT III - CONF	10		5	FL							2,167.34	2,276.04	2,390.26	2,508.60	2,635.21		MISC	
OFFICE OF EMER SVCS COORD.	40	A	VIII	P	4,711.43	5,542.86	6,374.29											EGLE
PARKS MAINTENANCE WORKER I	10	M	6	FL							2,154.95	2,262.29	2,375.14	2,494.85	2,618.68		SEIU	
PARKS MAINTENANCE WORKER II	14	M	6	FL							2,377.87	2,497.61	2,621.44	2,753.55	2,891.15		SEIU	
PARKS MAINTENANCE WORKER III	18	M	6	FL							2,625.54	2,756.31	2,893.92	3,038.38	3,191.16		SEIU	
PARKS MANAGER	E	26	B	III	M	4,475.10	5,593.87	6,712.64										EGLE
PARKS SECTION MANAGER	E	22	A	III	M	3,869.76	4,837.20	5,804.64										EGLE
PARKS SUPERVISOR	19	B	III	P	3,687.12	4,337.79	4,988.46											EGLE
PAYROLL ACCOUNTANT I	25		2	P	3,243.49	3,815.87	4,388.25											MISC
PAYROLL ACCOUNTANT II	29		2	P	3,580.39	4,212.22	4,844.05											MISC
PAYROLL TECHNICIAN	18		2	P	2,728.86	3,210.42	3,691.98											MISC
PERFORMING ARTS ASSISTANT	11	A	4	FL							2,221.87	2,331.94	2,448.86	2,571.30	2,700.65		EGLE	
PERFORMING ARTS COORDINATOR	20		4	P	2,866.20	3,372.00	3,877.80											EGLE
PERFORMING ARTS MANAGER	E	38	2	M	4,207.66	5,259.57	6,311.48											EGLE
PERFORMING ARTS SUPERVISOR	E	26	4	M	3,127.94	3,909.93	4,691.92											EGLE
PERMIT TECHNICIAN	17	C	3	FL							2,573.29	2,702.63	2,837.49	2,979.24	3,127.84		SEIU	
PLAN CHECK ENGINEER	E	34	2	M	3,811.43	4,764.29	5,717.15											EGLE
PLAN CHECK EXAMINER	30		3	P	3,668.41	4,315.78	4,963.15											EGLE
PLANNING MANAGER/ZONING ADMIN	E	43	2	M	4,760.14	5,950.18	7,140.22											EGLE
POLICE ASSISTANT III-UNIFORMED	10	A	5	FL							2,211.32	2,321.03	2,436.34	2,555.80	2,683.62		NPOA	
POLICE ASSISTANT II-UNIFORMED	6	A	5	FL							2,004.35	2,105.76	2,208.54	2,318.27	2,432.19		NPOA	
POLICE ASSISTANT I-UNIFORMED	2	C	5	FL							1,818.23	1,909.89	2,002.97	2,101.58	2,207.13		NPOA	
POLICE CAPTAIN	E	2	VII	M	6,504.56	8,130.70	9,756.84											PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	6,504.56	8,130.70	8,878.72											PMGR
POLICE CHIEF	E	1		DH				6,522.22	9,517.75	10,469.53								ESPS
POLICE LIEUTENANT	E	1	VII	M	5,656.41	7,070.51	8,484.61											PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M	5,656.41	7,070.51	7,890.69											PMGR
POLICE MEDIA/COMM REL COORD	31		2	P	3,761.67	4,425.49	5,089.31											EGLE
POLICE OFFICER	1		VII	FL							3,926.92	4,121.61	4,329.24	4,543.31	4,768.64		POA	

SENIOR PROJECT MANAGER	E	38	2	M	4,207.66	5,259.57	6,311.48												EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	3,947.66	4,644.31	5,340.96											SEIU
SENIOR RECREATION COORDINATOR		20		4	P	2,866.20	3,372.00	3,877.80											EGLE
SENIOR STAGEHAND		3		4	FL				1,822.90	1,913.70	2,010.00	2,110.43	2,216.36						EGLE
SENIOR SYSTEMS SPECIALIST	E	37		2	M	4,104.19	5,130.24	6,156.29											EGLE
SENIOR TICKET SERVICES REP		1		4	FL				1,734.84	1,821.50	1,913.70	2,008.62	2,109.05						EGLE
SENIOR UTILITIES SYS TECH.		22	M	6	FL				2,898.03	3,042.54	3,195.26	3,354.90	3,522.79						SEIU
SENIOR WATER SYSTEM OPERATOR		25	M	6	FL				3,119.99	3,276.56	3,440.16	3,612.26	3,792.81						SEIU
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	4,164.73	5,205.91	6,247.09											EGLE
SR HUMAN RESOURCES ANALYST	E	31		2	M	3,540.39	4,425.49	5,310.59											MISC
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL				2,898.03	3,042.54	3,195.26	3,354.90	3,522.79						SEIU
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	4,475.10	5,593.87	6,712.64											EGLE
STREET LIGHTING TECHNICIAN		18	M	6	FL				2,625.54	2,756.31	2,893.92	3,038.38	3,191.16						SEIU
STREET MAINTENANCE WORKER I		10	M	6	FL				2,154.95	2,262.29	2,375.14	2,494.85	2,618.68						SEIU
STREET MAINTENANCE WORKER II		14	M	6	FL				2,377.87	2,497.61	2,621.44	2,753.55	2,891.15						SEIU
STREET MAINTENANCE WORKER III		18	M	6	FL				2,625.54	2,756.31	2,893.92	3,038.38	3,191.16						SEIU
STREET SUPERVISOR		19	B	III	P	3,687.12	4,337.79	4,988.46											EGLE
STREETS TECHNICIAN		10	M	6	FL				2,154.95	2,262.29	2,375.14	2,494.85	2,618.68						SEIU
STREETSWEeper OPERATOR		16	M	6	FL				2,498.96	2,624.21	2,754.92	2,892.52	3,037.01						SEIU
SUPERVISING BUYER		28		2	P	3,491.83	4,108.04	4,724.25											EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	2,758.62	3,245.44	3,732.26											EGLE
SYSTEMS SPECIALIST		28		2	P	3,491.83	4,108.04	4,724.25											EGLE
TRAFFIC ENGINEER	E	43		3	M	4,760.14	5,950.18	7,140.22											EGLE
TRAINING OFFICER I		1		VIII	FL				3,658.01	3,841.90	4,033.56	4,234.47	4,446.18						MVFF
TRANSPORTATION MANAGER	E	41		2	M	4,531.30	5,664.12	6,796.94											EGLE
TRANSPORTATION PLANNER	E	38		3	M	4,207.66	5,259.57	6,311.48											EGLE
TREE SUPERVISOR/ARBORIST		20	B	III	P	3,822.77	4,497.38	5,171.99											EGLE
TREE TRIMMER I		12	M	6	FL				2,263.66	2,376.52	2,496.24	2,620.07	2,752.18						SEIU
TREE TRIMMER II		16	M	6	FL				2,498.96	2,624.21	2,754.92	2,892.52	3,037.01						SEIU
TREE TRIMMER III		20	M	6	FL				2,757.67	2,895.28	3,041.16	3,192.51	3,352.15						SEIU
UTILITIES ELECTRICIAN		26	M	6	FL				3,198.02	3,359.02	3,526.92	3,703.03	3,887.45						SEIU
UTILITIES INSPECTOR LOCATOR		19	M	6	FL				2,690.24	2,825.11	2,966.85	3,115.48	3,270.92						SEIU
UTILITIES SERVICES MANAGER	E	42		3	M	4,644.58	5,805.73	6,966.88											EGLE
UTILITIES SYSTEMS SPECIALIST		26	M	6	FL				3,198.02	3,359.02	3,526.92	3,703.03	3,887.45						SEIU
UTILITIES SYSTEMS SUPERVISOR		19	B	III	P	3,687.12	4,337.79	4,988.46											EGLE
UTILITIES SYSTEMS TECHNICIAN		18	M	6	FL				2,625.54	2,756.31	2,893.92	3,038.38	3,191.16						SEIU
VOLUNTEER COORDINATOR		20		4	P	2,866.20	3,372.00	3,877.80											EGLE
WAREHOUSE WORKER		10	M	6	FL				2,154.95	2,262.29	2,375.14	2,494.85	2,618.68						SEIU
WASTEWATER SUPERVISOR		19	B	III	P	3,687.12	4,337.79	4,988.46											EGLE
WASTEWATER UTILITY WORKER I		12	M	6	FL				2,263.66	2,376.52	2,496.24	2,620.07	2,752.18						SEIU
WASTEWATER UTILITY WORKER II		16	M	6	FL				2,498.96	2,624.21	2,754.92	2,892.52	3,037.01						SEIU
WASTEWATER UTILITY WORKER III		20	M	6	FL				2,757.67	2,895.28	3,041.16	3,192.51	3,352.15						SEIU
WATER ENVIRONMENT SPECIALIST		14		III	P	3,286.79	3,866.81	4,446.83											SEIU
WATER OPERATIONS SPECIALIST		26	M	6	FL				3,198.02	3,359.02	3,526.92	3,703.03	3,887.45						SEIU
WATER QUALITY SUPERVISOR		19	B	III	P	3,687.12	4,337.79	4,988.46											EGLE
WATER QUALITY TECHNICIAN		25	M	6	FL				3,119.99	3,276.56	3,440.16	3,612.26	3,792.81						SEIU

WATER RESOURCE MANAGER	E	34	2	M	3,811.43	4,764.29	5,717.15									EGLE
WATER RESOURCES TECHNICIAN		19	M	6	FL				2,690.24	2,825.11	2,966.85	3,115.48	3,270.92			SEIU
WATER SUPERINTENDANT	E	22	A	III	M	3,869.76	4,837.20	5,804.64								EGLE
WATER SYSTEM OPERATOR		21	M	6	FL				2,826.61	2,967.66	3,117.18	3,272.34	3,435.95			SEIU
WATER UTILITY WORKER I		12	M	6	FL				2,263.66	2,376.52	2,496.24	2,620.07	2,752.18			SEIU
WATER UTILITY WORKER II		16	M	6	FL				2,498.96	2,624.21	2,754.92	2,892.52	3,037.01			SEIU
WATER UTILITY WORKER III		20	M	6	FL				2,757.67	2,895.28	3,041.16	3,192.51	3,352.15			SEIU
WILDLIFE PRESERVATION COORD		16		4	P	2,596.07	3,054.20	3,512.33								EGLE
ZONING ADMINISTRATOR	E	39		2	M	4,312.20	5,390.25	6,468.30								EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

LEAD POLICE RECORDS SPECIALIST	3	V	FL				3,003.52	3,152.09	3,309.76	3,473.52	3,647.85	NPOA	
LEAD PUBLIC SAFETY DISPATCHER	18	A	II	P	3,744.53	4,405.33	5,066.13					SEIU	
LEGAL SECRETARY	18	A	2	P	2,728.22	3,209.67	3,691.12					EGLE	
LIBRARIAN I	15		4	P	2,532.92	2,979.90	3,426.89					EGLE	
LIBRARIAN II	19		4	P	2,796.69	3,290.22	3,783.75					EGLE	
LIBRARIAN III	23		4	P	3,075.64	3,618.40	4,161.16					EGLE	
LIBRARY ASSISTANT I	6		4	FL				1,963.22	2,060.90	2,164.07	2,272.75	2,386.94	EGLE
LIBRARY ASSISTANT II	10		4	FL				2,166.83	2,275.51	2,389.70	2,508.01	2,634.60	EGLE
LIBRARY ASSISTANT III	14	A	4	FL				2,392.45	2,512.14	2,637.34	2,770.80	2,907.01	EGLE
LIBRARY CUSTOMER SERVICE SUPRV	22		4	P	3,011.21	3,542.60	4,073.99						EGLE
LIBRARY SERVICES DIRECTOR	E	0		DH				5,748.37	8,389.24	9,228.16			ESMS
LIBRARY SERVICES MANAGER	E	35	4	M	3,906.92	4,883.65	5,860.38						EGLE
LIBRARY TECHNICIAN	1		4	FL				1,734.84	1,821.50	1,913.70	2,008.62	2,109.05	EGLE
OFFICE ASSISTANT I	2	C	5	FL				1,777.91	1,868.70	1,960.93	2,058.63	2,163.20	SEIU
OFFICE ASSISTANT I - CONF	2		5	FL				1,777.91	1,868.70	1,960.93	2,058.63	2,163.20	MISC
OFFICE ASSISTANT II	6	C	5	FL				1,962.31	2,062.75	2,164.58	2,273.27	2,386.13	SEIU
OFFICE ASSISTANT II-CONF	6	A	5	FL				1,962.31	2,062.75	2,164.58	2,273.27	2,386.13	MISC
OFFICE ASSISTANT III	10	C	5	FL				2,167.34	2,276.04	2,390.26	2,508.60	2,635.21	SEIU
OFFICE ASSISTANT III - CONF	10		5	FL				2,167.34	2,276.04	2,390.26	2,508.60	2,635.21	MISC
OFFICE OF EMER SVCS COORD.	40	A	VIII	P	4,711.43	5,542.86	6,374.29						EGLE
PARKS MAINTENANCE WORKER I	10	M	6	FL				2,154.95	2,262.29	2,375.14	2,494.85	2,618.68	SEIU
PARKS MAINTENANCE WORKER II	14	M	6	FL				2,377.87	2,497.61	2,621.44	2,753.55	2,891.15	SEIU
PARKS MAINTENANCE WORKER III	18	M	6	FL				2,625.54	2,756.31	2,893.92	3,038.38	3,191.16	SEIU
PARKS MANAGER	E	26	B	III	M	4,475.10	5,593.87	6,712.64					EGLE
PARKS SECTION MANAGER	E	22	A	III	M	3,869.76	4,837.20	5,804.64					EGLE
PARKS SUPERVISOR	19	B	III	P	3,687.12	4,337.79	4,988.46						EGLE
PAYROLL ACCOUNTANT I	25		2	P	3,243.49	3,815.87	4,388.25						MISC
PAYROLL ACCOUNTANT II	29		2	P	3,580.39	4,212.22	4,844.05						MISC
PAYROLL TECHNICIAN	18		2	P	2,728.86	3,210.42	3,691.98						MISC
PERFORMING ARTS ASSISTANT	11	A	4	FL				2,221.87	2,331.94	2,448.86	2,571.30	2,700.65	EGLE
PERFORMING ARTS COORDINATOR	20		4	P	2,866.20	3,372.00	3,877.80						EGLE
PERFORMING ARTS MANAGER	E	38	2	M	4,207.66	5,259.57	6,311.48						EGLE
PERFORMING ARTS SUPERVISOR	E	26	4	M	3,127.94	3,909.93	4,691.92						EGLE
PERMIT TECHNICIAN	17	C	3	FL				2,573.29	2,702.63	2,837.49	2,979.24	3,127.84	SEIU
PLAN CHECK ENGINEER	E	34	2	M	3,811.43	4,764.29	5,717.15						EGLE
PLAN CHECK EXAMINER	30		3	P	3,668.41	4,315.78	4,963.15						EGLE
PLANNING MANAGER/ZONING ADMIN	E	43	2	M	4,760.14	5,950.18	7,140.22						EGLE
POLICE ASSISTANT III-UNIFORMED	10	A	5	FL				2,211.32	2,321.03	2,436.34	2,555.80	2,683.62	NPOA
POLICE ASSISTANT II-UNIFORMED	6	A	5	FL				2,004.35	2,105.76	2,208.54	2,318.27	2,432.19	NPOA
POLICE ASSISTANT I-UNIFORMED	2	C	5	FL				1,818.23	1,909.89	2,002.97	2,101.58	2,207.13	NPOA
POLICE CAPTAIN	E	2	VII	M	6,504.56	8,130.70	9,756.84						PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	6,504.56	8,130.70	8,878.72						PMGR
POLICE CHIEF	E	1		DH				6,522.22	9,517.75	10,469.53			ESPS
POLICE LIEUTENANT	E	1	VII	M	5,656.41	7,070.51	8,484.61						PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M	5,656.41	7,070.51	7,890.69						PMGR
POLICE MEDIA/COMM REL COORD	31		2	P	3,761.67	4,425.49	5,089.31						EGLE

POLICE OFFICER	1	VII	FL				3,926.92	4,121.61	4,329.24	4,543.31	4,768.64	POA	
POLICE OFFICER TRAINEE	5	V	FL				3,739.91					NPOA	
POLICE RECORDS SPECIALIST	1	V	FL				2,685.13	2,817.01	2,958.02	3,103.58	3,258.24	NPOA	
POLICE RECORDS SUPERVISOR	26	2	P	3,375.55	3,971.23	4,566.91						NPOA	
POLICE SERGEANT	3	VII	FL				4,767.02	5,003.60	5,253.06	5,515.39	5,788.98	POA	
POSTCLOSURE ENV SYSTEMS SPEC	26	M	6	FL			3,198.02	3,359.02	3,526.92	3,703.03	3,887.45	SEIU	
POSTCLOSURE ENV SYSTEMS TECH	18	M	6	FL			2,625.54	2,756.31	2,893.92	3,038.38	3,191.16	SEIU	
POSTCLOSURE SUPERVISOR	19	B	III	P	3,687.12	4,337.79	4,988.46					EGLE	
PRINCIPAL CIVIL ENGINEER	E 42		3	M	4,644.58	5,805.73	6,966.88					EGLE	
PRINCIPAL FINANCIAL ANALYST	E 35		2	M	3,907.84	4,884.80	5,861.76					MISC	
PRINCIPAL IT ANALYST	E 37		2	M	4,104.19	5,130.24	6,156.29					EGLE	
PRINCIPAL MANAGEMENT ANALYST	E 34		2	M	3,812.32	4,765.40	5,718.48					MISC	
PRINCIPAL PLANNER	E 39		2	M	4,312.20	5,390.25	6,468.30					EGLE	
PROGRAM ASSISTANT	16	C	5	FL				2,512.72	2,639.33	2,771.43	2,910.42	3,054.92	SEIU
PROJECT MANAGER	E 34		2	M	3,811.43	4,764.29	5,717.15					EGLE	
PROPERTY & EVIDENCE SPECIALIST	2	A	V	P	2,967.49	3,491.17	4,014.85					NPOA	
PUBLIC EDUC/FIRE SAFETY SPEC	25		2	P	3,242.74	3,814.99	4,387.24					EGLE	
PUBLIC SAFETY DISPATCHER I	12	A	II	FL				2,914.20	3,059.17	3,213.04	3,372.78	3,541.43	SEIU
PUBLIC SAFETY DISPATCHER II	15	A	II	FL				3,250.01	3,412.72	3,582.84	3,761.84	3,949.72	SEIU
PUBLIC SAFETY DISPATCHER III	16	A	III	FL				3,574.39	3,753.10	3,940.76	4,137.79	4,344.68	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E 41		2	M	4,531.30	5,664.12	6,796.94					EGLE	
PUBLIC WORKS DIRECTOR	E 0			DH				5,748.37	8,389.24	9,228.16		ESMS	
PUBLIC WORKS INSPECTOR I	25		3	FL				3,138.87	3,295.74	3,460.85	3,634.24	3,815.87	SEIU
PUBLIC WORKS INSPECTOR II	29		3	FL				3,464.99	3,638.40	3,820.00	4,011.30	4,210.82	SEIU
PURCH & SUPPORT SRVCS MGR	E 41		2	M	4,531.30	5,664.12	6,796.94					EGLE	
REAL PROPERTY PROGRAM ADMIN.	E 36		3	M	4,005.12	5,006.40	6,007.68					EGLE	
RECREATION COORDINATOR	16		4	P	2,596.07	3,054.20	3,512.33					EGLE	
RECREATION LEADER II	2	A	IV	FL				1,440.44	1,511.98	1,587.62	1,667.45	1,749.97	EGLE
RECREATION MANAGER	E 40		2	M	4,420.06	5,525.07	6,630.08					EGLE	
RECREATION SPECIALIST	7	B	IV	FL				1,838.02	1,930.20	2,026.51	2,126.95	2,234.25	EGLE
RECREATION SUPERVISOR	E 30		4	M	3,452.62	4,315.78	5,178.94					EGLE	
RISK MANAGER	E 39		2	M	4,312.20	5,390.25	6,468.30					EGLE	
SAFETY & TRAINING ADMINISTRATR	19	B	III	P	3,687.12	4,337.79	4,988.46					EGLE	
SECRETARY	15	C	5	FL				2,452.18	2,576.03	2,704.01	2,838.88	2,980.61	SEIU
SENIOR ACCOUNTANT	E 31		2	M	3,540.39	4,425.49	5,310.59					EGLE	
SENIOR ASSISTANT CITY ATTORNEY	E 50		2	M	5,658.69	7,073.36	8,488.03					EGLE	
SENIOR BUILDING INSPECTOR	33	C	3	P	3,947.66	4,644.31	5,340.96					SEIU	
SENIOR CIVIL ENGINEER	E 38		3	M	4,207.66	5,259.57	6,311.48					EGLE	
SENIOR CODE ENF OFFICER	29		3	P	3,579.20	4,210.82	4,842.44					SEIU	
SENIOR DEPUTY CITY ATTORNEY	E 40		2	M	4,420.06	5,525.07	6,630.08					EGLE	
SENIOR FINANCIAL ANALYST-CONF	E 31		2	M	3,540.39	4,425.49	5,310.59					MISC	
SENIOR IT ANALYST	E 35		2	M	3,906.92	4,883.65	5,860.38					EGLE	
SENIOR IT DESKTOP TECHNICIAN	21		2	P	2,938.22	3,456.73	3,975.24					EGLE	
SENIOR MANAGEMENT ANALYST	E 31		2	M	3,540.39	4,425.49	5,310.59					EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E 31		2	M	3,540.39	4,425.49	5,310.59					MISC	
SENIOR PAYROLL ACCOUNTANT	E 33		2	M	3,719.85	4,649.81	5,579.77					MISC	

WATER QUALITY TECHNICIAN	25	M	6	FL				3,119.99	3,276.56	3,440.16	3,612.26	3,792.81	SEIU
WATER RESOURCE MANAGER	E 34		2	M	3,811.43	4,764.29	5,717.15						EGLE
WATER RESOURCES TECHNICIAN	19	M	6	FL				2,690.24	2,825.11	2,966.85	3,115.48	3,270.92	SEIU
WATER SUPERINTENDANT	E 22	A	III	M	3,869.76	4,837.20	5,804.64						EGLE
WATER SYSTEM OPERATOR	21	M	6	FL				2,826.61	2,967.66	3,117.18	3,272.34	3,435.95	SEIU
WATER UTILITY WORKER I	12	M	6	FL				2,263.66	2,376.52	2,496.24	2,620.07	2,752.18	SEIU
WATER UTILITY WORKER II	16	M	6	FL				2,498.96	2,624.21	2,754.92	2,892.52	3,037.01	SEIU
WATER UTILITY WORKER III	20	M	6	FL				2,757.67	2,895.28	3,041.16	3,192.51	3,352.15	SEIU
WILDLIFE PRESERVATION COORD	16		4	P	2,596.07	3,054.20	3,512.33						EGLE
ZONING ADMINISTRATOR	E 39		2	M	4,312.20	5,390.25	6,468.30						EGLE

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****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

CIO/INFORMATION TECHNOLOGY DIR	0		DH				5748.37	8389.24	9228.16							ESMS
CITY ATTORNEY	E 0		DH		9779.94											CA
CITY CLERK	E 0		DH		5730.14											CC
CITY MANAGER	E 0		DH		10705.17											CM
CODE ENFORCEMENT OFFICER I	23	3	FL							2987.49	3137.47	3294.35	3459.49	3631.49		SEIU
CODE ENFORCEMENT OFFICER II	27	3	FL							3298.50	3462.23	3635.64	3817.25	4008.54		SEIU
COMMUNICATION COORDINATOR	31	2	P	3616.16	4254.30	4892.45										EGLE
COMMUNICATIONS OPERATIONS SPRV	33	2	P	3989.53	4693.57	5397.61										NPOA
COMMUNICATIONS TRAINING SUPRV	33	2	P	3989.53	4693.57	5397.61										NPOA
COMMUNITY DEVELOPMENT DIRECTOR	E 0		DH				5748.37	8389.24	9228.16							ESMS
COMMUNITY OUTREACH COORD	16	4	P	2496.22	2936.73	3377.24										EGLE
COMMUNITY SERVICES DIRECTOR	E 0		DH				5748.37	8389.24	9228.16							ESMS
COMMUNITY SERVICES OFFICER	2	V	FL							2739.68	2877.67	3020.16	3168.77	3324.94		NPOA
COPY CENTER ASSISTANT	2	5	FL							1709.13	1796.42	1885.06	1978.98	2079.50		EGLE
COPY CENTER TECHNICIAN	10	5	FL							2083.49	2187.99	2297.79	2411.55	2533.27		EGLE
CRIME ANALYST	26	2	P	3195.62	3759.55	4323.48										EGLE
CROSS CONNECTION CONTROL SPEC	18	M 6	FL							2625.54	2756.31	2893.92	3038.38	3191.16		SEIU
CUSTOMER SVC. REPRESENTATIVE	5	C 5	FL							1914.13	2009.09	2109.54	2215.50	2325.59		SEIU
DEP PUB WRKS DIR/AST CTY ENG	E 46	3	M	4929.47	6161.84	7394.21										EGLE
DEPUTY CITY ATTORNEY	E 33	2	M	3575.94	4469.92	5363.90										EGLE
DEPUTY CITY CLERK	22	2	P	2895.40	3406.35	3917.30										EGLE
DEPUTY CITY MANAGER	E 42	2	M	4645.67	5807.09	6968.51										MISC
DEPUTY FIRE CHIEF	E 6	VIII	M	6288.48	7860.60	9432.72										FMGR
DEPUTY FIRE MARSHAL	13	VIII	FL							4825.64	5067.47	5320.68	5586.88	5866.08		MVFF
DEPUTY ZONING ADMINISTRATOR	E 35	2	M	3756.66	4695.82	5634.98										EGLE
DEV SRVCS COORD	33	C 3	P	3947.66	4644.31	5340.96										SEIU
DOCUMENT PROC. TECHNICIAN I	10	5	FL							2083.49	2187.99	2297.79	2411.55	2533.27		EGLE
DOCUMENT PROC. TECHNICIAN II	14	5	FL							2299.10	2414.22	2535.90	2661.58	2795.20		EGLE
DOCUMENT PROC. TECHNICIAN III	18	5	FL							2538.54	2665.55	2799.17	2939.37	3086.22		EGLE
DOCUMENT PROCESSING SUPERVISOR	22	2	P	3011.92	3543.44	4074.96										MISC
ECONOMIC DEVELOPMENT MANAGER	E 42	2	M	4465.94	5582.43	6698.92										EGLE
EMERGENCY MEDICAL SRVCS COORD	31	A VIII	P	3666.70	4313.77	4960.84										EGLE
ENGINEERING ASSISTANT I	16	3	FL							2509.98	2635.21	2767.29	2906.28	3050.78		SEIU
ENGINEERING ASSISTANT II	20	C 3	FL							2771.43	2910.42	3056.28	3209.02	3368.66		SEIU
ENGINEERING ASSISTANT III	24	C 3	FL							3063.17	3215.91	3376.92	3546.18	3722.32		SEIU
ENVIR & SAFETY PROTECTION INSP	14	III	P	3286.79	3866.81	4446.83										SEIU
ENVIRONMENTAL COMP. SPECIALIST	24	C 3	FL							3063.17	3215.91	3376.92	3546.18	3722.32		SEIU
ENVIRONMENTAL SAFETY COORD.	33	C 3	P	3947.66	4644.31	5340.96										SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E 30	2	M	3319.83	4149.79	4979.75										EGLE
EQUIPMENT MAINT. SUPERVISOR	19	B III	P	3545.31	4170.95	4796.59										EGLE
EQUIPMENT MECHANIC I	16	M 6	FL							2498.96	2624.21	2754.92	2892.52	3037.01		SEIU
EQUIPMENT MECHANIC II	20	M 6	FL							2757.67	2895.28	3041.16	3192.51	3352.15		SEIU
EQUIPMENT MECHANIC III	24	M 6	FL							3043.90	3196.64	3356.27	3524.18	3700.30		SEIU
EQUIPMENT SERVICE WORKER	10	M 6	FL							2154.95	2262.29	2375.14	2494.85	2618.68		SEIU

POLICE ASSISTANT I-UNIFORMED

2 C 5 FL

1818.23 1909.89 2002.97 2101.58 2207.13 NPOA

SENIOR BUILDING INSPECTOR

33 C 3 P 3947.66 4644.31 5340.96

SEIU

UTILITIES SYSTEMS SPECIALIST

26 M 6 FL

3198.02 3359.02 3526.92 3703.03 3887.45 SEIU

UTILITIES SYSTEMS SUPERVISOR	19	B	III	P	3545.31	4170.95	4796.59										EGLE
UTILITIES SYSTEMS TECHNICIAN	18	M	6	FL				2625.54	2756.31	2893.92	3038.38	3191.16					SEIU
VOLUNTEER COORDINATOR	20		4	P	2755.96	3242.31	3728.66										EGLE
WAREHOUSE WORKER	10	M	6	FL				2154.95	2262.29	2375.14	2494.85	2618.68					SEIU
WASTEWATER SUPERVISOR	19	B	III	P	3545.31	4170.95	4796.59										EGLE
WASTEWATER UTILITY WORKER I	12	M	6	FL				2263.66	2376.52	2496.24	2620.07	2752.18					SEIU
WASTEWATER UTILITY WORKER II	16	M	6	FL				2498.96	2624.21	2754.92	2892.52	3037.01					SEIU
WASTEWATER UTILITY WORKER III	20	M	6	FL				2757.67	2895.28	3041.16	3192.51	3352.15					SEIU
WATER CONSERVATION COORD	E 30		2	M	3319.83	4149.79	4979.75										EGLE
WATER ENVIRONMENT SPECIALIST	14		III	P	3286.79	3866.81	4446.83										SEIU
WATER METER SUPERVISOR	19	B	III	P	3545.31	4170.95	4796.59										EGLE
WATER OPERATIONS SPECIALIST	26	M	6	FL				3198.02	3359.02	3526.92	3703.03	3887.45					SEIU
WATER QUALITY SUPERVISOR	19	B	III	P	3545.31	4170.95	4796.59										EGLE
WATER QUALITY TECHNICIAN	25	M	6	FL				3119.99	3276.56	3440.16	3612.26	3792.81					SEIU
WATER RESOURCE MANAGER	E 34		2	M	3664.84	4581.05	5497.26										EGLE
WATER RESOURCES TECHNICIAN	19	M	6	FL				2690.24	2825.11	2966.85	3115.48	3270.92					SEIU
WATER SUPERINTENDANT	E 22	A	III	M	3720.92	4651.15	5581.38										EGLE
WATER SUPERVISOR	19	B	III	P	3545.31	4170.95	4796.59										EGLE
WATER SYSTEM OPERATOR	21	M	6	FL				2826.61	2967.66	3117.18	3272.34	3435.95					SEIU
WATER UTILITY WORKER I	12	M	6	FL				2263.66	2376.52	2496.24	2620.07	2752.18					SEIU
WATER UTILITY WORKER II	16	M	6	FL				2498.96	2624.21	2754.92	2892.52	3037.01					SEIU
WATER UTILITY WORKER III	20	M	6	FL				2757.67	2895.28	3041.16	3192.51	3352.15					SEIU
WILDLIFE PRESERVATION COORD	16		4	P	2496.22	2936.73	3377.24										EGLE
ZONING ADMINISTRATOR	E 39		2	M	5182.93	5182.93	6219.52										EGLE

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City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2016 - 2017

Position	BI-WEEKLY SALARY															
	FL- Job		Job Fam	Sal Plan	Control Point			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
	SA	Grd			Min	Cntl. Pt.	Max*	Min	Std.	Max**						
ACCOUNT CLERK I		7	C	5	FL						1935.79	2031.05	2134.27	2240.11	2352.59	SEIU
ACCOUNT CLERK I - CONF		7		5	FL						1935.79	2031.05	2134.27	2240.11	2352.59	MISC
ACCOUNT CLERK II		11	C	5	FL						2134.27	2241.44	2355.21	2472.97	2596.04	SEIU
ACCOUNT CLERK II-CONF.		11		5	FL						2134.27	2241.44	2355.21	2472.97	2596.04	MISC
ACCOUNTANT I		22		2	P	2895.40	3406.35	3917.30								EGLE
ACCOUNTANT I-CONFIDENTIAL		22		2	P	2896.08	3407.15	3918.22								MISC
ACCOUNTANT II		26		2	P	3195.62	3759.55	4323.48								EGLE
ACCOUNTANT II-CONFIDENTIAL		26		2	P	3196.36	3760.42	4324.48								MISC
ACCOUNTING MANAGER	E	37		2	M	3947.26	4934.07	5920.88								MISC
ACCOUNTING TECHNICIAN		15	C	2	FL						2357.87	2476.95	2600.01	2729.69	2865.97	SEIU
ACCOUNTING TECHNICIAN - CONF.		15		2	FL						2357.87	2476.95	2600.01	2729.69	2865.97	MISC
ADMINISTRATIVE AIDE		18		2	P	2623.29	3086.22	3549.15								EGLE
ADMINISTRATIVE ANALYST I		22		2	P	2895.40	3406.35	3917.30								EGLE
ADMINISTRATIVE ANALYST I-CONF		22		2	P	2896.08	3407.15	3918.22								MISC
ADMINISTRATIVE ANALYST II		26		2	P	3195.62	3759.55	4323.48								EGLE
ADMINISTRATIVE ANALYST II-CONF		26		2	P	3196.36	3760.42	4324.48								MISC
ASSISTANT BUILDING INSPECTOR		23		3	FL						2872.59	3016.80	3167.64	3326.43	3491.82	SEIU
ASSISTANT BUYER		20		2	FL						2666.86	2800.47	2940.70	3087.54	3242.31	EGLE
ASSISTANT CDD/PLANNING MGR	E	46		2	M	4929.47	6161.84	7394.21								EGLE
ASSISTANT CITY ATTORNEY	E	43		2	M	4577.06	5721.33	6865.60								EGLE
ASSISTANT CITY MANAGER	E	0			DH				5527.28	8066.58	8873.24					ESMS
ASSISTANT ENGINEER (CIVIL)		30		3	P	3527.32	4149.79	4772.26								EGLE
ASSISTANT PLANNER		24		2	P	3041.56	3578.31	4115.06								EGLE
ASSISTANT PROJECT MANAGER	E	30		2	M	3319.83	4149.79	4979.75								EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49		3	M	5308.34	6635.42	7962.50								EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	4153.66	5192.08	6230.50								MISC
ASSOCIATE ENGINEER (CIVIL)		34		3	P	3893.89	4581.05	5268.21								EGLE
ASSOCIATE PLANNER		28		2	P	3357.53	3950.04	4542.55								EGLE
ASST FINANCE & ADM SVCS DIR	E	47		2	M	5053.41	6316.76	7580.11								MISC
BATALLION CHIEF	E	4		VIII	M	5758.68	7198.35	8638.02								FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	5758.68	7198.35	8033.36								FMGR
BUILDING INSPECTOR I		25		3	FL						3018.14	3168.98	3327.74	3494.46	3669.11	SEIU
BUILDING INSPECTOR II		29		3	FL						3331.72	3498.46	3673.08	3857.02	4048.87	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33		2	M	3575.94	4469.92	5363.90								EGLE
BUYER		24		2	FL						2943.90	3091.10	3245.64	3407.92	3578.31	EGLE
CHIEF BLDG OFFICIAL	E	42		3	M	4465.94	5582.43	6698.92								EGLE
CIO/INFORMATION TECHNOLOGY DIR		0			DH				5527.28	8066.58	8873.24					ESMS
CITY ATTORNEY	E	0			DH		9779.94									CA
CITY CLERK	E	0			DH		5730.14									CC
CITY MANAGER	E	0			DH		10705.17									CM
CODE ENFORCEMENT OFFICER I		23		3	FL						2872.59	3016.80	3167.64	3326.43	3491.82	SEIU
CODE ENFORCEMENT OFFICER II		27		3	FL						3171.63	3329.07	3495.81	3670.43	3854.37	SEIU
COMM OPERATIONS SUPERVISOR		33		2	P	3836.09	4513.05	5190.01								NPOA

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2016 - 2017

Position	FL- Job		BI-WEEKLY SALARY										Barg. Unit			
	SA	Grd	Job Fam	Job Plan	Control Point			Dept. Head Salary Range			1st Step	2nd Step		3rd Step	4th Step	5th Step
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
COMM TRAINING SUPERVISOR		33	2	P	3836.09	4513.05	5190.01									NPOA
COMMUNICATION COORDINATOR		31	2	P	3616.16	4254.30	4892.45									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				5527.28	8066.58	8873.24						ESMS
COMMUNITY OUTREACH COORD		16	4	P	2496.22	2936.73	3377.24									EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				5527.28	8066.58	8873.24						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							2634.31	2766.99	2904.00	3046.89	3197.06	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2083.49	2187.99	2297.79	2411.55	2533.27	EGLE
CRIME ANALYST		26	2	P	3195.62	3759.55	4323.48									EGLE
CROSS CONNECTION CONTROL SPEC		18	M	6	FL						2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						1840.51	1931.82	2028.40	2130.29	2236.14	SEIU
DEPUTY CITY ATTORNEY	E	33	2	M	3575.94	4469.92	5363.90									EGLE
DEPUTY CITY CLERK		22	2	P	2895.40	3406.35	3917.30									EGLE
DEPUTY CITY MANAGER	E	42	2	M	4466.99	5583.74	6700.49									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	6046.62	7558.27	9069.92									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							4640.04	4872.57	5116.04	5372.00	5640.46	MVFF
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	3756.66	4695.82	5634.98									EGLE
DEV SRVCS COORD		33	C	3	P	3795.83	4465.68	5135.53								SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2083.49	2187.99	2297.79	2411.55	2533.27	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2299.10	2414.22	2535.90	2661.58	2795.20	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2538.54	2665.55	2799.17	2939.37	3086.22	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	2896.08	3407.15	3918.22									MISC
ECONOMIC DEVELOPMENT MANAGER	E	42	2	M	4465.94	5582.43	6698.92									EGLE
EMERGENCY MEDICAL SRVCS COORD		31	A	VIII	P	3666.70	4313.77	4960.84								EGLE
ENGINEERING ASSISTANT I		16	3	FL							2413.44	2533.86	2660.86	2794.50	2933.44	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						2664.84	2798.48	2938.73	3085.60	3239.10	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						2945.36	3092.22	3247.04	3409.79	3579.15	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3160.38	3718.09	4275.80									SEIU
ENVIRONMENTAL COMP. SPECIALIST		24	C	3	FL						2945.36	3092.22	3247.04	3409.79	3579.15	SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	3795.83	4465.68	5135.53								SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	30	2	M	3319.83	4149.79	4979.75									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						2402.85	2523.28	2648.96	2781.27	2920.20	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						2651.61	2783.92	2924.19	3069.72	3223.22	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						2926.83	3073.69	3227.18	3388.63	3557.98	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL						2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	2623.90	3086.94	3549.98								SEIU
EXECUTIVE ASSISTANT - EAGLE		18	A	2	P	2623.29	3086.22	3549.15								EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	2895.40	3406.35	3917.30									EGLE
EXECUTIVE ASST. TO THE CM		22	2	P	2895.40	3406.35	3917.30									EGLE
FACILITIES CONTRACT COORDINATR		26	2	P	3195.62	3759.55	4323.48									EGLE
FACILITIES MAINT. SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
FACILITIES MAINTENANCE I		12	M	6	FL						2176.60	2285.12	2400.23	2519.30	2646.33	SEIU
FACILITIES MAINTENANCE II		16	M	6	FL						2402.85	2523.28	2648.96	2781.27	2920.20	SEIU

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	FL- Job		Job Fam	Sal Plan	Control Point			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
	SA	Grd			Min	Cntl. Pt.	Max*	Min	Std.	Max**						
FACILITIES MAINTENANCE III		20	M	6	FL						2651.61	2783.92	2924.19	3069.72	3223.22	SEIU
FACILITIES PROJECT MANAGER	E	34		2	M	3664.84	4581.05	5497.26								EGLE
FINANCE AND ADMIN SVCS DIR	E	0			DH				5527.28	8066.58	8873.24					ESMS
FINANCIAL ANALYST I - CONF		22		2	P	2896.08	3407.15	3918.22								MISC
FINANCIAL ANALYST II - CONF		26		2	P	3196.36	3760.42	4324.48								MISC
FIRE CAPTAIN		12		VIII	FL						4632.21	4864.78	5106.67	5362.64	5631.09	MVFF
FIRE CAPTAIN/HAZ MAT I		14		VIII	FL						4747.99	4986.40	5234.31	5496.66	5771.82	MVFF
FIRE CAPTAIN/HAZ MAT II		15		VIII	FL						4863.81	5108.01	5361.98	5630.75	5912.61	MVFF
FIRE CHIEF	E	1			DH				6271.37	9151.68	10066.85					ESPS
FIRE ENGINEER		6		VIII	FL						3970.54	4168.18	4377.67	4596.13	4826.49	MVFF
FIRE ENGINEER/HAZ MAT I		8		VIII	FL						4069.77	4272.39	4487.14	4711.02	4947.13	MVFF
FIRE ENGINEER/HAZ MAT II		9		VIII	FL						4169.07	4376.56	4596.55	4825.92	5067.80	MVFF
FIRE ENGINEER/PARAMEDIC		11		VIII	FL						4407.41	4628.83	4859.15	5102.87	5358.47	MVFF
FIRE ENGINEER/PARAMEDIC/HAZ MAT I		11	A	VIII	FL						4518.64	4744.57	4981.80	5230.89	5492.43	MVFF
FIRE ENGINEER/PARAMEDIC/HAZ MAT II		11	B	VIII	FL						4628.85	4860.29	5103.30	5358.47	5626.39	MVFF
FIRE MARSHAL NON-SAFETY	E	48		VIII	M	5183.99	6479.99	7775.99								EGLE
FIRE PREVENTION OFFICER I		1		VIII	FL						3517.32	3694.13	3878.42	4071.61	4275.17	MVFF
FIRE PREVENTION OFFICER II		3		VIII	FL						3691.20	3875.43	4070.12	4272.20	4486.16	MVFF
FIRE PREVENTION OFFICER III		10		VIII	FL						4291.50	4505.51	4731.38	4967.63	5215.80	MVFF
FIRE PROTECTION ENGINEER	E	41		3	M	4357.02	5446.27	6535.52								EGLE
FIREFIGHTER		2		VIII	FL						3618.36	3799.64	3989.85	4188.99	4398.51	MVFF
FIREFIGHTER/HAZ MAT I		4		VIII	FL						3708.83	3894.63	4089.61	4293.70	4508.45	MVFF
FIREFIGHTER/HAZ MAT II		5		VIII	FL						3799.29	3989.62	4189.34	4398.40	4618.43	MVFF
FIREFIGHTER/MEDIC/HAZMAT I		7	A	VIII	FL						4115.49	4321.14	4537.39	4764.37	5001.97	MVFF
FIREFIGHTER/MEDIC/HAZMAT II		7	B	VIII	FL						4215.86	4426.51	4648.05	4880.58	5123.98	MVFF
FIREFIGHTER/PARAMEDIC		7		VIII	FL						4015.13	4215.73	4426.73	4648.17	4879.98	MVFF
FLEET AND FACILITIES MANAGER	E	25	B	III	M	4148.46	5185.57	6222.68								EGLE
HAZARDOUS MAT SPEC NON SAFETY		38	B	VIII	P	4323.41	5086.37	5849.33								EGLE
HAZARDOUS MATERIALS SPECIALIST		1		VIII	P	4534.38	5334.56	6134.74								FMGR
HEAVY EQUIPMENT OPERATOR		17	M	6	FL						2462.41	2585.46	2715.12	2851.41	2993.00	SEIU
HEAVY EQUIPMENT SPECIALIST		19	M	6	FL						2586.77	2716.45	2852.74	2995.65	3145.12	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	42		2	M	4465.94	5582.43	6698.92								EGLE
HUMAN RESOURCES ANALYST I		22		2	P	2896.08	3407.15	3918.22								MISC
HUMAN RESOURCES ANALYST II		26		2	P	3196.36	3760.42	4324.48								MISC
HUMAN RESOURCES MANAGER	E	41		2	M	4357.33	5446.66	6535.99								MISC
HUMAN RESOURCES TECHNICIAN		20		2	P	2756.60	3243.06	3729.52								MISC
HVAC TECHNICIAN		24	M	6	FL						2926.83	3073.69	3227.18	3388.63	3557.98	SEIU
ICMA FELLOW		18		2	P	2623.29	3086.22	3549.15								EGLE
INFORMATION TECHNOLOGY MANAGER	E	41		2	M	4357.02	5446.27	6535.52								EGLE
IT ANALYST I		26	C	2	P	3196.36	3760.42	4324.48								EGLE
IT ANALYST II	E	30	A	2	M	3320.61	4150.76	4980.91								EGLE
IT DESKTOP TECHNICIAN I		12	B	2	P	2261.80	2660.94	3060.08								EGLE
IT DESKTOP TECHNICIAN II		16	A	2	P	2496.81	2937.42	3378.03								EGLE

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	FL- Job		Job Fam	Sal Plan	Control Point			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
	SA	Grd			Min	Cntl. Pt.	Max*	Min	Std.	Max**						
IT OPERATIONS MANAGER	E	39	A	2	M	4147.30	5184.13	6220.96								EGLE
JUNIOR ENGINEER (CIVIL)		26		3	P	3195.62	3759.55	4323.48								EGLE
LEAD POLICE RECORDS SPECIALIST		3		V	FL				2888.00	3030.86	3182.46	3339.92	3507.55		NPOA	
LEAD PUBLIC SAFETY DISPATCHER		18	A	II	P	3600.51	4235.89	4871.27							SEIU	
LEGAL SECRETARY		18	A	2	P	2623.29	3086.22	3549.15							EGLE	
LIBRARIAN I		15		4	P	2435.50	2865.29	3295.08							EGLE	
LIBRARIAN II		19		4	P	2688.50	3162.94	3637.38							EGLE	
LIBRARIAN III		23		4	P	2957.35	3479.23	4001.11							EGLE	
LIBRARY ASSISTANT I		6		4	FL				1887.71	1981.63	2080.84	2185.34	2295.13		EGLE	
LIBRARY ASSISTANT II		10		4	FL				2083.49	2187.99	2297.79	2411.55	2533.27		EGLE	
LIBRARY ASSISTANT III		14	A	4	FL				2300.43	2415.52	2535.90	2664.23	2795.20		EGLE	
LIBRARY CUSTOMER SERVICE SUPRV		22		4	P	2895.40	3406.35	3917.30							EGLE	
LIBRARY SERVICES DIRECTOR	E	0			DH				5527.28	8066.58	8873.24				ESMS	
LIBRARY SERVICES MANAGER	E	35		4	M	3756.66	4695.82	5634.98							EGLE	
OFFICE ASSISTANT I		2	C	5	FL				1709.53	1796.83	1885.51	1979.45	2080.00		SEIU	
OFFICE ASSISTANT I - CONF		2		5	FL				1709.53	1796.83	1885.51	1979.45	2080.00		MISC	
OFFICE ASSISTANT II		6	C	5	FL				1886.84	1983.41	2081.33	2185.84	2294.36		SEIU	
OFFICE ASSISTANT II-CONF		6	A	5	FL				1886.84	1983.41	2081.33	2185.84	2294.36		MISC	
OFFICE ASSISTANT III		10	C	5	FL				2083.98	2188.50	2298.33	2412.12	2533.86		SEIU	
OFFICE ASSISTANT III - CONF		10		5	FL				2083.98	2188.50	2298.33	2412.12	2533.86		MISC	
OFFICE OF EMER SVCS COORD.		40	A	VIII	P	4530.22	5329.67	6129.12							EGLE	
PARKS MAINTENANCE WORKER I		10	M	6	FL				2072.07	2175.28	2283.79	2398.89	2517.96		SEIU	
PARKS MAINTENANCE WORKER II		14	M	6	FL				2286.41	2401.55	2520.62	2647.64	2779.95		SEIU	
PARKS MAINTENANCE WORKER III		18	M	6	FL				2524.56	2650.30	2782.62	2921.52	3068.42		SEIU	
PARKS MANAGER	E	26	B	III	M	4302.98	5378.72	6454.46							EGLE	
PARKS SECTION MANAGER	E	22	A	III	M	3720.92	4651.15	5581.38							EGLE	
PARKS SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59							EGLE	
PERFORMING ARTS ASSISTANT		11	A	4	FL				2136.41	2242.25	2354.67	2472.40	2596.78		EGLE	
PERFORMING ARTS COORDINATOR		20		4	P	2755.96	3242.31	3728.66							EGLE	
PERFORMING ARTS MANAGER	E	38		2	M	4045.82	5057.28	6068.74							EGLE	
PERFORMING ARTS SUPERVISOR	E	26		4	M	3007.64	3759.55	4511.46							EGLE	
PERMIT TECHNICIAN		17	C	3	FL				2474.32	2598.68	2728.36	2864.65	3007.54		SEIU	
PLAN CHECK ENGINEER	E	34		2	M	3664.84	4581.05	5497.26							EGLE	
PLANNING MANAGER/ZONING ADMIN.	E	43		2	M	4577.06	5721.33	6865.60							EGLE	
POLICE ASSISTANT III-UNIFORMED		10	A	5	FL				2126.27	2231.76	2342.63	2457.50	2580.40		NPOA	
POLICE ASSISTANT II-UNIFORMED		6	A	5	FL				1927.26	2024.77	2123.60	2229.11	2338.64		NPOA	
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL				1748.30	1836.43	1925.93	2020.75	2122.24		NPOA	
POLICE CAPTAIN	E	2		VII	M	6254.38	7817.98	9381.58							PMGR	
POLICE CAPTAIN-TIER 2	E	2		VII	M	6254.38	7817.98	8537.23							PMGR	
POLICE CHIEF	E	1			DH				5701.24	9151.68	10066.85				ESPS	
POLICE LIEUTENANT	E	1		VII	M	5438.86	6798.57	8158.28							PMGR	
POLICE LIEUTENANT-TIER 2	E	1		VII	M	5438.86	6798.57	7587.20							PMGR	
POLICE MEDIA/COMM REL COORD		31		2	P	3616.16	4254.30	4892.45							EGLE	

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	FL- Job		Job Fam	Sal Plan	Control Point			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
	SA	Grd			Min	Cntl. Pt.	Max*	Min	Std.	Max**						
POLICE OFFICER		1	VII	FL							3775.88	3963.09	4162.73	4368.57	4585.23	POA
POLICE OFFICER TRAINEE		5	V	FL							3596.07					NPOA
POLICE RECORDS SPECIALIST		1	V	FL							2581.86	2708.66	2844.25	2984.21	3132.92	NPOA
POLICE RECORDS SUPERVISOR		26	2	P	3245.72	3818.49	4391.26									NPOA
POLICE SERGEANT		3	VII	FL							4583.67	4811.15	5051.02	5303.26	5566.33	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M	6	FL						3075.02	3229.83	3391.27	3560.61	3737.93	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL						2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
POSTCLOSURE SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
PRINCIPAL CIVIL ENGINEER	E	42	3	M	4465.94	5582.43	6698.92									EGLE
PRINCIPAL FINANCIAL ANALYST	E	34	2	M	3665.70	4582.12	5498.54									MISC
PRINCIPAL IT ANALYST	E	37	2	M	3946.34	4932.92	5919.50									EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	3665.70	4582.12	5498.54									MISC
PRINCIPAL PLANNER	E	39	2	M	4146.34	5182.93	6219.52									EGLE
PROGRAM ASSISTANT		16	C	5	FL						2416.08	2537.82	2664.84	2798.48	2937.42	SEIU
PROJECT MANAGER	E	34	2	M	3664.84	4581.05	5497.26									EGLE
PROPERTY & EVIDENCE SPECIALIST	2	A	V	P	2853.36	3356.89	3860.42									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	3118.02	3668.26	4218.50									EGLE
PUBLIC SAFETY DISPATCHER I		12	A	II	FL						2802.12	2941.51	3089.46	3243.06	3405.22	SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL						3125.01	3281.46	3445.04	3617.15	3797.81	SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL						3436.91	3608.75	3789.19	3978.64	4177.58	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	41	2	M	4357.02	5446.27	6535.52									EGLE
PUBLIC WORKS DIRECTOR	E	0		DH				5527.28	8066.58	8873.24						ESMS
PUBLIC WORKS INSPECTOR I		25	3	FL							3018.14	3168.98	3327.74	3494.46	3669.11	SEIU
PUBLIC WORKS INSPECTOR II		29	3	FL							3331.72	3498.46	3673.08	3857.02	4048.87	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2	M	4357.02	5446.27	6535.52									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3	M	3851.08	4813.85	5776.62									EGLE
RECREATION COORDINATOR		16	4	P	2496.22	2936.73	3377.24									EGLE
RECREATION LEADER II		2	A	IV	FL						1385.04	1453.83	1526.56	1603.32	1682.66	EGLE
RECREATION MANAGER	E	40	2	M	4250.06	5312.57	6375.08									EGLE
RECREATION SPECIALIST		7	B	IV	FL						1767.33	1855.96	1948.57	2045.14	2148.32	EGLE
RECREATION SUPERVISOR	E	30	4	M	3319.83	4149.79	4979.75									EGLE
RISK MANAGER	E	38	2	M	4045.82	5057.28	6068.74									EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
SECRETARY		15	C	5	FL						2357.87	2476.95	2600.01	2729.69	2865.97	SEIU
SENIOR ACCOUNTANT	E	30	2	M	3320.61	4150.76	4980.91									MISC
SENIOR ASSISTANT CITY ATTORNEY	E	47	2	M	5052.22	6315.28	7578.34									EGLE
SENIOR BUILDING INSPECTOR		33	C	3	P	3795.83	4465.68	5135.53								SEIU
SENIOR CIVIL ENGINEER	E	38	3	M	4045.82	5057.28	6068.74									EGLE
SENIOR CODE ENF OFFICER		29	3	P	3441.54	4048.87	4656.20									SEIU
SENIOR DEPUTY CITY ATTORNEY	E	37	2	M	3946.34	4932.92	5919.50									EGLE
SENIOR FINANCIAL ANALYST-CONF	E	30	2	M	3320.61	4150.76	4980.91									MISC
SENIOR HUMAN RESOURCES ANALYST	E	30	2	M	3320.61	4150.76	4980.91									MISC
SENIOR IT ANALYST	E	34	A	2	M	3665.70	4582.12	5498.54								EGLE

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	FL- Job		Job Fam	Sal Plan	Control Point			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
	SA	Grd			Min	Cntl. Pt.	Max*	Min	Std.	Max**						
SENIOR IT DESKTOP TECHNICIAN		20	A	2	P	2756.60	3243.06	3729.52								EGLE
SENIOR MANAGEMENT ANALYST	E	30		2	M	3319.83	4149.79	4979.75								EGLE
SENIOR MANAGEMENT ANALYST-CONF	E	30		2	M	3320.61	4150.76	4980.91								MISC
SENIOR PLANNER	E	32		2	M	3488.10	4360.12	5232.14								EGLE
SENIOR POSTCLOSURE ENV SYS TECH		22	M	6	FL				2786.57	2925.52	3072.37	3225.87	3387.30			SEIU
SENIOR PROJECT MANAGER	E	38		2	M	4045.82	5057.28	6068.74								EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	3795.83	4465.68	5135.53								SEIU
SENIOR RECREATION COORDINATOR		20		4	P	2755.96	3242.31	3728.66								EGLE
SENIOR STAGEHAND		3		4	FL				1752.79	1840.10	1932.69	2029.26	2131.12			EGLE
SENIOR SYSTEMS SPECIALIST	E	37		2	M	3946.34	4932.92	5919.50								EGLE
SENIOR TICKET SERVICES REP		1		4	FL				1668.12	1751.44	1840.10	1931.37	2027.93			EGLE
SENIOR UTILITIES SYS TECH.		22	M	6	FL				2786.57	2925.52	3072.37	3225.87	3387.30			SEIU
SENIOR WATER SYSTEM OPERATOR		25	M	6	FL				2999.99	3150.54	3307.85	3473.33	3646.93			SEIU
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	4004.54	5005.68	6006.82								EGLE
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	4302.98	5378.72	6454.46								EGLE
STREET LIGHTING TECHNICIAN		18	M	6	FL				2524.56	2650.30	2782.62	2921.52	3068.42			SEIU
STREET MAINTENANCE WORKER I		10	M	6	FL				2072.07	2175.28	2283.79	2398.89	2517.96			SEIU
STREET MAINTENANCE WORKER II		14	M	6	FL				2286.41	2401.55	2520.62	2647.64	2779.95			SEIU
STREET MAINTENANCE WORKER III		18	M	6	FL				2524.56	2650.30	2782.62	2921.52	3068.42			SEIU
STREET SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
STREETS TECHNICIAN		10	M	6	FL				2072.07	2175.28	2283.79	2398.89	2517.96			SEIU
STREETSWEEPER OPERATOR		16	M	6	FL				2402.85	2523.28	2648.96	2781.27	2920.20			SEIU
SUPERVISING BUYER		28		2	P	3357.53	3950.04	4542.55								EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	2652.53	3120.62	3588.71								EGLE
SYSTEMS SPECIALIST		28		2	P	3357.53	3950.04	4542.55								EGLE
TRAFFIC ENGINEER	E	43		3	M	4577.06	5721.33	6865.60								EGLE
TRAINING OFFICER I		1		VIII	FL				3517.32	3694.13	3878.42	4071.61	4275.17			MVFF
TRANSPORTATION PLANNER	E	38		3	M	4045.82	5057.28	6068.74								EGLE
TRANSPORTATION/BUSINESS MGR	E	46		2	M	4929.47	6161.84	7394.21								EGLE
TREE SUPERVISOR/ARBORIST		20	B	III	P	3675.74	4324.40	4973.06								EGLE
TREE TRIMMER I		12	M	6	FL				2176.60	2285.12	2400.23	2519.30	2646.33			SEIU
TREE TRIMMER II		16	M	6	FL				2402.85	2523.28	2648.96	2781.27	2920.20			SEIU
TREE TRIMMER III		20	M	6	FL				2651.61	2783.92	2924.19	3069.72	3223.22			SEIU
UTILITIES ELECTRICIAN		26	M	6	FL				3075.02	3229.83	3391.27	3560.61	3737.93			SEIU
UTILITIES INSPECTOR LOCATOR		19	M	6	FL				2586.77	2716.45	2852.74	2995.65	3145.12			SEIU
UTILITIES SERVICES MANAGER	E	26	B	III	M	4302.98	5378.72	6454.46								EGLE
UTILITIES SYSTEMS SPECIALIST		26	M	6	FL				3075.02	3229.83	3391.27	3560.61	3737.93			SEIU
UTILITIES SYSTEMS SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
UTILITIES SYSTEMS TECHNICIAN		18	M	6	FL				2524.56	2650.30	2782.62	2921.52	3068.42			SEIU
VOLUNTEER COORDINATOR		20		4	P	2755.96	3242.31	3728.66								EGLE
WAREHOUSE WORKER		10	M	6	FL				2072.07	2175.28	2283.79	2398.89	2517.96			SEIU
WASTEWATER SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
WASTEWATER UTILITY WORKER I		10	M	6	FL				2072.07	2175.28	2283.79	2398.89	2517.96			SEIU

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	FL- Job		Job Fam	Sal Plan	Control Point			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
	SA	Grd			Min	Cntl. Pt.	Max*	Min	Std.	Max**						
WASTEWATER UTILITY WORKER II		14	M	6	FL						2286.41	2401.55	2520.62	2647.64	2779.95	SEIU
WASTEWATER UTILITY WORKER III		18	M	6	FL						2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
WATER CONSERVATION COORD	E	30		2	M	3319.83	4149.79	4979.75								EGLE
WATER ENVIRONMENT SPECIALIST		14		III	P	3160.38	3718.09	4275.80								SEIU
WATER METER SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
WATER QUALITY TECHNICIAN		25	M	6	FL						2999.99	3150.54	3307.85	3473.33	3646.93	SEIU
WATER RESOURCES TECHNICIAN		19	M	6	FL						2586.77	2716.45	2852.74	2995.65	3145.12	SEIU
WATER SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
WATER SYSTEM OPERATOR		21	M	6	FL						2717.89	2853.52	2997.29	3146.48	3303.80	SEIU
WATER UTILITY WORKER I		12	M	6	FL						2176.60	2285.12	2400.23	2519.30	2646.33	SEIU
WATER UTILITY WORKER II		16	M	6	FL						2402.85	2523.28	2648.96	2781.27	2920.20	SEIU
WATER UTILITY WORKER III		20	M	6	FL						2651.61	2783.92	2924.19	3069.72	3223.22	SEIU
WILDLIFE PRESERVATION COORD		16		4	P	2496.22	2936.73	3377.24								EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

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Position	BI-WEEKLY SALARY											1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit			
	FL- Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd							3rd	4th	5th
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**	Step							Step	Step	Step
ACCOUNT CLERK I		7	5	FL							1935.79	2031.05	2134.27	2240.11	2352.59	SEIU				
ACCOUNT CLERK I - CONF		7	5	FL							1935.79	2031.05	2134.27	2240.11	2352.59	MISC				
ACCOUNT CLERK II		11	5	FL							2134.27	2241.44	2355.21	2472.97	2596.04	SEIU				
ACCOUNT CLERK II-CONF.		11	5	FL							2134.27	2241.44	2355.21	2472.97	2596.04	MISC				
ACCOUNTANT I		22	2	P	2895.40	3406.35	3917.30									EGLE				
ACCOUNTANT I-CONFIDENTIAL		22	2	P	2896.08	3407.15	3918.22									MISC				
ACCOUNTANT II		26	2	P	3195.62	3759.55	4323.48									EGLE				
ACCOUNTANT II-CONFIDENTIAL		26	2	P	3196.36	3760.42	4324.48									MISC				
ACCOUNTING MANAGER	E	37	2	M	3947.26	4934.07	5920.88									MISC				
ACCOUNTING TECHNICIAN		15	2	FL							2357.87	2476.95	2600.01	2729.69	2865.97	SEIU				
ACCOUNTING TECHNICIAN - CONF.		15	2	FL							2357.87	2476.95	2600.01	2729.69	2865.97	MISC				
ADMINISTRATIVE AIDE		18	2	P	2623.29	3086.22	3549.15									EGLE				
ADMINISTRATIVE ANALYST I		22	2	P	2895.40	3406.35	3917.30									EGLE				
ADMINISTRATIVE ANALYST I-CONF		22	2	P	2896.08	3407.15	3918.22									MISC				
ADMINISTRATIVE ANALYST II		26	2	P	3195.62	3759.55	4323.48									EGLE				
ADMINISTRATIVE ANALYST II-CONF		26	2	P	3196.36	3760.42	4324.48									MISC				
ASSISTANT BUILDING INSPECTOR		23	3	FL							2872.59	3016.80	3167.64	3326.43	3491.82	SEIU				
ASSISTANT BUYER		20	2	FL							2666.86	2800.47	2940.70	3087.54	3242.31	EGLE				
ASSISTANT CDD/PLANNING MGR	E	46	2	M	4929.47	6161.84	7394.21									EGLE				
ASSISTANT CITY ATTORNEY	E	43	2	M	4577.06	5721.33	6865.60									EGLE				
ASSISTANT CITY MANAGER	E	0		DH				5527.28	8066.58	8873.24						ESMS				
ASSISTANT ENGINEER (CIVIL)		30	3	P	3527.32	4149.79	4772.26									EGLE				
ASSISTANT PLANNER		24	2	P	3041.56	3578.31	4115.06									EGLE				
ASSISTANT PROJECT MANAGER	E	30	2	M	3319.83	4149.79	4979.75									EGLE				
ASSISTANT PUBLIC WORKS DIR.	E	49	3	M	5308.34	6635.42	7962.50									EGLE				
ASSISTANT TO THE CITY MANAGER	E	26	II	M	4153.66	5192.08	6230.50									MISC				
ASSOCIATE ENGINEER (CIVIL)		34	3	P	3893.89	4581.05	5268.21									EGLE				
ASSOCIATE PLANNER		28	2	P	3357.53	3950.04	4542.55									EGLE				
ASST FINANCE & ADM SVCS DIR	E	47	2	M	5053.41	6316.76	7580.11									MISC				
BATALLION CHIEF	E	4	VIII	M	5758.68	7198.35	8638.02									FMGR				
BATTALION CHIEF-TIER 2	E	4	VIII	M	5758.68	7198.35	8033.36									FMGR				
BUILDING INSPECTOR I		25	3	FL							3018.14	3168.98	3327.74	3494.46	3669.11	SEIU				
BUILDING INSPECTOR II		29	3	FL							3331.72	3498.46	3673.08	3857.02	4048.87	SEIU				
BUSINESS DEVELPMNT SPECIALIST	E	33	2	M	3575.94	4469.92	5363.90									EGLE				
BUYER		24	2	FL							2943.90	3091.10	3245.64	3407.92	3578.31	EGLE				
CHIEF BLDG OFFICIAL	E	42	3	M	4465.94	5582.43	6698.92									EGLE				
CIO/INFORMATION TECHNOLOGY DIR		0		DH				5527.28	8066.58	8873.24						ESMS				
CITY ATTORNEY	E	0		DH		9779.94										CA				
CITY CLERK	E	0		DH		5730.14										CC				
CITY MANAGER	E	0		DH		10705.17										CM				
CODE ENFORCEMENT OFFICER I		23	3	FL							2872.59	3016.80	3167.64	3326.43	3491.82	SEIU				
CODE ENFORCEMENT OFFICER II		27	3	FL							3171.63	3329.07	3495.81	3670.43	3854.37	SEIU				
COMM OPERATIONS SUPERVISOR		33	2	P	3836.09	4513.05	5190.01									NPOA				

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	FL-	Job	Job	Sal	Control Point			Dept. Head Salary Range									
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**							
COMM TRAINING SUPERVISOR		33	2	P	3836.09	4513.05	5190.01										NPOA
COMMUNICATION COORDINATOR		31	2	P	3616.16	4254.30	4892.45										EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				5527.28	8066.58	8873.24							ESMS
COMMUNITY OUTREACH COORD		16	4	P	2496.22	2936.73	3377.24										EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				5527.28	8066.58	8873.24							ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							2634.31	2766.99	2904.00	3046.89	3197.06		NPOA
COPY CENTER TECHNICIAN		10	5	FL							2083.49	2187.99	2297.79	2411.55	2533.27		EGLE
CRIME ANALYST		26	2	P	3195.62	3759.55	4323.48										EGLE
CROSS CONNECTION CONTROL SPEC		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42		SEIU
CUSTOMER SVC. REPRESENTATIVE		5	5	FL							1840.51	1931.82	2028.40	2130.29	2236.14		SEIU
DEPUTY CITY ATTORNEY	E	33	2	M	3575.94	4469.92	5363.90										EGLE
DEPUTY CITY CLERK		22	2	P	2895.40	3406.35	3917.30										EGLE
DEPUTY CITY MANAGER	E	42	2	M	4466.99	5583.74	6700.49										MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	6046.62	7558.27	9069.92										FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							4640.04	4872.57	5116.04	5372.00	5640.46		MVFF
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	3756.66	4695.82	5634.98										EGLE
DEV SRVCS COORD		33	3	P	3795.83	4465.68	5135.53										SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2083.49	2187.99	2297.79	2411.55	2533.27		EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2299.10	2414.22	2535.90	2661.58	2795.20		EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2538.54	2665.55	2799.17	2939.37	3086.22		EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	2896.08	3407.15	3918.22										MISC
ECONOMIC DEVELOPMENT MANAGER	E	42	2	M	4465.94	5582.43	6698.92										EGLE
EMERGENCY MEDICAL SRVCS COORD		31	VIII	P	3666.70	4313.77	4960.84										EGLE
ENGINEERING ASSISTANT I		16	3	FL							2413.44	2533.86	2660.86	2794.50	2933.44		SEIU
ENGINEERING ASSISTANT II		20	3	FL							2664.84	2798.48	2938.73	3085.60	3239.10		SEIU
ENGINEERING ASSISTANT III		24	3	FL							2945.36	3092.22	3247.04	3409.79	3579.15		SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3160.38	3718.09	4275.80										SEIU
ENVIRONMENTAL COMP. SPECIALIST		24	3	FL							2945.36	3092.22	3247.04	3409.79	3579.15		SEIU
ENVIRONMENTAL SAFETY COORD.		33	3	P	3795.83	4465.68	5135.53										SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	30	2	M	3319.83	4149.79	4979.75										EGLE
EQUIPMENT MAINT. SUPERVISOR		19	III	P	3545.31	4170.95	4796.59										EGLE
EQUIPMENT MECHANIC I		16	6	FL							2402.85	2523.28	2648.96	2781.27	2920.20		SEIU
EQUIPMENT MECHANIC II		20	6	FL							2651.61	2783.92	2924.19	3069.72	3223.22		SEIU
EQUIPMENT MECHANIC III		24	6	FL							2926.83	3073.69	3227.18	3388.63	3557.98		SEIU
EQUIPMENT SERVICE WORKER		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96		SEIU
EXECUTIVE ASSISTANT		18	2	P	2623.90	3086.94	3549.98										SEIU
EXECUTIVE ASSISTANT - EAGLE		18	2	P	2623.29	3086.22	3549.15										EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	2895.40	3406.35	3917.30										EGLE
EXECUTIVE ASST. TO THE CM		22	2	P	2895.40	3406.35	3917.30										EGLE
FACILITIES CONTRACT COORDINATR		26	2	P	3195.62	3759.55	4323.48										EGLE
FACILITIES MAINT. SUPERVISOR		19	III	P	3545.31	4170.95	4796.59										EGLE
FACILITIES MAINTENANCE I		12	6	FL							2176.60	2285.12	2400.23	2519.30	2646.33		SEIU
FACILITIES MAINTENANCE II		16	6	FL							2402.85	2523.28	2648.96	2781.27	2920.20		SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FACILITIES MAINTENANCE III		20	6	FL							2651.61	2783.92	2924.19	3069.72	3223.22	SEIU
FACILITIES PROJECT MANAGER	E	34	2	M	3664.84	4581.05	5497.26									EGLE
FINANCE AND ADMIN SVCS DIR	E	0		DH				5527.28	8066.58	8873.24						ESMS
FINANCIAL ANALYST I - CONF		22	2	P	2896.08	3407.15	3918.22									MISC
FINANCIAL ANALYST II - CONF		26	2	P	3196.36	3760.42	4324.48									MISC
FIRE CAPTAIN		12	VIII	FL							4632.21	4864.78	5106.67	5362.64	5631.09	MVFF
FIRE CAPTAIN/HAZ MAT I		14	VIII	FL							4747.99	4986.40	5234.31	5496.66	5771.82	MVFF
FIRE CAPTAIN/HAZ MAT II		15	VIII	FL							4863.81	5108.01	5361.98	5630.75	5912.61	MVFF
FIRE CHIEF	E	1		DH				6271.37	9151.68	10066.85						ESPS
FIRE ENGINEER		6	VIII	FL							3970.54	4168.18	4377.67	4596.13	4826.49	MVFF
FIRE ENGINEER/HAZ MAT I		8	VIII	FL							4069.77	4272.39	4487.14	4711.02	4947.13	MVFF
FIRE ENGINEER/HAZ MAT II		9	VIII	FL							4169.07	4376.56	4596.55	4825.92	5067.80	MVFF
FIRE ENGINEER/PARAMEDIC		11	VIII	FL							4407.41	4628.83	4859.15	5102.87	5358.47	MVFF
FIRE MARSHAL NON-SAFETY	E	48	VIII	M	5183.99	6479.99	7775.99									EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL							3517.32	3694.13	3878.42	4071.61	4275.17	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL							3691.20	3875.43	4070.12	4272.20	4486.16	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							4291.50	4505.51	4731.38	4967.63	5215.80	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	4357.02	5446.27	6535.52									EGLE
FIREFIGHTER		2	VIII	FL							3618.36	3799.64	3989.85	4188.99	4398.51	MVFF
FIREFIGHTER/HAZ MAT I		4	VIII	FL							3708.83	3894.63	4089.61	4293.70	4508.45	MVFF
FIREFIGHTER/HAZ MAT II		5	VIII	FL							3799.29	3989.62	4189.34	4398.40	4618.43	MVFF
FIREFIGHTER/MEDIC/HAZMAT I		7	VIII	FL							4115.49	4321.14	4537.39	4764.37	5001.97	MVFF
FIREFIGHTER/MEDIC/HAZMAT II		7	VIII	FL							4215.86	4426.51	4648.05	4880.58	5123.98	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							4015.13	4215.73	4426.73	4648.17	4879.98	MVFF
FLEET AND FACILITIES MANAGER	E	25	III	M	4148.46	5185.57	6222.68									EGLE
HAZARDOUS MAT SPEC NON SAFETY		38	VIII	P	4323.41	5086.37	5849.33									EGLE
HAZARDOUS MATERIALS SPECIALIST		1	VIII	P	4534.38	5334.56	6134.74									FMGR
HEAVY EQUIPMENT OPERATOR		17	6	FL							2462.41	2585.46	2715.12	2851.41	2993.00	SEIU
HEAVY EQUIPMENT SPECIALIST		19	6	FL							2586.77	2716.45	2852.74	2995.65	3145.12	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	42	2	M	4465.94	5582.43	6698.92									EGLE
HUMAN RESOURCES ANALYST I		22	2	P	2896.08	3407.15	3918.22									MISC
HUMAN RESOURCES ANALYST II		26	2	P	3196.36	3760.42	4324.48									MISC
HUMAN RESOURCES MANAGER	E	41	2	M	4357.33	5446.66	6535.99									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	2756.60	3243.06	3729.52									MISC
HVAC TECHNICIAN		24	6	FL							2926.83	3073.69	3227.18	3388.63	3557.98	SEIU
ICMA FELLOW		18	2	P	2623.29	3086.22	3549.15									EGLE
INFORMATION TECHNOLOGY MANAGER	E	41	2	M	4357.02	5446.27	6535.52									EGLE
IT ANALYST I		26	2	P	3196.36	3760.42	4324.48									EGLE
IT ANALYST II	E	30	2	M	3320.61	4150.76	4980.91									EGLE
IT DESKTOP TECHNICIAN I		12	2	P	2261.80	2660.94	3060.08									EGLE
IT DESKTOP TECHNICIAN II		16	2	P	2496.81	2937.42	3378.03									EGLE
IT OPERATIONS MANAGER	E	39	2	M	4147.30	5184.13	6220.96									EGLE
JUNIOR ENGINEER (CIVIL)		26	3	P	3195.62	3759.55	4323.48									EGLE

City of Mountain View
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Position	BI-WEEKLY SALARY											Barg. Unit				
	FL- Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd		3rd	4th	5th	
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**	Step		Step	Step	Step	Step
LEAD POLICE RECORDS SPECIALIST		3	V	FL							2888.00	3030.86	3182.46	3339.92	3507.55	NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	II	P	3600.51	4235.89	4871.27									SEIU
LEGAL SECRETARY		18	2	P	2623.29	3086.22	3549.15									EGLE
LIBRARIAN I		15	4	P	2435.50	2865.29	3295.08									EGLE
LIBRARIAN II		19	4	P	2688.50	3162.94	3637.38									EGLE
LIBRARIAN III		23	4	P	2957.35	3479.23	4001.11									EGLE
LIBRARY ASSISTANT I		6	4	FL							1887.71	1981.63	2080.84	2185.34	2295.13	EGLE
LIBRARY ASSISTANT II		10	4	FL							2083.49	2187.99	2297.79	2411.55	2533.27	EGLE
LIBRARY ASSISTANT III		14	4	FL							2300.43	2415.52	2535.90	2664.23	2795.20	EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	2895.40	3406.35	3917.30									EGLE
LIBRARY SERVICES DIRECTOR	E	0		DH				5527.28	8066.58	8873.24						ESMS
LIBRARY SERVICES MANAGER	E	35	4	M	3756.66	4695.82	5634.98									EGLE
OFFICE ASSISTANT I		2	5	FL							1709.53	1796.83	1885.51	1979.45	2080.00	SEIU
OFFICE ASSISTANT I - CONF		2	5	FL							1709.53	1796.83	1885.51	1979.45	2080.00	MISC
OFFICE ASSISTANT II		6	5	FL							1886.84	1983.41	2081.33	2185.84	2294.36	SEIU
OFFICE ASSISTANT II-CONF		6	5	FL							1886.84	1983.41	2081.33	2185.84	2294.36	MISC
OFFICE ASSISTANT III		10	5	FL							2083.98	2188.50	2298.33	2412.12	2533.86	SEIU
OFFICE ASSISTANT III - CONF		10	5	FL							2083.98	2188.50	2298.33	2412.12	2533.86	MISC
OFFICE OF EMER SVCS COORD.		40	VIII	P	4530.22	5329.67	6129.12									EGLE
PARKS MAINTENANCE WORKER I		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
PARKS MAINTENANCE WORKER II		14	6	FL							2286.41	2401.55	2520.62	2647.64	2779.95	SEIU
PARKS MAINTENANCE WORKER III		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
PARKS MANAGER	E	26	III	M	4302.98	5378.72	6454.46									EGLE
PARKS SECTION MANAGER	E	22	III	M	3720.92	4651.15	5581.38									EGLE
PARKS SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
PERFORMING ARTS ASSISTANT		11	4	FL							2136.41	2242.25	2354.67	2472.40	2596.78	EGLE
PERFORMING ARTS COORDINATOR		20	4	P	2755.96	3242.31	3728.66									EGLE
PERFORMING ARTS MANAGER	E	38	2	M	4045.82	5057.28	6068.74									EGLE
PERFORMING ARTS SUPERVISOR	E	26	4	M	3007.64	3759.55	4511.46									EGLE
PERMIT TECHNICIAN		17	3	FL							2474.32	2598.68	2728.36	2864.65	3007.54	SEIU
PLAN CHECK ENGINEER	E	34	2	M	3664.84	4581.05	5497.26									EGLE
PLANNING MANAGER/ZONING ADMIN.	E	43	2	M	4577.06	5721.33	6865.60									EGLE
POLICE ASSISTANT III-UNIFORMED		10	5	FL							2126.27	2231.76	2342.63	2457.50	2580.40	NPOA
POLICE ASSISTANT II-UNIFORMED		6	5	FL							1927.26	2024.77	2123.60	2229.11	2338.64	NPOA
POLICE ASSISTANT I-UNIFORMED		2	5	FL							1748.30	1836.43	1925.93	2020.75	2122.24	NPOA
POLICE CAPTAIN	E	2	VII	M	6254.38	7817.98	9381.58									PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	6254.38	7817.98	8537.23									PMGR
POLICE CHIEF	E	1		DH				5701.24	9151.68	10066.85						ESPS
POLICE LIEUTENANT	E	1	VII	M	5438.86	6798.57	8158.28									PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M	5438.86	6798.57	7587.20									PMGR
POLICE MEDIA/COMM REL COORD		31	2	P	3616.16	4254.30	4892.45									EGLE
POLICE OFFICER		1	VII	FL							3775.88	3963.09	4162.73	4368.57	4585.23	POA
POLICE OFFICER TRAINEE		5	V	FL							3596.07					NPOA

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Position	BI-WEEKLY SALARY											Barg. Unit					
	FL- SA	Job Grd	Job Fam	Job Sal Plan	Control Point			Dept. Head Salary Range			1st Step		2nd Step	3rd Step	4th Step	5th Step	
					Min	Cntl. Pt.	Max*	Min	Std.	Max**							
POLICE RECORDS SPECIALIST		1	V	FL								2581.86	2708.66	2844.25	2984.21	3132.92	NPOA
POLICE RECORDS SUPERVISOR		26	2	P	3245.72	3818.49	4391.26										NPOA
POLICE SERGEANT		3	VII	FL								4583.67	4811.15	5051.02	5303.26	5566.33	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	6	FL								3075.02	3229.83	3391.27	3560.61	3737.93	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	6	FL								2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
POSTCLOSURE SUPERVISOR		19	III	P	3545.31	4170.95	4796.59										EGLE
PRINCIPAL CIVIL ENGINEER	E	42	3	M	4465.94	5582.43	6698.92										EGLE
PRINCIPAL FINANCIAL ANALYST	E	34	2	M	3665.70	4582.12	5498.54										MISC
PRINCIPAL IT ANALYST	E	37	2	M	3946.34	4932.92	5919.50										EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	3665.70	4582.12	5498.54										MISC
PRINCIPAL PLANNER	E	39	2	M	4146.34	5182.93	6219.52										EGLE
PROGRAM ASSISTANT		16	5	FL								2416.08	2537.82	2664.84	2798.48	2937.42	SEIU
PROJECT MANAGER	E	34	2	M	3664.84	4581.05	5497.26										EGLE
PROPERTY & EVIDENCE SPECIALIST		2	V	P	2853.36	3356.89	3860.42										NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	3118.02	3668.26	4218.50										EGLE
PUBLIC SAFETY DISPATCHER I		12	II	FL								2802.12	2941.51	3089.46	3243.06	3405.22	SEIU
PUBLIC SAFETY DISPATCHER II		15	II	FL								3125.01	3281.46	3445.04	3617.15	3797.81	SEIU
PUBLIC SAFETY DISPATCHER III		16	III	FL								3436.91	3608.75	3789.19	3978.64	4177.58	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	41	2	M	4357.02	5446.27	6535.52										EGLE
PUBLIC WORKS DIRECTOR	E	0		DH				5527.28	8066.58	8873.24							ESMS
PUBLIC WORKS INSPECTOR I		25	3	FL								3018.14	3168.98	3327.74	3494.46	3669.11	SEIU
PUBLIC WORKS INSPECTOR II		29	3	FL								3331.72	3498.46	3673.08	3857.02	4048.87	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2	M	4357.02	5446.27	6535.52										EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3	M	3851.08	4813.85	5776.62										EGLE
RECREATION COORDINATOR		16	4	P	2496.22	2936.73	3377.24										EGLE
RECREATION LEADER II		2	IV	FL								1385.04	1453.83	1526.56	1603.32	1682.66	EGLE
RECREATION MANAGER	E	40	2	M	4250.06	5312.57	6375.08										EGLE
RECREATION SPECIALIST		7	IV	FL								1767.33	1855.96	1948.57	2045.14	2148.32	EGLE
RECREATION SUPERVISOR	E	30	4	M	3319.83	4149.79	4979.75										EGLE
RISK MANAGER	E	38	2	M	4045.82	5057.28	6068.74										EGLE
SAFETY & TRAINING ADMINISTRATR		19	III	P	3545.31	4170.95	4796.59										EGLE
SECRETARY		15	5	FL								2357.87	2476.95	2600.01	2729.69	2865.97	SEIU
SENIOR ACCOUNTANT	E	30	2	M	3320.61	4150.76	4980.91										MISC
SENIOR ASSISTANT CITY ATTORNEY	E	47	2	M	5052.22	6315.28	7578.34										EGLE
SENIOR BUILDING INSPECTOR		33	3	P	3795.83	4465.68	5135.53										SEIU
SENIOR CIVIL ENGINEER	E	38	3	M	4045.82	5057.28	6068.74										EGLE
SENIOR CODE ENF OFFICER		29	3	P	3441.54	4048.87	4656.20										SEIU
SENIOR DEPUTY CITY ATTORNEY	E	37	2	M	3946.34	4932.92	5919.50										EGLE
SENIOR FINANCIAL ANALYST-CONF	E	30	2	M	3320.61	4150.76	4980.91										MISC
SENIOR HUMAN RESOURCES ANALYST	E	30	2	M	3320.61	4150.76	4980.91										MISC
SENIOR IT ANALYST	E	34	2	M	3665.70	4582.12	5498.54										EGLE
SENIOR IT DESKTOP TECHNICIAN		20	2	P	2756.60	3243.06	3729.52										EGLE
SENIOR MANAGEMENT ANALYST	E	30	2	M	3319.83	4149.79	4979.75										EGLE

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Position	BI-WEEKLY SALARY															
	FL-	Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**	Step	Step	Step	Step	Step	Unit
SENIOR MANAGEMENT ANALYST-CONF	E	30	2	M	3320.61	4150.76	4980.91									MISC
SENIOR PLANNER	E	32	2	M	3488.10	4360.12	5232.14									EGLE
SENIOR POSTCLOSURE ENV SYS TECH		22	6	FL							2786.57	2925.52	3072.37	3225.87	3387.30	SEIU
SENIOR PROJECT MANAGER	E	38	2	M	4045.82	5057.28	6068.74									EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	3	P	3795.83	4465.68	5135.53									SEIU
SENIOR RECREATION COORDINATOR		20	4	P	2755.96	3242.31	3728.66									EGLE
SENIOR STAGEHAND		3	4	FL							1752.79	1840.10	1932.69	2029.26	2131.12	EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	3946.34	4932.92	5919.50									EGLE
SENIOR TICKET SERVICES REP		1	4	FL							1668.12	1751.44	1840.10	1931.37	2027.93	EGLE
SENIOR UTILITIES SYS TECH.		22	6	FL							2786.57	2925.52	3072.37	3225.87	3387.30	SEIU
SENIOR WATER SYSTEM OPERATOR		25	6	FL							2999.99	3150.54	3307.85	3473.33	3646.93	SEIU
SOLID WASTE PROGRAM MANAGER	E	25	II	M	4004.54	5005.68	6006.82									EGLE
STREET & LANDFILL CLOSURE MNGR	E	26	III	M	4302.98	5378.72	6454.46									EGLE
STREET LIGHTING TECHNICIAN		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
STREET MAINTENANCE WORKER I		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
STREET MAINTENANCE WORKER II		14	6	FL							2286.41	2401.55	2520.62	2647.64	2779.95	SEIU
STREET MAINTENANCE WORKER III		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
STREET SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
STREETS TECHNICIAN		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
STREETSWEEPER OPERATOR		16	6	FL							2402.85	2523.28	2648.96	2781.27	2920.20	SEIU
SUPERVISING BUYER		28	2	P	3357.53	3950.04	4542.55									EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	II	P	2652.53	3120.62	3588.71									EGLE
SYSTEMS SPECIALIST		28	2	P	3357.53	3950.04	4542.55									EGLE
TRAFFIC ENGINEER	E	43	3	M	4577.06	5721.33	6865.60									EGLE
TRAINING OFFICER I		1	VIII	FL							3517.32	3694.13	3878.42	4071.61	4275.17	MVFF
TRANSPORTATION PLANNER	E	38	3	M	4045.82	5057.28	6068.74									EGLE
TRANSPORTATION/BUSINESS MGR	E	46	2	M	4929.47	6161.84	7394.21									EGLE
TREE SUPERVISOR/ARBORIST		20	III	P	3675.74	4324.40	4973.06									EGLE
TREE TRIMMER I		12	6	FL							2176.60	2285.12	2400.23	2519.30	2646.33	SEIU
TREE TRIMMER II		16	6	FL							2402.85	2523.28	2648.96	2781.27	2920.20	SEIU
TREE TRIMMER III		20	6	FL							2651.61	2783.92	2924.19	3069.72	3223.22	SEIU
UTILITIES ELECTRICIAN		26	6	FL							3075.02	3229.83	3391.27	3560.61	3737.93	SEIU
UTILITIES INSPECTOR LOCATOR		19	6	FL							2586.77	2716.45	2852.74	2995.65	3145.12	SEIU
UTILITIES SERVICES MANAGER	E	26	III	M	4302.98	5378.72	6454.46									EGLE
UTILITIES SYSTEMS SPECIALIST		26	6	FL							3075.02	3229.83	3391.27	3560.61	3737.93	SEIU
UTILITIES SYSTEMS SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
UTILITIES SYSTEMS TECHNICIAN		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
VOLUNTEER COORDINATOR		20	4	P	2755.96	3242.31	3728.66									EGLE
WAREHOUSE WORKER		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
WASTEWATER SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
WASTEWATER UTILITY WORKER I		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
WASTEWATER UTILITY WORKER II		14	6	FL							2286.41	2401.55	2520.62	2647.64	2779.95	SEIU
WASTEWATER UTILITY WORKER III		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU

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Position	BI-WEEKLY SALARY															
	FL-	Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**	Step	Step	Step	Step	Step	Unit
WATER CONSERVATION COORD	E	30	2	M	3319.83	4149.79	4979.75									EGLE
WATER ENVIRONMENT SPECIALIST		14	III	P	3160.38	3718.09	4275.80									SEIU
WATER METER SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
WATER QUALITY TECHNICIAN		25	6	FL							2999.99	3150.54	3307.85	3473.33	3646.93	SEIU
WATER RESOURCES TECHNICIAN		19	6	FL							2586.77	2716.45	2852.74	2995.65	3145.12	SEIU
WATER SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
WATER SYSTEM OPERATOR		21	6	FL							2717.89	2853.52	2997.29	3146.48	3303.80	SEIU
WATER UTILITY WORKER I		12	6	FL							2176.60	2285.12	2400.23	2519.30	2646.33	SEIU
WATER UTILITY WORKER II		16	6	FL							2402.85	2523.28	2648.96	2781.27	2920.20	SEIU
WATER UTILITY WORKER III		20	6	FL							2651.61	2783.92	2924.19	3069.72	3223.22	SEIU
WILDLIFE PRESERVATION COORD		16	4	P	2496.22	2936.73	3377.24									EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

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Position	BI-WEEKLY SALARY											1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
	FL- Job	Job	Sal	Control Point			Dept. Head Salary Range										
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**							
ACCOUNT CLERK I		7	5	FL								1935.79	2031.05	2134.27	2240.11	2352.59	SEIU
ACCOUNT CLERK I - CONF		7	5	FL								1935.79	2031.05	2134.27	2240.11	2352.59	MISC
ACCOUNT CLERK II		11	5	FL								2134.27	2241.44	2355.21	2472.97	2596.04	SEIU
ACCOUNT CLERK II-CONF.		11	5	FL								2134.27	2241.44	2355.21	2472.97	2596.04	MISC
ACCOUNTANT I		22	2	P	2895.40	3406.35	3917.30										EGLE
ACCOUNTANT I-CONFIDENTIAL		22	2	P	2896.08	3407.15	3918.22										MISC
ACCOUNTANT II		26	2	P	3195.62	3759.55	4323.48										EGLE
ACCOUNTANT II-CONFIDENTIAL		26	2	P	3196.36	3760.42	4324.48										MISC
ACCOUNTING MANAGER	E	37	2	M	3947.26	4934.07	5920.88										MISC
ACCOUNTING TECHNICIAN		15	2	FL								2357.87	2476.95	2600.01	2729.69	2865.97	SEIU
ACCOUNTING TECHNICIAN - CONF.		15	2	FL								2357.87	2476.95	2600.01	2729.69	2865.97	MISC
ADMINISTRATIVE AIDE		18	2	P	2623.29	3086.22	3549.15										EGLE
ADMINISTRATIVE ANALYST I		22	2	P	2895.40	3406.35	3917.30										EGLE
ADMINISTRATIVE ANALYST I-CONF		22	2	P	2896.08	3407.15	3918.22										MISC
ADMINISTRATIVE ANALYST II		26	2	P	3195.62	3759.55	4323.48										EGLE
ADMINISTRATIVE ANALYST II-CONF		26	2	P	3196.36	3760.42	4324.48										MISC
ASSISTANT BUILDING INSPECTOR		23	3	FL								2872.59	3016.80	3167.64	3326.43	3491.82	SEIU
ASSISTANT BUYER		20	2	FL								2666.86	2800.47	2940.70	3087.54	3242.31	EGLE
ASSISTANT CDD/PLANNING MGR	E	46	2	M	4929.47	6161.84	7394.21										EGLE
ASSISTANT CITY ATTORNEY	E	43	2	M	4577.06	5721.33	6865.60										EGLE
ASSISTANT CITY MANAGER	E	0		DH				5527.28	8066.58	8873.24							ESMS
ASSISTANT ENGINEER (CIVIL)		30	3	P	3527.32	4149.79	4772.26										EGLE
ASSISTANT PLANNER		24	2	P	3041.56	3578.31	4115.06										EGLE
ASSISTANT PROJECT MANAGER	E	30	2	M	3319.83	4149.79	4979.75										EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49	3	M	5308.34	6635.42	7962.50										EGLE
ASSISTANT TO THE CITY MANAGER	E	26	II	M	4153.66	5192.08	6230.50										MISC
ASSOCIATE ENGINEER (CIVIL)		34	3	P	3893.89	4581.05	5268.21										EGLE
ASSOCIATE PLANNER		28	2	P	3357.53	3950.04	4542.55										EGLE
ASST FINANCE & ADM SVCS DIR	E	47	2	M	5053.41	6316.76	7580.11										MISC
BATALLION CHIEF	E	4	VIII	M	5758.68	7198.35	8638.02										FMGR
BATTALION CHIEF-TIER 2	E	4	VIII	M	5758.68	7198.35	8033.36										FMGR
BUILDING INSPECTOR I		25	3	FL								3018.14	3168.98	3327.74	3494.46	3669.11	SEIU
BUILDING INSPECTOR II		29	3	FL								3331.72	3498.46	3673.08	3857.02	4048.87	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33	2	M	3575.94	4469.92	5363.90										EGLE
BUYER		24	2	FL								2943.90	3091.10	3245.64	3407.92	3578.31	EGLE
CHIEF BLDG OFFICIAL	E	42	3	M	4465.94	5582.43	6698.92										EGLE
CIO/INFORMATION TECHNOLOGY DIR		0		DH				5527.28	8066.58	8873.24							ESMS
CITY ATTORNEY	E	0		DH		9588.18											CA
CITY CLERK	E	0		DH		5617.78											CC
CITY MANAGER	E	0		DH		10599.18											CM
CODE ENFORCEMENT OFFICER I		23	3	FL								2872.59	3016.80	3167.64	3326.43	3491.82	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL								3171.63	3329.07	3495.81	3670.43	3854.37	SEIU
COMM OPERATIONS SUPERVISOR		33	2	P	3836.09	4513.05	5190.01										NPOA

City of Mountain View
 Salary Plan and Position Listing
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Position	BI-WEEKLY SALARY											1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
	FL-	Job	Job	Sal	Control Point			Dept. Head Salary Range									
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**							
COMM TRAINING SUPERVISOR		33	2	P	3836.09	4513.05	5190.01										NPOA
COMMUNICATION COORDINATOR		31	2	P	3616.16	4254.30	4892.45										EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				5527.28	8066.58	8873.24							ESMS
COMMUNITY OUTREACH COORD		16	4	P	2496.22	2936.73	3377.24										EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				5527.28	8066.58	8873.24							ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							2634.31	2766.99	2904.00	3046.89	3197.06		NPOA
COPY CENTER TECHNICIAN		10	5	FL							2083.49	2187.99	2297.79	2411.55	2533.27		EGLE
CRIME ANALYST		26	2	P	3195.62	3759.55	4323.48										EGLE
CROSS CONNECTION CONTROL SPEC		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42		SEIU
CUSTOMER SVC. REPRESENTATIVE		5	5	FL							1840.51	1931.82	2028.40	2130.29	2236.14		SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	46	3	M	4929.47	6161.84	7394.21										EGLE
DEPUTY CITY ATTORNEY	E	33	2	M	3575.94	4469.92	5363.90										EGLE
DEPUTY CITY CLERK		22	2	P	2895.40	3406.35	3917.30										EGLE
DEPUTY CITY MANAGER	E	42	2	M	4466.99	5583.74	6700.49										MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	6046.62	7558.27	9069.92										FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							4640.04	4872.57	5116.04	5372.00	5640.46		MVFF
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	3756.66	4695.82	5634.98										EGLE
DEV SRVCS COORD		33	3	P	3795.83	4465.68	5135.53										SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2083.49	2187.99	2297.79	2411.55	2533.27		EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2299.10	2414.22	2535.90	2661.58	2795.20		EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2538.54	2665.55	2799.17	2939.37	3086.22		EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	2896.08	3407.15	3918.22										MISC
ECONOMIC DEVELOPMENT MANAGER	E	42	2	M	4465.94	5582.43	6698.92										EGLE
EMERGENCY MEDICAL SRVCS COORD		31	VIII	P	3666.70	4313.77	4960.84										EGLE
ENGINEERING ASSISTANT I		16	3	FL							2413.44	2533.86	2660.86	2794.50	2933.44		SEIU
ENGINEERING ASSISTANT II		20	3	FL							2664.84	2798.48	2938.73	3085.60	3239.10		SEIU
ENGINEERING ASSISTANT III		24	3	FL							2945.36	3092.22	3247.04	3409.79	3579.15		SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3160.38	3718.09	4275.80										SEIU
ENVIRONMENTAL COMP. SPECIALIST		24	3	FL							2945.36	3092.22	3247.04	3409.79	3579.15		SEIU
ENVIRONMENTAL SAFETY COORD.		33	3	P	3795.83	4465.68	5135.53										SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	30	2	M	3319.83	4149.79	4979.75										EGLE
EQUIPMENT MAINT. SUPERVISOR		19	III	P	3545.31	4170.95	4796.59										EGLE
EQUIPMENT MECHANIC I		16	6	FL							2402.85	2523.28	2648.96	2781.27	2920.20		SEIU
EQUIPMENT MECHANIC II		20	6	FL							2651.61	2783.92	2924.19	3069.72	3223.22		SEIU
EQUIPMENT MECHANIC III		24	6	FL							2926.83	3073.69	3227.18	3388.63	3557.98		SEIU
EQUIPMENT SERVICE WORKER		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96		SEIU
EXECUTIVE ASSISTANT		18	2	P	2623.90	3086.94	3549.98										SEIU
EXECUTIVE ASSISTANT - EAGLE		18	2	P	2623.29	3086.22	3549.15										EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	2895.40	3406.35	3917.30										EGLE
EXECUTIVE ASST. TO THE CM		22	2	P	2895.40	3406.35	3917.30										EGLE
FACILITIES CONTRACT COORDINATR		26	2	P	3195.62	3759.55	4323.48										EGLE
FACILITIES MAINT. SUPERVISOR		19	III	P	3545.31	4170.95	4796.59										EGLE
FACILITIES MAINTENANCE I		12	6	FL							2176.60	2285.12	2400.23	2519.30	2646.33		SEIU

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Position	BI-WEEKLY SALARY										1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
	FL-	Job	Job	Sal	Control Point			Dept. Head Salary Range								
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**						
FACILITIES MAINTENANCE II		16	6	FL							2402.85	2523.28	2648.96	2781.27	2920.20	SEIU
FACILITIES MAINTENANCE III		20	6	FL							2651.61	2783.92	2924.19	3069.72	3223.22	SEIU
FACILITIES PROJECT MANAGER	E	34	2	M	3664.84	4581.05	5497.26									EGLE
FINANCE AND ADMIN SVCS DIR	E	0		DH				5527.28	8066.58	8873.24						ESMS
FINANCIAL ANALYST I - CONF		22	2	P	2896.08	3407.15	3918.22									MISC
FINANCIAL ANALYST II - CONF		26	2	P	3196.36	3760.42	4324.48									MISC
FIRE CAPTAIN		12	VIII	FL							4632.21	4864.78	5106.67	5362.64	5631.09	MVFF
FIRE CAPTAIN/HAZ MAT I		14	VIII	FL							4747.99	4986.40	5234.31	5496.66	5771.82	MVFF
FIRE CAPTAIN/HAZ MAT II		15	VIII	FL							4863.81	5108.01	5361.98	5630.75	5912.61	MVFF
FIRE CHIEF	E	1		DH				6271.37	9151.68	10066.85						ESPS
FIRE ENGINEER		6	VIII	FL							3970.54	4168.18	4377.67	4596.13	4826.49	MVFF
FIRE ENGINEER/HAZ MAT I		8	VIII	FL							4069.77	4272.39	4487.14	4711.02	4947.13	MVFF
FIRE ENGINEER/HAZ MAT II		9	VIII	FL							4169.07	4376.56	4596.55	4825.92	5067.80	MVFF
FIRE ENGINEER/PARAMEDIC		11	VIII	FL							4407.41	4628.83	4859.15	5102.87	5358.47	MVFF
FIRE MARSHAL NON-SAFETY	E	48	VIII	M	5183.99	6479.99	7775.99									EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL							3517.32	3694.13	3878.42	4071.61	4275.17	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL							3691.20	3875.43	4070.12	4272.20	4486.16	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							4291.50	4505.51	4731.38	4967.63	5215.80	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	4357.02	5446.27	6535.52									EGLE
FIREFIGHTER		2	VIII	FL							3618.36	3799.64	3989.85	4188.99	4398.51	MVFF
FIREFIGHTER/HAZ MAT I		4	VIII	FL							3708.83	3894.63	4089.61	4293.70	4508.45	MVFF
FIREFIGHTER/HAZ MAT II		5	VIII	FL							3799.29	3989.62	4189.34	4398.40	4618.43	MVFF
FIREFIGHTER/MEDIC/HAZMAT I		7	VIII	FL							4115.49	4321.14	4537.39	4764.37	5001.97	MVFF
FIREFIGHTER/MEDIC/HAZMAT II		7	VIII	FL							4215.86	4426.51	4648.05	4880.58	5123.98	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							4015.13	4215.73	4426.73	4648.17	4879.98	MVFF
FLEET AND FACILITIES MANAGER	E	25	III	M	4148.46	5185.57	6222.68									EGLE
HAZARDOUS MAT SPEC NON SAFETY		38	VIII	P	4323.41	5086.37	5849.33									EGLE
HAZARDOUS MATERIALS SPECIALIST		1	VIII	P	4534.38	5334.56	6134.74									FMGR
HEAVY EQUIPMENT OPERATOR		17	6	FL							2462.41	2585.46	2715.12	2851.41	2993.00	SEIU
HEAVY EQUIPMENT SPECIALIST		19	6	FL							2586.77	2716.45	2852.74	2995.65	3145.12	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	42	2	M	4465.94	5582.43	6698.92									EGLE
HUMAN RESOURCES ANALYST I		22	2	P	2896.08	3407.15	3918.22									MISC
HUMAN RESOURCES ANALYST II		26	2	P	3196.36	3760.42	4324.48									MISC
HUMAN RESOURCES MANAGER	E	41	2	M	4357.33	5446.66	6535.99									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	2756.60	3243.06	3729.52									MISC
HVAC TECHNICIAN		24	6	FL							2926.83	3073.69	3227.18	3388.63	3557.98	SEIU
ICMA FELLOW		18	2	P	2623.29	3086.22	3549.15									EGLE
INFORMATION TECHNOLOGY MANAGER	E	41	2	M	4357.02	5446.27	6535.52									EGLE
IT ANALYST I		26	2	P	3196.36	3760.42	4324.48									EGLE
IT ANALYST II	E	30	2	M	3320.61	4150.76	4980.91									EGLE
IT DESKTOP TECHNICIAN I		12	2	P	2261.80	2660.94	3060.08									EGLE
IT DESKTOP TECHNICIAN II		16	2	P	2496.81	2937.42	3378.03									EGLE
IT OPERATIONS MANAGER	E	39	2	M	4147.30	5184.13	6220.96									EGLE

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Position	BI-WEEKLY SALARY															Barg. Unit
	FL-	Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**	Step	Step	Step	Step	Step	
JUNIOR ENGINEER (CIVIL)		26	3	P	3195.62	3759.55	4323.48									EGLE
LEAD POLICE RECORDS SPECIALIST		3	V	FL							2888.00	3030.86	3182.46	3339.92	3507.55	NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	II	P	3600.51	4235.89	4871.27									SEIU
LEGAL SECRETARY		18	2	P	2623.29	3086.22	3549.15									EGLE
LIBRARIAN I		15	4	P	2435.50	2865.29	3295.08									EGLE
LIBRARIAN II		19	4	P	2688.50	3162.94	3637.38									EGLE
LIBRARIAN III		23	4	P	2957.35	3479.23	4001.11									EGLE
LIBRARY ASSISTANT I		6	4	FL							1887.71	1981.63	2080.84	2185.34	2295.13	EGLE
LIBRARY ASSISTANT II		10	4	FL							2083.49	2187.99	2297.79	2411.55	2533.27	EGLE
LIBRARY ASSISTANT III		14	4	FL							2300.43	2415.52	2535.90	2664.23	2795.20	EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	2895.40	3406.35	3917.30									EGLE
LIBRARY SERVICES DIRECTOR	E	0		DH				5527.28	8066.58	8873.24						ESMS
LIBRARY SERVICES MANAGER	E	35	4	M	3756.66	4695.82	5634.98									EGLE
OFFICE ASSISTANT I		2	5	FL							1709.53	1796.83	1885.51	1979.45	2080.00	SEIU
OFFICE ASSISTANT I - CONF		2	5	FL							1709.53	1796.83	1885.51	1979.45	2080.00	MISC
OFFICE ASSISTANT II		6	5	FL							1886.84	1983.41	2081.33	2185.84	2294.36	SEIU
OFFICE ASSISTANT II-CONF		6	5	FL							1886.84	1983.41	2081.33	2185.84	2294.36	MISC
OFFICE ASSISTANT III		10	5	FL							2083.98	2188.50	2298.33	2412.12	2533.86	SEIU
OFFICE ASSISTANT III - CONF		10	5	FL							2083.98	2188.50	2298.33	2412.12	2533.86	MISC
OFFICE OF EMER SVCS COORD.		40	VIII	P	4530.22	5329.67	6129.12									EGLE
PARKS MAINTENANCE WORKER I		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
PARKS MAINTENANCE WORKER II		14	6	FL							2286.41	2401.55	2520.62	2647.64	2779.95	SEIU
PARKS MAINTENANCE WORKER III		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
PARKS MANAGER	E	26	III	M	4302.98	5378.72	6454.46									EGLE
PARKS SECTION MANAGER	E	22	III	M	3720.92	4651.15	5581.38									EGLE
PARKS SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
PERFORMING ARTS ASSISTANT		11	4	FL							2136.41	2242.25	2354.67	2472.40	2596.78	EGLE
PERFORMING ARTS COORDINATOR		20	4	P	2755.96	3242.31	3728.66									EGLE
PERFORMING ARTS MANAGER	E	38	2	M	4045.82	5057.28	6068.74									EGLE
PERFORMING ARTS SUPERVISOR	E	26	4	M	3007.64	3759.55	4511.46									EGLE
PERMIT TECHNICIAN		17	3	FL							2474.32	2598.68	2728.36	2864.65	3007.54	SEIU
PLAN CHECK ENGINEER	E	34	2	M	3664.84	4581.05	5497.26									EGLE
POLICE ASSISTANT III-UNIFORMED		10	5	FL							2126.27	2231.76	2342.63	2457.50	2580.40	NPOA
POLICE ASSISTANT II-UNIFORMED		6	5	FL							1927.26	2024.77	2123.60	2229.11	2338.64	NPOA
POLICE ASSISTANT I-UNIFORMED		2	5	FL							1748.30	1836.43	1925.93	2020.75	2122.24	NPOA
POLICE CAPTAIN	E	2	VII	M	6254.38	7817.98	9381.58									PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	6254.38	7817.98	8537.23									PMGR
POLICE CHIEF	E	1		DH				5701.24	9151.68	10066.85						ESPS
POLICE LIEUTENANT	E	1	VII	M	5438.86	6798.57	8158.28									PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M	5438.86	6798.57	7587.20									PMGR
POLICE MEDIA/COMM REL COORD		31	2	P	3616.16	4254.30	4892.45									EGLE
POLICE OFFICER		1	VII	FL							3775.88	3963.09	4162.73	4368.57	4585.23	POA
POLICE OFFICER TRAINEE		5	V	FL							3596.07					NPOA

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Position	BI-WEEKLY SALARY											Barg. Unit				
	FL- Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd		3rd	4th	5th	
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**	Step		Step	Step	Step	Step
POLICE RECORDS SPECIALIST		1	V	FL							2581.86	2708.66	2844.25	2984.21	3132.92	NPOA
POLICE RECORDS SUPERVISOR		26	2	P	3245.72	3818.49	4391.26									NPOA
POLICE SERGEANT		3	VII	FL							4583.67	4811.15	5051.02	5303.26	5566.33	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	6	FL							3075.02	3229.83	3391.27	3560.61	3737.93	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
POSTCLOSURE SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
PRINCIPAL CIVIL ENGINEER	E	42	3	M	4465.94	5582.43	6698.92									EGLE
PRINCIPAL FINANCIAL ANALYST	E	34	2	M	3665.70	4582.12	5498.54									MISC
PRINCIPAL IT ANALYST	E	37	2	M	3946.34	4932.92	5919.50									EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	3665.70	4582.12	5498.54									MISC
PRINCIPAL PLANNER	E	39	2	M	4146.34	5182.93	6219.52									EGLE
PROGRAM ASSISTANT		16	5	FL							2416.08	2537.82	2664.84	2798.48	2937.42	SEIU
PROJECT MANAGER	E	34	2	M	3664.84	4581.05	5497.26									EGLE
PROPERTY & EVIDENCE SPECIALIST		2	V	P	2853.36	3356.89	3860.42									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	3118.02	3668.26	4218.50									EGLE
PUBLIC SAFETY DISPATCHER I		12	II	FL							2802.12	2941.51	3089.46	3243.06	3405.22	SEIU
PUBLIC SAFETY DISPATCHER II		15	II	FL							3125.01	3281.46	3445.04	3617.15	3797.81	SEIU
PUBLIC SAFETY DISPATCHER III		16	III	FL							3436.91	3608.75	3789.19	3978.64	4177.58	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	41	2	M	4357.02	5446.27	6535.52									EGLE
PUBLIC WORKS DIRECTOR	E	0		DH				5527.28	8066.58	8873.24						ESMS
PUBLIC WORKS INSPECTOR I		25	3	FL							3018.14	3168.98	3327.74	3494.46	3669.11	SEIU
PUBLIC WORKS INSPECTOR II		29	3	FL							3331.72	3498.46	3673.08	3857.02	4048.87	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2	M	4357.02	5446.27	6535.52									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3	M	3851.08	4813.85	5776.62									EGLE
RECREATION COORDINATOR		16	4	P	2496.22	2936.73	3377.24									EGLE
RECREATION LEADER II		2	IV	FL							1385.04	1453.83	1526.56	1603.32	1682.66	EGLE
RECREATION MANAGER	E	40	2	M	4250.06	5312.57	6375.08									EGLE
RECREATION SPECIALIST		7	IV	FL							1767.33	1855.96	1948.57	2045.14	2148.32	EGLE
RECREATION SUPERVISOR	E	30	4	M	3319.83	4149.79	4979.75									EGLE
RISK MANAGER	E	38	2	M	4045.82	5057.28	6068.74									EGLE
SAFETY & TRAINING ADMINISTRATR		19	III	P	3545.31	4170.95	4796.59									EGLE
SECRETARY		15	5	FL							2357.87	2476.95	2600.01	2729.69	2865.97	SEIU
SENIOR ACCOUNTANT	E	30	2	M	3320.61	4150.76	4980.91									MISC
SENIOR ASSISTANT CITY ATTORNEY	E	47	2	M	5052.22	6315.28	7578.34									EGLE
SENIOR BUILDING INSPECTOR		33	3	P	3795.83	4465.68	5135.53									SEIU
SENIOR CIVIL ENGINEER	E	38	3	M	4045.82	5057.28	6068.74									EGLE
SENIOR CODE ENF OFFICER		29	3	P	3441.54	4048.87	4656.20									SEIU
SENIOR DEPUTY CITY ATTORNEY	E	37	2	M	3946.34	4932.92	5919.50									EGLE
SENIOR FINANCIAL ANALYST-CONF	E	30	2	M	3320.61	4150.76	4980.91									MISC
SENIOR HUMAN RESOURCES ANALYST	E	30	2	M	3320.61	4150.76	4980.91									MISC
SENIOR IT ANALYST	E	34	2	M	3665.70	4582.12	5498.54									EGLE
SENIOR IT DESKTOP TECHNICIAN		20	2	P	2756.60	3243.06	3729.52									EGLE
SENIOR MANAGEMENT ANALYST	E	30	2	M	3319.83	4149.79	4979.75									EGLE

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Position	BI-WEEKLY SALARY															
	FL-	Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**	Step	Step	Step	Step	Step	Unit
SENIOR MANAGEMENT ANALYST-CONF	E	30	2	M	3320.61	4150.76	4980.91									MISC
SENIOR PLANNER	E	32	2	M	3488.10	4360.12	5232.14									EGLE
SENIOR POSTCLOSURE ENV SYS TECH		22	6	FL							2786.57	2925.52	3072.37	3225.87	3387.30	SEIU
SENIOR PROJECT MANAGER	E	38	2	M	4045.82	5057.28	6068.74									EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	3	P	3795.83	4465.68	5135.53									SEIU
SENIOR RECREATION COORDINATOR		20	4	P	2755.96	3242.31	3728.66									EGLE
SENIOR STAGEHAND		3	4	FL							1752.79	1840.10	1932.69	2029.26	2131.12	EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	3946.34	4932.92	5919.50									EGLE
SENIOR TICKET SERVICES REP		1	4	FL							1668.12	1751.44	1840.10	1931.37	2027.93	EGLE
SENIOR UTILITIES SYS TECH.		22	6	FL							2786.57	2925.52	3072.37	3225.87	3387.30	SEIU
SENIOR WATER SYSTEM OPERATOR		25	6	FL							2999.99	3150.54	3307.85	3473.33	3646.93	SEIU
SOLID WASTE PROGRAM MANAGER	E	25	II	M	4004.54	5005.68	6006.82									EGLE
STREET & LANDFILL CLOSURE MNGR	E	26	III	M	4302.98	5378.72	6454.46									EGLE
STREET LIGHTING TECHNICIAN		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
STREET MAINTENANCE WORKER I		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
STREET MAINTENANCE WORKER II		14	6	FL							2286.41	2401.55	2520.62	2647.64	2779.95	SEIU
STREET MAINTENANCE WORKER III		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
STREET SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
STREETS TECHNICIAN		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
STREETSWEEPER OPERATOR		16	6	FL							2402.85	2523.28	2648.96	2781.27	2920.20	SEIU
SUPERVISING BUYER		28	2	P	3357.53	3950.04	4542.55									EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	II	P	2652.53	3120.62	3588.71									EGLE
SYSTEMS SPECIALIST		28	2	P	3357.53	3950.04	4542.55									EGLE
TRAFFIC ENGINEER	E	43	3	M	4577.06	5721.33	6865.60									EGLE
TRAINING OFFICER I		1	VIII	FL							3517.32	3694.13	3878.42	4071.61	4275.17	MVFF
TRANSPORTATION PLANNER	E	38	3	M	4045.82	5057.28	6068.74									EGLE
TRANSPORTATION/BUSINESS MGR	E	46	2	M	4929.47	6161.84	7394.21									EGLE
TREE SUPERVISOR/ARBORIST		20	III	P	3675.74	4324.40	4973.06									EGLE
TREE TRIMMER I		12	6	FL							2176.60	2285.12	2400.23	2519.30	2646.33	SEIU
TREE TRIMMER II		16	6	FL							2402.85	2523.28	2648.96	2781.27	2920.20	SEIU
TREE TRIMMER III		20	6	FL							2651.61	2783.92	2924.19	3069.72	3223.22	SEIU
UTILITIES ELECTRICIAN		26	6	FL							3075.02	3229.83	3391.27	3560.61	3737.93	SEIU
UTILITIES INSPECTOR LOCATOR		19	6	FL							2586.77	2716.45	2852.74	2995.65	3145.12	SEIU
UTILITIES SERVICES MANAGER	E	26	III	M	4302.98	5378.72	6454.46									EGLE
UTILITIES SYSTEMS SPECIALIST		26	6	FL							3075.02	3229.83	3391.27	3560.61	3737.93	SEIU
UTILITIES SYSTEMS SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
UTILITIES SYSTEMS TECHNICIAN		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
VOLUNTEER COORDINATOR		20	4	P	2755.96	3242.31	3728.66									EGLE
WAREHOUSE WORKER		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
WASTEWATER SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
WASTEWATER UTILITY WORKER I		10	6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
WASTEWATER UTILITY WORKER II		14	6	FL							2286.41	2401.55	2520.62	2647.64	2779.95	SEIU
WASTEWATER UTILITY WORKER III		18	6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU

City of Mountain View
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Position	BI-WEEKLY SALARY															Barg. Unit
	FL-	Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	
	SA	Grd	Fam	Plan	Min	Cntl. Pt.	Max*	Min	Std.	Max**	Step	Step	Step	Step	Step	
WATER CONSERVATION COORD	E	30	2	M	3319.83	4149.79	4979.75									EGLE
WATER ENVIRONMENT SPECIALIST		14	III	P	3160.38	3718.09	4275.80									SEIU
WATER METER SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
WATER QUALITY TECHNICIAN		25	6	FL							2999.99	3150.54	3307.85	3473.33	3646.93	SEIU
WATER RESOURCES TECHNICIAN		19	6	FL							2586.77	2716.45	2852.74	2995.65	3145.12	SEIU
WATER SUPERVISOR		19	III	P	3545.31	4170.95	4796.59									EGLE
WATER SYSTEM OPERATOR		21	6	FL							2717.89	2853.52	2997.29	3146.48	3303.80	SEIU
WATER UTILITY WORKER I		12	6	FL							2176.60	2285.12	2400.23	2519.30	2646.33	SEIU
WATER UTILITY WORKER II		16	6	FL							2402.85	2523.28	2648.96	2781.27	2920.20	SEIU
WATER UTILITY WORKER III		20	6	FL							2651.61	2783.92	2924.19	3069.72	3223.22	SEIU
WILDLIFE PRESERVATION COORD		16	4	P	2496.22	2936.73	3377.24									EGLE
ZONING ADMINISTRATOR	E	39	2	M	4146.34	5182.93	6219.52									EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

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Position	FL Job	Job	Sal	BI-WEEKLY SALARY			Dept. Head	Salary Range	1st	2nd	3rd	4th	5th	Barg.											
				SAGrd	Fam	Plan									Control Point		Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
															Min	Control Point									
ACCOUNT CLERK I	7	5	FL					1897.83	1991.23	2092.42	2196.19	2306.46	SEIU												
ACCOUNT CLERK I - CONF	7	5	FL					1897.83	1991.23	2092.42	2196.19	2306.46	MISC												
ACCOUNT CLERK II	11	5	FL					2092.42	2197.49	2309.03	2424.48	2545.14	SEIU												
ACCOUNT CLERK II-CONF.	11	5	FL					2092.42	2197.49	2309.03	2424.48	2545.14	MISC												
ACCOUNTANT I	22	2	P	2838.63	3339.56	3840.49							EGLE												
ACCOUNTANT I-CONFIDENTIAL	22	2	P	2839.29	3340.34	3841.39							MISC												
ACCOUNTANT II	26	2	P	3132.96	3685.83	4238.70							EGLE												
ACCOUNTANT II-CONFIDENTIAL	26	2	P	3133.69	3686.69	4239.69							MISC												
ACCOUNTING MANAGER	E 37	2	M	3869.86	4837.32	5804.78							MISC												
ACCOUNTING TECHNICIAN	15	2	FL					2311.64	2428.38	2549.03	2676.17	2809.77	SEIU												
ACCOUNTING TECHNICIAN - CONF.	15	2	FL					2311.64	2428.38	2549.03	2676.17	2809.77	MISC												
ADMIN & NEIGH. SVCS. MANAGER	E 42	2	M	4378.38	5472.97	6567.56							EGLE												
ADMINISTRATIVE AIDE	18	2	P	2571.85	3025.71	3479.57							EGLE												
ADMINISTRATIVE ANALYST I	22	2	P	2838.63	3339.56	3840.49							EGLE												
ADMINISTRATIVE ANALYST I-CONF	22	2	P	2839.29	3340.34	3841.39							MISC												
ADMINISTRATIVE ANALYST II	26	2	P	3132.96	3685.83	4238.70							EGLE												
ADMINISTRATIVE ANALYST II-CONF	26	2	P	3133.69	3686.69	4239.69							MISC												
ASSISTANT BUILDING INSPECTOR	23	3	FL					2816.26	2957.65	3105.53	3261.21	3423.35	SEIU												
ASSISTANT BUYER	20	2	FL					2614.57	2745.56	2883.04	3027.00	3178.74	EGLE												
ASSISTANT CDD/PLANNING MGR	E 46	2	M	4832.82	6041.02	7249.22							EGLE												
ASSISTANT CITY ATTORNEY	E 43	2	M	4487.32	5609.15	6730.98							EGLE												
ASSISTANT CITY MANAGER	E 0		DH				5418.90	7908.41	8699.25				ESMS												
ASSISTANT ENGINEER (CIVIL)	30	3	P	3458.16	4068.42	4678.68							EGLE												
ASSISTANT PLANNER	24	2	P	2981.93	3508.15	4034.37							EGLE												
ASSISTANT PROJECT MANAGER	E 30	2	M	3254.74	4068.42	4882.10							EGLE												
ASSISTANT PUBLIC WORKS DIR.	E 49	3	M	5204.25	6505.31	7806.37							EGLE												
ASSISTANT TO THE CITY MANAGER	E 26	II	M	4072.22	5090.27	6108.32							MISC												
ASSOCIATE ENGINEER (CIVIL)	34	3	P	3817.55	4491.23	5164.91							EGLE												
ASSOCIATE PLANNER	28	2	P	3291.70	3872.59	4453.48							EGLE												
ASST FINANCE & ADM SVCS DIR	E 47	2	M	4954.32	6192.90	7431.48							MISC												
BATALLION CHIEF	E 4	VIII	M	5645.77	7057.21	8468.65							FMGR												
BATALLION CHIEF - TIER 2 ***	E 4	VIII	M	5645.77	7057.21	7875.85							FMGR												
BUILDING INSPECTOR I	25	3	FL					2958.96	3106.84	3262.49	3425.94	3597.17	SEIU												
BUILDING INSPECTOR II	29	3	FL					3266.39	3429.86	3601.06	3781.39	3969.48	SEIU												
BUSINESS DEVELPMNT SPECIALIST	E 33	2	M	3505.82	4382.27	5258.72							EGLE												
BUYER	24	2	FL					2886.18	3030.49	3182.00	3341.10	3508.15	EGLE												
CHIEF BLDG OFFICIAL	E 42	3	M	4378.38	5472.97	6567.56							EGLE												
CIO/INFORMATION TECHNOLOGY DIR	0		DH				5418.90	7908.41	8699.25				ESMS												
CITY ATTORNEY	E 0		DH		9400.18								CA												

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Position	FL	Job	Job	Sal	BI-WEEKLY SALARY			Dept. Head	Salary Range	1st	2nd	3rd	4th	5th	Barg.												
					SAGrd	Fam	Plan									Control Point			Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
																Min	Control Point	Max*									
CITY CLERK	E	0		DH				5507.63								CC											
CITY MANAGER	E	0		DH				10391.35								CM											
CODE ENFORCEMENT OFFICER I		23	3	FL					2816.26	2957.65	3105.53	3261.21	3423.35		SEIU												
CODE ENFORCEMENT OFFICER II		27	3	FL					3109.44	3263.79	3427.26	3598.46	3778.79		SEIU												
COMM OPERATIONS SUPERVISOR		33	2	P	3760.88	4424.56	5088.24								NPOA												
COMMUNICATION COORDINATOR		31	2	P	3545.25	4170.88	4796.51								EGLE												
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				5418.90	7908.41	8699.25					ESMS												
COMMUNITY OUTREACH COORD		16	4	P	2447.28	2879.15	3311.02								EGLE												
COMMUNITY SERVICES DIRECTOR	E	0		DH				5418.90	7908.41	8699.25					ESMS												
COMMUNITY SERVICES OFFICER		2	V	FL					2582.66	2712.74	2847.06	2987.15	3134.37		NPOA												
COPY CENTER ASSISTANT		2	5	FL					1675.62	1761.20	1848.10	1940.18	2038.73		EGLE												
COPY CENTER TECHNICIAN		10	5	FL					2042.64	2145.09	2252.74	2364.26	2483.60		EGLE												
CRIME ANALYST		26	2	P	3132.96	3685.83	4238.70								EGLE												
CROSS CONNECTION CONTROL SPEC		18	6	FL					2475.06	2598.33	2728.06	2864.24	3008.25		SEIU												
CUSTOMER SVC. REPRESENTATIVE		5	5	FL					1804.42	1893.94	1988.63	2088.52	2192.29		SEIU												
DEP PUB WRKS DIR/AST CTY ENG	E	46	3	M	4832.82	6041.02	7249.22								EGLE												
DEPUTY CITY ATTORNEY	E	33	2	M	3505.82	4382.27	5258.72								EGLE												
DEPUTY CITY CLERK		22	2	P	2838.63	3339.56	3840.49								EGLE												
DEPUTY CITY MANAGER	E	42	2	M	4379.40	5474.25	6569.10								MISC												
DEPUTY FIRE CHIEF	E	6	VIII	M	5928.06	7410.07	8892.08								FMGR												
DEPUTY FIRE MARSHAL		13	VIII	FL					4549.06	4777.03	5015.73	5266.67	5529.86		MVFF												
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	3683.00	4603.75	5524.50								EGLE												
DEV SRVCS COORD		33	3	P	3721.40	4378.12	5034.84								SEIU												
DOCUMENT PROC. TECHNICIAN I		10	5	FL					2042.64	2145.09	2252.74	2364.26	2483.60		EGLE												
DOCUMENT PROC. TECHNICIAN II		14	5	FL					2254.02	2366.88	2486.18	2609.39	2740.39		EGLE												
DOCUMENT PROC. TECHNICIAN III		18	5	FL					2488.76	2613.28	2744.28	2881.74	3025.71		EGLE												
DOCUMENT PROCESSING SUPERVISOR		22	2	P	2839.29	3340.34	3841.39								MISC												
ECONOMIC DEVELOPMENT MANAGER	E	42	2	M	4378.38	5472.97	6567.56								EGLE												
EMERGENCY MEDICAL SRVCS COORD		31	VIII	P	3594.81	4229.19	4863.57								EGLE												
ENGINEERING ASSISTANT I		16	3	FL					2366.12	2484.18	2608.69	2739.71	2875.92		SEIU												
ENGINEERING ASSISTANT II		20	3	FL					2612.59	2743.61	2881.11	3025.10	3175.59		SEIU												
ENGINEERING ASSISTANT III		24	3	FL					2887.61	3031.59	3183.37	3342.93	3508.97		SEIU												
ENVIR & SAFETY PROTECTION INSP		14	III	P	3098.41	3645.19	4191.97								SEIU												
ENVIRONMENTAL COMP. SPECIALIST		24	3	FL					2887.61	3031.59	3183.37	3342.93	3508.97		SEIU												
ENVIRONMENTAL SAFETY COORD.		33	3	P	3721.40	4378.12	5034.84								SEIU												
ENVIRONMENTAL SUSTAIN. COORD.	E	30	2	M	3254.74	4068.42	4882.10								EGLE												
EQUIPMENT MAINT. SUPERVISOR		19	III	P	3475.79	4089.17	4702.55								EGLE												
EQUIPMENT MECHANIC I		16	6	FL					2355.74	2473.80	2597.02	2726.74	2862.94		SEIU												
EQUIPMENT MECHANIC II		20	6	FL					2599.62	2729.33	2866.85	3009.53	3160.02		SEIU												

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BI-WEEKLY SALARY															
Position	FL Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.
	SAGrd	Fam	Plan	Min	Control Point	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
EQUIPMENT MECHANIC III	24	6	FL							2869.44	3013.42	3163.90	3322.19	3488.22	SEIU
EQUIPMENT SERVICE WORKER	10	6	FL							2031.44	2132.63	2239.01	2351.85	2468.59	SEIU
EXECUTIVE ASSISTANT	18	2	P	2572.45	3026.41	3480.37									SEIU
EXECUTIVE ASSISTANT - EAGLE	18	2	P	2571.85	3025.71	3479.57									EGLE
EXECUTIVE ASST. TO THE CA	22	2	P	2838.63	3339.56	3840.49									EGLE
EXECUTIVE ASST. TO THE CM	22	2	P	2838.63	3339.56	3840.49									EGLE
FACILITIES CONTRACT COORDINATR	26	2	P	3132.96	3685.83	4238.70									EGLE
FACILITIES MAINT. SUPERVISOR	19	III	P	3475.79	4089.17	4702.55									EGLE
FACILITIES MAINTENANCE I	12	6	FL							2133.92	2240.31	2353.17	2469.90	2594.44	SEIU
FACILITIES MAINTENANCE II	16	6	FL							2355.74	2473.80	2597.02	2726.74	2862.94	SEIU
FACILITIES MAINTENANCE III	20	6	FL							2599.62	2729.33	2866.85	3009.53	3160.02	SEIU
FACILITIES PROJECT MANAGER	E 34	2	M	3592.98	4491.23	5389.48									EGLE
FINANCE AND ADMIN SVCS DIR	E 0		DH				5418.90	7908.41	8699.25						ESMS
FIRE CAPTAIN	12	VIII	FL							4541.38	4769.39	5006.54	5257.49	5520.68	MVFF
FIRE CAPTAIN/HAZ MAT I	14	VIII	FL							4654.89	4888.63	5131.68	5388.88	5658.65	MVFF
FIRE CAPTAIN/HAZ MAT II	15	VIII	FL							4768.44	5007.85	5256.84	5520.34	5796.68	MVFF
FIRE CHIEF	E 1		DH				6148.40	8972.24	9869.46						ESPS
FIRE ENGINEER	6	VIII	FL							3892.69	4086.45	4291.83	4506.01	4731.85	MVFF
FIRE ENGINEER/HAZ MAT I	8	VIII	FL							3989.97	4188.62	4399.16	4618.65	4850.13	MVFF
FIRE ENGINEER/HAZ MAT II	9	VIII	FL							4087.32	4290.75	4506.42	4731.29	4968.43	MVFF
FIRE ENGINEER/PARAMEDIC	11	VIII	FL							4320.99	4538.07	4763.87	5002.81	5253.40	MVFF
FIRE MARSHAL NON-SAFETY	E 48	VIII	M	5082.34	6352.93	7623.52									EGLE
FIRE PREVENTION OFFICER I	1	VIII	FL							3448.35	3621.70	3802.37	3991.77	4191.34	MVFF
FIRE PREVENTION OFFICER II	3	VIII	FL							3618.82	3799.44	3990.31	4188.43	4398.20	MVFF
FIRE PREVENTION OFFICER III	10	VIII	FL							4207.35	4417.17	4638.61	4870.23	5113.53	MVFF
FIRE PROTECTION ENGINEER	E 41	3	M	4271.58	5339.48	6407.38									EGLE
FIREFIGHTER	2	VIII	FL							3547.41	3725.14	3911.62	4106.85	4312.26	MVFF
FIREFIGHTER/HAZ MAT I	4	VIII	FL							3636.11	3818.26	4009.42	4209.51	4420.05	MVFF
FIREFIGHTER/HAZ MAT II	5	VIII	FL							3724.79	3911.39	4107.20	4312.16	4527.87	MVFF
FIREFIGHTER/MEDIC/HAZMAT I	7	VIII	FL							4034.79	4236.41	4448.42	4670.95	4903.89	MVFF
FIREFIGHTER/MEDIC/HAZMAT II	7	VIII	FL							4133.20	4339.72	4556.91	4784.88	5023.51	MVFF
FIREFIGHTER/PARAMEDIC	7	VIII	FL							3936.40	4133.07	4339.93	4557.03	4784.29	MVFF
FLEET AND FACILITIES MANAGER	E 25	III	M	4067.11	5083.89	6100.67									EGLE
HAZARDOUS MAT SPEC NON SAFETY	38	VIII	P	4238.64	4986.64	5734.64									EGLE
HAZARDOUS MATERIALS SPECIALIST	1	VIII	P	4445.47	5229.96	6014.45									FMGR
HEAVY EQUIPMENT OPERATOR	17	6	FL							2414.13	2534.76	2661.88	2795.50	2934.31	SEIU
HEAVY EQUIPMENT SPECIALIST	19	6	FL							2536.05	2663.19	2796.80	2936.91	3083.45	SEIU
HUMAN RESOURCES ANALYST I	22	2	P	2839.29	3340.34	3841.39									MISC
HUMAN RESOURCES ANALYST II	26	2	P	3133.69	3686.69	4239.69									MISC

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Position	FL	Job	Job	Sal	BI-WEEKLY SALARY			Dept. Head	Salary Range	1st	2nd	3rd	4th	5th	Barg.												
					SAGrd	Fam	Plan									Control Point			Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
																Min	Control Point	Max*									
HUMAN RESOURCES MANAGER	E	41	2	M	4271.89	5339.86	6407.83								MISC												
HUMAN RESOURCES TECHNICIAN		20	2	P	2702.55	3179.47	3656.39								MISC												
HVAC TECHNICIAN		24	6	FL					2869.44	3013.42	3163.90	3322.19	3488.22	SEIU													
INFORMATION TECHNOLOGY MANAGER	E	41	2	M	4271.58	5339.48	6407.38							EGLE													
IT ANALYST I		26	2	P	3133.69	3686.69	4239.69							EGLE													
IT ANALYST II	E	30	2	M	3255.50	4069.37	4883.24							EGLE													
IT DESKTOP TECHNICIAN I		12	2	P	2217.45	2608.76	3000.07							EGLE													
IT DESKTOP TECHNICIAN II		16	2	P	2447.85	2879.82	3311.79							EGLE													
IT OPERATIONS MANAGER	E	39	2	M	4065.98	5082.48	6098.98							EGLE													
JUNIOR ENGINEER (CIVIL)		26	3	P	3132.96	3685.83	4238.70							EGLE													
LEAD POLICE RECORDS SPECIALIST		3	V	FL					2831.37	2971.43	3120.06	3274.43	3438.77	NPOA													
LEAD PUBLIC SAFETY DISPATCHER		18	II	P	3529.91	4152.83	4775.75							SEIU													
LEGAL SECRETARY		18	2	P	2571.85	3025.71	3479.57							EGLE													
LIBRARIAN I		15	4	P	2387.74	2809.11	3230.48							EGLE													
LIBRARIAN II		19	4	P	2635.78	3100.92	3566.06							EGLE													
LIBRARY ASSISTANT I		6	4	FL					1850.70	1942.77	2040.04	2142.49	2250.13	EGLE													
LIBRARY ASSISTANT II		10	4	FL					2042.64	2145.09	2252.74	2364.26	2483.60	EGLE													
LIBRARY ASSISTANT III		14	4	FL					2255.32	2368.16	2486.18	2611.99	2740.39	EGLE													
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	2838.63	3339.56	3840.49							EGLE													
LIBRARY SERVICES DIRECTOR	E	0		DH				5418.90	7908.41	8699.25				ESMS													
LIBRARY SERVICES MANAGER	E	35	4	M	3683.00	4603.75	5524.50							EGLE													
OFFICE ASSISTANT I		2	5	FL					1676.01	1761.60	1848.54	1940.64	2039.22	SEIU													
OFFICE ASSISTANT I - CONF		2	5	FL					1676.01	1761.60	1848.54	1940.64	2039.22	MISC													
OFFICE ASSISTANT II		6	5	FL					1849.84	1944.52	2040.52	2142.98	2249.37	SEIU													
OFFICE ASSISTANT II-CONF		6	5	FL					1849.84	1944.52	2040.52	2142.98	2249.37	MISC													
OFFICE ASSISTANT III		10	5	FL					2043.12	2145.59	2253.26	2364.82	2484.18	SEIU													
OFFICE ASSISTANT III - CONF		10	5	FL					2043.12	2145.59	2253.26	2364.82	2484.18	MISC													
OFFICE OF EMER SVCS COORD.		40	VIII	P	4441.39	5225.17	6008.95							EGLE													
PARKS MAINTENANCE WORKER I		10	6	FL					2031.44	2132.63	2239.01	2351.85	2468.59	SEIU													
PARKS MAINTENANCE WORKER II		14	6	FL					2241.58	2354.46	2471.20	2595.73	2725.44	SEIU													
PARKS MAINTENANCE WORKER III		18	6	FL					2475.06	2598.33	2728.06	2864.24	3008.25	SEIU													
PARKS MANAGER	E	26	III	M	4218.60	5273.25	6327.90							EGLE													
PARKS SECTION MANAGER	E	22	III	M	3647.96	4559.95	5471.94							EGLE													
PARKS SUPERVISOR		19	III	P	3475.79	4089.17	4702.55							EGLE													
PERFORMING ARTS ASSISTANT		11	4	FL					2094.52	2198.28	2308.50	2423.92	2545.86	EGLE													
PERFORMING ARTS COORDINATOR		20	4	P	2701.93	3178.74	3655.55							EGLE													
PERFORMING ARTS MANAGER	E	38	2	M	3966.50	4958.12	5949.74							EGLE													
PERFORMING ARTS SUPERVISOR	E	26	4	M	2948.66	3685.83	4423.00							EGLE													
PERMIT TECHNICIAN		17	3	FL					2425.80	2547.73	2674.86	2808.48	2948.57	SEIU													

City of Mountain View
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Position	FL	Job	Job	Sal	BI-WEEKLY SALARY			Dept.	Head	Salary	Range	1st	2nd	3rd	4th	5th	Barg.												
					SAGrd	Fam	Plan											Control Point			Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
																		Min	Control Point	Max*									
PLAN CHECK ENGINEER	E	34	2	M	3592.98	4491.23	5389.48											EGLE											
POLICE ASSISTANT III-UNIFORMED		10	5	FL								2084.58	2188.00	2296.70	2409.31	2529.80		NPOA											
POLICE ASSISTANT II-UNIFORMED		6	5	FL								1889.47	1985.07	2081.96	2185.40	2292.78		NPOA											
POLICE ASSISTANT I-UNIFORMED		2	5	FL								1714.02	1800.42	1888.17	1981.13	2080.63		NPOA											
POLICE CAPTAIN	E	2	VII	M	6131.75	7664.69	9197.63											PMGR											
POLICE CAPTAIN - TIER 2 ***	E	2	VII	M	6131.75	7664.69	8369.84											PMGR											
POLICE CHIEF	E	1		DH				6148.40	8972.24	9869.46								ESPS											
POLICE LIEUTENANT	E	1	VII	M	5332.21	6665.26	7998.31											PMGR											
POLICE LIEUTENANT - TIER 2 ***	E	1	VII	M	5332.21	6665.26	7438.43											PMGR											
POLICE MEDIA & COMM. REL. COORD.		31	2	P	3545.25	4170.88	4796.51											EGLE											
POLICE OFFICER		1	VII	FL								3701.84	3885.38	4081.11	4282.91	4495.32		POA											
POLICE OFFICER TRAINEE		5	V	FL								3525.56						NPOA											
POLICE RECORDS SPECIALIST		1	V	FL								2531.24	2655.55	2788.48	2925.70	3071.49		NPOA											
POLICE RECORDS SUPERVISOR		26	2	P	3182.08	3743.62	4305.16											NPOA											
POLICE SERGEANT		3	VII	FL								4493.79	4716.81	4951.98	5199.27	5457.19		POA											
POLICE SUPPORT SVCS MANAGER	E	42	2	M	4429.89	5537.36	6644.83											PMGR											
POSTCLOSURE ENV SYSTEMS SPEC		26	6	FL								3014.73	3166.50	3324.77	3490.79	3664.64		SEIU											
POSTCLOSURE ENV SYSTEMS TECH		18	6	FL								2475.06	2598.33	2728.06	2864.24	3008.25		SEIU											
POSTCLOSURE SUPERVISOR		19	III	P	3475.79	4089.17	4702.55											EGLE											
PRINCIPAL CIVIL ENGINEER	E	42	3	M	4378.38	5472.97	6567.56											EGLE											
PRINCIPAL FINANCIAL ANALYST	E	34	2	M	3593.82	4492.27	5390.72											MISC											
PRINCIPAL IT ANALYST	E	37	2	M	3868.96	4836.20	5803.44											EGLE											
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	3593.82	4492.27	5390.72											MISC											
PRINCIPAL PLANNER	E	39	2	M	4065.04	5081.30	6097.56											EGLE											
PROGRAM ASSISTANT		16	5	FL								2368.71	2488.06	2612.59	2743.61	2879.82		SEIU											
PROJECT MANAGER	E	34	2	M	3592.98	4491.23	5389.48											EGLE											
PROPERTY & EVIDENCE SPECIALIST		2	V	P	2797.41	3291.07	3784.73											NPOA											
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	3056.88	3596.33	4135.78											EGLE											
PUBLIC SAFETY DISPATCHER I		12	II	FL								2747.18	2883.83	3028.88	3179.47	3338.45		SEIU											
PUBLIC SAFETY DISPATCHER II		15	II	FL								3063.74	3217.12	3377.49	3546.23	3723.34		SEIU											
PUBLIC SAFETY DISPATCHER III		16	III	FL								3369.52	3537.99	3714.89	3900.63	4095.67		SEIU											
PUBLIC WORKS DIRECTOR	E	0		DH				5418.90	7908.41	8699.25								ESMS											
PUBLIC WORKS INSPECTOR I		25	3	FL								2958.96	3106.84	3262.49	3425.94	3597.17		SEIU											
PUBLIC WORKS INSPECTOR II		29	3	FL								3266.39	3429.86	3601.06	3781.39	3969.48		SEIU											
PURCH & SUPPORT SRVCS MGR	E	41	2	M	4271.58	5339.48	6407.38											EGLE											
REAL PROPERTY PROGRAM ADMIN.	E	36	3	M	3775.57	4719.46	5663.35											EGLE											
RECREATION COORDINATOR		16	4	P	2447.28	2879.15	3311.02											EGLE											
RECREATION LEADER II		2	IV	FL								1357.88	1425.32	1496.63	1571.88	1649.67		EGLE											
RECREATION MANAGER	E	40	2	M	4166.72	5208.40	6250.08											EGLE											

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Position	FL	Job	Job	Sal	BI-WEEKLY SALARY			Dept. Head	Salary Range	1st	2nd	3rd	4th	5th	Barg.												
					SAGrd	Fam	Plan									Control Point		Max**	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
																Min	Control Point										
RECREATION SPECIALIST		7	IV	FL					1732.68	1819.57	1910.36	2005.04	2106.20	EGLE													
RECREATION SUPERVISOR	E	30	2	M	3254.74	4068.42	4882.10							EGLE													
RISK MANAGER	E	38	2	M	3966.50	4958.12	5949.74							EGLE													
SAFETY & TRAINING ADMINISTRATR		19	III	P	3475.79	4089.17	4702.55							EGLE													
SECRETARY		15	5	FL					2311.64	2428.38	2549.03	2676.17	2809.77	SEIU													
SECRETARY - EAGLE		15	5	FL					2311.11	2427.83	2548.45	2675.52	2809.11	EGLE													
SENIOR ACCOUNTANT	E	30	2	M	3255.50	4069.37	4883.24							MISC													
SENIOR ADMINISTRATIVE ANALYST	E	30	2	M	3254.74	4068.42	4882.10							EGLE													
SENIOR ADMINISTRATIVE ANL-CONF	E	30	2	M	3255.50	4069.37	4883.24							MISC													
SENIOR ASSISTANT CITY ATTORNEY	E	47	2	M	4953.16	6191.45	7429.74							EGLE													
SENIOR BUILDING INSPECTOR		33	3	P	3721.40	4378.12	5034.84							SEIU													
SENIOR CIVIL ENGINEER	E	38	3	M	3966.50	4958.12	5949.74							EGLE													
SENIOR CODE ENF OFFICER		29	3	P	3374.06	3969.48	4564.90							SEIU													
SENIOR DEPUTY CITY ATTORNEY	E	37	2	M	3868.96	4836.20	5803.44							EGLE													
SENIOR HUMAN RESOURCES ANALYST	E	30	2	M	3255.50	4069.37	4883.24							MISC													
SENIOR IT ANALYST	E	34	2	M	3593.82	4492.27	5390.72							EGLE													
SENIOR IT DESKTOP TECHNICIAN		20	2	P	2702.55	3179.47	3656.39							EGLE													
SENIOR PLANNER	E	32	2	M	3419.70	4274.63	5129.56							EGLE													
SENIOR POSTCLOSURE ENV SYS TECH		22	6	FL					2731.93	2868.16	3012.13	3162.62	3320.88	SEIU													
SENIOR PROJECT MANAGER	E	38	2	M	3966.50	4958.12	5949.74							EGLE													
SENIOR PUBLIC WORKS INSPECTOR		33	3	P	3721.40	4378.12	5034.84							SEIU													
SENIOR RECREATION COORDINATOR		20	4	P	2701.93	3178.74	3655.55							EGLE													
SENIOR STAGEHAND		3	4	FL					1718.42	1804.02	1894.79	1989.47	2089.33	EGLE													
SENIOR SYSTEMS SPECIALIST	E	37	2	M	3868.96	4836.20	5803.44							EGLE													
SENIOR TICKET SERVICES REP		1	4	FL					1635.41	1717.10	1804.02	1893.50	1988.17	EGLE													
SENIOR UTILITIES SYS TECH.		22	6	FL					2731.93	2868.16	3012.13	3162.62	3320.88	SEIU													
SENIOR WATER SYSTEM OPERATOR		25	6	FL					2941.17	3088.76	3242.99	3405.23	3575.42	SEIU													
SOLID WASTE PROGRAM MANAGER	E	25	II	M	3926.02	4907.53	5889.04							EGLE													
STREET & LANDFILL CLOSURE MNGR	E	26	III	M	4218.60	5273.25	6327.90							EGLE													
STREET LIGHTING TECHNICIAN		18	6	FL					2475.06	2598.33	2728.06	2864.24	3008.25	SEIU													
STREET MAINTENANCE WORKER I		10	6	FL					2031.44	2132.63	2239.01	2351.85	2468.59	SEIU													
STREET MAINTENANCE WORKER II		14	6	FL					2241.58	2354.46	2471.20	2595.73	2725.44	SEIU													
STREET MAINTENANCE WORKER III		18	6	FL					2475.06	2598.33	2728.06	2864.24	3008.25	SEIU													
STREET SUPERVISOR		19	III	P	3475.79	4089.17	4702.55							EGLE													
STREETS TECHNICIAN		10	6	FL					2031.44	2132.63	2239.01	2351.85	2468.59	SEIU													
STREETSWEEPER OPERATOR		16	6	FL					2355.74	2473.80	2597.02	2726.74	2862.94	SEIU													
SUPERVISING BUYER		28	2	P	3291.70	3872.59	4453.48							EGLE													
SYSTEMS COORDINATOR/TECHNICIAN		12	II	P	2600.52	3059.43	3518.34							EGLE													
SYSTEMS SPECIALIST		28	2	P	3291.70	3872.59	4453.48							EGLE													

City of Mountain View
Salary Plan and Position Listing
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Position	FL	Job	Job	Sal	BI-WEEKLY SALARY			Dept. Head	Salary Range	1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit			
					Control Point											Min	Control Point	Max*
					SAGrd	Fam	Plan											
TRAFFIC ENGINEER	E	43	3	M	4487.32	5609.15	6730.98								EGLE			
TRAINING OFFICER I		1	VIII	FL					3448.35	3621.70	3802.37	3991.77	4191.34		MVFF			
TRANSPORTATION PLANNER	E	38	3	M	3966.50	4958.12	5949.74								EGLE			
TRANSPORTATION/BUSINESS MGR	E	46	2	M	4832.82	6041.02	7249.22								EGLE			
TREE SUPERVISOR/ARBORIST		20	III	P	3603.67	4239.61	4875.55								EGLE			
TREE TRIMMER I		12	6	FL					2133.92	2240.31	2353.17	2469.90	2594.44		SEIU			
TREE TRIMMER II		16	6	FL					2355.74	2473.80	2597.02	2726.74	2862.94		SEIU			
TREE TRIMMER III		20	6	FL					2599.62	2729.33	2866.85	3009.53	3160.02		SEIU			
UTILITIES ELECTRICIAN		26	6	FL					3014.73	3166.50	3324.77	3490.79	3664.64		SEIU			
UTILITIES INSPECTOR LOCATOR		19	6	FL					2536.05	2663.19	2796.80	2936.91	3083.45		SEIU			
UTILITIES SERVICES MANAGER	E	26	III	M	4218.60	5273.25	6327.90								EGLE			
UTILITIES SYSTEMS SPECIALIST		26	6	FL					3014.73	3166.50	3324.77	3490.79	3664.64		SEIU			
UTILITIES SYSTEMS SUPERVISOR		19	III	P	3475.79	4089.17	4702.55								EGLE			
UTILITIES SYSTEMS TECHNICIAN		18	6	FL					2475.06	2598.33	2728.06	2864.24	3008.25		SEIU			
VOLUNTEER COORDINATOR		20	4	P	2701.93	3178.74	3655.55								EGLE			
WAREHOUSE WORKER		10	6	FL					2031.44	2132.63	2239.01	2351.85	2468.59		SEIU			
WASTEWATER SUPERVISOR		19	III	P	3475.79	4089.17	4702.55								EGLE			
WASTEWATER UTILITY WORKER I		10	6	FL					2031.44	2132.63	2239.01	2351.85	2468.59		SEIU			
WASTEWATER UTILITY WORKER II		14	6	FL					2241.58	2354.46	2471.20	2595.73	2725.44		SEIU			
WASTEWATER UTILITY WORKER III		18	6	FL					2475.06	2598.33	2728.06	2864.24	3008.25		SEIU			
WATER CONSERVATION COORD	E	30	2	M	3254.74	4068.42	4882.10								EGLE			
WATER ENVIRONMENT SPECIALIST		14	III	P	3098.41	3645.19	4191.97								SEIU			
WATER METER SUPERVISOR		19	III	P	3475.79	4089.17	4702.55								EGLE			
WATER QUALITY TECHNICIAN		25	6	FL					2941.17	3088.76	3242.99	3405.23	3575.42		SEIU			
WATER RESOURCES TECHNICIAN		19	6	FL					2536.05	2663.19	2796.80	2936.91	3083.45		SEIU			
WATER SUPERVISOR		19	III	P	3475.79	4089.17	4702.55								EGLE			
WATER SYSTEM OPERATOR		21	6	FL					2664.60	2797.57	2938.52	3084.78	3239.02		SEIU			
WATER UTILITY WORKER I		12	6	FL					2133.92	2240.31	2353.17	2469.90	2594.44		SEIU			
WATER UTILITY WORKER II		16	6	FL					2355.74	2473.80	2597.02	2726.74	2862.94		SEIU			
WATER UTILITY WORKER III		20	6	FL					2599.62	2729.33	2866.85	3009.53	3160.02		SEIU			
WILDLIFE PRESERVATION COORD		16	4	P	2447.28	2879.15	3311.02								EGLE			
ZONING ADMINISTRATOR	E	39	2	M	4065.04	5081.30	6097.56								EGLE			

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

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Position	BI-WEEKLY SALARY											Barg. Unit			
	FL Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd		3rd	4th	5th
	SAGrd	Fam	Plan	Min	Control Point	Max*	Min	Standard	Max**	Step	Step		Step	Step	Step

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

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Position	BI-WEEKLY SALARY														
	FL Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.
	SAGrd	Fam	Plan	Min	Control Poir	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
ACCOUNT CLERK I		7	5	FL						1824.84	1914.64	2011.94	2111.72	2217.75	SEIU
ACCOUNT CLERK I - CONF		7	5	FL						1824.84	1914.64	2011.94	2111.72	2217.75	MISC
ACCOUNT CLERK II		11	5	FL						2011.94	2112.97	2220.22	2331.23	2447.25	SEIU
ACCOUNT CLERK II-CONF.		11	5	FL						2011.94	2112.97	2220.22	2331.23	2447.25	MISC
ACCOUNTANT I		22	2	P	2729.45	3211.12	3692.79								EGLE
ACCOUNTANT I-CONFIDENTIAL		22	2	P	2730.09	3211.87	3693.65								MISC
ACCOUNTANT II		26	2	P	3012.46	3544.07	4075.68								EGLE
ACCOUNTANT II-CONFIDENTIAL		26	2	P	3013.16	3544.89	4076.62								MISC
ACCOUNTING MANAGER	E	37	2	M	3721.02	4651.27	5581.52								MISC
ACCOUNTING TECHNICIAN		15	2	FL						2222.73	2334.98	2450.99	2573.24	2701.70	SEIU
ACCOUNTING TECHNICIAN - CONF.		15	2	FL						2222.73	2334.98	2450.99	2573.24	2701.70	MISC
ADMIN & NEIGH. SVCS. MANAGER	E	42	2	M	4209.98	5262.47	6314.96								EGLE
ADMINISTRATIVE AIDE		18	2	P	2472.94	2909.34	3345.74								EGLE
ADMINISTRATIVE ANALYST I		22	2	P	2729.45	3211.12	3692.79								EGLE
ADMINISTRATIVE ANALYST I-CONF		22	2	P	2730.09	3211.87	3693.65								MISC
ADMINISTRATIVE ANALYST II		26	2	P	3012.46	3544.07	4075.68								EGLE
ADMINISTRATIVE ANALYST II-CONF		26	2	P	3013.16	3544.89	4076.62								MISC
ASSISTANT BUILDING INSPECTOR		23	3	FL						2707.94	2843.89	2986.09	3135.78	3291.68	SEIU
ASSISTANT BUYER		20	2	FL						2514.01	2639.96	2772.15	2910.58	3056.48	EGLE
ASSISTANT CDD/PLANNING MGR	E	46	2	M	4646.94	5808.67	6970.40								EGLE
ASSISTANT CITY ATTORNEY	E	43	2	M	4314.73	5393.41	6472.09								EGLE
ASSISTANT CITY MANAGER	E	0		DH				5210.48	7604.24	8364.66					ESMS
ASSISTANT ENGINEER (CIVIL)		30	3	P	3325.15	3911.94	4498.73								EGLE
ASSISTANT PLANNER		24	2	P	2867.24	3373.22	3879.20								EGLE
ASSISTANT PROJECT MANAGER	E	30	2	M	3129.55	3911.94	4694.33								EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49	3	M	5004.09	6255.11	7506.13								EGLE
ASSISTANT TO THE CITY MANAGER	E	26	II	M	3915.59	4894.49	5873.39								MISC
ASSOCIATE ENGINEER (CIVIL)		34	3	P	3670.72	4318.49	4966.26								EGLE
ASSOCIATE PLANNER		28	2	P	3165.09	3723.64	4282.19								EGLE
ASST FINANCE & ADM SVCS DIR	E	47	2	M	4763.77	5954.71	7145.65								MISC
BATALLION CHIEF	E	4	VIII	M	5428.62	6785.78	8142.94								FMGR
BATALLION CHIEF - TIER 2 ***	E	4	VIII	M	5428.62	6785.78	7572.93								FMGR
BUILDING INSPECTOR I		25	3	FL						2845.15	2987.35	3137.01	3294.17	3458.82	SEIU
BUILDING INSPECTOR II		29	3	FL						3140.76	3297.94	3462.56	3635.95	3816.81	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33	2	M	3370.98	4213.72	5056.46								EGLE
BUYER		24	2	FL						2775.17	2913.93	3059.62	3212.60	3373.22	EGLE
CHIEF BLDG OFFICIAL	E	42	3	M	4209.98	5262.47	6314.96								EGLE
CIO/INFORMATION TECHNOLOGY DIR		0		DH				5210.48	7604.24	8364.66					ESMS
CITY ATTORNEY	E	0		DH	9038.63										CA
CITY CLERK	E	0		DH	5295.80										CC
CITY MANAGER	E	0		DH	9991.68										CM

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BI-WEEKLY SALARY															
Position	FL Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.
	SAGrd	Fam	Plan	Min	Control Poir	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
CODE ENFORCEMENT OFFICER I	23	3	FL							2707.94	2843.89	2986.09	3135.78	3291.68	SEIU
CODE ENFORCEMENT OFFICER II	27	3	FL							2989.85	3138.26	3295.44	3460.06	3633.45	SEIU
COMM OPERATIONS SUPERVISOR	33	2	P	3616.22	4254.38	4892.54									NPOA
COMMUNICATION COORDINATOR	31	2	P	3408.89	4010.46	4612.03									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E 0		DH				5210.48	7604.24	8364.66						ESMS
COMMUNITY OUTREACH COORD	16	4	P	2353.15	2768.41	3183.67									EGLE
COMMUNITY SERVICES DIRECTOR	E 0		DH				5210.48	7604.24	8364.66						ESMS
COMMUNITY SERVICES OFFICER	2 V		FL							2483.33	2608.40	2737.56	2872.26	3013.82	NPOA
COPY CENTER ASSISTANT	2	5	FL							1611.17	1693.46	1777.02	1865.56	1960.32	EGLE
COPY CENTER TECHNICIAN	10	5	FL							1964.08	2062.59	2166.10	2273.33	2388.08	EGLE
CRIME ANALYST	26	2	P	3012.46	3544.07	4075.68									EGLE
CROSS CONNECTION CONTROL SPEC	18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
CUSTOMER SVC. REPRESENTATIVE	5	5	FL							1735.02	1821.10	1912.14	2008.19	2107.97	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E 46	3	M	4646.94	5808.67	6970.40									EGLE
DEPUTY CITY ATTORNEY	E 33	2	M	3370.98	4213.72	5056.46									EGLE
DEPUTY CITY CLERK	22	2	P	2729.45	3211.12	3692.79									EGLE
DEPUTY CITY MANAGER	E 42	2	M	4210.96	5263.70	6316.44									MISC
DEPUTY FIRE CHIEF	E 6 VIII	M		5700.06	7125.07	8550.08									FMGR
DEPUTY FIRE MARSHAL	13 VIII		FL							4549.06	4777.03	5015.73	5266.67	5529.86	MVFF
DEPUTY ZONING ADMINISTRATOR	E 35	2	M	3541.34	4426.68	5312.02									EGLE
DEV SRVCS COORD	33	3	P	3578.27	4209.73	4841.19									SEIU
DOCUMENT PROC. TECHNICIAN I	10	5	FL							1964.08	2062.59	2166.10	2273.33	2388.08	EGLE
DOCUMENT PROC. TECHNICIAN II	14	5	FL							2167.33	2275.85	2390.56	2509.03	2634.99	EGLE
DOCUMENT PROC. TECHNICIAN III	18	5	FL							2393.04	2512.77	2638.73	2770.90	2909.34	EGLE
DOCUMENT PROCESSING SUPERVISOR	22	2	P	2730.09	3211.87	3693.65									MISC
ECONOMIC DEVELOPMENT MANAGER	E 42	2	M	4209.98	5262.47	6314.96									EGLE
EMERGENCY MEDICAL SRVCS COORD	31 VIII	P		3456.55	4066.53	4676.51									EGLE
ENGINEERING ASSISTANT I	16	3	FL							2275.12	2388.63	2508.36	2634.34	2765.31	SEIU
ENGINEERING ASSISTANT II	20	3	FL							2512.11	2638.09	2770.30	2908.75	3053.45	SEIU
ENGINEERING ASSISTANT III	24	3	FL							2776.55	2914.99	3060.93	3214.36	3374.01	SEIU
ENVIR & SAFETY PROTECTION INSP	14 III	P		2979.24	3504.99	4030.74									SEIU
ENVIRONMENTAL COMP. SPECIALIST	24	3	FL							2776.55	2914.99	3060.93	3214.36	3374.01	SEIU
ENVIRONMENTAL SAFETY COORD.	33	3	P	3578.27	4209.73	4841.19									SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E 30	2	M	3129.55	3911.94	4694.33									EGLE
EQUIPMENT MAINT. SUPERVISOR	19 III	P		3342.11	3931.89	4521.67									EGLE
EQUIPMENT MECHANIC I	16	6	FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
EQUIPMENT MECHANIC II	20	6	FL							2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
EQUIPMENT MECHANIC III	24	6	FL							2759.08	2897.52	3042.21	3194.41	3354.06	SEIU
EQUIPMENT SERVICE WORKER	10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
EXECUTIVE ASSISTANT	18	2	P	2473.51	2910.01	3346.51									SEIU
EXECUTIVE ASSISTANT - EAGLE	18	2	P	2472.94	2909.34	3345.74									EGLE

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	FL Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.
	SAGrd	Fam	Plan	Min	Control Poir	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
EXECUTIVE ASST. TO THE CA	22	2	P	2729.45	3211.12	3692.79									EGLE
EXECUTIVE ASST. TO THE CM	22	2	P	2729.45	3211.12	3692.79									EGLE
FACILITIES CONTRACT COORDINATR	26	2	P	3012.46	3544.07	4075.68									EGLE
FACILITIES MAINT. SUPERVISOR	19	III	P	3342.11	3931.89	4521.67									EGLE
FACILITIES MAINTENANCE I	12	6	FL							2051.85	2154.14	2262.66	2374.90	2494.65	SEIU
FACILITIES MAINTENANCE II	16	6	FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
FACILITIES MAINTENANCE III	20	6	FL							2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
FACILITIES PROJECT MANAGER	E	34	2	M	3454.79	4318.49	5182.19								EGLE
FINANCE AND ADMIN SVCS DIR	E	0		DH				5210.48	7604.24	8364.66					ESMS
FIRE CAPTAIN	12	VIII	FL							4541.38	4769.39	5006.54	5257.49	5520.68	MVFF
FIRE CAPTAIN/HAZ MAT I	14	VIII	FL							4654.89	4888.63	5131.68	5388.88	5658.65	MVFF
FIRE CAPTAIN/HAZ MAT II	15	VIII	FL							4768.44	5007.85	5256.84	5520.34	5796.68	MVFF
FIRE CHIEF	E	1		DH				5911.92	8627.15	9489.87					ESPS
FIRE ENGINEER	6	VIII	FL							3892.69	4086.45	4291.83	4506.01	4731.85	MVFF
FIRE ENGINEER/HAZ MAT I	8	VIII	FL							3989.97	4188.62	4399.16	4618.65	4850.13	MVFF
FIRE ENGINEER/HAZ MAT II	9	VIII	FL							4087.32	4290.75	4506.42	4731.29	4968.43	MVFF
FIRE ENGINEER/PARAMEDIC	11	VIII	FL							4320.99	4538.07	4763.87	5002.81	5253.40	MVFF
FIRE MARSHAL NON-SAFETY	E	48	VIII	M	4886.87	6108.59	7330.31								EGLE
FIRE PREVENTION OFFICER I	1	VIII	FL							3448.35	3621.70	3802.37	3991.77	4191.34	MVFF
FIRE PREVENTION OFFICER II	3	VIII	FL							3618.82	3799.44	3990.31	4188.43	4398.20	MVFF
FIRE PREVENTION OFFICER III	10	VIII	FL							4207.35	4417.17	4638.61	4870.23	5113.53	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	4107.30	5134.12	6160.94								EGLE
FIREFIGHTER	2	VIII	FL							3547.41	3725.14	3911.62	4106.85	4312.26	MVFF
FIREFIGHTER/HAZ MAT I	4	VIII	FL							3636.11	3818.26	4009.42	4209.51	4420.05	MVFF
FIREFIGHTER/HAZ MAT II	5	VIII	FL							3724.79	3911.39	4107.20	4312.16	4527.87	MVFF
FIREFIGHTER/MEDIC/HAZMAT I	7	VIII	FL							4034.79	4236.41	4448.42	4670.95	4903.89	MVFF
FIREFIGHTER/MEDIC/HAZMAT II	7	VIII	FL							4133.20	4339.72	4556.91	4784.88	5023.51	MVFF
FIREFIGHTER/PARAMEDIC	7	VIII	FL							3936.40	4133.07	4339.93	4557.03	4784.29	MVFF
FLEET AND FACILITIES MANAGER	E	25	III	M	3910.69	4888.36	5866.03								EGLE
HAZARDOUS MAT SPEC NON SAFETY	38	VIII	P	4075.62	4794.85	5514.08									EGLE
HAZARDOUS MATERIALS SPECIALIST	1	VIII	P	4274.49	5028.81	5783.13									FMGR
HEAVY EQUIPMENT OPERATOR	17	6	FL							2321.28	2437.27	2559.50	2687.98	2821.45	SEIU
HEAVY EQUIPMENT SPECIALIST	19	6	FL							2438.51	2560.76	2689.23	2823.95	2964.86	SEIU
HUMAN RESOURCES ANALYST I	22	2	P	2730.09	3211.87	3693.65									MISC
HUMAN RESOURCES ANALYST II	26	2	P	3013.16	3544.89	4076.62									MISC
HUMAN RESOURCES MANAGER	E	41	2	M	4107.58	5134.48	6161.38								MISC
HUMAN RESOURCES TECHNICIAN	20	2	P	2598.60	3057.18	3515.76									MISC
HVAC TECHNICIAN	24	6	FL							2759.08	2897.52	3042.21	3194.41	3354.06	SEIU
INFORMATION TECHNOLOGY MANAGER	E	41	2	M	4107.30	5134.12	6160.94								EGLE
IT ANALYST I	26	2	P	3013.16	3544.89	4076.62									EGLE
IT ANALYST II	E	30	2	M	3130.29	3912.86	4695.43								EGLE

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	SAGrd	Fam	Plan	Min	Control Poir	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
IT DESKTOP TECHNICIAN I	12	2	P	2132.16	2508.42	2884.68									EGLE
IT DESKTOP TECHNICIAN II	16	2	P	2353.70	2769.06	3184.42									EGLE
IT OPERATIONS MANAGER	E 39	2	M	3909.60	4887.00	5864.40									EGLE
JUNIOR ENGINEER (CIVIL)	26	3	P	3012.46	3544.07	4075.68									EGLE
LEAD POLICE RECORDS SPECIALIST	3	V	FL				2722.47	2857.14	3000.06	3148.49	3306.51				NPOA
LEAD PUBLIC SAFETY DISPATCHER	18	II	P	3394.14	3993.11	4592.08									SEIU
LEGAL SECRETARY	18	2	P	2472.94	2909.34	3345.74									EGLE
LIBRARIAN I	15	4	P	2295.91	2701.07	3106.23									EGLE
LIBRARIAN II	19	4	P	2534.40	2981.65	3428.90									EGLE
LIBRARY ASSISTANT I	6	4	FL				1779.52	1868.05	1961.58	2060.09	2163.59				EGLE
LIBRARY ASSISTANT II	10	4	FL				1964.08	2062.59	2166.10	2273.33	2388.08				EGLE
LIBRARY ASSISTANT III	14	4	FL				2168.58	2277.08	2390.56	2511.53	2634.99				EGLE
LIBRARY CUSTOMER SERVICE SUPRV	22	4	P	2729.45	3211.12	3692.79									EGLE
LIBRARY SERVICES DIRECTOR	E 0		DH				5210.48	7604.24	8364.66						ESMS
LIBRARY SERVICES MANAGER	E 35	4	M	3541.34	4426.68	5312.02									EGLE
MOBILITY COORDINATOR	E 30	2	M	3129.55	3911.94	4694.33									EGLE
OFFICE ASSISTANT I	2	5	FL				1611.55	1693.85	1777.44	1866.00	1960.79				SEIU
OFFICE ASSISTANT I - CONF	2	5	FL				1611.55	1693.85	1777.44	1866.00	1960.79				MISC
OFFICE ASSISTANT II	6	5	FL				1778.69	1869.73	1962.04	2060.56	2162.86				SEIU
OFFICE ASSISTANT II-CONF	6	5	FL				1778.69	1869.73	1962.04	2060.56	2162.86				MISC
OFFICE ASSISTANT III	10	5	FL				1964.54	2063.07	2166.60	2273.87	2388.63				SEIU
OFFICE ASSISTANT III - CONF	10	5	FL				1964.54	2063.07	2166.60	2273.87	2388.63				MISC
OFFICE OF EMER SVCS COORD.	40	VIII	P	4270.57	5024.20	5777.83									EGLE
PARKS MAINTENANCE WORKER I	10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64				SEIU
PARKS MAINTENANCE WORKER II	14	6	FL				2155.37	2263.90	2376.15	2495.89	2620.62				SEIU
PARKS MAINTENANCE WORKER III	18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55				SEIU
PARKS MANAGER	E 26	III	M	4056.34	5070.43	6084.52									EGLE
PARKS SECTION MANAGER	E 22	III	M	3507.66	4384.57	5261.48									EGLE
PARKS SUPERVISOR	19	III	P	3342.11	3931.89	4521.67									EGLE
PERFORMING ARTS ASSISTANT	11	4	FL				2013.96	2113.73	2219.71	2330.69	2447.94				EGLE
PERFORMING ARTS COORDINATOR	20	4	P	2598.01	3056.48	3514.95									EGLE
PERFORMING ARTS MANAGER	E 38	2	M	3813.94	4767.42	5720.90									EGLE
PERFORMING ARTS SUPERVISOR	E 26	4	M	2835.26	3544.07	4252.88									EGLE
PERMIT TECHNICIAN	17	3	FL				2332.50	2449.74	2571.98	2700.46	2835.16				SEIU
PLAN CHECK ENGINEER	E 34	2	M	3454.79	4318.49	5182.19									EGLE
POLICE ASSISTANT III-UNIFORMED	10	5	FL				2004.40	2103.85	2208.37	2316.64	2432.50				NPOA
POLICE ASSISTANT II-UNIFORMED	6	5	FL				1816.80	1908.72	2001.88	2101.35	2204.60				NPOA
POLICE ASSISTANT I-UNIFORMED	2	5	FL				1648.10	1731.17	1815.55	1904.93	2000.61				NPOA
POLICE CAPTAIN	E 2	VII	M	5895.91	7369.89	8843.87									PMGR
POLICE CAPTAIN - TIER 2 ***	E 2	VII	M	5895.91	7369.89	8047.92									PMGR
POLICE CHIEF	E 0		DH				5374.47	7842.86	8627.15						ESPS

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	SAGrd	Fam	Plan	Min	Control Poir	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
POLICE LIEUTENANT	E	1 VII	M	5127.12	6408.90	7690.68									PMGR
POLICE LIEUTENANT - TIER 2 ***	E	1 VII	M	5127.12	6408.90	7152.33									PMGR
POLICE OFFICER		1 VII	FL							3559.46	3735.94	3924.14	4118.18	4322.42	POA
POLICE OFFICER TRAINEE		5 V	FL							3389.96					NPOA
POLICE RECORDS SPECIALIST		1 V	FL							2433.88	2553.41	2681.23	2813.17	2953.36	NPOA
POLICE RECORDS SUPERVISOR		26	2 P	3059.69	3599.63	4139.57									NPOA
POLICE SERGEANT		3 VII	FL							4320.95	4535.39	4761.52	4999.30	5247.30	POA
POLICE SUPPORT SVCS MANAGER	E	42	2 M	4259.50	5324.38	6389.26									PMGR
POSTCLOSURE ENV SYSTEMS SPEC		26	6 FL							2898.78	3044.71	3196.89	3356.53	3523.69	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	6 FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
POSTCLOSURE SUPERVISOR		19 III	P	3342.11	3931.89	4521.67									EGLE
PRINCIPAL CIVIL ENGINEER	E	42	3 M	4209.98	5262.47	6314.96									EGLE
PRINCIPAL FINANCIAL ANALYST	E	34	2 M	3455.59	4319.49	5183.39									MISC
PRINCIPAL IT ANALYST	E	37	2 M	3720.15	4650.19	5580.23									EGLE
PRINCIPAL PLANNER	E	39	2 M	3908.70	4885.87	5863.04									EGLE
PROGRAM ASSISTANT		16	5 FL							2277.61	2392.37	2512.11	2638.09	2769.06	SEIU
PROJECT MANAGER	E	34	2 M	3454.79	4318.49	5182.19									EGLE
PROPERTY & EVIDENCE SPECIALIST		2 V	P	2689.82	3164.49	3639.16									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2 P	2939.31	3458.01	3976.71									EGLE
PUBLIC SAFETY DISPATCHER I		12 II	FL							2641.52	2772.91	2912.38	3057.18	3210.05	SEIU
PUBLIC SAFETY DISPATCHER II		15 II	FL							2945.90	3093.38	3247.59	3409.84	3580.13	SEIU
PUBLIC SAFETY DISPATCHER III		16 III	FL							3239.92	3401.91	3572.01	3750.61	3938.14	SEIU
PUBLIC SAFETY SOC MEDIA/COMM COORD		33	2 P	3581.66	4213.72	4845.78									EGLE
PUBLIC WORKS DIRECTOR	E	0	DH				5210.48	7604.24	8364.66						ESMS
PUBLIC WORKS INSPECTOR I		25	3 FL							2845.15	2987.35	3137.01	3294.17	3458.82	SEIU
PUBLIC WORKS INSPECTOR II		29	3 FL							3140.76	3297.94	3462.56	3635.95	3816.81	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2 M	4107.30	5134.12	6160.94									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3 M	3630.35	4537.94	5445.53									EGLE
RECREATION COORDINATOR		16	4 P	2353.15	2768.41	3183.67									EGLE
RECREATION LEADER II		2 IV	FL							1305.65	1370.50	1439.07	1511.42	1586.22	EGLE
RECREATION MANAGER	E	40	2 M	4006.46	5008.08	6009.70									EGLE
RECREATION SPECIALIST		7 IV	FL							1666.04	1749.59	1836.88	1927.92	2025.19	EGLE
RECREATION SUPERVISOR	E	26	4 M	2835.26	3544.07	4252.88									EGLE
RISK MANAGER	E	38	2 M	3813.94	4767.42	5720.90									EGLE
SAFETY & TRAINING ADMINISTRATR		19 III	P	3342.11	3931.89	4521.67									EGLE
SECRETARY		15	5 FL							2222.73	2334.98	2450.99	2573.24	2701.70	SEIU
SECRETARY - EAGLE		15	5 FL							2222.22	2334.45	2450.43	2572.62	2701.07	EGLE
SENIOR ACCOUNTANT	E	30	2 M	3130.29	3912.86	4695.43									MISC
SENIOR ADMINISTRATIVE ANALYST	E	30	2 M	3129.55	3911.94	4694.33									EGLE
SENIOR ADMINISTRATIVE ANL-CONF	E	30	2 M	3130.29	3912.86	4695.43									MISC
SENIOR ASSISTANT CITY ATTORNEY	E	47	2 M	4762.66	5953.32	7143.98									EGLE

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	SAGrd	Fam	Plan	Min	Control Poir	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit	
SENIOR BUILDING INSPECTOR		33	3 P	3578.27	4209.73	4841.19									SEIU	
SENIOR CIVIL ENGINEER	E	38	3 M	3813.94	4767.42	5720.90									EGLE	
SENIOR CODE ENF OFFICER		29	3 P	3244.29	3816.81	4389.33									SEIU	
SENIOR DEPUTY CITY ATTORNEY	E	37	2 M	3720.15	4650.19	5580.23									EGLE	
SENIOR HUMAN RESOURCES ANALYST	E	30	2 M	3130.29	3912.86	4695.43									MISC	
SENIOR IT ANALYST	E	34	2 M	3455.59	4319.49	5183.39									EGLE	
SENIOR IT DESKTOP TECHNICIAN		20	2 P	2598.60	3057.18	3515.76									EGLE	
SENIOR PLANNER	E	32	2 M	3288.18	4110.22	4932.26									EGLE	
SENIOR POSTCLOSURE ENV SYS TECH		22	6 FL							2626.86	2757.85	2896.28	3040.98	3193.15	SEIU	
SENIOR PROJECT MANAGER	E	38	2 M	3813.94	4767.42	5720.90									EGLE	
SENIOR PUBLIC WORKS INSPECTOR		33	3 P	3578.27	4209.73	4841.19									SEIU	
SENIOR RECREATION COORDINATOR		20	4 P	2598.01	3056.48	3514.95									EGLE	
SENIOR STAGEHAND		3	4 FL							1652.33	1734.63	1821.91	1912.95	2008.97	EGLE	
SENIOR SYSTEMS SPECIALIST	E	37	2 M	3720.15	4650.19	5580.23									EGLE	
SENIOR TICKET SERVICES REP		1	4 FL							1572.51	1651.06	1734.63	1820.67	1911.70	EGLE	
SENIOR UTILITIES SYS TECH.		22	6 FL							2626.86	2757.85	2896.28	3040.98	3193.15	SEIU	
SENIOR WATER SYSTEM OPERATOR		25	6 FL							2828.05	2969.96	3118.26	3274.26	3437.90	SEIU	
SOLID WASTE PROGRAM MANAGER	E	25 II	M	3775.02	4718.78	5662.54									EGLE	
STREET & LANDFILL CLOSURE MNGR	E	26 III	M	4056.34	5070.43	6084.52									EGLE	
STREET LIGHTING TECHNICIAN		18	6 FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU	
STREET MAINTENANCE WORKER I		10	6 FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU	
STREET MAINTENANCE WORKER II		14	6 FL							2155.37	2263.90	2376.15	2495.89	2620.62	SEIU	
STREET MAINTENANCE WORKER III		18	6 FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU	
STREET SUPERVISOR		19 III	P	3342.11	3931.89	4521.67									EGLE	
STREETS TECHNICIAN		10	6 FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU	
STREETSWEEPER OPERATOR		16	6 FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU	
SUPERVISING BUYER		28	2 P	3165.09	3723.64	4282.19									EGLE	
SYSTEMS COORDINATOR/TECHNICIAN		12 II	P	2500.50	2941.76	3383.02									EGLE	
SYSTEMS SPECIALIST		28	2 P	3165.09	3723.64	4282.19									EGLE	
TRAFFIC ENGINEER	E	43	3 M	4314.73	5393.41	6472.09									EGLE	
TRAINING OFFICER I		1 VIII	FL							3448.35	3621.70	3802.37	3991.77	4191.34	MVFF	
TRANSPORTATION PLANNER	E	38	3 M	3813.94	4767.42	5720.90									EGLE	
TRANSPORTATION/BUSINESS MGR	E	46	2 M	4646.94	5808.67	6970.40									EGLE	
TREE SUPERVISOR/ARBORIST		20 III	P	3465.07	4076.55	4688.03									EGLE	
TREE TRIMMER I		12	6 FL							2051.85	2154.14	2262.66	2374.90	2494.65	SEIU	
TREE TRIMMER II		16	6 FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU	
TREE TRIMMER III		20	6 FL							2499.63	2624.36	2756.59	2893.78	3038.48	SEIU	
UTILITIES ELECTRICIAN		26	6 FL							2898.78	3044.71	3196.89	3356.53	3523.69	SEIU	
UTILITIES INSPECTOR LOCATOR		19	6 FL							2438.51	2560.76	2689.23	2823.95	2964.86	SEIU	
UTILITIES SERVICES MANAGER	E	26 III	M	4056.34	5070.43	6084.52									EGLE	
UTILITIES SYSTEMS SPECIALIST		26	6 FL							2898.78	3044.71	3196.89	3356.53	3523.69	SEIU	

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Position	BI-WEEKLY SALARY														
	FL Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.
	SAGrd	Fam	Plan	Min	Control Poir	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
UTILITIES SYSTEMS SUPERVISOR	19	III	P	3342.11	3931.89	4521.67									EGLE
UTILITIES SYSTEMS TECHNICIAN	18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
VOLUNTEER COORDINATOR	20	4	P	2598.01	3056.48	3514.95									EGLE
WAREHOUSE WORKER	10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
WASTEWATER SUPERVISOR	19	III	P	3342.11	3931.89	4521.67									EGLE
WASTEWATER UTILITY WORKER I	10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
WASTEWATER UTILITY WORKER II	14	6	FL							2155.37	2263.90	2376.15	2495.89	2620.62	SEIU
WASTEWATER UTILITY WORKER III	18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
WATER CONSERVATION COORD	E 30	2	M	3129.55	3911.94	4694.33									EGLE
WATER ENVIRONMENT SPECIALIST	14	III	P	2979.24	3504.99	4030.74									SEIU
WATER METER SUPERVISOR	19	III	P	3342.11	3931.89	4521.67									EGLE
WATER QUALITY TECHNICIAN	25	6	FL							2828.05	2969.96	3118.26	3274.26	3437.90	SEIU
WATER RESOURCES TECHNICIAN	19	6	FL							2438.51	2560.76	2689.23	2823.95	2964.86	SEIU
WATER SUPERVISOR	19	III	P	3342.11	3931.89	4521.67									EGLE
WATER SYSTEM OPERATOR	21	6	FL							2562.12	2689.97	2825.50	2966.13	3114.44	SEIU
WATER UTILITY WORKER I	12	6	FL							2051.85	2154.14	2262.66	2374.90	2494.65	SEIU
WATER UTILITY WORKER II	16	6	FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
WATER UTILITY WORKER III	20	6	FL							2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
WILDLIFE PRESERVATION COORD	16	4	P	2353.15	2768.41	3183.67									EGLE
YOUTH RESOURCES MANAGER	E 34	2	M	3454.79	4318.49	5182.19									EGLE
ZONING ADMINISTRATOR	E 39	2	M	3908.70	4885.87	5863.04									EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

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					SAGrd	Fam	Plan									Control Point		Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
																Min	Control Point										
ACCOUNT CLERK I		7	5	FL						1897.83	1991.23	2092.42	2196.19	2306.46	SEIU												
ACCOUNT CLERK I - CONF		7	5	FL						1897.83	1991.23	2092.42	2196.19	2306.46	MISC												
ACCOUNT CLERK II		11	5	FL						2092.42	2197.49	2309.03	2424.48	2545.14	SEIU												
ACCOUNT CLERK II-CONF.		11	5	FL						2092.42	2197.49	2309.03	2424.48	2545.14	MISC												
ACCOUNTANT I		22	2	P	2838.63	3339.56	3840.49								EGLE												
ACCOUNTANT I-CONFIDENTIAL		22	2	P	2839.29	3340.34	3841.39								MISC												
ACCOUNTANT II		26	2	P	3132.96	3685.83	4238.70								EGLE												
ACCOUNTANT II-CONFIDENTIAL		26	2	P	3133.69	3686.69	4239.69								MISC												
ACCOUNTING MANAGER	E	37	2	M	3869.86	4837.32	5804.78								MISC												
ACCOUNTING TECHNICIAN		15	2	FL						2311.64	2428.38	2549.03	2676.17	2809.77	SEIU												
ACCOUNTING TECHNICIAN - CONF.		15	2	FL						2311.64	2428.38	2549.03	2676.17	2809.77	MISC												
ADMIN & NEIGH. SVCS. MANAGER	E	42	2	M	4378.38	5472.97	6567.56								EGLE												
ADMINISTRATIVE AIDE		18	2	P	2571.85	3025.71	3479.57								EGLE												
ADMINISTRATIVE ANALYST I		22	2	P	2838.63	3339.56	3840.49								EGLE												
ADMINISTRATIVE ANALYST I-CONF		22	2	P	2839.29	3340.34	3841.39								MISC												
ADMINISTRATIVE ANALYST II		26	2	P	3132.96	3685.83	4238.70								EGLE												
ADMINISTRATIVE ANALYST II-CONF		26	2	P	3133.69	3686.69	4239.69								MISC												
ASSISTANT BUILDING INSPECTOR		23	3	FL						2816.26	2957.65	3105.53	3261.21	3423.35	SEIU												
ASSISTANT BUYER		20	2	FL						2614.57	2745.56	2883.04	3027.00	3178.74	EGLE												
ASSISTANT CDD/PLANNING MGR	E	46	2	M	4832.82	6041.02	7249.22								EGLE												
ASSISTANT CITY ATTORNEY	E	43	2	M	4487.32	5609.15	6730.98								EGLE												
ASSISTANT CITY MANAGER	E	0		DH				5418.90	7908.41	8699.25					ESMS												
ASSISTANT ENGINEER (CIVIL)		30	3	P	3458.16	4068.42	4678.68								EGLE												
ASSISTANT PLANNER		24	2	P	2981.93	3508.15	4034.37								EGLE												
ASSISTANT PROJECT MANAGER	E	30	2	M	3254.74	4068.42	4882.10								EGLE												
ASSISTANT PUBLIC WORKS DIR.	E	49	3	M	5204.25	6505.31	7806.37								EGLE												
ASSISTANT TO THE CITY MANAGER	E	26	II	M	4072.22	5090.27	6108.32								MISC												
ASSOCIATE ENGINEER (CIVIL)		34	3	P	3817.55	4491.23	5164.91								EGLE												
ASSOCIATE PLANNER		28	2	P	3291.70	3872.59	4453.48								EGLE												
ASST FINANCE & ADM SVCS DIR	E	47	2	M	4954.32	6192.90	7431.48								MISC												
BATALLION CHIEF	E	4	VIII	M	5645.77	7057.21	8468.65								FMGR												
BATALLION CHIEF - TIER 2 ***	E	4	VIII	M	5645.77	7057.21	7875.85								FMGR												
BUILDING INSPECTOR I		25	3	FL						2958.96	3106.84	3262.49	3425.94	3597.17	SEIU												
BUILDING INSPECTOR II		29	3	FL						3266.39	3429.86	3601.06	3781.39	3969.48	SEIU												
BUSINESS DEVELPMNT SPECIALIST	E	33	2	M	3505.82	4382.27	5258.72								EGLE												
BUYER		24	2	FL						2886.18	3030.49	3182.00	3341.10	3508.15	EGLE												
CHIEF BLDG OFFICIAL	E	42	3	M	4378.38	5472.97	6567.56								EGLE												
CIO/INFORMATION TECHNOLOGY DIR		0		DH				5418.90	7908.41	8699.25					ESMS												
CITY ATTORNEY	E	0		DH		9038.63									CA												
CITY CLERK	E	0		DH		5295.80									CC												
CITY MANAGER	E	0		DH		9991.68									CM												

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				SAGrd	Fam	Plan									Control Point		Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
															Min	Control Point									
CODE ENFORCEMENT OFFICER I	23	3	FL						2816.26	2957.65	3105.53	3261.21	3423.35	SEIU											
CODE ENFORCEMENT OFFICER II	27	3	FL						3109.44	3263.79	3427.26	3598.46	3778.79	SEIU											
COMM OPERATIONS SUPERVISOR	33	2	P	3760.88	4424.56	5088.24								NPOA											
COMMUNICATION COORDINATOR	31	2	P	3545.25	4170.88	4796.51								EGLE											
COMMUNITY DEVELOPMENT DIRECTOR	E 0		DH				5418.90	7908.41	8699.25					ESMS											
COMMUNITY OUTREACH COORD	16	4	P	2447.28	2879.15	3311.02								EGLE											
COMMUNITY SERVICES DIRECTOR	E 0		DH				5418.90	7908.41	8699.25					ESMS											
COMMUNITY SERVICES OFFICER	2	V	FL						2582.66	2712.74	2847.06	2987.15	3134.37	NPOA											
COPY CENTER ASSISTANT	2	5	FL						1675.62	1761.20	1848.10	1940.18	2038.73	EGLE											
COPY CENTER TECHNICIAN	10	5	FL						2042.64	2145.09	2252.74	2364.26	2483.60	EGLE											
CRIME ANALYST	26	2	P	3132.96	3685.83	4238.70								EGLE											
CROSS CONNECTION CONTROL SPEC	18	6	FL						2475.06	2598.33	2728.06	2864.24	3008.25	SEIU											
CUSTOMER SVC. REPRESENTATIVE	5	5	FL						1804.42	1893.94	1988.63	2088.52	2192.29	SEIU											
DEP PUB WRKS DIR/AST CTY ENG	E 46	3	M	4832.82	6041.02	7249.22								EGLE											
DEPUTY CITY ATTORNEY	E 33	2	M	3505.82	4382.27	5258.72								EGLE											
DEPUTY CITY CLERK	22	2	P	2838.63	3339.56	3840.49								EGLE											
DEPUTY CITY MANAGER	E 42	2	M	4379.40	5474.25	6569.10								MISC											
DEPUTY FIRE CHIEF	E 6	VIII	M	5928.06	7410.07	8892.08								FMGR											
DEPUTY FIRE MARSHAL	13	VIII	FL						4549.06	4777.03	5015.73	5266.67	5529.86	MVFF											
DEPUTY ZONING ADMINISTRATOR	E 35	2	M	3683.00	4603.75	5524.50								EGLE											
DEV SRVCS COORD	33	3	P	3721.40	4378.12	5034.84								SEIU											
DOCUMENT PROC. TECHNICIAN I	10	5	FL						2042.64	2145.09	2252.74	2364.26	2483.60	EGLE											
DOCUMENT PROC. TECHNICIAN II	14	5	FL						2254.02	2366.88	2486.18	2609.39	2740.39	EGLE											
DOCUMENT PROC. TECHNICIAN III	18	5	FL						2488.76	2613.28	2744.28	2881.74	3025.71	EGLE											
DOCUMENT PROCESSING SUPERVISOR	22	2	P	2839.29	3340.34	3841.39								MISC											
ECONOMIC DEVELOPMENT MANAGER	E 42	2	M	4378.38	5472.97	6567.56								EGLE											
EMERGENCY MEDICAL SRVCS COORD	31	VIII	P	3594.81	4229.19	4863.57								EGLE											
ENGINEERING ASSISTANT I	16	3	FL						2366.12	2484.18	2608.69	2739.71	2875.92	SEIU											
ENGINEERING ASSISTANT II	20	3	FL						2612.59	2743.61	2881.11	3025.10	3175.59	SEIU											
ENGINEERING ASSISTANT III	24	3	FL						2887.61	3031.59	3183.37	3342.93	3508.97	SEIU											
ENVIR & SAFETY PROTECTION INSP	14	III	P	3098.41	3645.19	4191.97								SEIU											
ENVIRONMENTAL COMP. SPECIALIST	24	3	FL						2887.61	3031.59	3183.37	3342.93	3508.97	SEIU											
ENVIRONMENTAL SAFETY COORD.	33	3	P	3721.40	4378.12	5034.84								SEIU											
ENVIRONMENTAL SUSTAIN. COORD.	E 30	2	M	3254.74	4068.42	4882.10								EGLE											
EQUIPMENT MAINT. SUPERVISOR	19	III	P	3475.79	4089.17	4702.55								EGLE											
EQUIPMENT MECHANIC I	16	6	FL						2355.74	2473.80	2597.02	2726.74	2862.94	SEIU											
EQUIPMENT MECHANIC II	20	6	FL						2599.62	2729.33	2866.85	3009.53	3160.02	SEIU											
EQUIPMENT MECHANIC III	24	6	FL						2869.44	3013.42	3163.90	3322.19	3488.22	SEIU											
EQUIPMENT SERVICE WORKER	10	6	FL						2031.44	2132.63	2239.01	2351.85	2468.59	SEIU											
EXECUTIVE ASSISTANT	18	2	P	2572.45	3026.41	3480.37								SEIU											
EXECUTIVE ASSISTANT - EAGLE	18	2	P	2571.85	3025.71	3479.57								EGLE											

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	SAGrd	Fam	Plan	Min	Control Point	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit	
EXECUTIVE ASST. TO THE CA	22	2	P	2838.63	3339.56	3840.49									EGLE	
EXECUTIVE ASST. TO THE CM	22	2	P	2838.63	3339.56	3840.49									EGLE	
FACILITIES CONTRACT COORDINATR	26	2	P	3132.96	3685.83	4238.70									EGLE	
FACILITIES MAINT. SUPERVISOR	19	III	P	3475.79	4089.17	4702.55									EGLE	
FACILITIES MAINTENANCE I	12	6	FL							2133.92	2240.31	2353.17	2469.90	2594.44	SEIU	
FACILITIES MAINTENANCE II	16	6	FL							2355.74	2473.80	2597.02	2726.74	2862.94	SEIU	
FACILITIES MAINTENANCE III	20	6	FL							2599.62	2729.33	2866.85	3009.53	3160.02	SEIU	
FACILITIES PROJECT MANAGER	E	34	2	M	3592.98	4491.23	5389.48								EGLE	
FINANCE AND ADMIN SVCS DIR	E	0		DH				5418.90	7908.41	8699.25					ESMS	
FIRE CAPTAIN	12	VIII	FL							4541.38	4769.39	5006.54	5257.49	5520.68	MVFF	
FIRE CAPTAIN/HAZ MAT I	14	VIII	FL							4654.89	4888.63	5131.68	5388.88	5658.65	MVFF	
FIRE CAPTAIN/HAZ MAT II	15	VIII	FL							4768.44	5007.85	5256.84	5520.34	5796.68	MVFF	
FIRE CHIEF	E	1		DH				6148.40	8972.24	9869.46					ESPS	
FIRE ENGINEER	6	VIII	FL							3892.69	4086.45	4291.83	4506.01	4731.85	MVFF	
FIRE ENGINEER/HAZ MAT I	8	VIII	FL							3989.97	4188.62	4399.16	4618.65	4850.13	MVFF	
FIRE ENGINEER/HAZ MAT II	9	VIII	FL							4087.32	4290.75	4506.42	4731.29	4968.43	MVFF	
FIRE ENGINEER/PARAMEDIC	11	VIII	FL							4320.99	4538.07	4763.87	5002.81	5253.40	MVFF	
FIRE MARSHAL NON-SAFETY	E	48	VIII	M	5082.34	6352.93	7623.52								EGLE	
FIRE PREVENTION OFFICER I	1	VIII	FL							3448.35	3621.70	3802.37	3991.77	4191.34	MVFF	
FIRE PREVENTION OFFICER II	3	VIII	FL							3618.82	3799.44	3990.31	4188.43	4398.20	MVFF	
FIRE PREVENTION OFFICER III	10	VIII	FL							4207.35	4417.17	4638.61	4870.23	5113.53	MVFF	
FIRE PROTECTION ENGINEER	E	41	3	M	4271.58	5339.48	6407.38								EGLE	
FIREFIGHTER	2	VIII	FL							3547.41	3725.14	3911.62	4106.85	4312.26	MVFF	
FIREFIGHTER/HAZ MAT I	4	VIII	FL							3636.11	3818.26	4009.42	4209.51	4420.05	MVFF	
FIREFIGHTER/HAZ MAT II	5	VIII	FL							3724.79	3911.39	4107.20	4312.16	4527.87	MVFF	
FIREFIGHTER/MEDIC/HAZMAT I	7	VIII	FL							4034.79	4236.41	4448.42	4670.95	4903.89	MVFF	
FIREFIGHTER/MEDIC/HAZMAT II	7	VIII	FL							4133.20	4339.72	4556.91	4784.88	5023.51	MVFF	
FIREFIGHTER/PARAMEDIC	7	VIII	FL							3936.40	4133.07	4339.93	4557.03	4784.29	MVFF	
FLEET AND FACILITIES MANAGER	E	25	III	M	4067.11	5083.89	6100.67								EGLE	
HAZARDOUS MAT SPEC NON SAFETY	38	VIII	P	4238.64	4986.64	5734.64									EGLE	
HAZARDOUS MATERIALS SPECIALIST	1	VIII	P	4445.47	5229.96	6014.45									FMGR	
HEAVY EQUIPMENT OPERATOR	17	6	FL							2414.13	2534.76	2661.88	2795.50	2934.31	SEIU	
HEAVY EQUIPMENT SPECIALIST	19	6	FL							2536.05	2663.19	2796.80	2936.91	3083.45	SEIU	
HUMAN RESOURCES ANALYST I	22	2	P	2839.29	3340.34	3841.39									MISC	
HUMAN RESOURCES ANALYST II	26	2	P	3133.69	3686.69	4239.69									MISC	
HUMAN RESOURCES MANAGER	E	41	2	M	4271.89	5339.86	6407.83								MISC	
HUMAN RESOURCES TECHNICIAN	20	2	P	2702.55	3179.47	3656.39									MISC	
HVAC TECHNICIAN	24	6	FL							2869.44	3013.42	3163.90	3322.19	3488.22	SEIU	
INFORMATION TECHNOLOGY MANAGER	E	41	2	M	4271.58	5339.48	6407.38								EGLE	
IT ANALYST I	26	2	P	3133.69	3686.69	4239.69									EGLE	
IT ANALYST II	E	30	2	M	3255.50	4069.37	4883.24								EGLE	

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 Salary Plan and Position Listing
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Position	FL	Job	Job	Sal	BI-WEEKLY SALARY			Dept.	Head	Salary	Range	1st	2nd	3rd	4th	5th	Barg.												
					SAGrd	Fam	Plan											Control Point			Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
																		Min	Control Point	Max*									
IT DESKTOP TECHNICIAN I		12	2	P	2217.45	2608.76	3000.07											EGLE											
IT DESKTOP TECHNICIAN II		16	2	P	2447.85	2879.82	3311.79											EGLE											
IT OPERATIONS MANAGER	E	39	2	M	4065.98	5082.48	6098.98											EGLE											
JUNIOR ENGINEER (CIVIL)		26	3	P	3132.96	3685.83	4238.70											EGLE											
LEAD POLICE RECORDS SPECIALIST		3	V	FL								2831.37	2971.43	3120.06	3274.43	3438.77		NPOA											
LEAD PUBLIC SAFETY DISPATCHER		18	II	P	3529.91	4152.83	4775.75											SEIU											
LEGAL SECRETARY		18	2	P	2571.85	3025.71	3479.57											EGLE											
LIBRARIAN I		15	4	P	2387.74	2809.11	3230.48											EGLE											
LIBRARIAN II		19	4	P	2635.78	3100.92	3566.06											EGLE											
LIBRARY ASSISTANT I		6	4	FL								1850.70	1942.77	2040.04	2142.49	2250.13		EGLE											
LIBRARY ASSISTANT II		10	4	FL								2042.64	2145.09	2252.74	2364.26	2483.60		EGLE											
LIBRARY ASSISTANT III		14	4	FL								2255.32	2368.16	2486.18	2611.99	2740.39		EGLE											
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	2838.63	3339.56	3840.49											EGLE											
LIBRARY SERVICES DIRECTOR	E	0		DH				5418.90	7908.41	8699.25								ESMS											
LIBRARY SERVICES MANAGER	E	35	4	M	3683.00	4603.75	5524.50											EGLE											
MOBILITY COORDINATOR	E	30	2	M	3254.74	4068.42	4882.10											EGLE											
OFFICE ASSISTANT I		2	5	FL								1676.01	1761.60	1848.54	1940.64	2039.22		SEIU											
OFFICE ASSISTANT I - CONF		2	5	FL								1676.01	1761.60	1848.54	1940.64	2039.22		MISC											
OFFICE ASSISTANT II		6	5	FL								1849.84	1944.52	2040.52	2142.98	2249.37		SEIU											
OFFICE ASSISTANT II-CONF		6	5	FL								1849.84	1944.52	2040.52	2142.98	2249.37		MISC											
OFFICE ASSISTANT III		10	5	FL								2043.12	2145.59	2253.26	2364.82	2484.18		SEIU											
OFFICE ASSISTANT III - CONF		10	5	FL								2043.12	2145.59	2253.26	2364.82	2484.18		MISC											
OFFICE OF EMER SVCS COORD.		40	VIII	P	4441.39	5225.17	6008.95											EGLE											
PARKS MAINTENANCE WORKER I		10	6	FL								2031.44	2132.63	2239.01	2351.85	2468.59		SEIU											
PARKS MAINTENANCE WORKER II		14	6	FL								2241.58	2354.46	2471.20	2595.73	2725.44		SEIU											
PARKS MAINTENANCE WORKER III		18	6	FL								2475.06	2598.33	2728.06	2864.24	3008.25		SEIU											
PARKS MANAGER	E	26	III	M	4218.60	5273.25	6327.90											EGLE											
PARKS SECTION MANAGER	E	22	III	M	3647.96	4559.95	5471.94											EGLE											
PARKS SUPERVISOR		19	III	P	3475.79	4089.17	4702.55											EGLE											
PERFORMING ARTS ASSISTANT		11	4	FL								2094.52	2198.28	2308.50	2423.92	2545.86		EGLE											
PERFORMING ARTS COORDINATOR		20	4	P	2701.93	3178.74	3655.55											EGLE											
PERFORMING ARTS MANAGER	E	38	2	M	3966.50	4958.12	5949.74											EGLE											
PERFORMING ARTS SUPERVISOR	E	26	4	M	2948.66	3685.83	4423.00											EGLE											
PERMIT TECHNICIAN		17	3	FL								2425.80	2547.73	2674.86	2808.48	2948.57		SEIU											
PLAN CHECK ENGINEER	E	34	2	M	3592.98	4491.23	5389.48											EGLE											
POLICE ASSISTANT III-UNIFORMED		10	5	FL								2084.58	2188.00	2296.70	2409.31	2529.80		NPOA											
POLICE ASSISTANT II-UNIFORMED		6	5	FL								1889.47	1985.07	2081.96	2185.40	2292.78		NPOA											
POLICE ASSISTANT I-UNIFORMED		2	5	FL								1714.02	1800.42	1888.17	1981.13	2080.63		NPOA											
POLICE CAPTAIN	E	2	VII	M	6131.75	7664.69	9197.63											PMGR											
POLICE CAPTAIN - TIER 2 ***	E	2	VII	M	6131.75	7664.69	8369.84											PMGR											
POLICE CHIEF	E	1		DH				6148.40	8972.24	9869.46								ESPS											

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BI-WEEKLY SALARY																
Position	FL	Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.
	SAGrd	Fam	Plan	Min	Control Point	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit	
POLICE LIEUTENANT	E	1	VII	M	5332.21	6665.26	7998.31								PMGR	
POLICE LIEUTENANT - TIER 2 ***	E	1	VII	M	5332.21	6665.26	7438.43								PMGR	
POLICE OFFICER		1	VII	FL						3701.84	3885.38	4081.11	4282.91	4495.32	POA	
POLICE OFFICER TRAINEE		5	V	FL						3525.56					NPOA	
POLICE RECORDS SPECIALIST		1	V	FL						2531.24	2655.55	2788.48	2925.70	3071.49	NPOA	
POLICE RECORDS SUPERVISOR		26	2	P	3182.08	3743.62	4305.16								NPOA	
POLICE SERGEANT		3	VII	FL						4493.79	4716.81	4951.98	5199.27	5457.19	POA	
POLICE SUPPORT SVCS MANAGER	E	42	2	M	4429.89	5537.36	6644.83								PMGR	
POSTCLOSURE ENV SYSTEMS SPEC		26	6	FL						3014.73	3166.50	3324.77	3490.79	3664.64	SEIU	
POSTCLOSURE ENV SYSTEMS TECH		18	6	FL						2475.06	2598.33	2728.06	2864.24	3008.25	SEIU	
POSTCLOSURE SUPERVISOR		19	III	P	3475.79	4089.17	4702.55								EGLE	
PRINCIPAL CIVIL ENGINEER	E	42	3	M	4378.38	5472.97	6567.56								EGLE	
PRINCIPAL FINANCIAL ANALYST	E	34	2	M	3593.82	4492.27	5390.72								MISC	
PRINCIPAL IT ANALYST	E	37	2	M	3868.96	4836.20	5803.44								EGLE	
PRINCIPAL PLANNER	E	39	2	M	4065.04	5081.30	6097.56								EGLE	
PROGRAM ASSISTANT		16	5	FL						2368.71	2488.06	2612.59	2743.61	2879.82	SEIU	
PROJECT MANAGER	E	34	2	M	3592.98	4491.23	5389.48								EGLE	
PROPERTY & EVIDENCE SPECIALIST		2	V	P	2797.41	3291.07	3784.73								NPOA	
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	3056.88	3596.33	4135.78								EGLE	
PUBLIC SAFETY DISPATCHER I		12	II	FL						2747.18	2883.83	3028.88	3179.47	3338.45	SEIU	
PUBLIC SAFETY DISPATCHER II		15	II	FL						3063.74	3217.12	3377.49	3546.23	3723.34	SEIU	
PUBLIC SAFETY DISPATCHER III		16	III	FL						3369.52	3537.99	3714.89	3900.63	4095.67	SEIU	
PUBLIC SFTY SOC MEDIA/COMM COORD		33	2	P	3724.93	4382.27	5039.61								EGLE	
PUBLIC WORKS DIRECTOR	E	0		DH				5418.90	7908.41	8699.25					ESMS	
PUBLIC WORKS INSPECTOR I		25	3	FL						2958.96	3106.84	3262.49	3425.94	3597.17	SEIU	
PUBLIC WORKS INSPECTOR II		29	3	FL						3266.39	3429.86	3601.06	3781.39	3969.48	SEIU	
PURCH & SUPPORT SRVCS MGR	E	41	2	M	4271.58	5339.48	6407.38								EGLE	
REAL PROPERTY PROGRAM ADMIN.	E	36	3	M	3775.57	4719.46	5663.35								EGLE	
RECREATION COORDINATOR		16	4	P	2447.28	2879.15	3311.02								EGLE	
RECREATION LEADER II		2	IV	FL						1357.88	1425.32	1496.63	1571.88	1649.67	EGLE	
RECREATION MANAGER	E	40	2	M	4166.72	5208.40	6250.08								EGLE	
RECREATION SPECIALIST		7	IV	FL						1732.68	1819.57	1910.36	2005.04	2106.20	EGLE	
RECREATION SUPERVISOR	E	30	2	M	3254.74	4068.42	4882.10								EGLE	
RISK MANAGER	E	38	2	M	3966.50	4958.12	5949.74								EGLE	
SAFETY & TRAINING ADMINISTRATR		19	III	P	3475.79	4089.17	4702.55								EGLE	
SECRETARY		15	5	FL						2311.64	2428.38	2549.03	2676.17	2809.77	SEIU	
SECRETARY - EAGLE		15	5	FL						2311.11	2427.83	2548.45	2675.52	2809.11	EGLE	
SENIOR ACCOUNTANT	E	30	2	M	3255.50	4069.37	4883.24								MISC	
SENIOR ADMINISTRATIVE ANALYST	E	30	2	M	3254.74	4068.42	4882.10								EGLE	
SENIOR ADMINISTRATIVE ANL-CONF	E	30	2	M	3255.50	4069.37	4883.24								MISC	
SENIOR ASSISTANT CITY ATTORNEY	E	47	2	M	4953.16	6191.45	7429.74								EGLE	

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					SAGrd	Fam	Plan									Control Point			Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
																Min	Control Point	Max*									
SENIOR BUILDING INSPECTOR		33	3	P	3721.40	4378.12	5034.84								SEIU												
SENIOR CIVIL ENGINEER	E	38	3	M	3966.50	4958.12	5949.74								EGLE												
SENIOR CODE ENF OFFICER		29	3	P	3374.06	3969.48	4564.90								SEIU												
SENIOR DEPUTY CITY ATTORNEY	E	37	2	M	3868.96	4836.20	5803.44								EGLE												
SENIOR HUMAN RESOURCES ANALYST	E	30	2	M	3255.50	4069.37	4883.24								MISC												
SENIOR IT ANALYST	E	34	2	M	3593.82	4492.27	5390.72								EGLE												
SENIOR IT DESKTOP TECHNICIAN		20	2	P	2702.55	3179.47	3656.39								EGLE												
SENIOR PLANNER	E	32	2	M	3419.70	4274.63	5129.56								EGLE												
SENIOR POSTCLOSURE ENV SYS TECH		22	6	FL					2731.93	2868.16	3012.13	3162.62	3320.88		SEIU												
SENIOR PROJECT MANAGER	E	38	2	M	3966.50	4958.12	5949.74								EGLE												
SENIOR PUBLIC WORKS INSPECTOR		33	3	P	3721.40	4378.12	5034.84								SEIU												
SENIOR RECREATION COORDINATOR		20	4	P	2701.93	3178.74	3655.55								EGLE												
SENIOR STAGEHAND		3	4	FL					1718.42	1804.02	1894.79	1989.47	2089.33		EGLE												
SENIOR SYSTEMS SPECIALIST	E	37	2	M	3868.96	4836.20	5803.44								EGLE												
SENIOR TICKET SERVICES REP		1	4	FL					1635.41	1717.10	1804.02	1893.50	1988.17		EGLE												
SENIOR UTILITIES SYS TECH.		22	6	FL					2731.93	2868.16	3012.13	3162.62	3320.88		SEIU												
SENIOR WATER SYSTEM OPERATOR		25	6	FL					2941.17	3088.76	3242.99	3405.23	3575.42		SEIU												
SOLID WASTE PROGRAM MANAGER	E	25	II	M	3926.02	4907.53	5889.04								EGLE												
STREET & LANDFILL CLOSURE MNGR	E	26	III	M	4218.60	5273.25	6327.90								EGLE												
STREET LIGHTING TECHNICIAN		18	6	FL					2475.06	2598.33	2728.06	2864.24	3008.25		SEIU												
STREET MAINTENANCE WORKER I		10	6	FL					2031.44	2132.63	2239.01	2351.85	2468.59		SEIU												
STREET MAINTENANCE WORKER II		14	6	FL					2241.58	2354.46	2471.20	2595.73	2725.44		SEIU												
STREET MAINTENANCE WORKER III		18	6	FL					2475.06	2598.33	2728.06	2864.24	3008.25		SEIU												
STREET SUPERVISOR		19	III	P	3475.79	4089.17	4702.55								EGLE												
STREETS TECHNICIAN		10	6	FL					2031.44	2132.63	2239.01	2351.85	2468.59		SEIU												
STREETSWEEPER OPERATOR		16	6	FL					2355.74	2473.80	2597.02	2726.74	2862.94		SEIU												
SUPERVISING BUYER		28	2	P	3291.70	3872.59	4453.48								EGLE												
SYSTEMS COORDINATOR/TECHNICIAN		12	II	P	2600.52	3059.43	3518.34								EGLE												
SYSTEMS SPECIALIST		28	2	P	3291.70	3872.59	4453.48								EGLE												
TRAFFIC ENGINEER	E	43	3	M	4487.32	5609.15	6730.98								EGLE												
TRAINING OFFICER I		1	VIII	FL					3448.35	3621.70	3802.37	3991.77	4191.34		MVFF												
TRANSPORTATION PLANNER	E	38	3	M	3966.50	4958.12	5949.74								EGLE												
TRANSPORTATION/BUSINESS MGR	E	46	2	M	4832.82	6041.02	7249.22								EGLE												
TREE SUPERVISOR/ARBORIST		20	III	P	3603.67	4239.61	4875.55								EGLE												
TREE TRIMMER I		12	6	FL					2133.92	2240.31	2353.17	2469.90	2594.44		SEIU												
TREE TRIMMER II		16	6	FL					2355.74	2473.80	2597.02	2726.74	2862.94		SEIU												
TREE TRIMMER III		20	6	FL					2599.62	2729.33	2866.85	3009.53	3160.02		SEIU												
UTILITIES ELECTRICIAN		26	6	FL					3014.73	3166.50	3324.77	3490.79	3664.64		SEIU												
UTILITIES INSPECTOR LOCATOR		19	6	FL					2536.05	2663.19	2796.80	2936.91	3083.45		SEIU												
UTILITIES SERVICES MANAGER	E	26	III	M	4218.60	5273.25	6327.90								EGLE												
UTILITIES SYSTEMS SPECIALIST		26	6	FL					3014.73	3166.50	3324.77	3490.79	3664.64		SEIU												

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Position	FL Job	Job	Sal	BI-WEEKLY SALARY			Dept. Head	Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
				SAGrd	Fam	Plan		Control Point		Min							Standard	Max**
								Min	Control Point									
UTILITIES SYSTEMS SUPERVISOR	19	III	P	3475.79	4089.17	4702.55										EGLE		
UTILITIES SYSTEMS TECHNICIAN	18	6	FL							2475.06	2598.33	2728.06	2864.24	3008.25		SEIU		
VOLUNTEER COORDINATOR	20	4	P	2701.93	3178.74	3655.55										EGLE		
WAREHOUSE WORKER	10	6	FL							2031.44	2132.63	2239.01	2351.85	2468.59		SEIU		
WASTEWATER SUPERVISOR	19	III	P	3475.79	4089.17	4702.55										EGLE		
WASTEWATER UTILITY WORKER I	10	6	FL							2031.44	2132.63	2239.01	2351.85	2468.59		SEIU		
WASTEWATER UTILITY WORKER II	14	6	FL							2241.58	2354.46	2471.20	2595.73	2725.44		SEIU		
WASTEWATER UTILITY WORKER III	18	6	FL							2475.06	2598.33	2728.06	2864.24	3008.25		SEIU		
WATER CONSERVATION COORD	E 30	2	M	3254.74	4068.42	4882.10										EGLE		
WATER ENVIRONMENT SPECIALIST	14	III	P	3098.41	3645.19	4191.97										SEIU		
WATER METER SUPERVISOR	19	III	P	3475.79	4089.17	4702.55										EGLE		
WATER QUALITY TECHNICIAN	25	6	FL							2941.17	3088.76	3242.99	3405.23	3575.42		SEIU		
WATER RESOURCES TECHNICIAN	19	6	FL							2536.05	2663.19	2796.80	2936.91	3083.45		SEIU		
WATER SUPERVISOR	19	III	P	3475.79	4089.17	4702.55										EGLE		
WATER SYSTEM OPERATOR	21	6	FL							2664.60	2797.57	2938.52	3084.78	3239.02		SEIU		
WATER UTILITY WORKER I	12	6	FL							2133.92	2240.31	2353.17	2469.90	2594.44		SEIU		
WATER UTILITY WORKER II	16	6	FL							2355.74	2473.80	2597.02	2726.74	2862.94		SEIU		
WATER UTILITY WORKER III	20	6	FL							2599.62	2729.33	2866.85	3009.53	3160.02		SEIU		
WILDLIFE PRESERVATION COORD	16	4	P	2447.28	2879.15	3311.02										EGLE		
YOUTH RESOURCES MANAGER	E 34	2	M	3592.98	4491.23	5389.48										EGLE		
ZONING ADMINISTRATOR	E 39	2	M	4065.04	5081.30	6097.56										EGLE		

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

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	FL- Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.	
	SA	Grd	Fam	Plan	Min	Control Point	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
ACCOUNT CLERK I		7	5	FL							1824.84	1914.64	2011.94	2111.72	2217.75	SEIU
ACCOUNT CLERK I - CONF		7	5	FL							1824.84	1914.64	2011.94	2111.72	2217.75	MISC
ACCOUNT CLERK II		11	5	FL							2011.94	2112.97	2220.22	2331.23	2447.25	SEIU
ACCOUNT CLERK II-CONF.		11	5	FL							2011.94	2112.97	2220.22	2331.23	2447.25	MISC
ACCOUNTANT I		22	2	P	2729.45	3211.12	3692.79									EGLE
ACCOUNTANT I-CONFIDENTIAL		22	2	P	2730.09	3211.87	3693.65									MISC
ACCOUNTANT II		26	2	P	3012.46	3544.07	4075.68									EGLE
ACCOUNTANT II-CONFIDENTIAL		26	2	P	3013.16	3544.89	4076.62									MISC
ACCOUNTING MANAGER	E	37	2	M	3721.02	4651.27	5581.52									MISC
ACCOUNTING TECHNICIAN		15	2	FL							2222.73	2334.98	2450.99	2573.24	2701.70	SEIU
ACCOUNTING TECHNICIAN - CONF.		15	2	FL							2222.73	2334.98	2450.99	2573.24	2701.70	MISC
ADMIN & NEIGH. SVCS. MANAGER	E	42	2	M	4209.98	5262.47	6314.96									EGLE
ADMINISTRATIVE AIDE		18	2	P	2472.94	2909.34	3345.74									EGLE
ADMINISTRATIVE ANALYST I		22	2	P	2729.45	3211.12	3692.79									EGLE
ADMINISTRATIVE ANALYST I-CONF		22	2	P	2730.09	3211.87	3693.65									MISC
ADMINISTRATIVE ANALYST II		26	2	P	3012.46	3544.07	4075.68									EGLE
ADMINISTRATIVE ANALYST II-CONF		26	2	P	3013.16	3544.89	4076.62									MISC
ASSISTANT BUILDING INSPECTOR		23	3	FL							2707.94	2843.89	2986.09	3135.78	3291.68	SEIU
ASSISTANT BUYER		20	2	FL							2514.01	2639.96	2772.15	2910.58	3056.48	EGLE
ASSISTANT CDD/PLANNING MGR	E	46	2	M	4646.94	5808.67	6970.40									EGLE
ASSISTANT CITY ATTORNEY	E	43	2	M	4314.73	5393.41	6472.09									EGLE
ASSISTANT CITY MANAGER	E	0		DH				5210.48	7604.24	8364.66						ESMS
ASSISTANT ENGINEER (CIVIL)		30	3	P	3325.15	3911.94	4498.73									EGLE
ASSISTANT PLANNER		24	2	P	2867.24	3373.22	3879.20									EGLE
ASSISTANT PROJECT MANAGER	E	30	2	M	3129.55	3911.94	4694.33									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49	3	M	5004.09	6255.11	7506.13									EGLE
ASSISTANT TO THE CITY MANAGER	E	26	II	M	3915.59	4894.49	5873.39									MISC
ASSOCIATE ENGINEER (CIVIL)		34	3	P	3670.72	4318.49	4966.26									EGLE
ASSOCIATE PLANNER		28	2	P	3165.09	3723.64	4282.19									EGLE
ASST FINANCE & ADM SVCS DIR	E	47	2	M	4763.77	5954.71	7145.65									MISC
BATALLION CHIEF	E	4	VIII	M	5428.62	6785.78	8142.94									FMGR
BUILDING INSPECTOR I		25	3	FL							2845.15	2987.35	3137.01	3294.17	3458.82	SEIU
BUILDING INSPECTOR II		29	3	FL							3140.76	3297.94	3462.56	3635.95	3816.81	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33	2	M	3370.98	4213.72	5056.46									EGLE
BUYER		24	2	FL							2775.17	2913.93	3059.62	3212.60	3373.22	EGLE
CHIEF BLDG OFFICIAL	E	42	3	M	4209.98	5262.47	6314.96									EGLE
CIO/INFORMATION TECHNOLOGY DIR		0		DH				5210.48	7604.24	8364.66						ESMS
CITY ATTORNEY	E	0		DH		9038.63										CA
CITY CLERK	E	0		DH		5295.80										CC
CITY MANAGER	E	0		DH		9991.68										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							2707.94	2843.89	2986.09	3135.78	3291.68	SEIU

City of Mountain View

Salary Plan and Position Listing

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point		Max*	Min	Standard	Max**						
					Min	Control Point										
CODE ENFORCEMENT OFFICER II		27	3	FL							2989.85	3138.26	3295.44	3460.06	3633.45	SEIU
COMM OPERATIONS SUPERVISOR		33	2	P	3616.22	4254.38	4892.54									NPOA
COMMUNICATION COORDINATOR		31	2	P	3408.89	4010.46	4612.03									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				5210.48	7604.24	8364.66						ESMS
COMMUNITY OUTREACH COORD		16	4	P	2353.15	2768.41	3183.67									EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				5210.48	7604.24	8364.66						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							2483.33	2608.40	2737.56	2872.26	3013.82	NPOA
COPY CENTER ASSISTANT		2	5	FL							1611.17	1693.46	1777.02	1865.56	1960.32	EGLE
COPY CENTER TECHNICIAN		10	5	FL							1964.08	2062.59	2166.10	2273.33	2388.08	EGLE
CRIME ANALYST		26	2	P	3012.46	3544.07	4075.68									EGLE
CROSS CONNECTION CONTROL SPEC		18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	5	FL							1735.02	1821.10	1912.14	2008.19	2107.97	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	46	3	M	4646.94	5808.67	6970.40									EGLE
DEPUTY CITY ATTORNEY	E	33	2	M	3370.98	4213.72	5056.46									EGLE
DEPUTY CITY CLERK		22	2	P	2729.45	3211.12	3692.79									EGLE
DEPUTY CITY MANAGER	E	42	2	M	4210.96	5263.70	6316.44									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	5700.06	7125.07	8550.08									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							4459.86	4683.36	4917.38	5163.40	5421.43	MVFF
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	3541.34	4426.68	5312.02									EGLE
DEV SRVCS COORD		33	3	P	3578.27	4209.73	4841.19									SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							1964.08	2062.59	2166.10	2273.33	2388.08	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2167.33	2275.85	2390.56	2509.03	2634.99	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2393.04	2512.77	2638.73	2770.90	2909.34	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	2730.09	3211.87	3693.65									MISC
ECONOMIC DEVELOPMENT MANAGER	E	42	2	M	4209.98	5262.47	6314.96									EGLE
EMERGENCY MEDICAL SRVCS COORD		31	VIII	P	3456.55	4066.53	4676.51									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2275.12	2388.63	2508.36	2634.34	2765.31	SEIU
ENGINEERING ASSISTANT II		20	3	FL							2512.11	2638.09	2770.30	2908.75	3053.45	SEIU
ENGINEERING ASSISTANT III		24	3	FL							2776.55	2914.99	3060.93	3214.36	3374.01	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	2979.24	3504.99	4030.74									SEIU
ENVIRONMENTAL COMP. SPECIALIST		24	3	FL							2776.55	2914.99	3060.93	3214.36	3374.01	SEIU
ENVIRONMENTAL SAFETY COORD.		33	3	P	3578.27	4209.73	4841.19									SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	30	2	M	3129.55	3911.94	4694.33									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
EQUIPMENT MECHANIC I		16	6	FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
EQUIPMENT MECHANIC II		20	6	FL							2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
EQUIPMENT MECHANIC III		24	6	FL							2759.08	2897.52	3042.21	3194.41	3354.06	SEIU
EQUIPMENT SERVICE WORKER		10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
EXECUTIVE ASSISTANT		18	2	P	2473.51	2910.01	3346.51									SEIU
EXECUTIVE ASSISTANT - EAGLE		18	2	P	2472.94	2909.34	3345.74									EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	2729.45	3211.12	3692.79									EGLE

City of Mountain View
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Position	FL- Job SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range	1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit			
					Control Point		Max*								Min	Standard	Max**
					Min	Control Point	Max*										
EXECUTIVE ASST. TO THE CM		22	2	P	2729.45	3211.12	3692.79							EGLE			
FACILITIES CONTRACT COORDINATR		26	2	P	3012.46	3544.07	4075.68							EGLE			
FACILITIES MAINT. SUPERVISOR		19	III	P	3342.11	3931.89	4521.67							EGLE			
FACILITIES MAINTENANCE I		12	6	FL				2051.85	2154.14	2262.66	2374.90	2494.65		SEIU			
FACILITIES MAINTENANCE II		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83		SEIU			
FACILITIES MAINTENANCE III		20	6	FL				2499.63	2624.36	2756.59	2893.78	3038.48		SEIU			
FACILITIES PROJECT MANAGER	E	34	2	M	3454.79	4318.49	5182.19							EGLE			
FINANCE AND ADMIN SVCS DIR	E	0		DH				5210.48	7604.24	8364.66				ESMS			
FIRE CAPTAIN		12	VIII	FL				4452.33	4675.87	4908.37	5154.40	5412.43		MVFF			
FIRE CAPTAIN/HAZ MAT I		14	VIII	FL				4563.62	4792.77	5031.06	5283.22	5547.70		MVFF			
FIRE CAPTAIN/HAZ MAT II		15	VIII	FL				4674.94	4909.66	5153.76	5412.10	5683.02		MVFF			
FIRE CHIEF	E	1		DH				5911.92	8627.15	9489.87				ESPS			
FIRE ENGINEER		6	VIII	FL				3816.36	4006.32	4207.68	4417.66	4639.07		MVFF			
FIRE ENGINEER/HAZ MAT I		8	VIII	FL				3911.74	4106.49	4312.90	4528.09	4755.03		MVFF			
FIRE ENGINEER/HAZ MAT II		9	VIII	FL				4007.18	4206.62	4418.06	4638.52	4871.01		MVFF			
FIRE ENGINEER/PARAMEDIC		11	VIII	FL				4236.26	4449.09	4670.46	4904.72	5150.39		MVFF			
FIRE MARSHAL NON-SAFETY	E	48	VIII	M	4886.87	6108.59	7330.31							EGLE			
FIRE PREVENTION OFFICER I		1	VIII	FL				3380.74	3550.69	3727.81	3913.50	4109.16		MVFF			
FIRE PREVENTION OFFICER II		3	VIII	FL				3547.86	3724.94	3912.07	4106.30	4311.96		MVFF			
FIRE PREVENTION OFFICER III		10	VIII	FL				4124.85	4330.56	4547.66	4774.74	5013.26		MVFF			
FIRE PROTECTION ENGINEER	E	41	3	M	4107.30	5134.12	6160.94							EGLE			
FIREFIGHTER		2	VIII	FL				3477.85	3652.10	3834.92	4026.32	4227.71		MVFF			
FIREFIGHTER/HAZ MAT I		4	VIII	FL				3564.81	3743.39	3930.80	4126.97	4333.38		MVFF			
FIREFIGHTER/HAZ MAT II		5	VIII	FL				3651.75	3834.70	4026.67	4227.61	4439.09		MVFF			
FIREFIGHTER/MEDIC/HAZMAT I		7	VIII	FL				3955.68	4153.34	4361.20	4579.36	4807.74		MVFF			
FIREFIGHTER/MEDIC/HAZMAT II		7	VIII	FL				4052.16	4254.63	4467.56	4691.06	4925.01		MVFF			
FIREFIGHTER/PARAMEDIC		7	VIII	FL				3859.22	4052.03	4254.83	4467.68	4690.48		MVFF			
FLEET AND FACILITIES MANAGER	E	25	III	M	3910.69	4888.36	5866.03							EGLE			
HAZARDOUS MAT SPEC NON SAFETY		38	VIII	P	4075.62	4794.85	5514.08							EGLE			
HAZARDOUS MATERIALS SPECIALIST		1	VIII	P	4274.49	5028.81	5783.13							FMGR			
HEAVY EQUIPMENT OPERATOR		17	6	FL				2321.28	2437.27	2559.50	2687.98	2821.45		SEIU			
HEAVY EQUIPMENT SPECIALIST		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86		SEIU			
HUMAN RESOURCES ANALYST I		22	2	P	2730.09	3211.87	3693.65							MISC			
HUMAN RESOURCES ANALYST II		26	2	P	3013.16	3544.89	4076.62							MISC			
HUMAN RESOURCES MANAGER	E	41	2	M	4107.58	5134.48	6161.38							MISC			
HUMAN RESOURCES TECHNICIAN		20	2	P	2598.60	3057.18	3515.76							MISC			
HVAC TECHNICIAN		24	6	FL				2759.08	2897.52	3042.21	3194.41	3354.06		SEIU			
INFORMATION TECHNOLOGY MANAGER	E	41	2	M	4107.30	5134.12	6160.94							EGLE			
IT ANALYST I		26	2	P	3013.16	3544.89	4076.62							EGLE			
IT ANALYST II	E	30	2	M	3130.29	3912.86	4695.43							EGLE			
IT DESKTOP TECHNICIAN I		12	2	P	2132.16	2508.42	2884.68							EGLE			

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point		Max*	Min	Standard	Max**						
					Min	Control Point	Max*	Min	Standard	Max**						
IT DESKTOP TECHNICIAN II		16	2	P	2353.70	2769.06	3184.42								EGLE	
IT OPERATIONS MANAGER	E	39	2	M	3909.60	4887.00	5864.40								EGLE	
JUNIOR ENGINEER (CIVIL)		26	3	P	3012.46	3544.07	4075.68								EGLE	
LEAD POLICE RECORDS SPECIALIST		3	V	FL				2722.47	2857.14	3000.06	3148.49	3306.51			NPOA	
LEAD PUBLIC SAFETY DISPATCHER		18	II	P	3394.14	3993.11	4592.08								SEIU	
LEGAL SECRETARY		18	2	P	2472.94	2909.34	3345.74								EGLE	
LIBRARIAN I		15	4	P	2295.91	2701.07	3106.23								EGLE	
LIBRARIAN II		19	4	P	2534.40	2981.65	3428.90								EGLE	
LIBRARY ASSISTANT I		6	4	FL				1779.52	1868.05	1961.58	2060.09	2163.59			EGLE	
LIBRARY ASSISTANT II		10	4	FL				1964.08	2062.59	2166.10	2273.33	2388.08			EGLE	
LIBRARY ASSISTANT III		14	4	FL				2168.58	2277.08	2390.56	2511.53	2634.99			EGLE	
LIBRARY CUSTOMER SERVICE SUPERVISOR		22	4	P	2729.45	3211.12	3692.79								EGLE	
LIBRARY SERVICES DIRECTOR	E	0		DH				5210.48	7604.24	8364.66					ESMS	
LIBRARY SERVICES MANAGER	E	35	4	M	3541.34	4426.68	5312.02								EGLE	
METER SERVICE WORKER I		11	6	FL				2001.94	2101.73	2206.52	2317.51	2433.53			SEIU	
METER SERVICE WORKER II		15	6	FL				2209.00	2320.03	2436.02	2558.26	2685.49			SEIU	
METER SERVICE WORKER III		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86			SEIU	
MOBILITY COORDINATOR	E	30	2	M	3129.55	3911.94	4694.33								EGLE	
OFFICE ASSISTANT I		2	5	FL				1611.55	1693.85	1777.44	1866.00	1960.79			SEIU	
OFFICE ASSISTANT I - CONF		2	5	FL				1611.55	1693.85	1777.44	1866.00	1960.79			MISC	
OFFICE ASSISTANT II		6	5	FL				1778.69	1869.73	1962.04	2060.56	2162.86			SEIU	
OFFICE ASSISTANT II-CONF		6	5	FL				1778.69	1869.73	1962.04	2060.56	2162.86			MISC	
OFFICE ASSISTANT III		10	5	FL				1964.54	2063.07	2166.60	2273.87	2388.63			SEIU	
OFFICE ASSISTANT III - CONF		10	5	FL				1964.54	2063.07	2166.60	2273.87	2388.63			MISC	
OFFICE OF EMER SVCS COORD.		40	VIII	P	4270.57	5024.20	5777.83								EGLE	
PARKS MAINTENANCE WORKER I		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64			SEIU	
PARKS MAINTENANCE WORKER II		14	6	FL				2155.37	2263.90	2376.15	2495.89	2620.62			SEIU	
PARKS MAINTENANCE WORKER III		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55			SEIU	
PARKS MANAGER	E	26	III	M	4056.34	5070.43	6084.52								EGLE	
PARKS SECTION MANAGER	E	22	III	M	3507.66	4384.57	5261.48								EGLE	
PARKS SUPERVISOR		19	III	P	3342.11	3931.89	4521.67								EGLE	
PERFORMING ARTS ASSISTANT		11	4	FL				2013.96	2113.73	2219.71	2330.69	2447.94			EGLE	
PERFORMING ARTS COORDINATOR		20	4	P	2598.01	3056.48	3514.95								EGLE	
PERFORMING ARTS MANAGER	E	38	2	M	3813.94	4767.42	5720.90								EGLE	
PERFORMING ARTS SUPERVISOR	E	26	4	M	2835.26	3544.07	4252.88								EGLE	
PERMIT TECHNICIAN		17	3	FL				2332.50	2449.74	2571.98	2700.46	2835.16			SEIU	
PLAN CHECK ENGINEER	E	34	2	M	3454.79	4318.49	5182.19								EGLE	
POLICE ASSISTANT III-UNIFORMED		10	5	FL				2004.40	2103.85	2208.37	2316.64	2432.50			NPOA	
POLICE ASSISTANT II-UNIFORMED		6	5	FL				1816.80	1908.72	2001.88	2101.35	2204.60			NPOA	
POLICE ASSISTANT I-UNIFORMED		2	5	FL				1648.10	1731.17	1815.55	1904.93	2000.61			NPOA	
POLICE CAPTAIN	E	2	VII	M	5895.91	7369.89	8843.87								PMGR	

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Position	BI-WEEKLY SALARY															
	FL- Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.	
	SA	Grd	Fam	Plan	Min	Control Point	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
POLICE CHIEF	E	1		DH				5911.92	8627.15	9489.87						ESPS
POLICE LIEUTENANT	E	1	VII	M	5127.12	6408.90	7690.68									PMGR
POLICE OFFICER		1	VII	FL							3559.46	3735.94	3924.14	4118.18	4322.42	POA
POLICE OFFICER - TRAINEE		5	V	FL							3389.96					NPOA
POLICE RECORDS SPECIALIST		1	V	FL							2433.88	2553.41	2681.23	2813.17	2953.36	NPOA
POLICE RECORDS SUPERVISOR		26	2	P	3059.69	3599.63	4139.57									NPOA
POLICE SERGEANT		3	VII	FL							4320.95	4535.39	4761.52	4999.30	5247.30	POA
POLICE SUPPORT SVCS MANAGER	E	42	2	M	4259.50	5324.38	6389.26									PMGR
POSTCLOSURE ENV SYSTEMS SPEC		26	6	FL							2898.78	3044.71	3196.89	3356.53	3523.69	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
POSTCLOSURE SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
PRINCIPAL CIVIL ENGINEER	E	42	3	M	4209.98	5262.47	6314.96									EGLE
PRINCIPAL FINANCIAL ANALYST	E	34	2	M	3455.59	4319.49	5183.39									MISC
PRINCIPAL IT ANALYST	E	37	2	M	3720.15	4650.19	5580.23									EGLE
PRINCIPAL PLANNER	E	39	2	M	3908.70	4885.87	5863.04									EGLE
PROGRAM ASSISTANT		16	5	FL							2277.61	2392.37	2512.11	2638.09	2769.06	SEIU
PROJECT MANAGER	E	34	2	M	3454.79	4318.49	5182.19									EGLE
PROPERTY & EVIDENCE SPECIALIST		2	V	P	2689.82	3164.49	3639.16									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	2939.31	3458.01	3976.71									EGLE
PUBLIC SAFETY DISPATCHER I		12	II	FL							2641.52	2772.91	2912.38	3057.18	3210.05	SEIU
PUBLIC SAFETY DISPATCHER II		15	II	FL							2945.90	3093.38	3247.59	3409.84	3580.13	SEIU
PUBLIC SAFETY DISPATCHER III		16	III	FL							3239.92	3401.91	3572.01	3750.61	3938.14	SEIU
PUBLIC SAFETY SOC MEDIA/COMM COORD		33	2	P	3581.66	4213.72	4845.78									EGLE
PUBLIC WORKS DIRECTOR	E	0		DH				5210.48	7604.24	8364.66						ESMS
PUBLIC WORKS INSPECTOR I		25	3	FL							2845.15	2987.35	3137.01	3294.17	3458.82	SEIU
PUBLIC WORKS INSPECTOR II		29	3	FL							3140.76	3297.94	3462.56	3635.95	3816.81	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2	M	4107.30	5134.12	6160.94									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3	M	3630.35	4537.94	5445.53									EGLE
RECREATION COORDINATOR		16	4	P	2353.15	2768.41	3183.67									EGLE
RECREATION LEADER II		2	IV	FL							1305.65	1370.50	1439.07	1511.42	1586.22	EGLE
RECREATION MANAGER	E	40	2	M	4006.46	5008.08	6009.70									EGLE
RECREATION SPECIALIST		7	IV	FL							1666.04	1749.59	1836.88	1927.92	2025.19	EGLE
RECREATION SUPERVISOR	E	26	4	M	2835.26	3544.07	4252.88									EGLE
RISK MANAGER	E	38	2	M	3813.94	4767.42	5720.90									EGLE
SAFETY & TRAINING ADMINISTRATR		19	III	P	3342.11	3931.89	4521.67									EGLE
SECRETARY		15	5	FL							2222.73	2334.98	2450.99	2573.24	2701.70	SEIU
SECRETARY - EAGLE		15	5	FL							2222.22	2334.45	2450.43	2572.62	2701.07	EGLE
SENIOR ACCOUNTANT	E	30	2	M	3130.29	3912.86	4695.43									MISC
SENIOR ADMINISTRATIVE ANALYST	E	30	2	M	3129.55	3911.94	4694.33									EGLE
SENIOR ADMINISTRATIVE ANL-CONF	E	30	2	M	3130.29	3912.86	4695.43									MISC
SENIOR ASSISTANT CITY ATTORNEY	E	47	2	M	4762.66	5953.32	7143.98									EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range	1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point									
					Min	Control Point	Max*							
SENIOR BUILDING INSPECTOR		33	3	P	3578.27	4209.73	4841.19							SEIU
SENIOR CIVIL ENGINEER	E	38	3	M	3813.94	4767.42	5720.90							EGLE
SENIOR CODE ENF OFFICER		29	3	P	3244.29	3816.81	4389.33							SEIU
SENIOR DEPUTY CITY ATTORNEY	E	37	2	M	3720.15	4650.19	5580.23							EGLE
SENIOR HUMAN RESOURCES ANALYST	E	30	2	M	3130.29	3912.86	4695.43							MISC
SENIOR IT ANALYST	E	34	2	M	3455.59	4319.49	5183.39							EGLE
SENIOR IT DESKTOP TECHNICIAN		20	2	P	2598.60	3057.18	3515.76							EGLE
SENIOR PLANNER	E	32	2	M	3288.18	4110.22	4932.26							EGLE
SENIOR PROJECT MANAGER	E	38	2	M	3813.94	4767.42	5720.90							EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	3	P	3578.27	4209.73	4841.19							SEIU
SENIOR RECREATION COORDINATOR		20	4	P	2598.01	3056.48	3514.95							EGLE
SENIOR STAGEHAND		3	4	FL				1652.33	1734.63	1821.91	1912.95	2008.97		EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	3720.15	4650.19	5580.23							EGLE
SENIOR TICKET SERVICES REP		1	4	FL				1572.51	1651.06	1734.63	1820.67	1911.70		EGLE
SENIOR UTILITIES SYS TECH.		22	6	FL				2626.86	2757.85	2896.28	3040.98	3193.15		SEIU
SENIOR WATER SYSTEM OPERATOR		25	6	FL				2828.05	2969.96	3118.26	3274.26	3437.90		SEIU
SOLID WASTE PROGRAM MANAGER	E	25	II	M	3775.02	4718.78	5662.54							EGLE
SR POSTCLOSURE ENV SYS TECH		22	6	FL				2626.86	2757.85	2896.28	3040.98	3193.15		SEIU
STREET & LANDFILL CLOSURE MNGR	E	26	III	M	4056.34	5070.43	6084.52							EGLE
STREET LIGHTING TECHNICIAN		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55		SEIU
STREET MAINTENANCE WORKER I		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64		SEIU
STREET MAINTENANCE WORKER II		14	6	FL				2155.37	2263.90	2376.15	2495.89	2620.62		SEIU
STREET MAINTENANCE WORKER III		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55		SEIU
STREET SUPERVISOR		19	III	P	3342.11	3931.89	4521.67							EGLE
STREETS TECHNICIAN		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64		SEIU
STREETSWEEPER OPERATOR		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83		SEIU
SUPERVISING BUYER		28	2	P	3165.09	3723.64	4282.19							EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	II	P	2500.50	2941.76	3383.02							EGLE
SYSTEMS SPECIALIST		28	2	P	3165.09	3723.64	4282.19							EGLE
TRAFFIC ENGINEER	E	43	3	M	4314.73	5393.41	6472.09							EGLE
TRAINING OFFICER I		1	VIII	FL				3380.74	3550.69	3727.81	3913.50	4109.16		MVFF
TRANSPORTATION PLANNER	E	38	3	M	3813.94	4767.42	5720.90							EGLE
TRANSPORTATION/BUSINESS MGR	E	46	2	M	4646.94	5808.67	6970.40							EGLE
TREE SUPERVISOR/ARBORIST		20	III	P	3465.07	4076.55	4688.03							EGLE
TREE TRIMMER I		12	6	FL				2051.85	2154.14	2262.66	2374.90	2494.65		SEIU
TREE TRIMMER II		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83		SEIU
TREE TRIMMER III		20	6	FL				2499.63	2624.36	2756.59	2893.78	3038.48		SEIU
UTILITIES ELECTRICIAN		26	6	FL				2898.78	3044.71	3196.89	3356.53	3523.69		SEIU
UTILITIES INSPECTOR LOCATOR		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86		SEIU
UTILITIES SERVICES MANAGER	E	26	III	M	4056.34	5070.43	6084.52							EGLE
UTILITIES SYSTEMS SPECIALIST		26	6	FL				2898.78	3044.71	3196.89	3356.53	3523.69		SEIU

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Position	BI-WEEKLY SALARY												Barg. Unit				
	FL- SA	Job Grd	Job Fam	Sal Plan	Control Point			Dept. Head Salary Range			1st Step	2nd Step		3rd Step	4th Step	5th Step	
					Min	Control Point	Max*	Min	Standard	Max**							
UTILITIES SYSTEMS SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE	
UTILITIES SYSTEMS TECHNICIAN		18	6	FL								2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
VOLUNTEER COORDINATOR		20	4	P	2598.01	3056.48	3514.95										EGLE
WAREHOUSE WORKER		10	6	FL								1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
WASTEWATER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67										EGLE
WASTEWATER UTILITY WORKER I		10	6	FL								1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
WASTEWATER UTILITY WORKER II		14	6	FL								2155.37	2263.90	2376.15	2495.89	2620.62	SEIU
WASTEWATER UTILITY WORKER III		18	6	FL								2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
WATER CONSERVATION COORD	E	30	2	M	3129.55	3911.94	4694.33										EGLE
WATER ENVIRONMENT SPECIALIST		14	III	P	2979.24	3504.99	4030.74										SEIU
WATER METER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67										EGLE
WATER QUALITY TECHNICIAN		25	6	FL								2828.05	2969.96	3118.26	3274.26	3437.90	SEIU
WATER RESOURCES TECHNICIAN		19	6	FL								2438.51	2560.76	2689.23	2823.95	2964.86	SEIU
WATER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67										EGLE
WATER SYSTEM OPERATOR		21	6	FL								2562.12	2689.97	2825.50	2966.13	3114.44	SEIU
WATER UTILITY WORKER I		12	6	FL								2051.85	2154.14	2262.66	2374.90	2494.65	SEIU
WATER UTILITY WORKER II		16	6	FL								2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
WATER UTILITY WORKER III		20	6	FL								2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
WILDLIFE PRESERVATION COORD		16	4	P	2353.15	2768.41	3183.67										EGLE
YOUTH RESOURCES MANAGER	E	33	2	M	3370.98	4213.72	5056.46										EGLE
ZONING ADMINISTRATOR	E	39	2	M	3908.70	4885.87	5863.04										EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

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Position	BI-WEEKLY SALARY															
	FL- Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.	
	SA	Grd	Fam	Plan	Min	Control Point	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
ACCOUNT CLERK I		7	5	FL							1824.84	1914.64	2011.94	2111.72	2217.75	SEIU
ACCOUNT CLERK I - CONF		7	5	FL							1824.84	1914.64	2011.94	2111.72	2217.75	MISC
ACCOUNT CLERK II		11	5	FL							2011.94	2112.97	2220.22	2331.23	2447.25	SEIU
ACCOUNT CLERK II-CONF.		11	5	FL							2011.94	2112.97	2220.22	2331.23	2447.25	MISC
ACCOUNTANT I		22	2	P	2729.45	3211.12	3692.79									EGLE
ACCOUNTANT I-CONFIDENTIAL		22	2	P	2730.09	3211.87	3693.65									MISC
ACCOUNTANT II		26	2	P	3012.46	3544.07	4075.68									EGLE
ACCOUNTANT II-CONFIDENTIAL		26	2	P	3013.16	3544.89	4076.62									MISC
ACCOUNTING MANAGER	E	37	2	M	3721.02	4651.27	5581.52									MISC
ACCOUNTING TECHNICIAN		15	2	FL							2222.73	2334.98	2450.99	2573.24	2701.70	SEIU
ACCOUNTING TECHNICIAN - CONF.		15	2	FL							2222.73	2334.98	2450.99	2573.24	2701.70	MISC
ADMIN & NEIGH. SVCS. MANAGER	E	42	2	M	4209.98	5262.47	6314.96									EGLE
ADMINISTRATIVE AIDE		18	2	P	2472.94	2909.34	3345.74									EGLE
ADMINISTRATIVE ANALYST I		22	2	P	2729.45	3211.12	3692.79									EGLE
ADMINISTRATIVE ANALYST I-CONF		22	2	P	2730.09	3211.87	3693.65									MISC
ADMINISTRATIVE ANALYST II		26	2	P	3012.46	3544.07	4075.68									EGLE
ADMINISTRATIVE ANALYST II-CONF		26	2	P	3013.16	3544.89	4076.62									MISC
ASSISTANT BUILDING INSPECTOR		23	3	FL							2707.94	2843.89	2986.09	3135.78	3291.68	SEIU
ASSISTANT BUYER		20	2	FL							2514.01	2639.96	2772.15	2910.58	3056.48	EGLE
ASSISTANT CDD/PLANNING MGR	E	46	2	M	4646.94	5808.67	6970.40									EGLE
ASSISTANT CITY ATTORNEY	E	43	2	M	4314.73	5393.41	6472.09									EGLE
ASSISTANT CITY MANAGER	E	0		DH				5210.48	7604.24	8364.66						ESMS
ASSISTANT ENGINEER (CIVIL)		30	3	P	3325.15	3911.94	4498.73									EGLE
ASSISTANT PLANNER		24	2	P	2867.24	3373.22	3879.20									EGLE
ASSISTANT PROJECT MANAGER	E	30	2	M	3129.55	3911.94	4694.33									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49	3	M	5004.09	6255.11	7506.13									EGLE
ASSISTANT TO THE CITY MANAGER	E	26	II	M	3915.59	4894.49	5873.39									MISC
ASSOCIATE ENGINEER (CIVIL)		34	3	P	3670.72	4318.49	4966.26									EGLE
ASSOCIATE PLANNER		28	2	P	3165.09	3723.64	4282.19									EGLE
ASST FINANCE & ADM SVCS DIR	E	47	2	M	4763.77	5954.71	7145.65									MISC
BATALLION CHIEF	E	4	VIII	M	5428.62	6785.78	8142.94									FMGR
BUILDING INSPECTOR I		25	3	FL							2845.15	2987.35	3137.01	3294.17	3458.82	SEIU
BUILDING INSPECTOR II		29	3	FL							3140.76	3297.94	3462.56	3635.95	3816.81	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33	2	M	3370.98	4213.72	5056.46									EGLE
BUYER		24	2	FL							2775.17	2913.93	3059.62	3212.60	3373.22	EGLE
CHIEF BLDG OFFICIAL	E	42	3	M	4209.98	5262.47	6314.96									EGLE
CIO/INFORMATION TECHNOLOGY DIR		0		DH				5210.48	7604.24	8364.66						ESMS
CITY ATTORNEY	E	0		DH		8687.65										CA
CITY CLERK	E	0		DH		5090.16										CC
CITY MANAGER	E	0		DH		9603.69										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							2707.94	2843.89	2986.09	3135.78	3291.68	SEIU

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range					Barg. Unit			
					Control Point			1st Step	2nd Step	3rd Step	4th Step	5th Step				
					Min	Control Point	Max*							Min	Standard	Max**
CODE ENFORCEMENT OFFICER II		27	3	FL							2989.85	3138.26	3295.44	3460.06	3633.45	SEIU
COMM OPERATIONS SUPERVISOR		33	2	P	3616.22	4254.38	4892.54									NPOA
COMMUNICATION COORDINATOR		31	2	P	3408.89	4010.46	4612.03									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				5210.48	7604.24	8364.66						ESMS
COMMUNITY OUTREACH COORD		16	4	P	2353.15	2768.41	3183.67									EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				5210.48	7604.24	8364.66						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							2483.33	2608.40	2737.56	2872.26	3013.82	NPOA
COPY CENTER ASSISTANT		2	5	FL							1611.17	1693.46	1777.02	1865.56	1960.32	EGLE
COPY CENTER TECHNICIAN		10	5	FL							1964.08	2062.59	2166.10	2273.33	2388.08	EGLE
CRIME ANALYST		26	2	P	3012.46	3544.07	4075.68									EGLE
CROSS CONNECTION CONTROL SPEC		18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	5	FL							1735.02	1821.10	1912.14	2008.19	2107.97	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	46	3	M	4646.94	5808.67	6970.40									EGLE
DEPUTY CITY ATTORNEY	E	33	2	M	3370.98	4213.72	5056.46									EGLE
DEPUTY CITY CLERK		22	2	P	2729.45	3211.12	3692.79									EGLE
DEPUTY CITY MANAGER	E	42	2	M	4210.96	5263.70	6316.44									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	5700.06	7125.07	8550.08									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							4459.86	4683.36	4917.38	5163.40	5421.43	MVFF
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	3541.34	4426.68	5312.02									EGLE
DEV SRVCS COORD		33	3	P	3578.27	4209.73	4841.19									SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							1964.08	2062.59	2166.10	2273.33	2388.08	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2167.33	2275.85	2390.56	2509.03	2634.99	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2393.04	2512.77	2638.73	2770.90	2909.34	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	2730.09	3211.87	3693.65									MISC
ECONOMIC DEVELOPMENT MANAGER	E	42	2	M	4209.98	5262.47	6314.96									EGLE
EMERGENCY MEDICAL SRVCS COORD		31	VIII	P	3456.55	4066.53	4676.51									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2275.12	2388.63	2508.36	2634.34	2765.31	SEIU
ENGINEERING ASSISTANT II		20	3	FL							2512.11	2638.09	2770.30	2908.75	3053.45	SEIU
ENGINEERING ASSISTANT III		24	3	FL							2776.55	2914.99	3060.93	3214.36	3374.01	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	2979.24	3504.99	4030.74									SEIU
ENVIRONMENTAL COMP. SPECIALIST		24	3	FL							2776.55	2914.99	3060.93	3214.36	3374.01	SEIU
ENVIRONMENTAL SAFETY COORD.		33	3	P	3578.27	4209.73	4841.19									SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	30	2	M	3129.55	3911.94	4694.33									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
EQUIPMENT MECHANIC I		16	6	FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
EQUIPMENT MECHANIC II		20	6	FL							2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
EQUIPMENT MECHANIC III		24	6	FL							2759.08	2897.52	3042.21	3194.41	3354.06	SEIU
EQUIPMENT SERVICE WORKER		10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
EXECUTIVE ASSISTANT		18	2	P	2473.51	2910.01	3346.51									SEIU
EXECUTIVE ASSISTANT - EAGLE		18	2	P	2472.94	2909.34	3345.74									EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	2729.45	3211.12	3692.79									EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point		Dept. Head Salary Range						
					Min	Control Point	Max*						
EXECUTIVE ASST. TO THE CM		22	2	P	2729.45	3211.12	3692.79						EGLE
FACILITIES CONTRACT COORDINATR		26	2	P	3012.46	3544.07	4075.68						EGLE
FACILITIES MAINT. SUPERVISOR		19	III	P	3342.11	3931.89	4521.67						EGLE
FACILITIES MAINTENANCE I		12	6	FL				2051.85	2154.14	2262.66	2374.90	2494.65	SEIU
FACILITIES MAINTENANCE II		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
FACILITIES MAINTENANCE III		20	6	FL				2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
FACILITIES PROJECT MANAGER	E	34	2	M	3454.79	4318.49	5182.19						EGLE
FINANCE AND ADMIN SVCS DIR	E	0		DH				5210.48	7604.24	8364.66			ESMS
FIRE CAPTAIN		12	VIII	FL				4452.33	4675.87	4908.37	5154.40	5412.43	MVFF
FIRE CAPTAIN/HAZ MAT I		14	VIII	FL				4563.62	4792.77	5031.06	5283.22	5547.70	MVFF
FIRE CAPTAIN/HAZ MAT II		15	VIII	FL				4674.94	4909.66	5153.76	5412.10	5683.02	MVFF
FIRE CHIEF	E	1		DH				5911.92	8627.15	9489.87			ESPS
FIRE ENGINEER		6	VIII	FL				3816.36	4006.32	4207.68	4417.66	4639.07	MVFF
FIRE ENGINEER/HAZ MAT I		8	VIII	FL				3911.74	4106.49	4312.90	4528.09	4755.03	MVFF
FIRE ENGINEER/HAZ MAT II		9	VIII	FL				4007.18	4206.62	4418.06	4638.52	4871.01	MVFF
FIRE ENGINEER/PARAMEDIC		11	VIII	FL				4236.26	4449.09	4670.46	4904.72	5150.39	MVFF
FIRE MARSHAL NON-SAFETY	E	48	VIII	M	4886.87	6108.59	7330.31						EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL				3380.74	3550.69	3727.81	3913.50	4109.16	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL				3547.86	3724.94	3912.07	4106.30	4311.96	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL				4124.85	4330.56	4547.66	4774.74	5013.26	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	4107.30	5134.12	6160.94						EGLE
FIREFIGHTER		2	VIII	FL				3477.85	3652.10	3834.92	4026.32	4227.71	MVFF
FIREFIGHTER/HAZ MAT I		4	VIII	FL				3564.81	3743.39	3930.80	4126.97	4333.38	MVFF
FIREFIGHTER/HAZ MAT II		5	VIII	FL				3651.75	3834.70	4026.67	4227.61	4439.09	MVFF
FIREFIGHTER/MEDIC/HAZMAT I		7	VIII	FL				3955.68	4153.34	4361.20	4579.36	4807.74	MVFF
FIREFIGHTER/MEDIC/HAZMAT II		7	VIII	FL				4052.16	4254.63	4467.56	4691.06	4925.01	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL				3859.22	4052.03	4254.83	4467.68	4690.48	MVFF
FLEET AND FACILITIES MANAGER	E	25	III	M	3910.69	4888.36	5866.03						EGLE
HAZARDOUS MAT SPEC NON SAFETY		38	VIII	P	4075.62	4794.85	5514.08						EGLE
HAZARDOUS MATERIALS SPECIALIST		1	VIII	P	4274.49	5028.81	5783.13						FMGR
HEAVY EQUIPMENT OPERATOR		17	6	FL				2321.28	2437.27	2559.50	2687.98	2821.45	SEIU
HEAVY EQUIPMENT SPECIALIST		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86	SEIU
HUMAN RESOURCES ANALYST I		22	2	P	2730.09	3211.87	3693.65						MISC
HUMAN RESOURCES ANALYST II		26	2	P	3013.16	3544.89	4076.62						MISC
HUMAN RESOURCES MANAGER	E	41	2	M	4107.58	5134.48	6161.38						MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	2598.60	3057.18	3515.76						MISC
HVAC TECHNICIAN		24	6	FL				2759.08	2897.52	3042.21	3194.41	3354.06	SEIU
INFORMATION TECHNOLOGY MANAGER	E	41	2	M	4107.30	5134.12	6160.94						EGLE
IT ANALYST I		26	2	P	3013.16	3544.89	4076.62						EGLE
IT ANALYST II	E	30	2	M	3130.29	3912.86	4695.43						EGLE
IT DESKTOP TECHNICIAN I		12	2	P	2132.16	2508.42	2884.68						EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point		Max*	Min	Standard	Max**						
					Min	Control Point										
IT DESKTOP TECHNICIAN II		16	2	P	2353.70	2769.06	3184.42								EGLE	
IT OPERATIONS MANAGER	E	39	2	M	3909.60	4887.00	5864.40								EGLE	
JUNIOR ENGINEER (CIVIL)		26	3	P	3012.46	3544.07	4075.68								EGLE	
LEAD POLICE RECORDS SPECIALIST		3	V	FL				2722.47	2857.14	3000.06	3148.49	3306.51			NPOA	
LEAD PUBLIC SAFETY DISPATCHER		18	II	P	3394.14	3993.11	4592.08								SEIU	
LEGAL SECRETARY		18	2	P	2472.94	2909.34	3345.74								EGLE	
LIBRARIAN I		15	4	P	2295.91	2701.07	3106.23								EGLE	
LIBRARIAN II		19	4	P	2534.40	2981.65	3428.90								EGLE	
LIBRARY ASSISTANT I		6	4	FL				1779.52	1868.05	1961.58	2060.09	2163.59			EGLE	
LIBRARY ASSISTANT II		10	4	FL				1964.08	2062.59	2166.10	2273.33	2388.08			EGLE	
LIBRARY ASSISTANT III		14	4	FL				2168.58	2277.08	2390.56	2511.53	2634.99			EGLE	
LIBRARY CUSTOMER SERVICE SUPERVISOR		22	4	P	2729.45	3211.12	3692.79								EGLE	
LIBRARY SERVICES DIRECTOR	E	0		DH				5210.48	7604.24	8364.66					ESMS	
LIBRARY SERVICES MANAGER	E	35	4	M	3541.34	4426.68	5312.02								EGLE	
METER SERVICE WORKER I		11	6	FL				2001.94	2101.73	2206.52	2317.51	2433.53			SEIU	
METER SERVICE WORKER II		15	6	FL				2209.00	2320.03	2436.02	2558.26	2685.49			SEIU	
METER SERVICE WORKER III		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86			SEIU	
MOBILITY COORDINATOR	E	30	2	M	3129.55	3911.94	4694.33								EGLE	
OFFICE ASSISTANT I		2	5	FL				1611.55	1693.85	1777.44	1866.00	1960.79			SEIU	
OFFICE ASSISTANT I - CONF		2	5	FL				1611.55	1693.85	1777.44	1866.00	1960.79			MISC	
OFFICE ASSISTANT II		6	5	FL				1778.69	1869.73	1962.04	2060.56	2162.86			SEIU	
OFFICE ASSISTANT II-CONF		6	5	FL				1778.69	1869.73	1962.04	2060.56	2162.86			MISC	
OFFICE ASSISTANT III		10	5	FL				1964.54	2063.07	2166.60	2273.87	2388.63			SEIU	
OFFICE ASSISTANT III - CONF		10	5	FL				1964.54	2063.07	2166.60	2273.87	2388.63			MISC	
OFFICE OF EMER SVCS COORD.		40	VIII	P	4270.57	5024.20	5777.83								EGLE	
PARKS MAINTENANCE WORKER I		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64			SEIU	
PARKS MAINTENANCE WORKER II		14	6	FL				2155.37	2263.90	2376.15	2495.89	2620.62			SEIU	
PARKS MAINTENANCE WORKER III		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55			SEIU	
PARKS MANAGER	E	26	III	M	4056.34	5070.43	6084.52								EGLE	
PARKS SECTION MANAGER	E	22	III	M	3507.66	4384.57	5261.48								EGLE	
PARKS SUPERVISOR		19	III	P	3342.11	3931.89	4521.67								EGLE	
PERFORMING ARTS ASSISTANT		11	4	FL				2013.96	2113.73	2219.71	2330.69	2447.94			EGLE	
PERFORMING ARTS COORDINATOR		20	4	P	2598.01	3056.48	3514.95								EGLE	
PERFORMING ARTS MANAGER	E	38	2	M	3813.94	4767.42	5720.90								EGLE	
PERFORMING ARTS SUPERVISOR	E	26	4	M	2835.26	3544.07	4252.88								EGLE	
PERMIT TECHNICIAN		17	3	FL				2332.50	2449.74	2571.98	2700.46	2835.16			SEIU	
PLAN CHECK ENGINEER	E	34	2	M	3454.79	4318.49	5182.19								EGLE	
POLICE ASSISTANT III-UNIFORMED		10	5	FL				2004.40	2103.85	2208.37	2316.64	2432.50			NPOA	
POLICE ASSISTANT II-UNIFORMED		6	5	FL				1816.80	1908.72	2001.88	2101.35	2204.60			NPOA	
POLICE ASSISTANT I-UNIFORMED		2	5	FL				1648.10	1731.17	1815.55	1904.93	2000.61			NPOA	
POLICE CAPTAIN	E	2	VII	M	5895.91	7369.89	8843.87								PMGR	

City of Mountain View

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Min	Standard Max**	1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point		Dept. Head Salary Range								
					Min	Control Point	Max*								
POLICE CHIEF	E	1	DH				5911.92	8627.15	9489.87						ESPS
POLICE LIEUTENANT	E	1	VII M	5127.12	6408.90	7690.68									PMGR
POLICE OFFICER		1	VII FL							3559.46	3735.94	3924.14	4118.18	4322.42	POA
POLICE OFFICER - TRAINEE		5	V FL							3389.96					NPOA
POLICE RECORDS SPECIALIST		1	V FL							2433.88	2553.41	2681.23	2813.17	2953.36	NPOA
POLICE RECORDS SUPERVISOR		26	2 P	3059.69	3599.63	4139.57									NPOA
POLICE SERGEANT		3	VII FL							4320.95	4535.39	4761.52	4999.30	5247.30	POA
POLICE SUPPORT SVCS MANAGER	E	42	2 M	4259.50	5324.38	6389.26									PMGR
POSTCLOSURE ENV SYSTEMS SPEC		26	6 FL							2898.78	3044.71	3196.89	3356.53	3523.69	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	6 FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
POSTCLOSURE SUPERVISOR		19	III P	3342.11	3931.89	4521.67									EGLE
PRINCIPAL CIVIL ENGINEER	E	42	3 M	4209.98	5262.47	6314.96									EGLE
PRINCIPAL FINANCIAL ANALYST	E	34	2 M	3455.59	4319.49	5183.39									MISC
PRINCIPAL IT ANALYST	E	37	2 M	3720.15	4650.19	5580.23									EGLE
PRINCIPAL PLANNER	E	39	2 M	3908.70	4885.87	5863.04									EGLE
PROGRAM ASSISTANT		16	5 FL							2277.61	2392.37	2512.11	2638.09	2769.06	SEIU
PROJECT MANAGER	E	34	2 M	3454.79	4318.49	5182.19									EGLE
PROPERTY & EVIDENCE SPECIALIST		2	V P	2689.82	3164.49	3639.16									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2 P	2939.31	3458.01	3976.71									EGLE
PUBLIC SAFETY DISPATCHER I		12	II FL							2641.52	2772.91	2912.38	3057.18	3210.05	SEIU
PUBLIC SAFETY DISPATCHER II		15	II FL							2945.90	3093.38	3247.59	3409.84	3580.13	SEIU
PUBLIC SAFETY DISPATCHER III		16	III FL							3239.92	3401.91	3572.01	3750.61	3938.14	SEIU
PUBLIC SAFETY SOC MEDIA/COMM COORD		33	2 P	3581.66	4213.72	4845.78									EGLE
PUBLIC WORKS DIRECTOR	E	0	DH				5210.48	7604.24	8364.66						ESMS
PUBLIC WORKS INSPECTOR I		25	3 FL							2845.15	2987.35	3137.01	3294.17	3458.82	SEIU
PUBLIC WORKS INSPECTOR II		29	3 FL							3140.76	3297.94	3462.56	3635.95	3816.81	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2 M	4107.30	5134.12	6160.94									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3 M	3630.35	4537.94	5445.53									EGLE
RECREATION COORDINATOR		16	4 P	2353.15	2768.41	3183.67									EGLE
RECREATION LEADER II		2	IV FL							1305.65	1370.50	1439.07	1511.42	1586.22	EGLE
RECREATION MANAGER	E	40	2 M	4006.46	5008.08	6009.70									EGLE
RECREATION SPECIALIST		7	IV FL							1666.04	1749.59	1836.88	1927.92	2025.19	EGLE
RECREATION SUPERVISOR	E	26	4 M	2835.26	3544.07	4252.88									EGLE
RISK MANAGER	E	38	2 M	3813.94	4767.42	5720.90									EGLE
SAFETY & TRAINING ADMINISTRATR		19	III P	3342.11	3931.89	4521.67									EGLE
SECRETARY		15	5 FL							2222.73	2334.98	2450.99	2573.24	2701.70	SEIU
SECRETARY - EAGLE		15	5 FL							2222.22	2334.45	2450.43	2572.62	2701.07	EGLE
SENIOR ACCOUNTANT	E	30	2 M	3130.29	3912.86	4695.43									MISC
SENIOR ADMINISTRATIVE ANALYST	E	30	2 M	3129.55	3911.94	4694.33									EGLE
SENIOR ADMINISTRATIVE ANL-CONF	E	30	2 M	3130.29	3912.86	4695.43									MISC
SENIOR ASSISTANT CITY ATTORNEY	E	47	2 M	4762.66	5953.32	7143.98									EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range	1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point									
					Min	Control Point	Max*							
SENIOR BUILDING INSPECTOR		33	3	P	3578.27	4209.73	4841.19							SEIU
SENIOR CIVIL ENGINEER	E	38	3	M	3813.94	4767.42	5720.90							EGLE
SENIOR CODE ENF OFFICER		29	3	P	3244.29	3816.81	4389.33							SEIU
SENIOR DEPUTY CITY ATTORNEY	E	37	2	M	3720.15	4650.19	5580.23							EGLE
SENIOR HUMAN RESOURCES ANALYST	E	30	2	M	3130.29	3912.86	4695.43							MISC
SENIOR IT ANALYST	E	34	2	M	3455.59	4319.49	5183.39							EGLE
SENIOR IT DESKTOP TECHNICIAN		20	2	P	2598.60	3057.18	3515.76							EGLE
SENIOR PLANNER	E	32	2	M	3288.18	4110.22	4932.26							EGLE
SENIOR PROJECT MANAGER	E	38	2	M	3813.94	4767.42	5720.90							EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	3	P	3578.27	4209.73	4841.19							SEIU
SENIOR RECREATION COORDINATOR		20	4	P	2598.01	3056.48	3514.95							EGLE
SENIOR STAGEHAND		3	4	FL				1652.33	1734.63	1821.91	1912.95	2008.97		EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	3720.15	4650.19	5580.23							EGLE
SENIOR TICKET SERVICES REP		1	4	FL				1572.51	1651.06	1734.63	1820.67	1911.70		EGLE
SENIOR UTILITIES SYS TECH.		22	6	FL				2626.86	2757.85	2896.28	3040.98	3193.15		SEIU
SENIOR WATER SYSTEM OPERATOR		25	6	FL				2828.05	2969.96	3118.26	3274.26	3437.90		SEIU
SOLID WASTE PROGRAM MANAGER	E	25	II	M	3775.02	4718.78	5662.54							EGLE
SR POSTCLOSURE ENV SYS TECH		22	6	FL				2626.86	2757.85	2896.28	3040.98	3193.15		SEIU
STREET & LANDFILL CLOSURE MNGR	E	26	III	M	4056.34	5070.43	6084.52							EGLE
STREET LIGHTING TECHNICIAN		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55		SEIU
STREET MAINTENANCE WORKER I		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64		SEIU
STREET MAINTENANCE WORKER II		14	6	FL				2155.37	2263.90	2376.15	2495.89	2620.62		SEIU
STREET MAINTENANCE WORKER III		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55		SEIU
STREET SUPERVISOR		19	III	P	3342.11	3931.89	4521.67							EGLE
STREETS TECHNICIAN		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64		SEIU
STREETSWEEPER OPERATOR		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83		SEIU
SUPERVISING BUYER		28	2	P	3165.09	3723.64	4282.19							EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	II	P	2500.50	2941.76	3383.02							EGLE
SYSTEMS SPECIALIST		28	2	P	3165.09	3723.64	4282.19							EGLE
TRAFFIC ENGINEER	E	43	3	M	4314.73	5393.41	6472.09							EGLE
TRAINING OFFICER I		1	VIII	FL				3380.74	3550.69	3727.81	3913.50	4109.16		MVFF
TRANSPORTATION PLANNER	E	38	3	M	3813.94	4767.42	5720.90							EGLE
TRANSPORTATION/BUSINESS MGR	E	46	2	M	4646.94	5808.67	6970.40							EGLE
TREE SUPERVISOR/ARBORIST		20	III	P	3465.07	4076.55	4688.03							EGLE
TREE TRIMMER I		12	6	FL				2051.85	2154.14	2262.66	2374.90	2494.65		SEIU
TREE TRIMMER II		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83		SEIU
TREE TRIMMER III		20	6	FL				2499.63	2624.36	2756.59	2893.78	3038.48		SEIU
UTILITIES ELECTRICIAN		26	6	FL				2898.78	3044.71	3196.89	3356.53	3523.69		SEIU
UTILITIES INSPECTOR LOCATOR		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86		SEIU
UTILITIES SERVICES MANAGER	E	26	III	M	4056.34	5070.43	6084.52							EGLE
UTILITIES SYSTEMS SPECIALIST		26	6	FL				2898.78	3044.71	3196.89	3356.53	3523.69		SEIU

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Position	BI-WEEKLY SALARY												Barg. Unit			
	FL- SA	Job Grd	Job Fam	Sal Plan	Control Point			Dept. Head Salary Range			1st Step	2nd Step		3rd Step	4th Step	5th Step
					Min	Control Point	Max*	Min	Standard	Max**						
UTILITIES SYSTEMS SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
UTILITIES SYSTEMS TECHNICIAN		18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
VOLUNTEER COORDINATOR		20	4	P	2598.01	3056.48	3514.95									EGLE
WAREHOUSE WORKER		10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
WASTEWATER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
WASTEWATER UTILITY WORKER I		10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
WASTEWATER UTILITY WORKER II		14	6	FL							2155.37	2263.90	2376.15	2495.89	2620.62	SEIU
WASTEWATER UTILITY WORKER III		18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
WATER CONSERVATION COORD	E	30	2	M	3129.55	3911.94	4694.33									EGLE
WATER ENVIRONMENT SPECIALIST		14	III	P	2979.24	3504.99	4030.74									SEIU
WATER METER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
WATER QUALITY TECHNICIAN		25	6	FL							2828.05	2969.96	3118.26	3274.26	3437.90	SEIU
WATER RESOURCES TECHNICIAN		19	6	FL							2438.51	2560.76	2689.23	2823.95	2964.86	SEIU
WATER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
WATER SYSTEM OPERATOR		21	6	FL							2562.12	2689.97	2825.50	2966.13	3114.44	SEIU
WATER UTILITY WORKER I		12	6	FL							2051.85	2154.14	2262.66	2374.90	2494.65	SEIU
WATER UTILITY WORKER II		16	6	FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
WATER UTILITY WORKER III		20	6	FL							2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
WILDLIFE PRESERVATION COORD		16	4	P	2353.15	2768.41	3183.67									EGLE
YOUTH RESOURCES MANAGER	E	33	2	M	3370.98	4213.72	5056.46									EGLE
ZONING ADMINISTRATOR	E	39	2	M	3908.70	4885.87	5863.04									EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

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Position	BI-WEEKLY SALARY													Barg. Unit		
	FL- Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th		5th	
	SA	Grd	Fam	Plan	Min	Control Point	Max*	Min	Standard	Max**	Step	Step	Step		Step	Step
ACCOUNT CLERK I		7	5	FL							1824.84	1914.64	2011.94	2111.72	2217.75	SEIU
ACCOUNT CLERK I - CONF		7	5	FL							1824.84	1914.64	2011.94	2111.72	2217.75	MISC
ACCOUNT CLERK II		11	5	FL							2011.94	2112.97	2220.22	2331.23	2447.25	SEIU
ACCOUNT CLERK II-CONF.		11	5	FL							2011.94	2112.97	2220.22	2331.23	2447.25	MISC
ACCOUNTANT I		22	2	P	2729.45	3211.12	3692.79									EGLE
ACCOUNTANT I-CONFIDENTIAL		22	2	P	2730.09	3211.87	3693.65									MISC
ACCOUNTANT II		26	2	P	3012.46	3544.07	4075.68									EGLE
ACCOUNTANT II-CONFIDENTIAL		26	2	P	3013.16	3544.89	4076.62									MISC
ACCOUNTING MANAGER	E	37	2	M	3721.02	4651.27	5581.52									MISC
ACCOUNTING TECHNICIAN		15	2	FL							2222.73	2334.98	2450.99	2573.24	2701.70	SEIU
ACCOUNTING TECHNICIAN - CONF.		15	2	FL							2222.73	2334.98	2450.99	2573.24	2701.70	MISC
ADMIN & NEIGH. SVCS. MANAGER	E	42	2	M	4209.98	5262.47	6314.96									EGLE
ADMINISTRATIVE AIDE		18	2	P	2472.94	2909.34	3345.74									EGLE
ADMINISTRATIVE ANALYST I		22	2	P	2729.45	3211.12	3692.79									EGLE
ADMINISTRATIVE ANALYST I-CONF		22	2	P	2730.09	3211.87	3693.65									MISC
ADMINISTRATIVE ANALYST II		26	2	P	3012.46	3544.07	4075.68									EGLE
ADMINISTRATIVE ANALYST II-CONF		26	2	P	3013.16	3544.89	4076.62									MISC
ASSISTANT BUILDING INSPECTOR		23	3	FL							2707.94	2843.89	2986.09	3135.78	3291.68	SEIU
ASSISTANT BUYER		20	2	FL							2514.01	2639.96	2772.15	2910.58	3056.48	EGLE
ASSISTANT CDD/PLANNING MGR	E	46	2	M	4646.94	5808.67	6970.40									EGLE
ASSISTANT CITY ATTORNEY	E	43	2	M	4314.73	5393.41	6472.09									EGLE
ASSISTANT CITY MANAGER	E	0		DH				5210.48	7604.24	8364.66						ESMS
ASSISTANT ENGINEER (CIVIL)		30	3	P	3325.15	3911.94	4498.73									EGLE
ASSISTANT PLANNER		24	2	P	2867.24	3373.22	3879.20									EGLE
ASSISTANT PROJECT MANAGER	E	30	2	M	3129.55	3911.94	4694.33									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49	3	M	5004.09	6255.11	7506.13									EGLE
ASSISTANT TO THE CITY MANAGER	E	26	II	M	3915.59	4894.49	5873.39									MISC
ASSOCIATE ENGINEER (CIVIL)		34	3	P	3670.72	4318.49	4966.26									EGLE
ASSOCIATE PLANNER		28	2	P	3165.09	3723.64	4282.19									EGLE
ASST FINANCE & ADM SVCS DIR	E	47	2	M	4763.77	5954.71	7145.65									MISC
BATALLION CHIEF	E	4	VIII	M	5428.62	6785.78	8142.94									FMGR
BUILDING INSPECTOR I		25	3	FL							2845.15	2987.35	3137.01	3294.17	3458.82	SEIU
BUILDING INSPECTOR II		29	3	FL							3140.76	3297.94	3462.56	3635.95	3816.81	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33	2	M	3370.98	4213.72	5056.46									EGLE
BUYER		24	2	FL							2775.17	2913.93	3059.62	3212.60	3373.22	EGLE
CHIEF BLDG OFFICIAL	E	42	3	M	4209.98	5262.47	6314.96									EGLE
CIO/INFORMATION TECHNOLOGY DIR		0		DH				5210.48	7604.24	8364.66						ESMS
CITY ATTORNEY	E	0		DH		8687.65										CA
CITY CLERK	E	0		DH		5090.16										CC
CITY MANAGER	E	0		DH		9603.69										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							2707.94	2843.89	2986.09	3135.78	3291.68	SEIU

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point		Max*	Min	Standard	Max**						
					Min	Control Point										
CODE ENFORCEMENT OFFICER II		27	3	FL							2989.85	3138.26	3295.44	3460.06	3633.45	SEIU
COMM OPERATIONS SUPERVISOR		33	2	P	3616.22	4254.38	4892.54									NPOA
COMMUNICATION COORDINATOR		31	2	P	3408.89	4010.46	4612.03									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				5210.48	7604.24	8364.66						ESMS
COMMUNITY OUTREACH COORD		16	4	P	2353.15	2768.41	3183.67									EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				5210.48	7604.24	8364.66						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							2483.33	2608.40	2737.56	2872.26	3013.82	NPOA
COPY CENTER ASSISTANT		2	5	FL							1611.17	1693.46	1777.02	1865.56	1960.32	EGLE
COPY CENTER TECHNICIAN		10	5	FL							1964.08	2062.59	2166.10	2273.33	2388.08	EGLE
CRIME ANALYST		26	2	P	3012.46	3544.07	4075.68									EGLE
CROSS CONNECTION CONTROL SPEC		18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	5	FL							1735.02	1821.10	1912.14	2008.19	2107.97	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	46	3	M	4646.94	5808.67	6970.40									EGLE
DEPUTY CITY ATTORNEY	E	33	2	M	3370.98	4213.72	5056.46									EGLE
DEPUTY CITY CLERK		22	2	P	2729.45	3211.12	3692.79									EGLE
DEPUTY CITY MANAGER	E	42	2	M	4210.96	5263.70	6316.44									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	5700.06	7125.07	8550.08									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							4459.86	4683.36	4917.38	5163.40	5421.43	MVFF
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	3541.34	4426.68	5312.02									EGLE
DEV SRVCS COORD		33	3	P	3578.27	4209.73	4841.19									SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							1964.08	2062.59	2166.10	2273.33	2388.08	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2167.33	2275.85	2390.56	2509.03	2634.99	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2393.04	2512.77	2638.73	2770.90	2909.34	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	2730.09	3211.87	3693.65									MISC
ECONOMIC DEVELOPMENT MANAGER	E	42	2	M	4209.98	5262.47	6314.96									EGLE
EMERGENCY MEDICAL SRVCS COORD		31	VIII	P	3456.55	4066.53	4676.51									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2275.12	2388.63	2508.36	2634.34	2765.31	SEIU
ENGINEERING ASSISTANT II		20	3	FL							2512.11	2638.09	2770.30	2908.75	3053.45	SEIU
ENGINEERING ASSISTANT III		24	3	FL							2776.55	2914.99	3060.93	3214.36	3374.01	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	2979.24	3504.99	4030.74									SEIU
ENVIRONMENTAL COMP. SPECIALIST		24	3	FL							2776.55	2914.99	3060.93	3214.36	3374.01	SEIU
ENVIRONMENTAL SAFETY COORD.		33	3	P	3578.27	4209.73	4841.19									SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	30	2	M	3129.55	3911.94	4694.33									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
EQUIPMENT MECHANIC I		16	6	FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
EQUIPMENT MECHANIC II		20	6	FL							2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
EQUIPMENT MECHANIC III		24	6	FL							2759.08	2897.52	3042.21	3194.41	3354.06	SEIU
EQUIPMENT SERVICE WORKER		10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
EXECUTIVE ASSISTANT		18	2	P	2473.51	2910.01	3346.51									SEIU
EXECUTIVE ASSISTANT - EAGLE		18	2	P	2472.94	2909.34	3345.74									EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	2729.45	3211.12	3692.79									EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point		Dept. Head Salary Range						
					Min	Control Point	Max*						
EXECUTIVE ASST. TO THE CM		22	2	P	2729.45	3211.12	3692.79						EGLE
FACILITIES CONTRACT COORDINATR		26	2	P	3012.46	3544.07	4075.68						EGLE
FACILITIES MAINT. SUPERVISOR		19	III	P	3342.11	3931.89	4521.67						EGLE
FACILITIES MAINTENANCE I		12	6	FL				2051.85	2154.14	2262.66	2374.90	2494.65	SEIU
FACILITIES MAINTENANCE II		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
FACILITIES MAINTENANCE III		20	6	FL				2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
FACILITIES PROJECT MANAGER	E	34	2	M	3454.79	4318.49	5182.19						EGLE
FINANCE AND ADMIN SVCS DIR	E	0		DH				5210.48	7604.24	8364.66			ESMS
FIRE CAPTAIN		12	VIII	FL				4452.33	4675.87	4908.37	5154.40	5412.43	MVFF
FIRE CAPTAIN/HAZ MAT I		14	VIII	FL				4563.62	4792.77	5031.06	5283.22	5547.70	MVFF
FIRE CAPTAIN/HAZ MAT II		15	VIII	FL				4674.94	4909.66	5153.76	5412.10	5683.02	MVFF
FIRE CHIEF	E	1		DH				5911.92	8627.15	9489.87			ESPS
FIRE ENGINEER		6	VIII	FL				3816.36	4006.32	4207.68	4417.66	4639.07	MVFF
FIRE ENGINEER/HAZ MAT I		8	VIII	FL				3911.74	4106.49	4312.90	4528.09	4755.03	MVFF
FIRE ENGINEER/HAZ MAT II		9	VIII	FL				4007.18	4206.62	4418.06	4638.52	4871.01	MVFF
FIRE ENGINEER/PARAMEDIC		11	VIII	FL				4236.26	4449.09	4670.46	4904.72	5150.39	MVFF
FIRE MARSHAL NON-SAFETY	E	48	VIII	M	4886.87	6108.59	7330.31						EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL				3380.74	3550.69	3727.81	3913.50	4109.16	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL				3547.86	3724.94	3912.07	4106.30	4311.96	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL				4124.85	4330.56	4547.66	4774.74	5013.26	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	4107.30	5134.12	6160.94						EGLE
FIREFIGHTER		2	VIII	FL				3477.85	3652.10	3834.92	4026.32	4227.71	MVFF
FIREFIGHTER/HAZ MAT I		4	VIII	FL				3564.81	3743.39	3930.80	4126.97	4333.38	MVFF
FIREFIGHTER/HAZ MAT II		5	VIII	FL				3651.75	3834.70	4026.67	4227.61	4439.09	MVFF
FIREFIGHTER/MEDIC/HAZMAT I		7	VIII	FL				3955.68	4153.34	4361.20	4579.36	4807.74	MVFF
FIREFIGHTER/MEDIC/HAZMAT II		7	VIII	FL				4052.16	4254.63	4467.56	4691.06	4925.01	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL				3859.22	4052.03	4254.83	4467.68	4690.48	MVFF
FLEET AND FACILITIES MANAGER	E	25	III	M	3910.69	4888.36	5866.03						EGLE
HAZARDOUS MAT SPEC NON SAFETY		38	VIII	P	4075.62	4794.85	5514.08						EGLE
HAZARDOUS MATERIALS SPECIALIST		1	VIII	P	4274.49	5028.81	5783.13						FMGR
HEAVY EQUIPMENT OPERATOR		17	6	FL				2321.28	2437.27	2559.50	2687.98	2821.45	SEIU
HEAVY EQUIPMENT SPECIALIST		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86	SEIU
HUMAN RESOURCES ANALYST I		22	2	P	2730.09	3211.87	3693.65						MISC
HUMAN RESOURCES ANALYST II		26	2	P	3013.16	3544.89	4076.62						MISC
HUMAN RESOURCES MANAGER	E	41	2	M	4107.58	5134.48	6161.38						MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	2598.60	3057.18	3515.76						MISC
HVAC TECHNICIAN		24	6	FL				2759.08	2897.52	3042.21	3194.41	3354.06	SEIU
INFORMATION TECHNOLOGY MANAGER	E	41	2	M	4107.30	5134.12	6160.94						EGLE
IT ANALYST I		26	2	P	3013.16	3544.89	4076.62						EGLE
IT ANALYST II	E	30	2	M	3130.29	3912.86	4695.43						EGLE
IT DESKTOP TECHNICIAN I		12	2	P	2132.16	2508.42	2884.68						EGLE

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					Control Point		Max*	Min	Standard	Max**						
					Min	Control Point	Max*	Min	Standard	Max**						
IT DESKTOP TECHNICIAN II		16	2	P	2353.70	2769.06	3184.42								EGLE	
IT OPERATIONS MANAGER	E	39	2	M	3909.60	4887.00	5864.40								EGLE	
JUNIOR ENGINEER (CIVIL)		26	3	P	3012.46	3544.07	4075.68								EGLE	
LEAD POLICE RECORDS SPECIALIST		3	V	FL				2722.47	2857.14	3000.06	3148.49	3306.51			NPOA	
LEAD PUBLIC SAFETY DISPATCHER		18	II	P	3394.14	3993.11	4592.08								SEIU	
LEGAL SECRETARY		18	2	P	2472.94	2909.34	3345.74								EGLE	
LIBRARIAN I		15	4	P	2295.91	2701.07	3106.23								EGLE	
LIBRARIAN II		19	4	P	2534.40	2981.65	3428.90								EGLE	
LIBRARY ASSISTANT I		6	4	FL				1779.52	1868.05	1961.58	2060.09	2163.59			EGLE	
LIBRARY ASSISTANT II		10	4	FL				1964.08	2062.59	2166.10	2273.33	2388.08			EGLE	
LIBRARY ASSISTANT III		14	4	FL				2168.58	2277.08	2390.56	2511.53	2634.99			EGLE	
LIBRARY CUSTOMER SERVICE SUPERVISOR		22	4	P	2729.45	3211.12	3692.79								EGLE	
LIBRARY SERVICES DIRECTOR	E	0		DH				5210.48	7604.24	8364.66					ESMS	
LIBRARY SERVICES MANAGER	E	35	4	M	3541.34	4426.68	5312.02								EGLE	
METER SERVICE WORKER I		11	6	FL				2001.94	2101.73	2206.52	2317.51	2433.53			SEIU	
METER SERVICE WORKER II		15	6	FL				2209.00	2320.03	2436.02	2558.26	2685.49			SEIU	
METER SERVICE WORKER III		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86			SEIU	
MOBILITY COORDINATOR	E	30	2	M	3129.55	3911.94	4694.33								EGLE	
OFFICE ASSISTANT I		2	5	FL				1611.55	1693.85	1777.44	1866.00	1960.79			SEIU	
OFFICE ASSISTANT I - CONF		2	5	FL				1611.55	1693.85	1777.44	1866.00	1960.79			MISC	
OFFICE ASSISTANT II		6	5	FL				1778.69	1869.73	1962.04	2060.56	2162.86			SEIU	
OFFICE ASSISTANT II-CONF		6	5	FL				1778.69	1869.73	1962.04	2060.56	2162.86			MISC	
OFFICE ASSISTANT III		10	5	FL				1964.54	2063.07	2166.60	2273.87	2388.63			SEIU	
OFFICE ASSISTANT III - CONF		10	5	FL				1964.54	2063.07	2166.60	2273.87	2388.63			MISC	
OFFICE OF EMER SVCS COORD.		40	VIII	P	4270.57	5024.20	5777.83								EGLE	
PARKS MAINTENANCE WORKER I		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64			SEIU	
PARKS MAINTENANCE WORKER II		14	6	FL				2155.37	2263.90	2376.15	2495.89	2620.62			SEIU	
PARKS MAINTENANCE WORKER III		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55			SEIU	
PARKS MANAGER	E	26	III	M	4056.34	5070.43	6084.52								EGLE	
PARKS SECTION MANAGER	E	22	III	M	3507.66	4384.57	5261.48								EGLE	
PARKS SUPERVISOR		19	III	P	3342.11	3931.89	4521.67								EGLE	
PERFORMING ARTS ASSISTANT		11	4	FL				2013.96	2113.73	2219.71	2330.69	2447.94			EGLE	
PERFORMING ARTS COORDINATOR		20	4	P	2598.01	3056.48	3514.95								EGLE	
PERFORMING ARTS MANAGER	E	38	2	M	3813.94	4767.42	5720.90								EGLE	
PERFORMING ARTS SUPERVISOR	E	26	4	M	2835.26	3544.07	4252.88								EGLE	
PERMIT TECHNICIAN		17	3	FL				2332.50	2449.74	2571.98	2700.46	2835.16			SEIU	
PLAN CHECK ENGINEER	E	34	2	M	3454.79	4318.49	5182.19								EGLE	
POLICE ASSISTANT III-UNIFORMED		10	5	FL				2004.40	2103.85	2208.37	2316.64	2432.50			NPOA	
POLICE ASSISTANT II-UNIFORMED		6	5	FL				1816.80	1908.72	2001.88	2101.35	2204.60			NPOA	
POLICE ASSISTANT I-UNIFORMED		2	5	FL				1648.10	1731.17	1815.55	1904.93	2000.61			NPOA	
POLICE CAPTAIN	E	2	VII	M	5895.91	7369.89	8843.87								PMGR	

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					Control Point		Max*	Min	Standard	Max**	1st Step	2nd Step		3rd Step	4th Step	5th Step
					Min	Control Point										
POLICE CHIEF/ASST CM-PUB SAFTY	E	1	DH					5911.92	8627.15	9489.87						ESPS
POLICE LIEUTENANT	E	1	VII M	5127.12	6408.90	7690.68										PMGR
POLICE OFFICER		1	VII FL								3559.46	3735.94	3924.14	4118.18	4322.42	POA
POLICE OFFICER - TRAINEE		5	V FL								3389.96					NPOA
POLICE RECORDS SPECIALIST		1	V FL								2433.88	2553.41	2681.23	2813.17	2953.36	NPOA
POLICE RECORDS SUPERVISOR		26	2 P	3059.69	3599.63	4139.57										NPOA
POLICE SERGEANT		3	VII FL								4320.95	4535.39	4761.52	4999.30	5247.30	POA
POLICE SUPPORT SVCS MANAGER	E	42	2 M	4259.50	5324.38	6389.26										PMGR
POSTCLOSURE ENV SYSTEMS SPEC		26	6 FL								2898.78	3044.71	3196.89	3356.53	3523.69	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	6 FL								2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
POSTCLOSURE SUPERVISOR		19	III P	3342.11	3931.89	4521.67										EGLE
PRINCIPAL CIVIL ENGINEER	E	42	3 M	4209.98	5262.47	6314.96										EGLE
PRINCIPAL FINANCIAL ANALYST	E	34	2 M	3455.59	4319.49	5183.39										MISC
PRINCIPAL IT ANALYST	E	37	2 M	3720.15	4650.19	5580.23										EGLE
PRINCIPAL PLANNER	E	39	2 M	3908.70	4885.87	5863.04										EGLE
PROGRAM ASSISTANT		16	5 FL								2277.61	2392.37	2512.11	2638.09	2769.06	SEIU
PROJECT MANAGER	E	34	2 M	3454.79	4318.49	5182.19										EGLE
PROPERTY & EVIDENCE SPECIALIST		2	V P	2689.82	3164.49	3639.16										NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2 P	2939.31	3458.01	3976.71										EGLE
PUBLIC SAFETY DISPATCHER I		12	II FL								2641.52	2772.91	2912.38	3057.18	3210.05	SEIU
PUBLIC SAFETY DISPATCHER II		15	II FL								2945.90	3093.38	3247.59	3409.84	3580.13	SEIU
PUBLIC SAFETY DISPATCHER III		16	III FL								3239.92	3401.91	3572.01	3750.61	3938.14	SEIU
PUBLIC SAFETY SOC MEDIA/COMM COORD		33	2 P	3581.66	4213.72	4845.78										EGLE
PUBLIC WORKS DIRECTOR	E	0	DH					5210.48	7604.24	8364.66						ESMS
PUBLIC WORKS INSPECTOR I		25	3 FL								2845.15	2987.35	3137.01	3294.17	3458.82	SEIU
PUBLIC WORKS INSPECTOR II		29	3 FL								3140.76	3297.94	3462.56	3635.95	3816.81	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2 M	4107.30	5134.12	6160.94										EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3 M	3630.35	4537.94	5445.53										EGLE
RECREATION COORDINATOR		16	4 P	2353.15	2768.41	3183.67										EGLE
RECREATION LEADER II		2	IV FL								1305.65	1370.50	1439.07	1511.42	1586.22	EGLE
RECREATION MANAGER	E	40	2 M	4006.46	5008.08	6009.70										EGLE
RECREATION SPECIALIST		7	IV FL								1666.04	1749.59	1836.88	1927.92	2025.19	EGLE
RECREATION SUPERVISOR	E	26	4 M	2835.26	3544.07	4252.88										EGLE
RISK MANAGER	E	38	2 M	3813.94	4767.42	5720.90										EGLE
SAFETY & TRAINING ADMINISTRATR		19	III P	3342.11	3931.89	4521.67										EGLE
SECRETARY		15	5 FL								2222.73	2334.98	2450.99	2573.24	2701.70	SEIU
SECRETARY - EAGLE		15	5 FL								2222.22	2334.45	2450.43	2572.62	2701.07	EGLE
SENIOR ACCOUNTANT	E	30	2 M	3130.29	3912.86	4695.43										MISC
SENIOR ADMINISTRATIVE ANALYST	E	30	2 M	3129.55	3911.94	4694.33										EGLE
SENIOR ADMINISTRATIVE ANL-CONF	E	30	2 M	3130.29	3912.86	4695.43										MISC
SENIOR ASSISTANT CITY ATTORNEY	E	47	2 M	4762.66	5953.32	7143.98										EGLE

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					Control Point									
					Min	Control Point	Max*							
SENIOR BUILDING INSPECTOR		33	3	P	3578.27	4209.73	4841.19							SEIU
SENIOR CIVIL ENGINEER	E	38	3	M	3813.94	4767.42	5720.90							EGLE
SENIOR CODE ENF OFFICER		29	3	P	3244.29	3816.81	4389.33							SEIU
SENIOR DEPUTY CITY ATTORNEY	E	37	2	M	3720.15	4650.19	5580.23							EGLE
SENIOR HUMAN RESOURCES ANALYST	E	30	2	M	3130.29	3912.86	4695.43							MISC
SENIOR IT ANALYST	E	34	2	M	3455.59	4319.49	5183.39							EGLE
SENIOR IT DESKTOP TECHNICIAN		20	2	P	2598.60	3057.18	3515.76							EGLE
SENIOR PLANNER	E	32	2	M	3288.18	4110.22	4932.26							EGLE
SENIOR PROJECT MANAGER	E	38	2	M	3813.94	4767.42	5720.90							EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	3	P	3578.27	4209.73	4841.19							SEIU
SENIOR RECREATION COORDINATOR		20	4	P	2598.01	3056.48	3514.95							EGLE
SENIOR STAGEHAND		3	4	FL				1652.33	1734.63	1821.91	1912.95	2008.97		EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	3720.15	4650.19	5580.23							EGLE
SENIOR TICKET SERVICES REP		1	4	FL				1572.51	1651.06	1734.63	1820.67	1911.70		EGLE
SENIOR UTILITIES SYS TECH.		22	6	FL				2626.86	2757.85	2896.28	3040.98	3193.15		SEIU
SENIOR WATER SYSTEM OPERATOR		25	6	FL				2828.05	2969.96	3118.26	3274.26	3437.90		SEIU
SOLID WASTE PROGRAM MANAGER	E	25	II	M	3775.02	4718.78	5662.54							EGLE
SR POSTCLOSURE ENV SYS TECH		22	6	FL				2626.86	2757.85	2896.28	3040.98	3193.15		SEIU
STREET & LANDFILL CLOSURE MNGR	E	26	III	M	4056.34	5070.43	6084.52							EGLE
STREET LIGHTING TECHNICIAN		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55		SEIU
STREET MAINTENANCE WORKER I		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64		SEIU
STREET MAINTENANCE WORKER II		14	6	FL				2155.37	2263.90	2376.15	2495.89	2620.62		SEIU
STREET MAINTENANCE WORKER III		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55		SEIU
STREET SUPERVISOR		19	III	P	3342.11	3931.89	4521.67							EGLE
STREETS TECHNICIAN		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64		SEIU
STREETSWEEPER OPERATOR		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83		SEIU
SUPERVISING BUYER		28	2	P	3165.09	3723.64	4282.19							EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	II	P	2500.50	2941.76	3383.02							EGLE
SYSTEMS SPECIALIST		28	2	P	3165.09	3723.64	4282.19							EGLE
TRAFFIC ENGINEER	E	43	3	M	4314.73	5393.41	6472.09							EGLE
TRAINING OFFICER I		1	VIII	FL				3380.74	3550.69	3727.81	3913.50	4109.16		MVFF
TRANSPORTATION PLANNER	E	38	3	M	3813.94	4767.42	5720.90							EGLE
TRANSPORTATION/BUSINESS MGR	E	46	2	M	4646.94	5808.67	6970.40							EGLE
TREE SUPERVISOR/ARBORIST		20	III	P	3465.07	4076.55	4688.03							EGLE
TREE TRIMMER I		12	6	FL				2051.85	2154.14	2262.66	2374.90	2494.65		SEIU
TREE TRIMMER II		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83		SEIU
TREE TRIMMER III		20	6	FL				2499.63	2624.36	2756.59	2893.78	3038.48		SEIU
UTILITIES ELECTRICIAN		26	6	FL				2898.78	3044.71	3196.89	3356.53	3523.69		SEIU
UTILITIES INSPECTOR LOCATOR		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86		SEIU
UTILITIES SERVICES MANAGER	E	26	III	M	4056.34	5070.43	6084.52							EGLE
UTILITIES SYSTEMS SPECIALIST		26	6	FL				2898.78	3044.71	3196.89	3356.53	3523.69		SEIU

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Position	BI-WEEKLY SALARY												Barg. Unit			
	FL- SA	Job Grd	Job Fam	Sal Plan	Control Point		Dept. Head Salary Range			1st Step	2nd Step	3rd Step		4th Step	5th Step	
					Min	Control Point	Max*	Min	Standard	Max**						
UTILITIES SYSTEMS SUPERVISOR		19	III	P	3342.11	3931.89	4521.67								EGLE	
UTILITIES SYSTEMS TECHNICIAN		18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
VOLUNTEER COORDINATOR		20	4	P	2598.01	3056.48	3514.95									EGLE
WAREHOUSE WORKER		10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
WASTEWATER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
WASTEWATER UTILITY WORKER I		10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
WASTEWATER UTILITY WORKER II		14	6	FL							2155.37	2263.90	2376.15	2495.89	2620.62	SEIU
WASTEWATER UTILITY WORKER III		18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
WATER CONSERVATION COORD	E	30	2	M	3129.55	3911.94	4694.33									EGLE
WATER ENVIRONMENT SPECIALIST		14	III	P	2979.24	3504.99	4030.74									SEIU
WATER METER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
WATER QUALITY TECHNICIAN		25	6	FL							2828.05	2969.96	3118.26	3274.26	3437.90	SEIU
WATER RESOURCES TECHNICIAN		19	6	FL							2438.51	2560.76	2689.23	2823.95	2964.86	SEIU
WATER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
WATER SYSTEM OPERATOR		21	6	FL							2562.12	2689.97	2825.50	2966.13	3114.44	SEIU
WATER UTILITY WORKER I		12	6	FL							2051.85	2154.14	2262.66	2374.90	2494.65	SEIU
WATER UTILITY WORKER II		16	6	FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
WATER UTILITY WORKER III		20	6	FL							2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
WILDLIFE PRESERVATION COORD		16	4	P	2353.15	2768.41	3183.67									EGLE
YOUTH RESOURCES MANAGER	E	33	2	M	3370.98	4213.72	5056.46									EGLE
ZONING ADMINISTRATOR	E	39	2	M	3908.70	4885.87	5863.04									EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

City of Mountain View
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Position	BI-WEEKLY SALARY													Barg. Unit		
	FL- Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th		5th	
	SA	Grd	Fam	Plan	Min	Control Point	Max*	Min	Standard	Max**	Step	Step	Step		Step	Step
ACCOUNT CLERK I		7	5	FL							1824.84	1914.64	2011.94	2111.72	2217.75	SEIU
ACCOUNT CLERK I - CONF		7	5	FL							1824.84	1914.64	2011.94	2111.72	2217.75	MISC
ACCOUNT CLERK II		11	5	FL							2011.94	2112.97	2220.22	2331.23	2447.25	SEIU
ACCOUNT CLERK II-CONF.		11	5	FL							2011.94	2112.97	2220.22	2331.23	2447.25	MISC
ACCOUNTANT I		22	2	P	2729.45	3211.12	3692.79									EGLE
ACCOUNTANT I-CONFIDENTIAL		22	2	P	2730.09	3211.87	3693.65									MISC
ACCOUNTANT II		26	2	P	3012.46	3544.07	4075.68									EGLE
ACCOUNTANT II-CONFIDENTIAL		26	2	P	3013.16	3544.89	4076.62									MISC
ACCOUNTING MANAGER	E	37	2	M	3721.02	4651.27	5581.52									MISC
ACCOUNTING TECHNICIAN		15	2	FL							2222.73	2334.98	2450.99	2573.24	2701.70	SEIU
ACCOUNTING TECHNICIAN - CONF.		15	2	FL							2222.73	2334.98	2450.99	2573.24	2701.70	MISC
ADMIN & NEIGH. SVCS. MANAGER	E	42	2	M	4209.98	5262.47	6314.96									EGLE
ADMINISTRATIVE AIDE		18	2	P	2472.94	2909.34	3345.74									EGLE
ADMINISTRATIVE ANALYST I		22	2	P	2729.45	3211.12	3692.79									EGLE
ADMINISTRATIVE ANALYST I-CONF		22	2	P	2730.09	3211.87	3693.65									MISC
ADMINISTRATIVE ANALYST II		26	2	P	3012.46	3544.07	4075.68									EGLE
ADMINISTRATIVE ANALYST II-CONF		26	2	P	3013.16	3544.89	4076.62									MISC
ASSISTANT BUILDING INSPECTOR		23	3	FL							2707.94	2843.89	2986.09	3135.78	3291.68	SEIU
ASSISTANT BUYER		20	2	FL							2514.01	2639.96	2772.15	2910.58	3056.48	EGLE
ASSISTANT CDD/PLANNING MGR	E	46	2	M	4646.94	5808.67	6970.40									EGLE
ASSISTANT CITY ATTORNEY	E	43	2	M	4314.73	5393.41	6472.09									EGLE
ASSISTANT CITY MANAGER	E	0		DH				5210.48	7604.24	8364.66						ESMS
ASSISTANT ENGINEER (CIVIL)		30	3	P	3325.15	3911.94	4498.73									EGLE
ASSISTANT PLANNER		24	2	P	2867.24	3373.22	3879.20									EGLE
ASSISTANT PROJECT MANAGER	E	30	2	M	3129.55	3911.94	4694.33									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49	3	M	5004.09	6255.11	7506.13									EGLE
ASSISTANT TO THE CITY MANAGER	E	26	II	M	3915.59	4894.49	5873.39									MISC
ASSOCIATE ENGINEER (CIVIL)		34	3	P	3670.72	4318.49	4966.26									EGLE
ASSOCIATE PLANNER		28	2	P	3165.09	3723.64	4282.19									EGLE
ASST FINANCE & ADM SVCS DIR	E	47	2	M	4763.77	5954.71	7145.65									MISC
BATALLION CHIEF	E	4	VIII	M	5428.62	6785.78	8142.94									FMGR
BUILDING INSPECTOR I		25	3	FL							2845.15	2987.35	3137.01	3294.17	3458.82	SEIU
BUILDING INSPECTOR II		29	3	FL							3140.76	3297.94	3462.56	3635.95	3816.81	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33	2	M	3370.98	4213.72	5056.46									EGLE
BUYER		24	2	FL							2775.17	2913.93	3059.62	3212.60	3373.22	EGLE
CHIEF BLDG OFFICIAL	E	42	3	M	4209.98	5262.47	6314.96									EGLE
CIO/INFORMATION TECHNOLOGY DIR		0		DH				5210.48	7604.24	8364.66						ESMS
CITY ATTORNEY	E	0		DH		8687.65										CA
CITY CLERK	E	0		DH		5090.16										CC
CITY MANAGER	E	0		DH		9603.69										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							2707.94	2843.89	2986.09	3135.78	3291.68	SEIU

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Position	BI-WEEKLY SALARY															
	FL- Job	Job	Sal	Control Point			Dept. Head Salary Range			1st	2nd	3rd	4th	5th	Barg.	
	SA	Grd	Fam	Plan	Min	Control Point	Max*	Min	Standard	Max**	Step	Step	Step	Step	Step	Unit
CODE ENFORCEMENT OFFICER II		27	3	FL							2989.85	3138.26	3295.44	3460.06	3633.45	SEIU
COMM OPERATIONS SUPERVISOR		33	2	P	3616.22	4254.38	4892.54									NPOA
COMMUNICATION COORDINATOR		31	2	P	3408.89	4010.46	4612.03									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				5210.48	7604.24	8364.66						ESMS
COMMUNITY OUTREACH COORD		16	4	P	2353.15	2768.41	3183.67									EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				5210.48	7604.24	8364.66						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							2483.33	2608.40	2737.56	2872.26	3013.82	NPOA
COPY CENTER ASSISTANT		2	5	FL							1611.17	1693.46	1777.02	1865.56	1960.32	EGLE
COPY CENTER TECHNICIAN		10	5	FL							1964.08	2062.59	2166.10	2273.33	2388.08	EGLE
CRIME ANALYST		26	2	P	3012.46	3544.07	4075.68									EGLE
CROSS CONNECTION CONTROL SPEC		18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	5	FL							1735.02	1821.10	1912.14	2008.19	2107.97	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	46	3	M	4646.94	5808.67	6970.40									EGLE
DEPUTY CITY ATTORNEY	E	33	2	M	3370.98	4213.72	5056.46									EGLE
DEPUTY CITY CLERK		22	2	P	2729.45	3211.12	3692.79									EGLE
DEPUTY CITY MANAGER	E	42	2	M	4210.96	5263.70	6316.44									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	5700.06	7125.07	8550.08									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							4459.86	4683.36	4917.38	5163.40	5421.43	MVFF
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	3541.34	4426.68	5312.02									EGLE
DEV SRVCS COORD		33	3	P	3578.27	4209.73	4841.19									SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							1964.08	2062.59	2166.10	2273.33	2388.08	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2167.33	2275.85	2390.56	2509.03	2634.99	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2393.04	2512.77	2638.73	2770.90	2909.34	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	2730.09	3211.87	3693.65									MISC
ECONOMIC DEVELOPMENT MANAGER	E	42	2	M	4209.98	5262.47	6314.96									EGLE
EMERGENCY MEDICAL SRVCS COORD		31	VIII	P	3456.55	4066.53	4676.51									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2275.12	2388.63	2508.36	2634.34	2765.31	SEIU
ENGINEERING ASSISTANT II		20	3	FL							2512.11	2638.09	2770.30	2908.75	3053.45	SEIU
ENGINEERING ASSISTANT III		24	3	FL							2776.55	2914.99	3060.93	3214.36	3374.01	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	2979.24	3504.99	4030.74									SEIU
ENVIRONMENTAL COMP. SPECIALIST		24	3	FL							2776.55	2914.99	3060.93	3214.36	3374.01	SEIU
ENVIRONMENTAL SAFETY COORD.		33	3	P	3578.27	4209.73	4841.19									SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	30	2	M	3129.55	3911.94	4694.33									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
EQUIPMENT MECHANIC I		16	6	FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
EQUIPMENT MECHANIC II		20	6	FL							2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
EQUIPMENT MECHANIC III		24	6	FL							2759.08	2897.52	3042.21	3194.41	3354.06	SEIU
EQUIPMENT SERVICE WORKER		10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
EXECUTIVE ASSISTANT		18	2	P	2473.51	2910.01	3346.51									SEIU
EXECUTIVE ASSISTANT - EAGLE		18	2	P	2472.94	2909.34	3345.74									EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	2729.45	3211.12	3692.79									EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point		Dept. Head Salary Range						
					Min	Control Point	Max*						
EXECUTIVE ASST. TO THE CM		22	2	P	2729.45	3211.12	3692.79						EGLE
FACILITIES CONTRACT COORDINATR		26	2	P	3012.46	3544.07	4075.68						EGLE
FACILITIES MAINT. SUPERVISOR		19	III	P	3342.11	3931.89	4521.67						EGLE
FACILITIES MAINTENANCE I		12	6	FL				2051.85	2154.14	2262.66	2374.90	2494.65	SEIU
FACILITIES MAINTENANCE II		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
FACILITIES MAINTENANCE III		20	6	FL				2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
FACILITIES PROJECT MANAGER	E	34	2	M	3454.79	4318.49	5182.19						EGLE
FINANCE AND ADMIN SVCS DIR	E	0		DH				5210.48	7604.24	8364.66			ESMS
FIRE CAPTAIN		12	VIII	FL				4452.33	4675.87	4908.37	5154.40	5412.43	MVFF
FIRE CAPTAIN/HAZ MAT I		14	VIII	FL				4563.62	4792.77	5031.06	5283.22	5547.70	MVFF
FIRE CAPTAIN/HAZ MAT II		15	VIII	FL				4674.94	4909.66	5153.76	5412.10	5683.02	MVFF
FIRE CHIEF	E	1		DH				5911.92	8627.15	9489.87			ESPS
FIRE ENGINEER		6	VIII	FL				3816.36	4006.32	4207.68	4417.66	4639.07	MVFF
FIRE ENGINEER/HAZ MAT I		8	VIII	FL				3911.74	4106.49	4312.90	4528.09	4755.03	MVFF
FIRE ENGINEER/HAZ MAT II		9	VIII	FL				4007.18	4206.62	4418.06	4638.52	4871.01	MVFF
FIRE ENGINEER/PARAMEDIC		11	VIII	FL				4236.26	4449.09	4670.46	4904.72	5150.39	MVFF
FIRE MARSHAL NON-SAFETY	E	48	VIII	M	4886.87	6108.59	7330.31						EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL				3380.74	3550.69	3727.81	3913.50	4109.16	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL				3547.86	3724.94	3912.07	4106.30	4311.96	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL				4124.85	4330.56	4547.66	4774.74	5013.26	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	4107.30	5134.12	6160.94						EGLE
FIREFIGHTER		2	VIII	FL				3477.85	3652.10	3834.92	4026.32	4227.71	MVFF
FIREFIGHTER/HAZ MAT I		4	VIII	FL				3564.81	3743.39	3930.80	4126.97	4333.38	MVFF
FIREFIGHTER/HAZ MAT II		5	VIII	FL				3651.75	3834.70	4026.67	4227.61	4439.09	MVFF
FIREFIGHTER/MEDIC/HAZMAT I		7	VIII	FL				3955.68	4153.34	4361.20	4579.36	4807.74	MVFF
FIREFIGHTER/MEDIC/HAZMAT II		7	VIII	FL				4052.16	4254.63	4467.56	4691.06	4925.01	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL				3859.22	4052.03	4254.83	4467.68	4690.48	MVFF
FLEET AND FACILITIES MANAGER	E	25	III	M	3910.69	4888.36	5866.03						EGLE
HAZARDOUS MAT SPEC NON SAFETY		38	VIII	P	4075.62	4794.85	5514.08						EGLE
HAZARDOUS MATERIALS SPECIALIST		1	VIII	P	4274.49	5028.81	5783.13						FMGR
HEAVY EQUIPMENT OPERATOR		17	6	FL				2321.28	2437.27	2559.50	2687.98	2821.45	SEIU
HEAVY EQUIPMENT SPECIALIST		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86	SEIU
HUMAN RESOURCES ANALYST I		22	2	P	2730.09	3211.87	3693.65						MISC
HUMAN RESOURCES ANALYST II		26	2	P	3013.16	3544.89	4076.62						MISC
HUMAN RESOURCES MANAGER	E	41	2	M	4107.58	5134.48	6161.38						MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	2598.60	3057.18	3515.76						MISC
HVAC TECHNICIAN		24	6	FL				2759.08	2897.52	3042.21	3194.41	3354.06	SEIU
INFORMATION TECHNOLOGY MANAGER	E	41	2	M	4107.30	5134.12	6160.94						EGLE
IT ANALYST I		26	2	P	3013.16	3544.89	4076.62						EGLE
IT ANALYST II	E	30	2	M	3130.29	3912.86	4695.43						EGLE
IT DESKTOP TECHNICIAN I		12	2	P	2132.16	2508.42	2884.68						EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point		Max*	Min	Standard	Max**						
					Min	Control Point										
IT DESKTOP TECHNICIAN II		16	2	P	2353.70	2769.06	3184.42								EGLE	
IT OPERATIONS MANAGER	E	39	2	M	3909.60	4887.00	5864.40								EGLE	
JUNIOR ENGINEER (CIVIL)		26	3	P	3012.46	3544.07	4075.68								EGLE	
LEAD POLICE RECORDS SPECIALIST		3	V	FL				2722.47	2857.14	3000.06	3148.49	3306.51			NPOA	
LEAD PUBLIC SAFETY DISPATCHER		18	II	P	3394.14	3993.11	4592.08								SEIU	
LEGAL SECRETARY		18	2	P	2472.94	2909.34	3345.74								EGLE	
LIBRARIAN I		15	4	P	2295.91	2701.07	3106.23								EGLE	
LIBRARIAN II		19	4	P	2534.40	2981.65	3428.90								EGLE	
LIBRARY ASSISTANT I		6	4	FL				1779.52	1868.05	1961.58	2060.09	2163.59			EGLE	
LIBRARY ASSISTANT II		10	4	FL				1964.08	2062.59	2166.10	2273.33	2388.08			EGLE	
LIBRARY ASSISTANT III		14	4	FL				2168.58	2277.08	2390.56	2511.53	2634.99			EGLE	
LIBRARY CUSTOMER SERVICE SUPERVISOR		22	4	P	2729.45	3211.12	3692.79								EGLE	
LIBRARY SERVICES DIRECTOR	E	0		DH				5210.48	7604.24	8364.66					ESMS	
LIBRARY SERVICES MANAGER	E	35	4	M	3541.34	4426.68	5312.02								EGLE	
METER SERVICE WORKER I		11	6	FL				2001.94	2101.73	2206.52	2317.51	2433.53			SEIU	
METER SERVICE WORKER II		15	6	FL				2209.00	2320.03	2436.02	2558.26	2685.49			SEIU	
METER SERVICE WORKER III		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86			SEIU	
OFFICE ASSISTANT I		2	5	FL				1611.55	1693.85	1777.44	1866.00	1960.79			SEIU	
OFFICE ASSISTANT I - CONF		2	5	FL				1611.55	1693.85	1777.44	1866.00	1960.79			MISC	
OFFICE ASSISTANT II		6	5	FL				1778.69	1869.73	1962.04	2060.56	2162.86			SEIU	
OFFICE ASSISTANT II-CONF		6	5	FL				1778.69	1869.73	1962.04	2060.56	2162.86			MISC	
OFFICE ASSISTANT III		10	5	FL				1964.54	2063.07	2166.60	2273.87	2388.63			SEIU	
OFFICE ASSISTANT III - CONF		10	5	FL				1964.54	2063.07	2166.60	2273.87	2388.63			MISC	
OFFICE OF EMER SVCS COORD.		40	VIII	P	4270.57	5024.20	5777.83								EGLE	
PARKS MAINTENANCE WORKER I		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64			SEIU	
PARKS MAINTENANCE WORKER II		14	6	FL				2155.37	2263.90	2376.15	2495.89	2620.62			SEIU	
PARKS MAINTENANCE WORKER III		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55			SEIU	
PARKS MANAGER	E	26	III	M	4056.34	5070.43	6084.52								EGLE	
PARKS SECTION MANAGER	E	22	III	M	3507.66	4384.57	5261.48								EGLE	
PARKS SUPERVISOR		19	III	P	3342.11	3931.89	4521.67								EGLE	
PERFORMING ARTS ASSISTANT		11	4	FL				2013.96	2113.73	2219.71	2330.69	2447.94			EGLE	
PERFORMING ARTS COORDINATOR		20	4	P	2598.01	3056.48	3514.95								EGLE	
PERFORMING ARTS MANAGER	E	38	2	M	3813.94	4767.42	5720.90								EGLE	
PERFORMING ARTS SUPERVISOR	E	26	4	M	2835.26	3544.07	4252.88								EGLE	
PERMIT TECHNICIAN		17	3	FL				2332.50	2449.74	2571.98	2700.46	2835.16			SEIU	
PLAN CHECK ENGINEER	E	34	2	M	3454.79	4318.49	5182.19								EGLE	
POLICE ASSISTANT III-UNIFORMED		10	5	FL				2004.40	2103.85	2208.37	2316.64	2432.50			NPOA	
POLICE ASSISTANT II-UNIFORMED		6	5	FL				1816.80	1908.72	2001.88	2101.35	2204.60			NPOA	
POLICE ASSISTANT I-UNIFORMED		2	5	FL				1648.10	1731.17	1815.55	1904.93	2000.61			NPOA	
POLICE CAPTAIN	E	2	VII	M	5895.91	7369.89	8843.87								PMGR	
POLICE CHIEF/ASST CM-PUB SAFTY	E	1		DH				5911.92	8627.15	9489.87					ESPS	

City of Mountain View

Salary Plan and Position Listing

Fiscal Year 2014 - 2015

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
					Control Point		Dept. Head Salary Range								
					Min	Control Point Max*	Min							Standard Max**	Max**
POLICE LIEUTENANT	E	1	VII	M	5127.12	6408.90	7690.68						PMGR		
POLICE OFFICER		1	VII	FL				3559.46	3735.94	3924.14	4118.18	4322.42	POA		
POLICE OFFICER - TRAINEE		5	V	FL				3389.96					NPOA		
POLICE RECORDS SPECIALIST		1	V	FL				2433.88	2553.41	2681.23	2813.17	2953.36	NPOA		
POLICE RECORDS SUPERVISOR		26	2	P	3059.69	3599.63	4139.57						NPOA		
POLICE SERGEANT		3	VII	FL				4320.95	4535.39	4761.52	4999.30	5247.30	POA		
POLICE SUPPORT SVCS MANAGER	E	42	2	M	4259.50	5324.38	6389.26						PMGR		
POSTCLOSURE ENV SYSTEMS SPEC		26	6	FL				2898.78	3044.71	3196.89	3356.53	3523.69	SEIU		
POSTCLOSURE ENV SYSTEMS TECH		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55	SEIU		
POSTCLOSURE SUPERVISOR		19	III	P	3342.11	3931.89	4521.67						EGLE		
PRINCIPAL CIVIL ENGINEER	E	42	3	M	4209.98	5262.47	6314.96						EGLE		
PRINCIPAL FINANCIAL ANALYST	E	34	2	M	3455.59	4319.49	5183.39						MISC		
PRINCIPAL IT ANALYST	E	37	2	M	3720.15	4650.19	5580.23						EGLE		
PRINCIPAL PLANNER	E	39	2	M	3908.70	4885.87	5863.04						EGLE		
PROGRAM ASSISTANT		16	5	FL				2277.61	2392.37	2512.11	2638.09	2769.06	SEIU		
PROJECT MANAGER	E	34	2	M	3454.79	4318.49	5182.19						EGLE		
PROPERTY & EVIDENCE SPECIALIST		2	V	P	2689.82	3164.49	3639.16						NPOA		
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	2939.31	3458.01	3976.71						EGLE		
PUBLIC SAFETY DISPATCHER I		12	II	FL				2641.52	2772.91	2912.38	3057.18	3210.05	SEIU		
PUBLIC SAFETY DISPATCHER II		15	II	FL				2945.90	3093.38	3247.59	3409.84	3580.13	SEIU		
PUBLIC SAFETY DISPATCHER III		16	III	FL				3239.92	3401.91	3572.01	3750.61	3938.14	SEIU		
PUBLIC SAFETY SOC MEDIA/COMM COORD		33	2	P	3581.66	4213.72	4845.78						EGLE		
PUBLIC WORKS DIRECTOR	E	0		DH				5210.48	7604.24	8364.66			ESMS		
PUBLIC WORKS INSPECTOR I		25	3	FL				2845.15	2987.35	3137.01	3294.17	3458.82	SEIU		
PUBLIC WORKS INSPECTOR II		29	3	FL				3140.76	3297.94	3462.56	3635.95	3816.81	SEIU		
PURCH & SUPPORT SRVCS MGR	E	41	2	M	4107.30	5134.12	6160.94						EGLE		
REAL PROPERTY PROGRAM ADMIN.	E	36	3	M	3630.35	4537.94	5445.53						EGLE		
RECREATION COORDINATOR		16	4	P	2353.15	2768.41	3183.67						EGLE		
RECREATION LEADER II		2	IV	FL				1305.65	1370.50	1439.07	1511.42	1586.22	EGLE		
RECREATION MANAGER	E	40	2	M	4006.46	5008.08	6009.70						EGLE		
RECREATION SPECIALIST		7	IV	FL				1666.04	1749.59	1836.88	1927.92	2025.19	EGLE		
RECREATION SUPERVISOR	E	26	4	M	2835.26	3544.07	4252.88						EGLE		
RISK MANAGER	E	38	2	M	3813.94	4767.42	5720.90						EGLE		
SAFETY & TRAINING ADMINISTRATR		19	III	P	3342.11	3931.89	4521.67						EGLE		
SECRETARY		15	5	FL				2222.73	2334.98	2450.99	2573.24	2701.70	SEIU		
SECRETARY - EAGLE		15	5	FL				2222.22	2334.45	2450.43	2572.62	2701.07	EGLE		
SENIOR ACCOUNTANT	E	30	2	M	3130.29	3912.86	4695.43						MISC		
SENIOR ADMINISTRATIVE ANALYST	E	30	2	M	3129.55	3911.94	4694.33						EGLE		
SENIOR ADMINISTRATIVE ANL-CONF	E	30	2	M	3130.29	3912.86	4695.43						MISC		
SENIOR ASSISTANT CITY ATTORNEY	E	47	2	M	4762.66	5953.32	7143.98						EGLE		
SENIOR BUILDING INSPECTOR		33	3	P	3578.27	4209.73	4841.19						SEIU		

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2014 - 2015

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range					Barg. Unit		
					Control Point			1st Step	2nd Step	3rd Step	4th Step	5th Step			
					Min	Control Point	Max*	Min	Standard	Max**					
SENIOR CIVIL ENGINEER	E	38	3	M	3813.94	4767.42	5720.90								EGLE
SENIOR CODE ENF OFFICER		29	3	P	3244.29	3816.81	4389.33								SEIU
SENIOR DEPUTY CITY ATTORNEY	E	37	2	M	3720.15	4650.19	5580.23								EGLE
SENIOR HUMAN RESOURCES ANALYST	E	30	2	M	3130.29	3912.86	4695.43								MISC
SENIOR IT ANALYST	E	34	2	M	3455.59	4319.49	5183.39								EGLE
SENIOR IT DESKTOP TECHNICIAN		20	2	P	2598.60	3057.18	3515.76								EGLE
SENIOR PLANNER	E	32	2	M	3288.18	4110.22	4932.26								EGLE
SENIOR PROJECT MANAGER	E	38	2	M	3813.94	4767.42	5720.90								EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	3	P	3578.27	4209.73	4841.19								SEIU
SENIOR RECREATION COORDINATOR		20	4	P	2598.01	3056.48	3514.95								EGLE
SENIOR STAGEHAND		3	4	FL				1652.33	1734.63	1821.91	1912.95	2008.97			EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	3720.15	4650.19	5580.23								EGLE
SENIOR TICKET SERVICES REP		1	4	FL				1572.51	1651.06	1734.63	1820.67	1911.70			EGLE
SENIOR UTILITIES SYS TECH.		22	6	FL				2626.86	2757.85	2896.28	3040.98	3193.15			SEIU
SENIOR WATER SYSTEM OPERATOR		25	6	FL				2828.05	2969.96	3118.26	3274.26	3437.90			SEIU
SOLID WASTE PROGRAM MANAGER	E	25	II	M	3775.02	4718.78	5662.54								EGLE
SR POSTCLOSURE ENV SYS TECH		22	6	FL				2626.86	2757.85	2896.28	3040.98	3193.15			SEIU
STREET & LANDFILL CLOSURE MNGR	E	26	III	M	4056.34	5070.43	6084.52								EGLE
STREET LIGHTING TECHNICIAN		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55			SEIU
STREET MAINTENANCE WORKER I		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64			SEIU
STREET MAINTENANCE WORKER II		14	6	FL				2155.37	2263.90	2376.15	2495.89	2620.62			SEIU
STREET MAINTENANCE WORKER III		18	6	FL				2379.87	2498.39	2623.13	2754.08	2892.55			SEIU
STREET SUPERVISOR		19	III	P	3342.11	3931.89	4521.67								EGLE
STREETS TECHNICIAN		10	6	FL				1953.31	2050.61	2152.89	2261.39	2373.64			SEIU
STREETSWEEPER OPERATOR		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83			SEIU
SUPERVISING BUYER		28	2	P	3165.09	3723.64	4282.19								EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	II	P	2500.50	2941.76	3383.02								EGLE
SYSTEMS SPECIALIST		28	2	P	3165.09	3723.64	4282.19								EGLE
TRAFFIC ENGINEER	E	43	3	M	4314.73	5393.41	6472.09								EGLE
TRAINING OFFICER I		1	VIII	FL				3380.74	3550.69	3727.81	3913.50	4109.16			MVFF
TRANSPORTATION PLANNER	E	38	3	M	3813.94	4767.42	5720.90								EGLE
TRANSPORTATION/BUSINESS MGR	E	46	2	M	4646.94	5808.67	6970.40								EGLE
TREE SUPERVISOR/ARBORIST		20	III	P	3465.07	4076.55	4688.03								EGLE
TREE TRIMMER I		12	6	FL				2051.85	2154.14	2262.66	2374.90	2494.65			SEIU
TREE TRIMMER II		16	6	FL				2265.13	2378.65	2497.13	2621.87	2752.83			SEIU
TREE TRIMMER III		20	6	FL				2499.63	2624.36	2756.59	2893.78	3038.48			SEIU
UTILITIES ELECTRICIAN		26	6	FL				2898.78	3044.71	3196.89	3356.53	3523.69			SEIU
UTILITIES INSPECTOR LOCATOR		19	6	FL				2438.51	2560.76	2689.23	2823.95	2964.86			SEIU
UTILITIES SERVICES MANAGER	E	26	III	M	4056.34	5070.43	6084.52								EGLE
UTILITIES SYSTEMS SPECIALIST		26	6	FL				2898.78	3044.71	3196.89	3356.53	3523.69			SEIU
UTILITIES SYSTEMS SUPERVISOR		19	III	P	3342.11	3931.89	4521.67								EGLE

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2014 - 2015

Position	BI-WEEKLY SALARY														Barg. Unit	
	FL- SA	Job Grd	Job Fam	Sal Plan	Control Point			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step		5th Step
					Min	Control Point	Max*	Min	Standard	Max**						
UTILITIES SYSTEMS TECHNICIAN		18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
VOLUNTEER COORDINATOR		20	4	P	2598.01	3056.48	3514.95									EGLE
WAREHOUSE WORKER		10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
WASTEWATER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
WASTEWATER UTILITY WORKER I		10	6	FL							1953.31	2050.61	2152.89	2261.39	2373.64	SEIU
WASTEWATER UTILITY WORKER II		14	6	FL							2155.37	2263.90	2376.15	2495.89	2620.62	SEIU
WASTEWATER UTILITY WORKER III		18	6	FL							2379.87	2498.39	2623.13	2754.08	2892.55	SEIU
WATER CONSERVATION COORD	E	30	2	M	3129.55	3911.94	4694.33									EGLE
WATER ENVIRONMENT SPECIALIST		14	III	P	2979.24	3504.99	4030.74									SEIU
WATER METER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
WATER QUALITY TECHNICIAN		25	6	FL							2828.05	2969.96	3118.26	3274.26	3437.90	SEIU
WATER RESOURCES TECHNICIAN		19	6	FL							2438.51	2560.76	2689.23	2823.95	2964.86	SEIU
WATER SUPERVISOR		19	III	P	3342.11	3931.89	4521.67									EGLE
WATER SYSTEM OPERATOR		21	6	FL							2562.12	2689.97	2825.50	2966.13	3114.44	SEIU
WATER UTILITY WORKER I		12	6	FL							2051.85	2154.14	2262.66	2374.90	2494.65	SEIU
WATER UTILITY WORKER II		16	6	FL							2265.13	2378.65	2497.13	2621.87	2752.83	SEIU
WATER UTILITY WORKER III		20	6	FL							2499.63	2624.36	2756.59	2893.78	3038.48	SEIU
WILDLIFE PRESERVATION COORD		16	4	P	2353.15	2768.41	3183.67									EGLE
YOUTH RESOURCES MANAGER	E	33	2	M	3370.98	4213.72	5056.46									EGLE
ZONING ADMINISTRATOR	E	39	2	M	3908.70	4885.87	5863.04									EGLE

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2019 - 2020

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	26.96 /	32.76			HRMM 31
ACCOUNT CLERK II	29.72 /	36.15			HRMM 34
ACCOUNTANT I	40.32 /	54.58			HRMM 55
ACCOUNTANT II	44.50 /	60.22			HRMM 63
ACCOUNTING TECHNICIAN	32.84 /	39.90			HRMM 39
ADMINISTRATIVE AIDE	36.52 /	49.42			HRMM 49
AFTER SCHOOL EDU SPEC I	18.59 /	22.32			HRMM 9
AFTER SCHOOL EDU SPEC II	20.46 /	24.56			HRMM 20
AFTER SCHOOL EDU SPEC III	25.56 /	30.69			HRMM 7
ANALYST I	40.32 /	54.57			HRMM 56
ANALYST II	44.50 /	60.21			HRMM 64
AQUATICS HD LIFEGUARD	21.32 /	24.47			HRMM 13
AQUATICS LIFEGUARD I	17.61 /	20.23			HRMM 3
AQUATICS LIFEGUARD II	19.41 /	22.37			HRMM 12
AQUATICS POOL ATTEND.	15.65 /	18.00			HRMM 1
AQUATICS POOL SUPV	23.48 /	26.94			HRMM 17
AQUATICS WTR EXERC IN	23.64 /	32.77			HRMM 27
AQUATICS WTR SFTY INS	18.51 /	21.30			HRMM 8
ASSISTANT ENGR(CIVIL)	49.11 /	66.46			HRMM 71
ASSISTANT PLANNER	42.35 /	57.31			HRMM 60
ASSOCIATE ENGR(CIVIL)	54.22 /	73.36			HRMM 74
ASSOCIATE PLANNER	46.76 /	63.25			HRMM 69
BUILDING ATTENDANT	15.65 /	18.78			HRMM 2
CLERICAL AIDE	15.65 /	18.78			HRMM 2
CUSTOMER SERVICE REP	25.64 /	31.14			HRMM 90
DOCUMENT PROC SPECIAL	38.39 /	51.92			HRMM 53
DOCUMENT PROC SUPRVSR	40.35 /	54.58			HRMM 57
DOCUMENT PROC TECH I	29.00 /	35.28			HRMM 32
DOCUMENT PROC TECH II	32.01 /	38.93			HRMM 38
ENGINEERING ASST I	33.62 /	40.85			HRMM 41
ENGINEERING ASST II	37.11 /	45.10			HRMM 51
ENGINEERING ASST III	41.01 /	49.85			HRMM 58
EQUIPMENT MECH I	33.45 /	40.66			HRMM 79
EQUIPMENT MECH II	36.93 /	44.89			HRMM 80
EQUIPMENT MECH III	40.76 /	49.55			HRMM 81
EXECUTIVE ASSISTANT	36.52 /	54.57			HRMM 48
HOUSE MANAGER	21.66 /	26.35			HRMM 22

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2019 - 2020

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3	
INSPECTOR I	34.13 /	51.10				HRMM 44
INSPECTOR II	46.40 /	56.39				HRMM 68
IT ANALYST I	44.51 /	60.22				HRMM 65
IT ANALYST II	46.25 /	69.36				HRMM 67
IT DESKTOP TECH I	31.50 /	42.61				HRMM 37
IT DESKTOP TECH II	34.78 /	47.05				HRMM 46
JUNIOR ENGR (CIVIL)	44.50 /	60.21				HRMM 64
LABORER I	17.45 /	25.61				HRMM 14
LABORER II	23.98 /	38.72				HRMM 25
LABORER III	35.14 /	42.74				HRMM 47
LIBRARIAN	33.92 /	50.65				HRMM 43
LIBRARY ASST	26.29 /	38.93				HRMM 30
LIBRARY HOMEWORK ASST	18.59 /	22.32				HRMM 9
LIBRARY PAGE	15.65 /	18.78				HRMM 2
LIBRARY TECH. AIDE	18.59 /	22.32				HRMM 9
LIBRARY TECHNICIAN	20.08 /	28.37				HRMM 86
OFFICE ASSISTANT I	23.82 /	28.96				HRMM 24
OFFICE ASSISTANT II	26.28 /	31.95				HRMM 29
OFFICE ASSISTANT III	29.00 /	35.29				HRMM 33
PARKS MAINT WRKR I	28.87 /	35.07				HRMM 83
PARKS MAINT WRKR II	31.85 /	38.72				HRMM 84
PARKS MAINT WRKR III	35.14 /	42.73				HRMM 85
PLANNING MANAGER	63.75 /	95.61				HRMM 78
POLICE ASSISTANT I	20.91 /	27.85				HRMM 21
POLICE ASSISTANT II	25.89 /	31.44				HRMM 28
POLICE RESERVE	/		15.65	53.86	80.79	HRFT 1
PRINCIPAL CVL ENGINR	62.17 /	93.29				HRMM 77
PRINCIPAL PLANNER	57.74 /	86.60				HRMM 76
PRKS & OPN SP WRKR I	20.91 /	27.85				HRMM 21
PRKS & OPN SP WRKR II	25.89 /	31.44				HRMM 28
PROGRAM ASSISTANT	33.65 /	40.90				HRMM 42
PUB SFTY DISP II CTO	46.78 /	56.85				HRMM 91
PUB SFTY DISP II OT	65.27 /	79.33				HRMM 92
PUB SFTY DISP II OT/CTO	70.16 /	85.27				HRMM 93
PUBLIC SAFETY DISP I	39.03 /	47.42				HRMM 54
PUBLIC SAFETY DISP II	43.51 /	52.88				HRMM 62
PUBLIC SAFETY DISP III	47.86 /	58.17				HRMM 94

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2019 - 2020

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3
REC. LEADER AIDE	15.65 /	18.00			HRMM 1
REC. LEADER I	17.63 /	21.26			HRMM 5
REC. LEADER II	18.54 /	22.53			HRMM 11
REC. SPECIALIST	23.66 /	28.76			HRMM 10
RECREATION COORD	34.77 /	47.04			HRMM 45
RECREATION SUPERVSR	41.87 /	62.84			HRMM 59
SENIOR ADMIN ANALYST	46.23 /	69.35			HRMM 66
SENIOR CIVIL ENGINEER	56.33 /	84.50			HRMM 75
SENIOR INFO TECH ANAL	51.06 /	76.58			HRMM 72
SENIOR INFO TECH DSKT	38.39 /	51.92			HRMM 53
SENIOR LIBRARY PAGE	17.67 /	21.21			HRMM 6
SENIOR PLANNER	48.56 /	72.87			HRMM 70
SENIOR RECREATION CRD	38.38 /	51.91			HRMM 52
SHOP ASSISTANT	15.65 /	18.78			HRMM 2
SKILLED TRADES I	30.30 /	40.66			HRMM 35
SKILLED TRADES II	33.45 /	44.89			HRMM 40
SKILLED TRADES III	36.93 /	51.92			HRMM 50
STAGEHAND I	19.25 /	23.40			HRMM 19
STAGEHAND II	24.43 /	29.68			HRMM 26
STUDENT INTERN I	15.65 /	18.78			HRMM 2
STUDENT INTERN II	18.48 /	22.73			HRMM 18
STUDENT INTERN III	21.26 /	26.24			HRMM 23
STUDENT INTERN IV	25.89 /	31.44			HRMM 28
TECH/PROF/MGMT EMP.	31.49 /	196.47			HRMM 36
TICKET SVCS REP I	17.83 /	21.68			HRMM 16
TICKET SVCS REP II	21.66 /	26.35			HRMM 22
TRAFFIC ENGINEER	63.75 /	95.61			HRMM 78
TRANSPORTATION PLNR	56.33 /	84.50			HRMM 75
UNION STAGEHAND	42.80 /	49.78			HRMM 61
YOUTH CORP COORD.	25.56 /	30.69			HRMM 7
YOUTH CORP WORKER	15.65 /	18.00			HRMM 1
YOUTH CORPS CRW LDR	18.59 /	21.42			HRMM 4

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2018 - 2019

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
AQUATICS POOL ATTEND.	15.65 /	18.00				HRMM	1
POLICE RESERVE			15.65	51.05	76.59	HRFT	1
REC. LEADER AIDE	15.65 /	18.00				HRMM	1
YOUTH CORP WORKER	15.65 /	18.00				HRMM	1
AFTER SCHOOL EDU SPEC I	15.65 /	18.78				HRMM	2
BUILDING ATTENDANT	15.65 /	18.78				HRMM	2
CLERICAL AIDE	15.65 /	18.78				HRMM	2
LIBRARY PAGE	15.65 /	18.78				HRMM	2
SHOP ASSISTANT	15.65 /	18.78				HRMM	2
STUDENT INTERN I	15.65 /	18.78				HRMM	2
AQUATICS LIFEGUARD I	17.10 /	19.64				HRMM	3
YOUTH CORPS CRW LDR	18.05 /	20.80				HRMM	4
REC. LEADER I	17.12 /	20.64				HRMM	5
AFTER SCHOOL EDU SPEC II	17.16 /	20.59				HRMM	6
SENIOR LIBRARY PAGE	17.16 /	20.59				HRMM	6
AFTER SCHOOL EDU SPEC III	18.93 /	22.62				HRMM	7
AQUATICS WTR SFTY INS	17.97 /	20.68				HRMM	8
LIBRARY HOMEWORK ASST	18.05 /	21.67				HRMM	9
LIBRARY TECH. AIDE	18.05 /	21.67				HRMM	9
REC. SPECIALIST	22.97 /	27.92				HRMM	10
REC. LEADER II	18.00 /	21.87				HRMM	11
AQUATICS LIFEGUARD II	18.84 /	21.72				HRMM	12
AQUATICS HD LIFEGUARD	20.70 /	23.76				HRMM	13
LABORER I	16.94 /	24.86				HRMM	14
TICKET SVCS REP I	17.31 /	21.05				HRMM	16
AQUATICS POOL SUPV	22.80 /	26.16				HRMM	17
STUDENT INTERN II	17.94 /	22.07				HRMM	18
STAGEHAND I	18.69 /	22.72				HRMM	19
YOUTH CORP COORD.	20.28 /	23.40				HRMM	20
POLICE ASSISTANT I	20.30 /	27.04				HRMM	21
PRKS & OPN SP WRKR I	20.30 /	27.04				HRMM	21
HOUSE MANAGER	21.03 /	25.58				HRMM	22
TICKET SVCS REP II	21.03 /	25.58				HRMM	22
STUDENT INTERN III	20.64 /	25.48				HRMM	23
OFFICE ASSISTANT I	23.13 /	28.12				HRMM	24
LABORER II	23.28 /	37.59				HRMM	25
STAGEHAND II	23.72 /	28.82				HRMM	26

AQUATICS WTR EXERC IN	22.95 /	31.82	HRMM 27
POLICE ASSISTANT II	25.14 /	30.52	HRMM 28
PRKS & OPN SP WRKR II	25.14 /	30.52	HRMM 28
OFFICE ASSISTANT II	25.51 /	31.02	HRMM 29
LIBRARY ASST II	25.52 /	37.80	HRMM 30
ACCOUNT CLERK I	26.17 /	31.81	HRMM 31
DOCUMENT PROC TECH I	28.16 /	34.25	HRMM 32
OFFICE ASSISTANT III	28.16 /	34.26	HRMM 33
ACCOUNT CLERK II	28.85 /	35.10	HRMM 34
SKILLED TRADES I	29.42 /	39.48	HRMM 35
TECH/PROF/MGMT EMP.	30.57 /	190.75	HRMM 36
IT DESKTOP TECH I	30.58 /	41.37	HRMM 37
DOCUMENT PROC TECH II	31.08 /	37.80	HRMM 38
ACCOUNTING TECHNICIAN	31.88 /	38.74	HRMM 39
SKILLED TRADES II	32.48 /	43.58	HRMM 40
ENGINEERING ASST I	32.64 /	39.66	HRMM 41
PROGRAM ASSISTANT	32.67 /	39.71	HRMM 42
LIBRARIAN	32.93 /	49.17	HRMM 43
INSPECTOR I	33.14 /	49.61	HRMM 44
RECREATION COORD	33.76 /	45.67	HRMM 45
IT DESKTOP TECH II	33.77 /	45.68	HRMM 46
LABORER III	34.12 /	41.50	HRMM 47
EXECUTIVE ASSISTANT	35.46 /	52.98	HRMM 48
ADMINISTRATIVE AIDE	35.46 /	47.98	HRMM 49
SKILLED TRADES III	35.85 /	50.41	HRMM 50
ENGINEERING ASST II	36.03 /	43.79	HRMM 51
SENIOR RECREATION CRD	37.26 /	50.40	HRMM 52
DOCUMENT PROC SPECIAL	37.27 /	50.41	HRMM 53
SENIOR INFO TECH DSKT	37.27 /	50.41	HRMM 53
PUBLIC SAFETY DISP I	37.89 /	46.04	HRMM 54
ACCOUNTANT I	39.15 /	52.99	HRMM 55
ANALYST I	39.15 /	52.98	HRMM 56
DOCUMENT PROC SUPRVSR	39.17 /	52.99	HRMM 57
ENGINEERING ASST III	39.82 /	48.40	HRMM 58
RECREATION SUPERVSR	40.65 /	61.01	HRMM 59
ASSISTANT PLANNER	41.12 /	55.64	HRMM 60
UNION STAGEHAND	41.55 /	48.33	HRMM 61
PUBLIC SAFETY DISP II	42.24 /	51.34	HRMM 62
ACCOUNTANT II	43.20 /	58.47	HRMM 63
ANALYST II	43.20 /	58.46	HRMM 64
JUNIOR ENGR (CIVIL)	43.20 /	58.46	HRMM 64
IT ANALYST I	43.21 /	58.47	HRMM 65
SENIOR ADMIN ANALYST	44.88 /	67.33	HRMM 66

IT ANALYST II	44.90 /	67.34	HRMM 67
INSPECTOR II	45.05 /	54.75	HRMM 68
ASSOCIATE PLANNER	45.40 /	61.41	HRMM 69
SENIOR PLANNER	47.15 /	70.75	HRMM 70
ASSISTANT ENGR(CIVIL)	47.68 /	64.52	HRMM 71
SENIOR INFO TECH ANAL	49.57 /	74.35	HRMM 72
ASSOCIATE ENGR(CIVIL)	52.64 /	71.22	HRMM 74
SENIOR CIVIL ENGINEER	54.69 /	82.04	HRMM 75
TRANSPORTATION PLNR	54.69 /	82.04	HRMM 75
PRINCIPAL PLANNER	56.06 /	84.08	HRMM 76
PRINCIPAL CVL ENGINR	60.36 /	90.57	HRMM 77
PLANNING MANAGER	61.89 /	92.83	HRMM 78
TRAFFIC ENGINEER	61.89 /	92.83	HRMM 78
EQUIPMENT MECH I	32.48 /	39.48	HRMM 79
EQUIPMENT MECH II	35.85 /	43.58	HRMM 80
EQUIPMENT MECH III	39.57 /	48.11	HRMM 81
PARKS MAINT WRKR I	28.03 /	34.05	HRMM 83
PARKS MAINT WRKR II	30.92 /	37.59	HRMM 84
PARKS MAINT WRKR III	34.12 /	41.49	HRMM 85
LIBRARY TECHNICIAN	19.50 /	27.54	HRMM 86
CUSTOMER SERVICE REP	24.89 /	30.23	HRMM 90
PUB SFTY DISP II CTO	45.42 /	55.19	HRMM 91
PUB SFTY DISP II OT	63.37 /	77.02	HRMM 92
PUB SFTY DISP II OT/CTO	68.12 /	82.79	HRMM 93
PUBLIC SAFETY DISP III	46.47 /	56.48	HRMM 94

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2018 - 2019

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK II	28.85 /	35.10			HRMM 34
ACCOUNTANT I	39.15 /	52.99			HRMM 55
ACCOUNTANT II	43.20 /	58.47			HRMM 63
ACCOUNTING TECHNICIAN	31.88 /	38.74			HRMM 39
ADMINISTRATIVE AIDE	35.46 /	47.98			HRMM 49
ADMINISTRATIVE AN I	39.15 /	52.98			HRMM 56
ADMINISTRATIVE AN II	43.20 /	58.46			HRMM 64
AFTER SCHOOL EDU SPEC I	15.00 /	18.00			HRMM 2
AFTER SCHOOL EDU SPEC II	17.16 /	20.59			HRMM 6
AFTER SCHOOL EDU SPEC III	18.93 /	22.62			HRMM 7
AQUATICS HD LIFEGUARD	20.70 /	23.76			HRMM 13
AQUATICS LIFEGUARD I	17.10 /	19.64			HRMM 3
AQUATICS LIFEGUARD II	18.84 /	21.72			HRMM 12
AQUATICS POOL ATTEND.	15.00 /	17.25			HRMM 1
AQUATICS POOL SUPV	22.80 /	26.16			HRMM 17
AQUATICS WTR EXERC IN	22.95 /	31.82			HRMM 27
AQUATICS WTR SFTY INS	17.97 /	20.68			HRMM 8
ASSISTANT ENGR(CIVIL)	47.68 /	64.52			HRMM 71
ASSISTANT PLANNER	41.12 /	55.64			HRMM 60
ASSOCIATE ENGR(CIVIL)	52.64 /	71.22			HRMM 74
ASSOCIATE PLANNER	45.40 /	61.41			HRMM 69
BUILDING ATTENDANT	15.00 /	18.00			HRMM 2
CLERICAL AIDE	15.00 /	18.00			HRMM 2
DOCUMENT PROC SPECIAL	37.27 /	50.41			HRMM 53
DOCUMENT PROC SUPRVSER	39.17 /	52.99			HRMM 57
DOCUMENT PROC TECH I	28.16 /	34.25			HRMM 32
DOCUMENT PROC TECH II	31.08 /	37.80			HRMM 38
ENGINEERING ASST I	32.64 /	39.66			HRMM 41
ENGINEERING ASST II	36.03 /	43.79			HRMM 51
ENGINEERING ASST III	39.82 /	48.40			HRMM 58
EQUIPMENT MECH I	32.48 /	39.48			HRMM 79
EQUIPMENT MECH II	35.85 /	43.58			HRMM 80
EQUIPMENT MECH III	39.57 /	48.11			HRMM 81
EXECUTIVE ASSISTANT	35.46 /	52.98			HRMM 48
HOUSE MANAGER	16.95 /	22.72			HRMM 15
HRLY CUSTOMER SERVICE REP	24.89 /	30.23			HRMM 90
HRLY PUBLIC SAFETY DISP III	46.47 /	56.48			HRMM 94

INSPECTOR I	33.14 /	49.61				HRMM 44
INSPECTOR II	45.05 /	54.75				HRMM 68
IT ANALYST I	43.21 /	58.47				HRMM 65
IT ANALYST II	44.90 /	67.34				HRMM 67
IT DESKTOP TECH I	30.58 /	41.37				HRMM 37
IT DESKTOP TECH II	33.77 /	45.68				HRMM 46
JUNIOR ENGR (CIVIL)	43.20 /	58.46				HRMM 64
LABORER I	16.94 /	24.86				HRMM 14
LABORER II	23.28 /	37.59				HRMM 25
LABORER III	34.12 /	41.50				HRMM 47
LEAD PUBLIC SFTY DISP	48.68 /	65.86				HRMM 82
LIBRARIAN	32.93 /	49.17				HRMM 43
LIBRARY ASST	25.52 /	37.80				HRMM 30
LIBRARY HOMEWORK ASST	18.05 /	21.67				HRMM 9
LIBRARY PAGE	15.00 /	18.00				HRMM 2
LIBRARY TECH. AIDE	18.05 /	21.67				HRMM 9
LIBRARY TECHNICIAN	19.50 /	27.54				HRMM 86
OFFICE ASSISTANT I	23.13 /	28.12				HRMM 24
OFFICE ASSISTANT II	25.51 /	31.02				HRMM 29
OFFICE ASSISTANT III	28.16 /	34.26				HRMM 33
PARKS MAINT WRKR I	28.03 /	34.05				HRMM 83
PARKS MAINT WRKR II	30.92 /	37.59				HRMM 84
PARKS MAINT WRKR III	34.12 /	41.49				HRMM 85
PLANNING MANAGER	61.89 /	92.83				HRMM 78
POLICE ASSISTANT I	20.30 /	27.04				HRMM 21
POLICE ASSISTANT II	25.14 /	30.52				HRMM 28
POLICE RESERVE	/		15.00	51.05	76.59	HRFT 1
PRINCIPAL CVL ENGINR	60.36 /	90.57				HRMM 77
PRINCIPAL PLANNER	56.06 /	84.08				HRMM 76
PROGRAM ASSISTANT	32.67 /	39.71				HRMM 42
PUB SFTY DISP II CTO	45.42 /	55.19				HRMM 91
PUB SFTY DISP II OT	63.37 /	77.02				HRMM 92
PUB SFTY DISP II OT/CTO	68.12 /	82.79				HRMM 93
PUBLIC SAFETY DISP I	37.89 /	46.04				HRMM 54
PUBLIC SAFETY DISP II	42.24 /	51.34				HRMM 62
REC. LEADER AIDE	15.00 /	17.25				HRMM 1
REC. LEADER I	17.12 /	20.64				HRMM 5
REC. LEADER II	18.00 /	21.87				HRMM 11
REC. SPECIALIST	22.97 /	27.92				HRMM 10
RECREATION COORD	33.76 /	45.67				HRMM 45
RECREATION SUPERVSR	40.65 /	61.01				HRMM 59
SENIOR ADMIN ANALYST	44.88 /	67.33				HRMM 66
SENIOR CIVIL ENGINEER	54.69 /	82.04				HRMM 75

SENIOR INFO TECH ANAL	49.57 / 74.35	HRMM 72
SENIOR INFO TECH DSKT	37.27 / 50.41	HRMM 53
SENIOR LIBRARY PAGE	17.16 / 20.59	HRMM 6
SENIOR PLANNER	47.15 / 70.75	HRMM 70
SENIOR RECREATION CRD	37.26 / 50.40	HRMM 52
SHOP ASSISTANT	15.00 / 18.00	HRMM 2
SKILLED TRADES I	29.42 / 39.48	HRMM 35
SKILLED TRADES II	32.48 / 43.58	HRMM 40
SKILLED TRADES III	35.85 / 50.41	HRMM 50
STAGEHAND I	18.69 / 22.72	HRMM 19
STAGEHAND II	23.72 / 28.82	HRMM 26
STUDENT INTERN I	15.00 / 18.00	HRMM 2
STUDENT INTERN II	17.94 / 22.07	HRMM 18
STUDENT INTERN III	20.64 / 25.48	HRMM 23
TECH/PROF/MGMT EMP.	30.57 / 190.75	HRMM 36
TICKET SVCS REP I	17.31 / 21.05	HRMM 16
TICKET SVCS REP II	21.03 / 25.58	HRMM 22
TRAFFIC ENGINEER	61.89 / 92.83	HRMM 78
TRANSPORTATION PLNR	54.69 / 82.04	HRMM 75
UNION STAGEHAND	41.55 / 48.33	HRMM 61
YOUTH CORP COORD.	20.28 / 23.40	HRMM 20
YOUTH CORP WORKER	15.00 / 17.25	HRMM 1
YOUTH CORPS CRW LDR	18.05 / 20.80	HRMM 4

City of Mountain View
Hourly Salary Plan and Position Listing
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POSITION	MIN.	MAX.	Rate	Rate 2	Rate 3
ACCOUNT CLERK I	25.16 /	30.59			HRMM 31
ACCOUNT CLERK II	27.74 /	33.75			HRMM 34
ACCOUNTANT I	37.64 /	50.95			HRMM 55
ACCOUNTANT II	41.54 /	56.22			HRMM 63
ACCOUNTING TECHNICIAN	30.65 /	37.25			HRMM 39
ADMINISTRATIVE AIDE	34.10 /	46.13			HRMM 49
ADMINISTRATIVE AN I	37.64 /	50.94			HRMM 56
ADMINISTRATIVE AN II	41.54 /	56.21			HRMM 64
AFTER SCHOOL EDU SPEC I	15.00 /	18.00			HRMM 2
AFTER SCHOOL EDU SPEC II	16.50 /	19.80			HRMM 6
AFTER SCHOOL EDU SPEC III	18.20 /	21.75			HRMM 7
AQUATICS HD LIFEGUARD	19.90 /	22.85			HRMM 13
AQUATICS LIFEGUARD I	16.44 /	18.88			HRMM 3
AQUATICS LIFEGUARD II	18.12 /	20.88			HRMM 12
AQUATICS POOL ATTEND.	15.00 /	17.25			HRMM 1
AQUATICS POOL SUPV	21.92 /	25.15			HRMM 17
AQUATICS WTR EXERC IN	22.07 /	30.60			HRMM 27
AQUATICS WTR SFTY INS	17.28 /	19.88			HRMM 8
ASSISTANT ENGR(CIVIL)	45.85 /	62.04			HRMM 71
ASSISTANT PLANNER	39.54 /	53.50			HRMM 60
ASSOCIATE ENGR(CIVIL)	50.62 /	68.48			HRMM 74
ASSOCIATE PLANNER	43.65 /	59.05			HRMM 69
BUILDING ATTENDANT	15.00 /	18.00			HRMM 2
CLERICAL AIDE	15.00 /	18.00			HRMM 2
DOCUMENT PROC SPECIAL	35.84 /	48.47			HRMM 53
DOCUMENT PROC SUPRVSER	37.66 /	50.95			HRMM 57
DOCUMENT PROC TECH I	27.08 /	32.93			HRMM 32
DOCUMENT PROC TECH II	29.88 /	36.35			HRMM 38
ENGINEERING ASST I	31.38 /	38.13			HRMM 41
ENGINEERING ASST II	34.64 /	42.11			HRMM 51
ENGINEERING ASST III	38.29 /	46.54			HRMM 58
EQUIPMENT MECH I	31.23 /	37.96			HRMM 79
EQUIPMENT MECH II	34.47 /	41.90			HRMM 80
EQUIPMENT MECH III	38.05 /	46.26			HRMM 81
EXECUTIVE ASSISTANT	34.10 /	50.94			HRMM 48
HOUSE MANAGER	16.30 /	21.85			HRMM 15
HRLY CUSTOMER SERVICE REP	23.93 /	29.07			HRMM 90

Effective Date:

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HRLY PUBLIC SAFETY DISP III	44.68 /	54.31				HRMM	94
INSPECTOR I	31.87 /	47.70				HRMM	44
INSPECTOR II	43.32 /	52.64				HRMM	68
IT ANALYST I	41.55 /	56.22				HRMM	65
IT ANALYST II	43.17 /	64.75				HRMM	67
IT DESKTOP TECH I	29.40 /	39.78				HRMM	37
IT DESKTOP TECH II	32.47 /	43.92				HRMM	46
JUNIOR ENGR (CIVIL)	41.54 /	56.21				HRMM	64
LABORER I	16.29 /	23.90				HRMM	14
LABORER II	22.38 /	36.14				HRMM	25
LABORER III	32.81 /	39.90				HRMM	47
LEAD PUBLIC SFTY DISP	46.81 /	63.33				HRMM	82
LIBRARIAN	31.66 /	47.28				HRMM	43
LIBRARY ASST	24.54 /	36.35				HRMM	30
LIBRARY HOMEWORK ASST	17.36 /	20.84				HRMM	9
LIBRARY PAGE	15.00 /	18.00				HRMM	2
LIBRARY TECH. AIDE	17.36 /	20.84				HRMM	9
LIBRARY TECHNICIAN	18.75 /	26.48				HRMM	86
OFFICE ASSISTANT I	22.24 /	27.04				HRMM	24
OFFICE ASSISTANT II	24.53 /	29.83				HRMM	29
OFFICE ASSISTANT III	27.08 /	32.94				HRMM	33
PARKS MAINT WRKR I	26.95 /	32.74				HRMM	83
PARKS MAINT WRKR II	29.73 /	36.14				HRMM	84
PARKS MAINT WRKR III	32.81 /	39.89				HRMM	85
PLANNING MANAGER	59.51 /	89.26				HRMM	78
POLICE ASSISTANT I	19.52 /	26.00				HRMM	21
POLICE ASSISTANT II	24.17 /	29.35				HRMM	28
POLICE RESERVE	/		15.00	49.09	73.64	HRFT	1
PRINCIPAL CVL ENGINR	58.04 /	87.09				HRMM	77
PRINCIPAL PLANNER	53.90 /	80.85				HRMM	76
PROGRAM ASSISTANT	31.41 /	38.18				HRMM	42
PUBLIC SAFETY DISP I	36.43 /	44.27				HRMM	54
PUBLIC SAFETY DISP II	40.62 /	49.37				HRMM	62
PUB SFTY DISP II CTO	43.67 /	53.07				HRMM	91
PUB SFTY DISP II OT	60.93 /	74.06				HRMM	92
PUB SFTY DISP II OT/CTO	65.50 /	79.61				HRMM	93
REC. LEADER AIDE	15.00 /	17.25				HRMM	1
REC. LEADER I	16.46 /	19.85				HRMM	5
REC. LEADER II	17.31 /	21.03				HRMM	11
REC. SPECIALIST	22.09 /	26.85				HRMM	10
RECREATION COORD	32.46 /	43.91				HRMM	45
RECREATION SUPERVSR	39.09 /	58.66				HRMM	59
SENIOR ADMIN ANALYST	43.15 /	64.74				HRMM	66

Effective Date:

5/20/2018

SENIOR CIVIL ENGINEER	52.59 /	78.88	HRMM 75
SENIOR INFO TECH ANAL	47.66 /	71.49	HRMM 72
SENIOR INFO TECH DSKT	35.84 /	48.47	HRMM 53
SENIOR LIBRARY PAGE	16.50 /	19.80	HRMM 6
SENIOR PLANNER	45.34 /	68.03	HRMM 70
SENIOR RECREATION CRD	35.83 /	48.46	HRMM 52
SHOP ASSISTANT	15.00 /	18.00	HRMM 2
SKILLED TRADES I	28.29 /	37.96	HRMM 35
SKILLED TRADES II	31.23 /	41.90	HRMM 40
SKILLED TRADES III	34.47 /	48.47	HRMM 50
STAGEHAND I	17.97 /	21.85	HRMM 19
STAGEHAND II	22.81 /	27.71	HRMM 26
STUDENT INTERN I	15.00 /	18.00	HRMM 2
STUDENT INTERN II	17.25 /	21.22	HRMM 18
STUDENT INTERN III	19.85 /	24.50	HRMM 23
TECH/PROF/MGMT EMP.	29.39 /	183.41	HRMM 36
TICKET SVCS REP I	16.64 /	20.24	HRMM 16
TICKET SVCS REP II	20.22 /	24.60	HRMM 22
TRAFFIC ENGINEER	59.51 /	89.26	HRMM 78
TRANSPORTATION PLNR	52.59 /	78.88	HRMM 75
UNION STAGEHAND	39.95 /	46.47	HRMM 61
YOUTH CORP COORD.	19.50 /	22.50	HRMM 20
YOUTH CORP WORKER	15.00 /	17.25	HRMM 1
YOUTH CORPS CRW LDR	17.36 /	20.00	HRMM 4

City of Mountain View
 Hourly Salary Plan and Position Listing
 Fiscal Year 2017 - 2018

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	25.16 /	30.59			HRMM 31
ACCOUNT CLERK II	27.74 /	33.75			HRMM 34
ACCOUNTANT I	37.64 /	50.95			HRMM 55
ACCOUNTANT II	41.54 /	56.22			HRMM 63
ACCOUNTING TECHNICIAN	30.65 /	37.25			HRMM 39
ADMINISTRATIVE AIDE	34.10 /	46.13			HRMM 49
ADMINISTRATIVE AN I	37.64 /	50.94			HRMM 56
ADMINISTRATIVE AN II	41.54 /	56.21			HRMM 64
AFTER SCHOOL EDU SPEC I	15.00 /	18.00			HRMM 2
AFTER SCHOOL EDU SPEC II	16.50 /	19.80			HRMM 6
AFTER SCHOOL EDU SPEC III	18.20 /	21.75			HRMM 7
AQUATICS HD LIFEGUARD	19.90 /	22.85			HRMM 13
AQUATICS LIFEGUARD I	16.44 /	18.88			HRMM 3
AQUATICS LIFEGUARD II	18.12 /	20.88			HRMM 12
AQUATICS POOL ATTEND.	15.00 /	17.25			HRMM 1
AQUATICS POOL SUPV	21.92 /	25.15			HRMM 17
AQUATICS WTR EXERC IN	22.07 /	30.60			HRMM 27
AQUATICS WTR SFTY INS	17.28 /	19.88			HRMM 8
ASSISTANT ENGR(CIVIL)	45.85 /	62.04			HRMM 71
ASSISTANT PLANNER	39.54 /	53.50			HRMM 60
ASSOCIATE ENGR(CIVIL)	50.62 /	68.48			HRMM 74
ASSOCIATE PLANNER	43.65 /	59.05			HRMM 69
BUILDING ATTENDANT	15.00 /	18.00			HRMM 2
CLERICAL AIDE	15.00 /	18.00			HRMM 2
CUSTOMER SERVICE REP	23.93 /	29.07			HRMM 90
DOCUMENT PROC SPECIAL	35.84 /	48.47			HRMM 53
DOCUMENT PROC SUPRVSR	37.66 /	50.95			HRMM 57
DOCUMENT PROC TECH I	27.08 /	32.93			HRMM 32
DOCUMENT PROC TECH II	29.88 /	36.35			HRMM 38
ENGINEERING ASST I	31.38 /	38.13			HRMM 41
ENGINEERING ASST II	34.64 /	42.11			HRMM 51
ENGINEERING ASST III	38.29 /	46.54			HRMM 58
EQUIPMENT MECH I	31.23 /	37.96			HRMM 79
EQUIPMENT MECH II	34.47 /	41.90			HRMM 80
EQUIPMENT MECH III	38.05 /	46.26			HRMM 81
EXECUTIVE ASSISTANT	34.10 /	50.94			HRMM 48
HOUSE MANAGER	16.30 /	21.85			HRMM 15
INSPECTOR I	31.87 /	47.70			HRMM 44
INSPECTOR II	43.32 /	52.64			HRMM 68
IT ANALYST I	41.55 /	56.22			HRMM 65
IT ANALYST II	43.17 /	64.75			HRMM 67
IT DESKTOP TECH I	29.40 /	39.78			HRMM 37
IT DESKTOP TECH II	32.47 /	43.92			HRMM 46
JUNIOR ENGR (CIVIL)	41.54 /	56.21			HRMM 64
LABORER I	16.29 /	23.90			HRMM 14
LABORER II	22.38 /	36.14			HRMM 25
LABORER III	32.81 /	39.90			HRMM 47
LEAD PUBLIC SFTY DISP	46.81 /	63.33			HRMM 82
LIBRARIAN	31.66 /	47.28			HRMM 43
LIBRARY ASST	24.54 /	36.35			HRMM 30
LIBRARY HOMEWORK ASST	17.36 /	20.84			HRMM 9
LIBRARY PAGE	15.00 /	18.00			HRMM 2
LIBRARY TECH. AIDE	17.36 /	20.84			HRMM 9
LIBRARY TECHNICIAN	18.75 /	26.48			HRMM 86

**City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2017 - 2018**

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3	
OFFICE ASSISTANT I	22.24 /	27.04				HRMM 24
OFFICE ASSISTANT II	24.53 /	29.83				HRMM 29
OFFICE ASSISTANT III	27.08 /	32.94				HRMM 33
PARKS MAINT WRKR I	26.95 /	32.74				HRMM 83
PARKS MAINT WRKR II	29.73 /	36.14				HRMM 84
PARKS MAINT WRKR III	32.81 /	39.89				HRMM 85
PLANNING MANAGER	59.51 /	89.26				HRMM 78
POLICE ASSISTANT I	19.52 /	26.00				HRMM 21
POLICE ASSISTANT II	24.17 /	29.35				HRMM 28
POLICE RESERVE	/		15.00	49.09	73.64	HRFT 1
PRINCIPAL CVL ENGINR	58.04 /	87.09				HRMM 77
PRINCIPAL PLANNER	53.90 /	80.85				HRMM 76
PROGRAM ASSISTANT	31.41 /	38.18				HRMM 42
PUBLIC SAFETY DISP I	36.43 /	44.27				HRMM 54
PUBLIC SAFETY DISP II	40.62 /	49.37				HRMM 62
REC. LEADER AIDE	15.00 /	17.25				HRMM 1
REC. LEADER I	16.46 /	19.85				HRMM 5
REC. LEADER II	17.31 /	21.03				HRMM 11
REC. SPECIALIST	22.09 /	26.85				HRMM 10
RECREATION COORD	32.46 /	43.91				HRMM 45
RECREATION SUPERVSR	39.09 /	58.66				HRMM 59
SENIOR ADMIN ANALYST	43.15 /	64.74				HRMM 66
SENIOR CIVIL ENGINEER	52.59 /	78.88				HRMM 75
SENIOR INFO TECH ANAL	47.66 /	71.49				HRMM 72
SENIOR INFO TECH DSKT	35.84 /	48.47				HRMM 53
SENIOR LIBRARY PAGE	16.50 /	19.80				HRMM 6
SENIOR PLANNER	45.34 /	68.03				HRMM 70
SENIOR RECREATION CRD	35.83 /	48.46				HRMM 52
SHOP ASSISTANT	15.00 /	18.00				HRMM 2
SKILLED TRADES I	28.29 /	37.96				HRMM 35
SKILLED TRADES II	31.23 /	41.90				HRMM 40
SKILLED TRADES III	34.47 /	48.47				HRMM 50
STAGEHAND I	17.97 /	21.85				HRMM 19
STAGEHAND II	22.81 /	27.71				HRMM 26
STUDENT INTERN I	15.00 /	18.00				HRMM 2
STUDENT INTERN II	17.25 /	21.22				HRMM 18
STUDENT INTERN III	19.85 /	24.50				HRMM 23
TECH/PROF/MGMT EMP.	29.39 /	183.41				HRMM 36
TICKET SVCS REP I	16.64 /	20.24				HRMM 16
TICKET SVCS REP II	20.22 /	24.60				HRMM 22
TRAFFIC ENGINEER	59.51 /	89.26				HRMM 78
TRANSPORTATION PLNR	52.59 /	78.88				HRMM 75
UNION STAGEHAND	39.95 /	46.47				HRMM 61
YOUTH CORP COORD.	19.50 /	22.50				HRMM 20
YOUTH CORP WORKER	15.00 /	17.25				HRMM 1
YOUTH CORPS CRW LDR	17.36 /	20.00				HRMM 4

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2017 - 2018

POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	25.16	30.59			HRMM 31
ACCOUNT CLERK II	27.74	33.75			HRMM 34
ACCOUNTANT I	37.64	50.95			HRMM 55
ACCOUNTANT II	41.54	56.22			HRMM 63
ACCOUNTING TECHNICIAN	30.65	37.25			HRMM 39
ADMINISTRATIVE AIDE	34.10	46.13			HRMM 49
ADMINISTRATIVE AN I	37.64	50.94			HRMM 56
ADMINISTRATIVE AN II	41.54	56.21			HRMM 64
AFTER SCHOOL EDU SPEC I	14.00	18.00			HRMM 87
AFTER SCHOOL EDU SPEC II	15.00	19.00			HRMM 88
AFTER SCHOOL EDU SPEC III	17.50	21.50			HRMM 89
AQUATICS HD LIFEGUARD	15.46	18.81			HRMM 13
AQUATICS LIFEGUARD I	13.05	15.87			HRMM 6
AQUATICS LIFEGUARD II	15.00	17.99			HRMM 12
AQUATICS POOL ATTEND.	13.00	14.95			HRMM 2
AQUATICS POOL SUPV	17.08	22.98			HRMM 17
AQUATICS WTR EXERC IN	22.07	38.63			HRMM 27
AQUATICS WTR SFTY INS	13.24	17.67			HRMM 8
ASSISTANT ENGR(CIVIL)	45.85	62.04			HRMM 71
ASSISTANT PLANNER	39.54	53.50			HRMM 60
ASSOCIATE ENGR(CIVIL)	50.62	68.48			HRMM 74
ASSOCIATE PLANNER	43.65	59.05			HRMM 69
BUILDING ATTENDANT	13.05	15.87			HRMM 6
CLERICAL AIDE	13.00	20.97			HRMM 3
CUSTOMER SERVICE REPRESENTATIVE	23.93	29.07			HRMM 90
DOCUMENT PROC SPECIAL	35.84	48.47			HRMM 53
DOCUMENT PROC SUPRVSR	37.66	50.95			HRMM 57
DOCUMENT PROC TECH I	27.08	32.93			HRMM 32
DOCUMENT PROC TECH II	29.88	36.35			HRMM 38
ENGINEERING ASST I	31.38	38.13			HRMM 41
ENGINEERING ASST II	34.64	42.11			HRMM 51
ENGINEERING ASST III	38.29	46.54			HRMM 58
EQUIPMENT MECH I	31.23	37.96			HRMM 79
EQUIPMENT MECH II	34.47	41.90			HRMM 80
EQUIPMENT MECH III	38.05	46.26			HRMM 81
EXECUTIVE ASSISTANT	34.10	50.94			HRMM 48
HOUSE MANAGER	16.30	21.85			HRMM 15
INSPECTOR I	31.87	47.70			HRMM 44
INSPECTOR II	43.32	52.64			HRMM 68
IT ANALYST I	41.55	56.22			HRMM 65
IT ANALYST II	43.17	64.75			HRMM 67
IT DESKTOP TECH I	29.40	39.78			HRMM 37
IT DESKTOP TECH II	32.47	43.92			HRMM 46
JUNIOR ENGR (CIVIL)	41.54	56.21			HRMM 64
LABORER I	15.66	22.98			HRMM 14
LABORER II	22.38	36.14			HRMM 25
LABORER III	32.81	39.90			HRMM 47

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LEAD PUBLIC SFTY DISP	46.81 / 63.33				HRMM	82
LIBRARIAN	31.66 / 47.28				HRMM	43
LIBRARY ASST	24.54 / 36.35				HRMM	30
LIBRARY HOMEWORK ASST	14.35 / 18.77				HRMM	9
LIBRARY PAGE	13.00 / 14.83				HRMM	4
LIBRARY TECHNICIAN	18.75 / 26.48				HRMM	86
LIBRARY TECH. AIDE	14.35 / 18.77				HRMM	9
OFFICE ASSISTANT I	22.24 / 27.04				HRMM	24
OFFICE ASSISTANT II	24.53 / 29.83				HRMM	29
OFFICE ASSISTANT III	27.08 / 32.94				HRMM	33
PARKS MAINT WRKR I	26.95 / 32.74				HRMM	83
PARKS MAINT WRKR II	29.73 / 36.14				HRMM	84
PARKS MAINT WRKR III	32.81 / 39.89				HRMM	85
PLANNING MANAGER	59.51 / 89.26				HRMM	78
POLICE ASSISTANT I	19.52 / 26.00				HRMM	21
POLICE ASSISTANT II	24.17 / 29.35				HRMM	28
POLICE RESERVE	/	13.00	49.09	73.64	HRFT	1
PRINCIPAL CVL ENGINR	58.04 / 87.09				HRMM	77
PRINCIPAL PLANNER	53.90 / 80.85				HRMM	76
PROGRAM ASSISTANT	31.41 / 38.18				HRMM	42
PUBLIC SAFETY DISP I	36.43 / 44.27				HRMM	54
PUBLIC SAFETY DISP II	40.62 / 49.37				HRMM	62
REC. LEADER AIDE	13.00 / 14.95				HRMM	2
REC. LEADER I	13.00 / 14.99				HRMM	5
REC. LEADER II	14.95 / 18.20				HRMM	11
REC. SPECIALIST	14.56 / 24.29				HRMM	10
RECREATION COORD	32.46 / 43.91				HRMM	45
RECREATION SUPERVSR	39.09 / 58.66				HRMM	59
SENIOR ADMIN ANALYST	43.15 / 64.74				HRMM	66
SENIOR CIVIL ENGINEER	52.59 / 78.88				HRMM	75
SENIOR INFO TECH ANAL	47.66 / 71.49				HRMM	72
SENIOR INFO TECH DSKT	35.84 / 48.47				HRMM	53
SENIOR LIBRARY PAGE	13.05 / 16.97				HRMM	7
SENIOR PLANNER	45.34 / 68.03				HRMM	70
SENIOR RECREATION CRD	35.83 / 48.46				HRMM	52
SHOP ASSISTANT	13.00 / 14.99				HRMM	5
SKILLED TRADES I	28.29 / 37.96				HRMM	35
SKILLED TRADES II	31.23 / 41.90				HRMM	40
SKILLED TRADES III	34.47 / 48.47				HRMM	50
STAGEHAND I	17.97 / 21.85				HRMM	19
STAGEHAND II	22.81 / 27.71				HRMM	26
STUDENT INTERN I	13.00 / 17.67				HRMM	1
STUDENT INTERN II	17.10 / 25.00				HRMM	18
STUDENT INTERN III	21.05 / 32.93				HRMM	23
TECH/PROF/MGMT EMP.	29.39 / 183.41				HRMM	36
TICKET SVCS REP I	16.64 / 20.24				HRMM	16
TICKET SVCS REP II	20.22 / 24.60				HRMM	22
TRAFFIC ENGINEER	59.51 / 89.26				HRMM	78
TRANSPORTATION PLNR	52.59 / 78.88				HRMM	75
UNION STAGEHAND	39.95 / 46.47				HRMM	61
YOUTH CORP COORD.	17.67 / 27.59				HRMM	20
YOUTH CORP WORKER	13.00 / 14.95				HRMM	2
YOUTH CORPS CRW LDR	15.66 / 22.98				HRMM	14

**City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2016 - 2017**

POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	24.19 /	29.41			HRMM 31
ACCOUNT CLERK II	26.67 /	32.45			HRMM 34
ACCOUNTANT I	36.19 /	48.99			HRMM 55
ACCOUNTANT II	39.94 /	54.06			HRMM 63
ACCOUNTING TECHNICIAN	29.47 /	35.82			HRMM 39
ADMINISTRATIVE AIDE	32.79 /	44.36			HRMM 49
ADMINISTRATIVE AN I	36.19 /	48.98			HRMM 56
ADMINISTRATIVE AN II	39.94 /	54.05			HRMM 64
AFTER SCHOOL EDU SPEC I	14.00 /	18.00			HRMM 87
AFTER SCHOOL EDU SPEC II	15.00 /	19.00			HRMM 88
AFTER SCHOOL EDU SPEC III	17.50 /	21.50			HRMM 89
AQUATICS HD LIFEGUARD	15.46 /	18.81			HRMM 13
AQUATICS LIFEGUARD I	13.05 /	15.87			HRMM 6
AQUATICS LIFEGUARD II	15.00 /	17.99			HRMM 12
AQUATICS POOL ATTEND.	13.00 /	14.95			HRMM 2
AQUATICS POOL SUPV	17.08 /	22.98			HRMM 17
AQUATICS WTR EXERC IN	22.07 /	38.63			HRMM 27
AQUATICS WTR SFTY INS	13.24 /	17.67			HRMM 8
ASSISTANT ENGR(CIVIL)	44.09 /	59.65			HRMM 71
ASSISTANT PLANNER	38.02 /	51.44			HRMM 60
ASSOCIATE ENGR(CIVIL)	48.67 /	65.85			HRMM 74
ASSOCIATE PLANNER	41.97 /	56.78			HRMM 69
BUILDING ATTENDANT	13.05 /	15.87			HRMM 6
CLERICAL AIDE	13.00 /	20.97			HRMM 3
CUSTOMER SERVICE REPRESENTATIV	23.01 /	27.95			HRMM 90
DOCUMENT PROC SPECIAL	34.46 /	46.61			HRMM 53
DOCUMENT PROC SUPRVSR	36.21 /	48.99			HRMM 57
DOCUMENT PROC TECH I	26.04 /	31.66			HRMM 32
DOCUMENT PROC TECH II	28.73 /	34.95			HRMM 38
ENGINEERING ASST I	30.17 /	36.66			HRMM 41
ENGINEERING ASST II	33.31 /	40.49			HRMM 51
ENGINEERING ASST III	36.82 /	44.75			HRMM 58
EQUIPMENT MECH I	30.03 /	36.50			HRMM 79
EQUIPMENT MECH II	33.14 /	40.29			HRMM 80
EQUIPMENT MECH III	36.59 /	44.48			HRMM 81
EXECUTIVE ASSISTANT	32.79 /	48.98			HRMM 48
HOUSE MANAGER	15.67 /	21.01			HRMM 15
INSPECTOR I	30.64 /	45.87			HRMM 44
INSPECTOR II	41.65 /	50.62			HRMM 68
IT ANALYST I	39.95 /	54.06			HRMM 65
IT ANALYST II	41.51 /	62.26			HRMM 67
IT DESKTOP TECH I	28.27 /	38.25			HRMM 37
IT DESKTOP TECH II	31.22 /	42.23			HRMM 46
JUNIOR ENGR (CIVIL)	39.94 /	54.05			HRMM 64
LABORER I	15.66 /	22.98			HRMM 14
LABORER II	21.52 /	34.75			HRMM 25

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LABORER III	31.55 / 38.37				HRMM 47
LEAD PUBLIC SFTY DISP	45.01 / 60.89				HRMM 82
LIBRARIAN	30.44 / 45.46				HRMM 43
LIBRARY ASST	23.60 / 34.95				HRMM 30
LIBRARY HOMEWORK ASST	14.35 / 18.77				HRMM 9
LIBRARY PAGE	13.00 / 14.83				HRMM 4
LIBRARY TECHNICIAN	18.03 / 25.46				HRMM 86
LIBRARY TECH. AIDE	14.35 / 18.77				HRMM 9
OFFICE ASSISTANT I	21.38 / 26.00				HRMM 24
OFFICE ASSISTANT II	23.59 / 28.68				HRMM 29
OFFICE ASSISTANT III	26.04 / 31.67				HRMM 33
PARKS MAINT WRKR I	25.91 / 31.48				HRMM 83
PARKS MAINT WRKR II	28.59 / 34.75				HRMM 84
PARKS MAINT WRKR III	31.55 / 38.36				HRMM 85
PLANNING MANAGER	57.22 / 85.83				HRMM 78
POLICE ASSISTANT I	18.77 / 25.00				HRMM 21
POLICE ASSISTANT II	23.24 / 28.22				HRMM 28
POLICE RESERVE	/	13.00	47.20	70.80	HRFT 1
PRINCIPAL CVL ENGINR	55.81 / 83.74				HRMM 77
PRINCIPAL PLANNER	51.83 / 77.74				HRMM 76
PROGRAM ASSISTANT	30.20 / 36.71				HRMM 42
PUBLIC SAFETY DISP I	35.03 / 42.57				HRMM 54
PUBLIC SAFETY DISP II	39.06 / 47.47				HRMM 62
REC. LEADER AIDE	13.00 / 14.95				HRMM 2
REC. LEADER I	13.00 / 14.99				HRMM 5
REC. LEADER II	14.95 / 18.20				HRMM 11
REC. SPECIALIST	14.56 / 24.29				HRMM 10
RECREATION COORD	31.21 / 42.22				HRMM 45
RECREATION SUPERVSR	37.59 / 56.40				HRMM 59
SENIOR ADMIN ANALYST	41.49 / 62.25				HRMM 66
SENIOR CIVIL ENGINEER	50.57 / 75.85				HRMM 75
SENIOR INFO TECH ANAL	45.83 / 68.74				HRMM 72
SENIOR INFO TECH DSKT	34.46 / 46.61				HRMM 53
SENIOR LIBRARY PAGE	13.05 / 16.97				HRMM 7
SENIOR PLANNER	43.60 / 65.41				HRMM 70
SENIOR RECREATION CRD	34.45 / 46.60				HRMM 52
SHOP ASSISTANT	13.00 / 14.99				HRMM 5
SKILLED TRADES I	27.20 / 36.50				HRMM 35
SKILLED TRADES II	30.03 / 40.29				HRMM 40
SKILLED TRADES III	33.14 / 46.61				HRMM 50
STAGEHAND I	17.28 / 21.01				HRMM 19
STAGEHAND II	21.93 / 26.64				HRMM 26
STUDENT INTERN I	13.00 / 17.67				HRMM 1
STUDENT INTERN II	17.10 / 25.00				HRMM 18
STUDENT INTERN III	21.05 / 32.93				HRMM 23
TECH/PROF/MGMT EMP.	28.26 / 176.36				HRMM 36
TICKET SVCS REP I	16.00 / 19.46				HRMM 16
TICKET SVCS REP II	19.44 / 23.65				HRMM 22
TRAFFIC ENGINEER	57.22 / 85.83				HRMM 78
TRANSPORTATION PLNR	50.57 / 75.85				HRMM 75
UNION STAGEHAND	38.41 / 44.68				HRMM 61
YOUTH CORP COORD.	17.67 / 27.59				HRMM 20
YOUTH CORP WORKER	13.00 / 14.95				HRMM 2

Effective Date:
1/1/2017

YOUTH CORPS CRW LDR

15.66 / 22.98

HRMM 14

City of Mountain View
Hourly Salary Plan and Position Listing
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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	24.19 /	29.41			HRMM 31
ACCOUNT CLERK II	26.67 /	32.45			HRMM 34
ACCOUNTANT I	36.19 /	48.99			HRMM 55
ACCOUNTANT II	39.94 /	54.06			HRMM 63
ACCOUNTING TECHNICIAN	29.47 /	35.82			HRMM 39
ADMINISTRATIVE AIDE	32.79 /	44.36			HRMM 49
ADMINISTRATIVE AN I	36.19 /	48.98			HRMM 56
ADMINISTRATIVE AN II	39.94 /	54.05			HRMM 64
AFTER SCHOOL EDUCATION SPEC I	14.00 /	18.00			HRMM 87
AFTER SCHOOL EDUCATION SPEC II	15.00 /	19.00			HRMM 88
AFTER SCHOOL EDUCATION SPEC III	17.50 /	21.50			HRMM 89
AQUATICS HD LIFEGUARD	15.46 /	18.81			HRMM 13
AQUATICS LIFEGUARD I	13.05 /	15.87			HRMM 6
AQUATICS LIFEGUARD II	15.00 /	17.99			HRMM 12
AQUATICS POOL ATTEND.	11.22 /	12.93			HRMM 2
AQUATICS POOL SUPV	17.08 /	22.98			HRMM 17
AQUATICS WTR EXERC IN	22.07 /	38.63			HRMM 27
AQUATICS WTR SFTY INS	13.24 /	17.67			HRMM 8
ASSISTANT ENGR(CIVIL)	44.09 /	59.65			HRMM 71
ASSISTANT PLANNER	38.02 /	51.44			HRMM 60
ASSOCIATE ENGR(CIVIL)	48.67 /	65.85			HRMM 74
ASSOCIATE PLANNER	41.97 /	56.78			HRMM 69
BUILDING ATTENDANT	13.05 /	15.87			HRMM 6
CLERICAL AIDE	11.28 /	20.97			HRMM 3
CUSTOMER SERVICE REPRESENTATIV	23.01 /	27.95			HRMM 90
DOCUMENT PROC SPECIAL	34.46 /	46.61			HRMM 53
DOCUMENT PROC SUPRVSR	36.21 /	48.99			HRMM 57
DOCUMENT PROC TECH I	26.04 /	31.66			HRMM 32
DOCUMENT PROC TECH II	28.73 /	34.95			HRMM 38
ENGINEERING ASST I	30.17 /	36.66			HRMM 41
ENGINEERING ASST II	33.31 /	40.49			HRMM 51
ENGINEERING ASST III	36.82 /	44.75			HRMM 58
EQUIPMENT MECH I	30.03 /	36.50			HRMM 79
EQUIPMENT MECH II	33.14 /	40.29			HRMM 80
EQUIPMENT MECH III	36.59 /	44.48			HRMM 81
EXECUTIVE ASSISTANT	32.79 /	48.98			HRMM 48
HOUSE MANAGER	15.67 /	21.01			HRMM 15
INSPECTOR I	30.64 /	45.87			HRMM 44
INSPECTOR II	41.65 /	50.62			HRMM 68
IT ANALYST I	39.95 /	54.06			HRMM 65
IT ANALYST II	41.51 /	62.26			HRMM 67
IT DESKTOP TECH I	28.27 /	38.25			HRMM 37
IT DESKTOP TECH II	31.22 /	42.23			HRMM 46
JUNIOR ENGR (CIVIL)	39.94 /	54.05			HRMM 64
LABORER I	15.66 /	22.98			HRMM 14

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2016 - 2017

POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3	
LABORER II	21.52 /	34.75				HRMM 25
LABORER III	31.55 /	38.37				HRMM 47
LEAD PUBLIC SFTY DISP	45.01 /	60.89				HRMM 82
LIBRARIAN	30.44 /	45.46				HRMM 43
LIBRARY ASST	23.60 /	34.95				HRMM 30
LIBRARY HOMEWORK ASST	14.35 /	18.77				HRMM 9
LIBRARY PAGE	11.28 /	14.83				HRMM 4
LIBRARY TECHNICIAN	18.03 /	25.46				HRMM 86
LIBRARY TECH. AIDE	14.35 /	18.77				HRMM 9
OFFICE ASSISTANT I	21.38 /	26.00				HRMM 24
OFFICE ASSISTANT II	23.59 /	28.68				HRMM 29
OFFICE ASSISTANT III	26.04 /	31.67				HRMM 33
PARKS MAINT WRKR I	25.91 /	31.48				HRMM 83
PARKS MAINT WRKR II	28.59 /	34.75				HRMM 84
PARKS MAINT WRKR III	31.55 /	38.36				HRMM 85
PLANNING MANAGER	57.22 /	85.83				HRMM 78
POLICE ASSISTANT I	18.77 /	25.00				HRMM 21
POLICE ASSISTANT II	23.24 /	28.22				HRMM 28
POLICE RESERVE	/		11.00	47.20	70.80	HRFT 1
PRINCIPAL CVL ENGINR	55.81 /	83.74				HRMM 77
PRINCIPAL PLANNER	51.83 /	77.74				HRMM 76
PROGRAM ASSISTANT	30.20 /	36.71				HRMM 42
PUBLIC SAFETY DISP I	35.03 /	42.57				HRMM 54
PUBLIC SAFETY DISP II	39.06 /	47.47				HRMM 62
REC. LEADER AIDE	11.22 /	12.93				HRMM 2
REC. LEADER I	12.31 /	14.99				HRMM 5
REC. LEADER II	14.95 /	18.20				HRMM 11
REC. SPECIALIST	14.56 /	24.29				HRMM 10
RECREATION COORD	31.21 /	42.22				HRMM 45
RECREATION SUPERVSR	37.59 /	56.40				HRMM 59
SENIOR ADMIN ANALYST	41.49 /	62.25				HRMM 66
SENIOR CIVIL ENGINEER	50.57 /	75.85				HRMM 75
SENIOR INFO TECH ANAL	45.83 /	68.74				HRMM 72
SENIOR INFO TECH DSKT	34.46 /	46.61				HRMM 53
SENIOR LIBRARY PAGE	13.05 /	16.97				HRMM 7
SENIOR PLANNER	43.60 /	65.41				HRMM 70
SENIOR RECREATION CRD	34.45 /	46.60				HRMM 52
SHOP ASSISTANT	12.31 /	14.99				HRMM 5
SKILLED TRADES I	27.20 /	36.50				HRMM 35
SKILLED TRADES II	30.03 /	40.29				HRMM 40
SKILLED TRADES III	33.14 /	46.61				HRMM 50
STAGEHAND I	17.28 /	21.01				HRMM 19
STAGEHAND II	21.93 /	26.64				HRMM 26
STUDENT INTERN I	11.22 /	17.67				HRMM 1
STUDENT INTERN II	17.10 /	25.00				HRMM 18

**City of Mountain View
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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
STUDENT INTERN III	21.05 /	32.93			HRMM 23
TECH/PROF/MGMT EMP.	28.26 /	176.36			HRMM 36
TICKET SVCS REP I	16.00 /	19.46			HRMM 16
TICKET SVCS REP II	19.44 /	23.65			HRMM 22
TRAFFIC ENGINEER	57.22 /	85.83			HRMM 78
TRANSPORTATION PLNR	50.57 /	75.85			HRMM 75
UNION STAGEHAND	38.41 /	44.68			HRMM 61
YOUTH CORP COORD.	17.67 /	27.59			HRMM 20
YOUTH CORP WORKER	11.22 /	12.93			HRMM 2
YOUTH CORPS CRW LDR	15.66 /	22.98			HRMM 14

City of Mountain View
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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	24.19 /	29.41			HRMM 31
ACCOUNT CLERK II	26.67 /	32.45			HRMM 34
ACCOUNTANT I	36.19 /	48.99			HRMM 55
ACCOUNTANT II	39.94 /	54.06			HRMM 63
ACCOUNTING TECHNICIAN	29.47 /	35.82			HRMM 39
ADMINISTRATIVE AIDE	32.79 /	44.36			HRMM 49
ADMINISTRATIVE AN I	36.19 /	48.98			HRMM 56
ADMINISTRATIVE AN II	39.94 /	54.05			HRMM 64
AFTER SCHOOL EDUCATION SPEC I	14.00 /	18.00			HRMM 87
AFTER SCHOOL EDUCATION SPEC II	15.00 /	19.00			HRMM 88
AFTER SCHOOL EDUCATION SPEC III	17.50 /	21.50			HRMM 89
AQUATICS HD LIFEGUARD	15.46 /	18.81			HRMM 13
AQUATICS LIFEGUARD I	13.05 /	15.87			HRMM 6
AQUATICS LIFEGUARD II	15.00 /	17.99			HRMM 12
AQUATICS POOL ATTEND.	11.22 /	12.93			HRMM 2
AQUATICS POOL SUPV	17.08 /	22.98			HRMM 17
AQUATICS WTR EXERC IN	22.07 /	38.63			HRMM 27
AQUATICS WTR SFTY INS	13.24 /	17.67			HRMM 8
ASSISTANT ENGR(CIVIL)	44.09 /	59.65			HRMM 71
ASSISTANT PLANNER	38.02 /	51.44			HRMM 60
ASSOCIATE ENGR(CIVIL)	48.67 /	65.85			HRMM 74
ASSOCIATE PLANNER	41.97 /	56.78			HRMM 69
BUILDING ATTENDANT	13.05 /	15.87			HRMM 6
CLERICAL AIDE	11.28 /	20.97			HRMM 3
DOCUMENT PROC SPECIAL	34.46 /	46.61			HRMM 53
DOCUMENT PROC SUPRVSR	36.21 /	48.99			HRMM 57
DOCUMENT PROC TECH I	26.04 /	31.66			HRMM 32
DOCUMENT PROC TECH II	28.73 /	34.95			HRMM 38
ENGINEERING ASST I	30.17 /	36.66			HRMM 41
ENGINEERING ASST II	33.31 /	40.49			HRMM 51
ENGINEERING ASST III	36.82 /	44.75			HRMM 58
EQUIPMENT MECH I	30.03 /	36.50			HRMM 79
EQUIPMENT MECH II	33.14 /	40.29			HRMM 80
EQUIPMENT MECH III	36.59 /	44.48			HRMM 81
EXECUTIVE ASSISTANT	32.79 /	48.98			HRMM 48
HOUSE MANAGER	15.67 /	21.01			HRMM 15
INSPECTOR I	30.64 /	45.87			HRMM 44
INSPECTOR II	41.65 /	50.62			HRMM 68
IT ANALYST I	39.95 /	54.06			HRMM 65
IT ANALYST II	41.51 /	62.26			HRMM 67
IT DESKTOP TECH I	28.27 /	38.25			HRMM 37
IT DESKTOP TECH II	31.22 /	42.23			HRMM 46
JUNIOR ENGR (CIVIL)	39.94 /	54.05			HRMM 64
LABORER I	15.66 /	22.98			HRMM 14
LABORER II	21.52 /	34.75			HRMM 25

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3	
LABORER III	31.55 /	38.37				HRMM 47
LEAD PUBLIC SFTY DISP	45.01 /	60.89				HRMM 82
LIBRARIAN	30.44 /	45.46				HRMM 43
LIBRARY ASST	23.60 /	34.95				HRMM 30
LIBRARY HOMEWORK ASST	14.35 /	18.77				HRMM 9
LIBRARY PAGE	11.28 /	14.83				HRMM 4
LIBRARY TECHNICIAN	18.03 /	25.46				HRMM 86
LIBRARY TECH. AIDE	14.35 /	18.77				HRMM 9
OFFICE ASSISTANT I	21.38 /	26.00				HRMM 24
OFFICE ASSISTANT II	23.59 /	28.68				HRMM 29
OFFICE ASSISTANT III	26.04 /	31.67				HRMM 33
PARKS MAINT WRKR I	25.91 /	31.48				HRMM 83
PARKS MAINT WRKR II	28.59 /	34.75				HRMM 84
PARKS MAINT WRKR III	31.55 /	38.36				HRMM 85
PLANNING MANAGER	57.22 /	85.83				HRMM 78
POLICE ASSISTANT I	18.77 /	25.00				HRMM 21
POLICE ASSISTANT II	23.24 /	28.22				HRMM 28
POLICE RESERVE	/		11.00	47.20	70.80	HRFT 1
PRINCIPAL CVL ENGINR	55.81 /	83.74				HRMM 77
PRINCIPAL PLANNER	51.83 /	77.74				HRMM 76
PROGRAM ASSISTANT	30.20 /	36.71				HRMM 42
PUBLIC SAFETY DISP I	35.03 /	42.57				HRMM 54
PUBLIC SAFETY DISP II	39.06 /	47.47				HRMM 62
REC. LEADER AIDE	11.22 /	12.93				HRMM 2
REC. LEADER I	12.31 /	14.99				HRMM 5
REC. LEADER II	14.95 /	18.20				HRMM 11
REC. SPECIALIST	14.56 /	24.29				HRMM 10
RECREATION COORD	31.21 /	42.22				HRMM 45
RECREATION SUPERVSR	37.59 /	56.40				HRMM 59
SENIOR ADMIN ANALYST	41.49 /	62.25				HRMM 66
SENIOR CIVIL ENGINEER	50.57 /	75.85				HRMM 75
SENIOR INFO TECH ANAL	45.83 /	68.74				HRMM 72
SENIOR INFO TECH DSKT	34.46 /	46.61				HRMM 53
SENIOR LIBRARY PAGE	13.05 /	16.97				HRMM 7
SENIOR PLANNER	43.60 /	65.41				HRMM 70
SENIOR RECREATION CRD	34.45 /	46.60				HRMM 52
SHOP ASSISTANT	12.31 /	14.99				HRMM 5
SKILLED TRADES I	27.20 /	36.50				HRMM 35
SKILLED TRADES II	30.03 /	40.29				HRMM 40
SKILLED TRADES III	33.14 /	46.61				HRMM 50
STAGEHAND I	17.28 /	21.01				HRMM 19
STAGEHAND II	21.93 /	26.64				HRMM 26
STUDENT INTERN I	11.22 /	17.67				HRMM 1
STUDENT INTERN II	17.10 /	25.00				HRMM 18
STUDENT INTERN III	21.05 /	32.93				HRMM 23

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
TECH/PROF/MGMT EMP.	28.26 /	176.36			HRMM 36
TICKET SVCS REP I	16.00 /	19.46			HRMM 16
TICKET SVCS REP II	19.44 /	23.65			HRMM 22
TRAFFIC ENGINEER	57.22 /	85.83			HRMM 78
TRANSPORTATION PLNR	50.57 /	75.85			HRMM 75
UNION STAGEHAND	38.41 /	44.68			HRMM 61
YOUTH CORP COORD.	17.67 /	27.59			HRMM 20
YOUTH CORP WORKER	11.22 /	12.93			HRMM 2
YOUTH CORPS CRW LDR	15.66 /	22.98			HRMM 14

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	24.19 /	29.41			HRMM 31
ACCOUNT CLERK II	26.67 /	32.45			HRMM 34
ACCOUNTANT I	36.19 /	48.99			HRMM 55
ACCOUNTANT II	39.94 /	54.06			HRMM 63
ACCOUNTING TECHNICIAN	29.47 /	35.82			HRMM 39
ADMINISTRATIVE AIDE	32.79 /	44.36			HRMM 49
ADMINISTRATIVE AN I	36.19 /	48.98			HRMM 56
ADMINISTRATIVE AN II	39.94 /	54.05			HRMM 64
AQUATICS HD LIFEGUARD	15.46 /	18.81			HRMM 13
AQUATICS LIFEGUARD I	13.05 /	15.87			HRMM 6
AQUATICS LIFEGUARD II	15.00 /	17.99			HRMM 12
AQUATICS POOL ATTEND.	11.22 /	12.93			HRMM 2
AQUATICS POOL SUPV	17.08 /	22.98			HRMM 17
AQUATICS WTR EXERC IN	22.07 /	38.63			HRMM 27
AQUATICS WTR SFTY INS	13.24 /	17.67			HRMM 8
ASSISTANT ENGR(CIVIL)	44.09 /	59.65			HRMM 71
ASSISTANT PLANNER	38.02 /	51.44			HRMM 60
ASSOCIATE ENGR(CIVIL)	48.67 /	65.85			HRMM 74
ASSOCIATE PLANNER	41.97 /	56.78			HRMM 69
BUILDING ATTENDANT	13.05 /	15.87			HRMM 6
CLERICAL AIDE	11.28 /	20.97			HRMM 3
DOCUMENT PROC SPECIAL	34.46 /	46.61			HRMM 53
DOCUMENT PROC SUPRVSR	36.21 /	48.99			HRMM 57
DOCUMENT PROC TECH I	26.04 /	31.66			HRMM 32
DOCUMENT PROC TECH II	28.73 /	34.95			HRMM 38
ENGINEERING ASST I	30.17 /	36.66			HRMM 41
ENGINEERING ASST II	33.31 /	40.49			HRMM 51
ENGINEERING ASST III	36.82 /	44.75			HRMM 58
EQUIPMENT MECH I	30.03 /	36.50			HRMM 79
EQUIPMENT MECH II	33.14 /	40.29			HRMM 80
EQUIPMENT MECH III	36.59 /	44.48			HRMM 81
EXECUTIVE ASSISTANT	32.79 /	48.98			HRMM 48
HOUSE MANAGER	15.67 /	21.01			HRMM 15
INSPECTOR I	30.64 /	45.87			HRMM 44
INSPECTOR II	41.65 /	50.62			HRMM 68
IT ANALYST I	39.95 /	54.06			HRMM 65
IT ANALYST II	41.51 /	62.26			HRMM 67
IT DESKTOP TECH I	28.27 /	38.25			HRMM 37
IT DESKTOP TECH II	31.22 /	42.23			HRMM 46
JUNIOR ENGR (CIVIL)	39.94 /	54.05			HRMM 64
LABORER I	15.66 /	22.98			HRMM 14
LABORER II	21.52 /	34.75			HRMM 25
LABORER III	31.55 /	38.37			HRMM 47
LEAD PUBLIC SFTY DISP	45.01 /	60.89			HRMM 82
LIBRARIAN	30.44 /	45.46			HRMM 43

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3	
LIBRARY ASST	23.60 /	34.95				HRMM 30
LIBRARY HOMEWORK ASST	14.35 /	18.77				HRMM 9
LIBRARY PAGE	11.28 /	14.83				HRMM 4
LIBRARY TECHNICIAN	18.03 /	25.46				HRMM 86
LIBRARY TECH. AIDE	14.35 /	18.77				HRMM 9
OFFICE ASSISTANT I	21.38 /	26.00				HRMM 24
OFFICE ASSISTANT II	23.59 /	28.68				HRMM 29
OFFICE ASSISTANT III	26.04 /	31.67				HRMM 33
PARKS MAINT WRKR I	25.91 /	31.48				HRMM 83
PARKS MAINT WRKR II	28.59 /	34.75				HRMM 84
PARKS MAINT WRKR III	31.55 /	38.36				HRMM 85
PLANNING MANAGER	57.22 /	85.83				HRMM 78
POLICE ASSISTANT I	18.77 /	25.00				HRMM 21
POLICE ASSISTANT II	23.24 /	28.22				HRMM 28
POLICE RESERVE	/		11.00	47.20	70.80	HRFT 1
PRINCIPAL CVL ENGINR	55.81 /	83.74				HRMM 77
PRINCIPAL PLANNER	51.83 /	77.74				HRMM 76
PROGRAM ASSISTANT	30.20 /	36.71				HRMM 42
PUBLIC SAFETY DISP I	35.03 /	42.57				HRMM 54
PUBLIC SAFETY DISP II	39.06 /	47.47				HRMM 62
REC. LEADER AIDE	11.22 /	12.93				HRMM 2
REC. LEADER I	12.31 /	14.99				HRMM 5
REC. LEADER II	14.95 /	18.20				HRMM 11
REC. SPECIALIST	14.56 /	24.29				HRMM 10
RECREATION COORD	31.21 /	42.22				HRMM 45
RECREATION SUPERVSR	37.59 /	56.40				HRMM 59
SENIOR ADMIN ANALYST	41.49 /	62.25				HRMM 66
SENIOR CIVIL ENGINEER	50.57 /	75.85				HRMM 75
SENIOR INFO TECH ANAL	45.83 /	68.74				HRMM 72
SENIOR INFO TECH DSKT	34.46 /	46.61				HRMM 53
SENIOR LIBRARY PAGE	13.05 /	16.97				HRMM 7
SENIOR PLANNER	43.60 /	65.41				HRMM 70
SENIOR RECREATION CRD	34.45 /	46.60				HRMM 52
SHOP ASSISTANT	12.31 /	14.99				HRMM 5
SKILLED TRADES I	27.20 /	36.50				HRMM 35
SKILLED TRADES II	30.03 /	40.29				HRMM 40
SKILLED TRADES III	33.14 /	46.61				HRMM 50
STAGEHAND I	17.28 /	21.01				HRMM 19
STAGEHAND II	21.93 /	26.64				HRMM 26
STUDENT INTERN I	11.22 /	17.67				HRMM 1
STUDENT INTERN II	17.10 /	25.00				HRMM 18
STUDENT INTERN III	21.05 /	32.93				HRMM 23
TECH/PROF/MGMT EMP.	28.26 /	176.36				HRMM 36
TICKET SVCS REP I	16.00 /	19.46				HRMM 16
TICKET SVCS REP II	19.44 /	23.65				HRMM 22

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
TRAFFIC ENGINEER	57.22 /	85.83			HRMM 78
TRANSPORTATION PLNR	50.57 /	75.85			HRMM 75
UNION STAGEHAND	38.41 /	44.68			HRMM 61
YOUTH CORP COORD.	17.67 /	27.59			HRMM 20
YOUTH CORP WORKER	11.22 /	12.93			HRMM 2
YOUTH CORPS CRW LDR	15.66 /	22.98			HRMM 14

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	23.72 /	28.83			HRMM 31
ACCOUNT CLERK II	26.15 /	31.81			HRMM 34
ACCOUNTANT I	35.48 /	48.03			HRMM 55
ACCOUNTANT II	39.16 /	53.00			HRMM 63
ACCOUNTING TECHNICIAN	28.89 /	35.12			HRMM 39
ADMINISTRATIVE AIDE	32.15 /	43.49			HRMM 49
ADMINISTRATIVE AN I	35.48 /	48.02			HRMM 56
ADMINISTRATIVE AN II	39.16 /	52.99			HRMM 64
AQUATICS HD LIFEGUARD	15.16 /	18.44			HRMM 13
AQUATICS LIFEGUARD I	12.79 /	15.56			HRMM 6
AQUATICS LIFEGUARD II	14.71 /	17.64			HRMM 12
AQUATICS POOL ATTEND.	11.00 /	12.68			HRMM 2
AQUATICS POOL SUPV	16.75 /	22.53			HRMM 17
AQUATICS WTR EXERC IN	21.64 /	37.87			HRMM 27
AQUATICS WTR SFTY INS	12.98 /	17.32			HRMM 8
ASSISTANT ENGR(CIVIL)	43.23 /	58.48			HRMM 71
ASSISTANT PLANNER	37.27 /	50.43			HRMM 60
ASSOCIATE ENGR(CIVIL)	47.72 /	64.56			HRMM 74
ASSOCIATE PLANNER	41.15 /	55.67			HRMM 69
BUILDING ATTENDANT	12.79 /	15.56			HRMM 6
CLERICAL AIDE	11.06 /	20.56			HRMM 3
DOCUMENT PROC SPECIAL	33.78 /	45.70			HRMM 53
DOCUMENT PROC SUPRVSR	35.50 /	48.03			HRMM 57
DOCUMENT PROC TECH I	25.53 /	31.04			HRMM 32
DOCUMENT PROC TECH II	28.17 /	34.26			HRMM 38
ENGINEERING ASST I	29.58 /	35.94			HRMM 41
ENGINEERING ASST II	32.66 /	39.70			HRMM 51
ENGINEERING ASST III	36.10 /	43.87			HRMM 58
EQUIPMENT MECH I	29.44 /	35.78			HRMM 79
EQUIPMENT MECH II	32.49 /	39.50			HRMM 80
EQUIPMENT MECH III	35.87 /	43.61			HRMM 81
EXECUTIVE ASSISTANT	32.15 /	48.02			HRMM 48
HOUSE MANAGER	15.36 /	20.60			HRMM 15
INSPECTOR I	30.04 /	44.97			HRMM 44
INSPECTOR II	40.83 /	49.63			HRMM 68
IT ANALYST I	39.17 /	53.00			HRMM 65
IT ANALYST II	40.70 /	61.04			HRMM 67
IT DESKTOP TECH I	27.72 /	37.50			HRMM 37
IT DESKTOP TECH II	30.61 /	41.40			HRMM 46
JUNIOR ENGR (CIVIL)	39.16 /	52.99			HRMM 64
LABORER I	15.35 /	22.53			HRMM 14
LABORER II	21.10 /	34.07			HRMM 25
LABORER III	30.93 /	37.62			HRMM 47
LEAD PUBLIC SFTY DISP	44.13 /	59.70			HRMM 82

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3		
LIBRARIAN	29.84 /	44.57				HRMM	43
LIBRARY ASST	23.14 /	34.26				HRMM	30
LIBRARY HOMEWORK ASST	14.07 /	18.40				HRMM	9
LIBRARY PAGE	11.06 /	14.54				HRMM	4
LIBRARY TECHNICIAN	17.68 /	24.96				HRMM	86
LIBRARY TECH. AIDE	14.07 /	18.40				HRMM	9
OFFICE ASSISTANT I	20.96 /	25.49				HRMM	24
OFFICE ASSISTANT II	23.13 /	28.12				HRMM	29
OFFICE ASSISTANT III	25.53 /	31.05				HRMM	33
PARKS MAINT WRKR I	25.40 /	30.86				HRMM	83
PARKS MAINT WRKR II	28.03 /	34.07				HRMM	84
PARKS MAINT WRKR III	30.93 /	37.61				HRMM	85
PLANNING MANAGER	56.10 /	84.15				HRMM	78
POLICE ASSISTANT I	18.40 /	24.51				HRMM	21
POLICE ASSISTANT II	22.78 /	27.67				HRMM	28
POLICE RESERVE	/		11.00	46.27	69.41	HRFT	1
PRINCIPAL CVL ENGINR	54.72 /	82.10				HRMM	77
PRINCIPAL PLANNER	50.81 /	76.22				HRMM	76
PROGRAM ASSISTANT	29.61 /	35.99				HRMM	42
PUBLIC SAFETY DISP I	34.34 /	41.74				HRMM	54
PUBLIC SAFETY DISP II	38.29 /	46.54				HRMM	62
REC. LEADER AIDE	11.00 /	12.68				HRMM	2
REC. LEADER I	12.07 /	14.70				HRMM	5
REC. LEADER II	14.66 /	17.84				HRMM	11
REC. SPECIALIST	14.27 /	23.81				HRMM	10
RECREATION COORD	30.60 /	41.39				HRMM	45
RECREATION SUPERVSR	36.85 /	55.29				HRMM	59
SENIOR ADMIN ANALYST	40.68 /	61.03				HRMM	66
SENIOR CIVIL ENGINEER	49.58 /	74.36				HRMM	75
SENIOR INFO TECH ANAL	44.93 /	67.39				HRMM	72
SENIOR INFO TECH DSKT	33.78 /	45.70				HRMM	53
SENIOR INSPECTOR	46.52 /	62.93				HRMM	73
SENIOR LIBRARY PAGE	12.79 /	16.64				HRMM	7
SENIOR PLANNER	42.75 /	64.13				HRMM	70
SENIOR RECREATION CRD	33.77 /	45.69				HRMM	52
SHOP ASSISTANT	12.07 /	14.70				HRMM	5
SKILLED TRADES I	26.67 /	35.78				HRMM	35
SKILLED TRADES II	29.44 /	39.50				HRMM	40
SKILLED TRADES III	32.49 /	45.70				HRMM	50
STAGEHAND I	16.94 /	20.60				HRMM	19
STAGEHAND II	21.50 /	26.12				HRMM	26
STUDENT INTERN I	11.00 /	17.32				HRMM	1
STUDENT INTERN II	16.76 /	24.51				HRMM	18

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
STUDENT INTERN III	20.64 /	32.28			HRMM 23
TECH/PROF/MGMT EMP.	27.71 /	172.90			HRMM 36
TICKET SVCS REP I	15.69 /	19.08			HRMM 16
TICKET SVCS REP II	19.06 /	23.19			HRMM 22
TRAFFIC ENGINEER	56.10 /	84.15			HRMM 78
TRANSPORTATION PLNR	49.58 /	74.36			HRMM 75
UNION STAGEHAND	37.66 /	43.80			HRMM 61
YOUTH CORP COORD.	17.32 /	27.05			HRMM 20
YOUTH CORP WORKER	11.00 /	12.68			HRMM 2
YOUTH CORPS CRW LDR	15.35 /	22.53			HRMM 14

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	23.72 /	28.83			
ACCOUNT CLERK II	26.15 /	31.81			
ACCOUNTANT I	35.48 /	48.03			
ACCOUNTANT II	39.16 /	53.00			
ACCOUNTING TECHNICIAN	28.89 /	35.12			
ADMINISTRATIVE AIDE	32.15 /	43.49			
ADMINISTRATIVE AN I	35.48 /	48.02			
ADMINISTRATIVE AN II	39.16 /	52.99			
AQUATICS HD LIFEGUARD	15.16 /	18.44			
AQUATICS LIFEGUARD I	12.79 /	15.56			
AQUATICS LIFEGUARD II	14.71 /	17.64			
AQUATICS POOL ATTEND.	10.71 /	12.68			
AQUATICS POOL SUPV	16.75 /	22.53			
AQUATICS WTR EXERC IN	21.64 /	37.87			
AQUATICS WTR SFTY INS	12.98 /	17.32			
ASSISTANT ENGR(CIVIL)	43.23 /	58.48			
ASSISTANT PLANNER	37.27 /	50.43			
ASSOCIATE ENGR(CIVIL)	47.72 /	64.56			
ASSOCIATE PLANNER	41.15 /	55.67			
BUILDING ATTENDANT	12.79 /	15.56			
CLERICAL AIDE	11.06 /	20.56			
DOCUMENT PROC SPECIAL	33.78 /	45.70			
DOCUMENT PROC SUPRVSR	35.50 /	48.03			
DOCUMENT PROC TECH I	25.53 /	31.04			
DOCUMENT PROC TECH II	28.17 /	34.26			
ENGINEERING ASST I	29.58 /	35.94			
ENGINEERING ASST II	32.66 /	39.70			
ENGINEERING ASST III	36.10 /	43.87			
EQUIPMENT MECH I	29.44 /	35.78			
EQUIPMENT MECH II	32.49 /	39.50			
EQUIPMENT MECH III	35.87 /	43.61			
EXECUTIVE ASSISTANT	32.15 /	48.02			
HOUSE MANAGER	15.36 /	20.60			
INSPECTOR I	30.04 /	44.97			
INSPECTOR II	40.83 /	49.63			
IT ANALYST I	39.17 /	53.00			
IT ANALYST II	40.70 /	61.04			
IT DESKTOP TECH I	27.72 /	37.50			
IT DESKTOP TECH II	30.61 /	41.40			
JUNIOR ENGR (CIVIL)	39.16 /	52.99			
LABORER I	15.35 /	22.53			
LABORER II	21.10 /	34.07			
LABORER III	30.93 /	37.62			
LEAD PUBLIC SFTY DISP	44.13 /	59.70			
LIBRARIAN	29.84 /	44.57			

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
LIBRARY ASST	23.14 /	34.26			
LIBRARY HOMEWORK ASST	14.07 /	18.40			
LIBRARY PAGE	11.06 /	14.54			
LIBRARY TECHNICIAN	17.68 /	24.96			
LIBRARY TECH. AIDE	14.07 /	18.40			
OFFICE ASSISTANT I	20.96 /	25.49			
OFFICE ASSISTANT II	23.13 /	28.12			
OFFICE ASSISTANT III	25.53 /	31.05			
PARKS MAINT WRKR I	25.40 /	30.86			
PARKS MAINT WRKR II	28.03 /	34.07			
PARKS MAINT WRKR III	30.93 /	37.61			
PLANNING MANAGER	56.10 /	84.15			
POLICE ASSISTANT I	18.40 /	24.51			
POLICE ASSISTANT II	22.78 /	27.67			
POLICE RESERVE	/		10.30	46.27	69.41
PRINCIPAL CVL ENGINR	54.72 /	82.10			
PRINCIPAL PLANNER	50.81 /	76.22			
PROGRAM ASSISTANT	29.61 /	35.99			
PUBLIC SAFETY DISP I	34.34 /	41.74			
PUBLIC SAFETY DISP II	38.29 /	46.54			
REC. LEADER AIDE	10.71 /	12.68			
REC. LEADER I	12.07 /	14.70			
REC. LEADER II	14.66 /	17.84			
REC. SPECIALIST	14.27 /	23.81			
RECREATION COORD	30.60 /	41.39			
RECREATION SUPERVSR	36.85 /	55.29			
SENIOR ADMIN ANALYST	40.68 /	61.03			
SENIOR CIVIL ENGINEER	49.58 /	74.36			
SENIOR INFO TECH ANAL	44.93 /	67.39			
SENIOR INFO TECH DSKT	33.78 /	45.70			
SENIOR INSPECTOR	46.52 /	62.93			
SENIOR LIBRARY PAGE	12.79 /	16.64			
SENIOR PLANNER	42.75 /	64.13			
SENIOR RECREATION CRD	33.77 /	45.69			
SHOP ASSISTANT	12.07 /	14.70			
SKILLED TRADES I	26.67 /	35.78			
SKILLED TRADES II	29.44 /	39.50			
SKILLED TRADES III	32.49 /	45.70			
STAGEHAND I	16.94 /	20.60			
STAGEHAND II	21.50 /	26.12			
STUDENT INTERN I	10.71 /	17.32			
STUDENT INTERN II	16.76 /	24.51			
STUDENT INTERN III	20.64 /	32.28			
TECH/PROF/MGMT EMP.	27.71 /	172.90			
TICKET SVCS REP I	15.69 /	19.08			

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
TICKET SVCS REP II	19.06 /	23.19			
TRAFFIC ENGINEER	56.10 /	84.15			
TRANSPORTATION PLNR	49.58 /	74.36			
UNION STAGEHAND	37.66 /	43.80			
YOUTH CORP COORD.	17.32 /	27.05			
YOUTH CORP WORKER	10.71 /	12.68			
YOUTH CORPS CRW LDR	15.35 /	22.53			

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	22.81 /	27.72			
ACCOUNT CLERK II	25.14 /	30.59			
ACCOUNTANT I	34.12 /	46.18			
ACCOUNTANT II	37.65 /	50.96			
ACCOUNTING TECHNICIAN	27.78 /	33.77			
ADMINISTRATIVE AIDE	30.91 /	41.82			
ADMINISTRATIVE AN I	34.12 /	46.17			
ADMINISTRATIVE AN II	37.65 /	50.95			
AQUATICS HD LIFEGUARD	14.58 /	17.73			
AQUATICS LIFEGUARD I	12.30 /	14.96			
AQUATICS LIFEGUARD II	14.14 /	16.96			
AQUATICS POOL ATTEND.	10.30 /	12.19			
AQUATICS POOL SUPV	16.11 /	21.66			
AQUATICS WTR EXERC IN	20.81 /	36.41			
AQUATICS WTR SFTY INS	12.48 /	16.65			
ASSISTANT ENGR(CIVIL)	41.57 /	56.23			
ASSISTANT PLANNER	35.84 /	48.49			
ASSOCIATE ENGR(CIVIL)	45.88 /	62.08			
ASSOCIATE PLANNER	39.57 /	53.53			
BUILDING ATTENDANT	12.30 /	14.96			
CLERICAL AIDE	10.63 /	19.77			
DOCUMENT PROC SPECIAL	32.48 /	43.94			
DOCUMENT PROC SUPRVSR	34.13 /	46.18			
DOCUMENT PROC TECH I	24.55 /	29.85			
DOCUMENT PROC TECH II	27.09 /	32.94			
ENGINEERING ASST I	28.44 /	34.56			
ENGINEERING ASST II	31.40 /	38.17			
ENGINEERING ASST III	34.71 /	42.18			
EQUIPMENT MECH I	28.31 /	34.40			
EQUIPMENT MECH II	31.24 /	37.98			
EQUIPMENT MECH III	34.49 /	41.93			
EXECUTIVE ASSISTANT	30.91 /	46.17			
HOUSE MANAGER	14.77 /	19.81			
INSPECTOR I	28.88 /	43.24			
INSPECTOR II	39.26 /	47.72			
IT ANALYST I	37.66 /	50.96			
IT ANALYST II	39.13 /	58.69			
IT DESKTOP TECH I	26.65 /	36.06			
IT DESKTOP TECH II	29.43 /	39.81			
JUNIOR ENGR (CIVIL)	37.65 /	50.95			
LABORER I	14.76 /	21.66			
LABORER II	20.29 /	32.76			
LABORER III	29.74 /	36.17			
LEAD PUBLIC SFTY DISP	42.43 /	57.40			
LIBRARIAN	28.69 /	42.86			

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
LIBRARY ASST	22.25 /	32.94			
LIBRARY HOMEWORK ASST	13.53 /	17.69			
LIBRARY PAGE	10.63 /	13.98			
LIBRARY TECHNICIAN	17.00 /	24.00			
LIBRARY TECH. AIDE	13.53 /	17.69			
OFFICE ASSISTANT I	20.15 /	24.51			
OFFICE ASSISTANT II	22.24 /	27.04			
OFFICE ASSISTANT III	24.55 /	29.86			
PARKS MAINT WRKR I	24.42 /	29.67			
PARKS MAINT WRKR II	26.95 /	32.76			
PARKS MAINT WRKR III	29.74 /	36.16			
PLANNING MANAGER	53.94 /	80.91			
POLICE ASSISTANT I	17.69 /	23.57			
POLICE ASSISTANT II	21.90 /	26.61			
POLICE RESERVE	/		10.30	44.49	66.74
PRINCIPAL CVL ENGINR	52.62 /	78.94			
PRINCIPAL PLANNER	48.86 /	73.29			
PROGRAM ASSISTANT	28.47 /	34.61			
PUBLIC SAFETY DISP I	33.02 /	40.13			
PUBLIC SAFETY DISP II	36.82 /	44.75			
REC. LEADER AIDE	10.30 /	12.19			
REC. LEADER I	11.61 /	14.13			
REC. LEADER II	14.10 /	17.15			
REC. SPECIALIST	13.72 /	22.89			
RECREATION COORD	29.42 /	39.80			
RECREATION SUPERVSR	35.43 /	53.16			
SENIOR ADMIN ANALYST	39.12 /	58.68			
SENIOR CIVIL ENGINEER	47.67 /	71.50			
SENIOR INFO TECH ANAL	43.20 /	64.80			
SENIOR INFO TECH DSKT	32.48 /	43.94			
SENIOR INSPECTOR	44.73 /	60.51			
SENIOR LIBRARY PAGE	12.30 /	16.00			
SENIOR PLANNER	41.11 /	61.66			
SENIOR RECREATION CRD	32.47 /	43.93			
SHOP ASSISTANT	11.61 /	14.13			
SKILLED TRADES I	25.64 /	34.40			
SKILLED TRADES II	28.31 /	37.98			
SKILLED TRADES III	31.24 /	43.94			
STAGEHAND I	16.29 /	19.81			
STAGEHAND II	20.67 /	25.12			
STUDENT INTERN I	10.30 /	16.65			
STUDENT INTERN II	16.12 /	23.57			
STUDENT INTERN III	19.85 /	31.04			
TECH/PROF/MGMT EMP.	26.64 /	166.25			
TICKET SVCS REP I	15.09 /	18.35			

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
TICKET SVCS REP II	18.33 /	22.30			
TRAFFIC ENGINEER	53.94 /	80.91			
TRANSPORTATION PLNR	47.67 /	71.50			
UNION STAGEHAND	36.21 /	42.12			
YOUTH CORP COORD.	16.65 /	26.01			
YOUTH CORP WORKER	10.30 /	12.19			
YOUTH CORPS CRW LDR	14.76 /	21.66			

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3		
ACCOUNT CLERK I	22.81 /	27.72				HRMM	31
ACCOUNT CLERK II	25.14 /	30.59				HRMM	34
ACCOUNTANT I	34.12 /	46.18				HRMM	55
ACCOUNTANT II	37.65 /	50.96				HRMM	63
ACCOUNTING TECHNICIAN	27.78 /	33.77				HRMM	39
ADMINISTRATIVE AIDE	30.91 /	41.82				HRMM	49
ADMINISTRATIVE AN I	34.12 /	46.17				HRMM	56
ADMINISTRATIVE AN II	37.65 /	50.95				HRMM	64
AQUATICS HD LIFEGUARD	14.58 /	17.73				HRMM	13
AQUATICS LIFEGUARD I	12.30 /	14.96				HRMM	6
AQUATICS LIFEGUARD II	14.14 /	16.96				HRMM	12
AQUATICS POOL ATTEND.	10.02 /	12.19				HRMM	2
AQUATICS POOL SUPV	16.11 /	21.66				HRMM	17
AQUATICS WTR EXERC IN	20.81 /	36.41				HRMM	27
AQUATICS WTR SFTY INS	12.48 /	16.65				HRMM	8
ASSISTANT ENGR(CIVIL)	41.57 /	56.23				HRMM	71
ASSISTANT PLANNER	35.84 /	48.49				HRMM	60
ASSOCIATE ENGR(CIVIL)	45.88 /	62.08				HRMM	74
ASSOCIATE PLANNER	39.57 /	53.53				HRMM	69
BUILDING ATTENDANT	12.30 /	14.96				HRMM	6
CLERICAL AIDE	10.63 /	19.77				HRMM	3
DOCUMENT PROC SPECIAL	32.48 /	43.94				HRMM	53
DOCUMENT PROC SUPRVSR	34.13 /	46.18				HRMM	57
DOCUMENT PROC TECH I	24.55 /	29.85				HRMM	32
DOCUMENT PROC TECH II	27.09 /	32.94				HRMM	38
ENGINEERING ASST I	28.44 /	34.56				HRMM	41
ENGINEERING ASST II	31.40 /	38.17				HRMM	51
ENGINEERING ASST III	34.71 /	42.18				HRMM	58
EQUIPMENT MECH I	28.31 /	34.40				HRMM	79
EQUIPMENT MECH II	31.24 /	37.98				HRMM	80
EQUIPMENT MECH III	34.49 /	41.93				HRMM	81
EXECUTIVE ASSISTANT	30.91 /	46.17				HRMM	48
HOUSE MANAGER	14.77 /	19.81				HRMM	15
INSPECTOR I	28.88 /	43.24				HRMM	44
INSPECTOR II	39.26 /	47.72				HRMM	68
IT ANALYST I	37.66 /	50.96				HRMM	65

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3		
IT ANALYST II	39.13 /	58.69				HRMM	67
IT DESKTOP TECH I	26.65 /	36.06				HRMM	37
IT DESKTOP TECH II	29.43 /	39.81				HRMM	46
JUNIOR ENGR (CIVIL)	37.65 /	50.95				HRMM	64
LABORER I	14.76 /	21.66				HRMM	14
LABORER II	20.29 /	32.76				HRMM	25
LABORER III	29.74 /	36.17				HRMM	47
LEAD PUBLIC SFTY DISP	42.43 /	57.40				HRMM	82
LIBRARIAN	28.69 /	42.86				HRMM	43
LIBRARY ASST	22.25 /	32.94				HRMM	30
LIBRARY HOMEWORK ASST	13.53 /	17.69				HRMM	9
LIBRARY PAGE	10.63 /	13.98				HRMM	4
LIBRARY TECH. AIDE	13.53 /	17.69				HRMM	9
OFFICE ASSISTANT I	20.15 /	24.51				HRMM	24
OFFICE ASSISTANT II	22.24 /	27.04				HRMM	29
OFFICE ASSISTANT III	24.55 /	29.86				HRMM	33
PARKS MAINT WRKR I	24.42 /	29.67				HRMM	83
PARKS MAINT WRKR II	26.95 /	32.76				HRMM	84
PARKS MAINT WRKR III	29.74 /	36.16				HRMM	85
PLANNING MANAGER	53.94 /	80.91				HRMM	78
POLICE ASSISTANT I	17.69 /	23.57				HRMM	21
POLICE ASSISTANT II	21.90 /	26.61				HRMM	28
POLICE RESERVE			9.00	44.49	66.74	HRFT	1
PRINCIPAL CVL ENGINR	52.62 /	78.94				HRMM	77
PRINCIPAL PLANNER	48.86 /	73.29				HRMM	76
PROGRAM ASSISTANT	28.47 /	34.61				HRMM	42
PUBLIC SAFETY DISP I	33.02 /	40.13				HRMM	54
PUBLIC SAFETY DISP II	36.82 /	44.75				HRMM	62
REC. LEADER AIDE	10.02 /	12.19				HRMM	2
REC. LEADER I	11.61 /	14.13				HRMM	5
REC. LEADER II	14.10 /	17.15				HRMM	11
REC. SPECIALIST	13.72 /	22.89				HRMM	10
RECREATION COORD	29.42 /	39.80				HRMM	45
RECREATION SUPERVSR	35.43 /	53.16				HRMM	59
SENIOR ADMIN ANALYST	39.12 /	58.68				HRMM	66
SENIOR CIVIL ENGINEER	47.67 /	71.50				HRMM	75

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
SENIOR INFO TECH ANAL	43.20 /	64.80			HRMM 72
SENIOR INFO TECH DSKT	32.48 /	43.94			HRMM 53
SENIOR INSPECTOR	44.73 /	60.51			HRMM 73
SENIOR LIBRARY PAGE	12.30 /	16.00			HRMM 7
SENIOR PLANNER	41.11 /	61.66			HRMM 70
SENIOR RECREATION CRD	32.47 /	43.93			HRMM 52
SHOP ASSISTANT	11.61 /	14.13			HRMM 5
SKILLED TRADES I	25.64 /	34.40			HRMM 35
SKILLED TRADES II	28.31 /	37.98			HRMM 40
SKILLED TRADES III	31.24 /	43.94			HRMM 50
STAGEHAND I	16.29 /	19.81			HRMM 19
STAGEHAND II	20.67 /	25.12			HRMM 26
STUDENT INTERN I	8.32 /	16.65			HRMM 1
STUDENT INTERN II	16.12 /	23.57			HRMM 18
STUDENT INTERN III	19.85 /	31.04			HRMM 23
TECH/PROF/MGMT EMP.	26.64 /	166.25			HRMM 36
TICKET SVCS REP I	15.09 /	18.35			HRMM 16
TICKET SVCS REP II	18.33 /	22.30			HRMM 22
TRAFFIC ENGINEER	53.94 /	80.91			HRMM 78
TRANSPORTATION PLNR	47.67 /	71.50			HRMM 75
UNION STAGEHAND	36.21 /	42.12			HRMM 61
YOUTH CORP COORD.	16.65 /	26.01			HRMM 20
YOUTH CORP WORKER	10.02 /	12.19			HRMM 2
YOUTH CORPS CRW LDR	14.76 /	21.66			HRMM 14

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	22.81 /	27.72			HRMM 31
ACCOUNT CLERK II	25.14 /	30.59			HRMM 34
ACCOUNTANT I	34.12 /	46.18			HRMM 55
ACCOUNTANT II	37.65 /	50.96			HRMM 63
ACCOUNTING TECHNICIAN	27.78 /	33.77			HRMM 39
ADMINISTRATIVE AIDE	30.91 /	41.82			HRMM 49
ADMINISTRATIVE AN I	34.12 /	46.17			HRMM 56
ADMINISTRATIVE AN II	37.65 /	50.95			HRMM 64
AQUATICS HD LIFEGUARD	14.58 /	17.73			HRMM 13
AQUATICS LIFEGUARD I	12.30 /	14.96			HRMM 6
AQUATICS LIFEGUARD II	14.14 /	16.96			HRMM 12
AQUATICS POOL ATTEND.	10.02 /	12.19			HRMM 2
AQUATICS POOL SUPV	16.11 /	21.66			HRMM 17
AQUATICS WTR EXERC IN	20.81 /	36.41			HRMM 27
AQUATICS WTR SFTY INS	12.48 /	16.65			HRMM 8
ASSISTANT ENGR(CIVIL)	41.57 /	56.23			HRMM 71
ASSISTANT PLANNER	35.84 /	48.49			HRMM 60
ASSOCIATE ENGR(CIVIL)	45.88 /	62.08			HRMM 74
ASSOCIATE PLANNER	39.57 /	53.53			HRMM 69
BUILDING ATTENDANT	12.30 /	14.96			HRMM 6
CLERICAL AIDE	10.63 /	19.77			HRMM 3
DOCUMENT PROC SPECIAL	32.48 /	43.94			HRMM 53
DOCUMENT PROC SUPRVSR	34.13 /	46.18			HRMM 57
DOCUMENT PROC TECH I	24.55 /	29.85			HRMM 32
DOCUMENT PROC TECH II	27.09 /	32.94			HRMM 38
ENGINEERING ASST I	28.44 /	34.56			HRMM 41
ENGINEERING ASST II	31.40 /	38.17			HRMM 51
ENGINEERING ASST III	34.71 /	42.18			HRMM 58
EQUIPMENT MECH I	28.31 /	34.40			HRMM 79
EQUIPMENT MECH II	31.24 /	37.98			HRMM 80
EQUIPMENT MECH III	34.49 /	41.93			HRMM 81
EXECUTIVE ASSISTANT	30.91 /	46.17			HRMM 48
HOUSE MANAGER	14.77 /	19.81			HRMM 15
INSPECTOR I	28.88 /	43.24			HRMM 44
INSPECTOR II	39.26 /	47.72			HRMM 68
IT ANALYST I	37.66 /	50.96			HRMM 65

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3		
IT ANALYST II	39.13 /	58.69				HRMM	67
IT DESKTOP TECH I	26.65 /	36.06				HRMM	37
IT DESKTOP TECH II	29.43 /	39.81				HRMM	46
JUNIOR ENGR (CIVIL)	37.65 /	50.95				HRMM	64
LABORER I	14.76 /	21.66				HRMM	14
LABORER II	20.29 /	32.76				HRMM	25
LABORER III	29.74 /	36.17				HRMM	47
LEAD PUBLIC SFTY DISP	42.43 /	57.40				HRMM	82
LIBRARIAN	28.69 /	42.86				HRMM	43
LIBRARY ASST	22.25 /	32.94				HRMM	30
LIBRARY HOMEWORK ASST	13.53 /	17.69				HRMM	9
LIBRARY PAGE	10.63 /	13.98				HRMM	4
LIBRARY TECH. AIDE	13.53 /	17.69				HRMM	9
OFFICE ASSISTANT I	20.15 /	24.51				HRMM	24
OFFICE ASSISTANT II	22.24 /	27.04				HRMM	29
OFFICE ASSISTANT III	24.55 /	29.86				HRMM	33
PARKS MAINT WRKR I	24.42 /	29.67				HRMM	83
PARKS MAINT WRKR II	26.95 /	32.76				HRMM	84
PARKS MAINT WRKR III	29.74 /	36.16				HRMM	85
PLANNING MANAGER	53.94 /	80.91				HRMM	78
POLICE ASSISTANT I	17.69 /	23.57				HRMM	21
POLICE ASSISTANT II	21.90 /	26.61				HRMM	28
POLICE RESERVE			9.00	44.49	66.74	HRFT	1
PRINCIPAL CVL ENGINR	52.62 /	78.94				HRMM	77
PRINCIPAL PLANNER	48.86 /	73.29				HRMM	76
PROGRAM ASSISTANT	28.47 /	34.61				HRMM	42
PUBLIC SAFETY DISP I	33.02 /	40.13				HRMM	54
PUBLIC SAFETY DISP II	36.82 /	44.75				HRMM	62
REC. LEADER AIDE	10.02 /	12.19				HRMM	2
REC. LEADER I	11.61 /	14.13				HRMM	5
REC. LEADER II	14.10 /	17.15				HRMM	11
REC. SPECIALIST	13.72 /	22.89				HRMM	10
RECREATION COORD	29.42 /	39.80				HRMM	45
RECREATION SUPERVSR	35.43 /	53.16				HRMM	59
SENIOR ADMIN ANALYST	39.12 /	58.68				HRMM	66
SENIOR CIVIL ENGINEER	47.67 /	71.50				HRMM	75

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POSITION	MIN.	MAX	Rate 1	Rate 2	Rate 3
SENIOR INFO TECH ANAL	43.20 /	64.80			HRMM 72
SENIOR INFO TECH DSKT	32.48 /	43.94			HRMM 53
SENIOR INSPECTOR	44.73 /	60.51			HRMM 73
SENIOR LIBRARY PAGE	12.30 /	16.00			HRMM 7
SENIOR PLANNER	41.11 /	61.66			HRMM 70
SENIOR RECREATION CRD	32.47 /	43.93			HRMM 52
SHOP ASSISTANT	11.61 /	14.13			HRMM 5
SKILLED TRADES I	25.64 /	34.40			HRMM 35
SKILLED TRADES II	28.31 /	37.98			HRMM 40
SKILLED TRADES III	31.24 /	43.94			HRMM 50
STAGEHAND I	16.29 /	19.81			HRMM 19
STAGEHAND II	20.67 /	25.12			HRMM 26
STUDENT INTERN I	9.00 /	16.65			HRMM 1
STUDENT INTERN II	16.12 /	23.57			HRMM 18
STUDENT INTERN III	19.85 /	31.04			HRMM 23
TECH/PROF/MGMT EMP.	26.64 /	166.25			HRMM 36
TICKET SVCS REP I	15.09 /	18.35			HRMM 16
TICKET SVCS REP II	18.33 /	22.30			HRMM 22
TRAFFIC ENGINEER	53.94 /	80.91			HRMM 78
TRANSPORTATION PLNR	47.67 /	71.50			HRMM 75
UNION STAGEHAND	36.21 /	42.12			HRMM 61
YOUTH CORP COORD.	16.65 /	26.01			HRMM 20
YOUTH CORP WORKER	10.02 /	12.19			HRMM 2
YOUTH CORPS CRW LDR	14.76 /	21.66			HRMM 14