

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2021

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
ADOPTING REVISED SALARY PLANS FOR
REGULAR AND HOURLY EMPLOYEES FOR FISCAL YEAR 2021-22

WHEREAS, on June 22, 2021, the Mountain View City Council adopted a resolution for employee compensation for the period of July 1, 2021 through June 30, 2022; and

WHEREAS, on November 16, 2021, the City Council adopted revised salary plans for Fiscal Year 2021-22; and

WHEREAS, on November 10, 2015, the City Council adopted an ordinance to increase Mountain View's minimum wage per the regional Consumer Price Index for 2022; and

WHEREAS, the salary for the City Attorney classification is changing from the actual salary the incumbent is earning to a salary range; and

WHEREAS, there is a need to reclassify an existing classification; and

WHEREAS, these changes need to be reflected in the City's Salary Plans for regular and hourly employees;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain View that the City Council adopts the revised salary plan documents attached as Exhibits A and B.

AC/6/RESO
036-12-14-21r

- Exhibits: A. Fiscal Year 2021-22 Regular Salary Plan
B. Fiscal Year 2021-22 Hourly Salary Plan

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2021-22
 Revision No. 4

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							2,287.90	2,400.48	2,522.48	2,647.57	2,780.52	SEIU
ACCOUNT CLERK I - CONF		7		5	FL							2,287.90	2,400.48	2,522.48	2,647.57	2,780.52	MISC
ACCOUNT CLERK II		11	C	5	FL							2,522.48	2,649.14	2,783.61	2,922.79	3,068.25	SEIU
ACCOUNT CLERK II-CONF.		11		5	FL							2,522.48	2,649.14	2,783.61	2,922.79	3,068.25	MISC
ACCOUNTANT I		23	A	2	P	3,507.91	4,126.95	4,745.99									EGLE
ACCOUNTANT II		27		2	P	3,872.20	4,555.53	5,238.86									EGLE
ACCOUNTING MANAGER	E	39		2	M	4,901.67	6,127.09	7,352.51									MISC
ACCOUNTING TECHNICIAN		15	C	2	FL							2,786.75	2,927.49	3,072.94	3,226.21	3,387.26	SEIU
ADMINISTRATIVE AIDE		19		2	P	3,178.25	3,739.12	4,299.99									EGLE
ADVANCED PLANNING MANAGER	E	40		2	M	5,023.10	6,278.88	7,534.66									EGLE
ANALYST I		23	A	2	P	3,507.91	4,126.95	4,745.99									EGLE
ANALYST I-CONF		23		2	P	3,507.91	4,126.95	4,745.99									MISC
ANALYST II		27		2	P	3,872.20	4,555.53	5,238.86									EGLE
ANALYST II-CONF		27		2	P	3,872.20	4,555.53	5,238.86									MISC
ASSISTANT BUILDING INSPECTOR		23		3	FL							3,395.10	3,565.54	3,743.81	3,931.49	4,126.95	SEIU
ASSISTANT BUYER		20		2	FL							3,151.93	3,309.86	3,475.59	3,649.14	3,832.06	EGLE
ASSISTANT CDD/PLANNING MGR	E	46		2	M	5,826.11	7,282.64	8,739.17									EGLE
ASSISTANT CITY ATTORNEY	E	46		2	M	5,827.47	7,284.34	8,741.21									MISC
ASSISTANT CITY CLERK		27		2	P	3,872.20	4,555.53	5,238.86									EGLE
ASSISTANT CITY MANAGER	E	1			DH				6,859.30	10,010.53	11,011.58						ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46		3	M	5,826.11	7,282.64	8,739.17									EGLE
ASSISTANT ENGINEER (CIVIL)		30		3	P	4,168.91	4,904.60	5,640.29									EGLE
ASSISTANT PLANNER		24		2	P	3,594.80	4,229.18	4,863.56									EGLE
ASSISTANT PROJECT MANAGER	E	30		2	M	3,923.68	4,904.60	5,885.52									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49		3	M	6,273.90	7,842.37	9,410.84									EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	4,909.18	6,136.48	7,363.78									MISC
ASSOCIATE ENGINEER (CIVIL)		34		3	P	4,602.17	5,414.32	6,226.47									EGLE
ASSOCIATE PLANNER		28		2	P	3,968.25	4,668.53	5,368.81									EGLE
ASST FINANCE & ADM SVCS DIR	E	47		2	M	5,972.60	7,465.75	8,958.90									MISC
BATTALION CHIEF	E	4		VIII	M	7,044.02	8,805.02	10,566.02									FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	7,044.02	8,805.02	9,826.40									FMGR
BUILDING INSPECTOR I		25		3	FL							3,567.12	3,745.40	3,933.03	4,130.08	4,336.50	SEIU
BUILDING INSPECTOR II		29		3	FL							3,937.74	4,134.81	4,341.18	4,558.58	4,785.33	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33		2	M	4,226.38	5,282.97	6,339.56									EGLE
BUYER		24		2	FL							3,479.38	3,653.35	3,836.00	4,027.80	4,229.18	EGLE
CHIEF BLDG OFFICIAL	E	43		3	M	5,409.61	6,762.01	8,114.41									EGLE
CHIEF COMMUNICATIONS OFFICER	E	46		2	M	5,827.47	7,284.34	8,741.21									MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	46		3	M	5,826.11	7,282.64	8,739.17									EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0			DH				6,532.65	9,533.83	10,487.21						ESMS
CITY ATTORNEY	E	0			DH	9,996.94		11,730.77									CA
CITY CLERK	E	0			DH		6,932.68										CC
CITY MANAGER	E	0			DH		13,153.13										CM
CODE ENFORCEMENT OFFICER I		23		3	FL							3,395.10	3,565.54	3,743.81	3,931.49	4,126.95	SEIU
CODE ENFORCEMENT OFFICER II		27		3	FL							3,748.53	3,934.60	4,131.68	4,338.06	4,555.45	SEIU
COMMUNICATION COORDINATOR		31		2	P	4,274.90	5,029.29	5,783.68									EGLE
COMMUNITY OUTREACH COORD		16		4	P	2,950.27	3,470.90	3,991.54									EGLE

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2021-22
Revision No. 4

Effective December 26, 2021

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	Cntl. Pt.	Max*							Min	Std.	Max**
COMMUNITY SERVICES DIRECTOR	E	0		DH				6,532.65	9,533.83	10,487.21			ESMS			
COMMUNITY SERVICES OFFICER		2	V	FL							3,113.46	3,270.29	3,432.22	3,601.10	3,778.59	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2,462.45	2,585.98	2,715.75	2,850.20	2,994.06	EGLE
COUNCILMEMBER				Council		549.99										MI-CC
CRIME ANALYST		27	2	P	3,872.20	4,555.53	5,238.86									EGLE
CROSS CONNECTION CONTROL SPEC		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						2,175.29	2,283.19	2,397.36	2,517.77	2,642.89	SEIU
DEP PUB WRKS DIR/ AST CTY ENG	E	46	3	M	5,826.11	7,282.64	8,739.17									EGLE
DEPUTY BUILDING OFFICIAL	E	35	2	M	4,439.97	5,549.96	6,659.95									EGLE
DEPUTY CITY ATTORNEY	E	36	2	M	4,552.62	5,690.77	6,828.92									MISC
DEPUTY CITY CLERK		22	2	P	3,422.04	4,025.93	4,629.82									EGLE
DEPUTY CITY MANAGER	E	42	2	M	5,279.51	6,599.39	7,919.27									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	7,396.23	9,245.29	11,094.35									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							5,671.68	5,955.90	6,253.50	6,566.38	6,894.52	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						5,758.20	6,042.42	6,340.02	6,652.90	6,981.04	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						5,832.36	6,116.58	6,414.18	6,727.06	7,055.20	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						5,869.44	6,153.67	6,451.27	6,764.14	7,092.29	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						5,889.22	6,173.44	6,471.05	6,783.92	7,112.06	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						5,968.31	6,252.54	6,550.14	6,863.01	7,191.16	MVFF
DEPUTY POLICE CHIEF	E	2	VII	M	7,644.95	9,556.19	11,467.43									PMGR
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	4,439.97	5,549.96	6,659.95									EGLE
DEV SRVCS COORD		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
DIGITAL ENGAGMNT MRKTING STRTGS	E	34	2	M	4,332.46	5,415.58	6,498.70									MISC
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,462.45	2,585.98	2,715.75	2,850.20	2,994.06	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2,717.28	2,853.36	2,997.16	3,145.69	3,303.63	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							3,000.28	3,150.40	3,308.33	3,474.03	3,647.59	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,422.87	4,026.90	4,630.94									MISC
ECONOMIC VITALITY MANAGER	E	43	2	M	5,409.61	6,762.01	8,114.41									EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M	4,900.54	6,125.68	7,350.82									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2,852.43	2,994.76	3,144.85	3,302.81	3,467.01	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,149.55	3,307.52	3,473.27	3,646.84	3,828.27	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,481.10	3,654.69	3,837.66	4,030.01	4,230.18	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3,735.21	4,394.37	5,053.53									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31	2	M	4,023.43	5,029.29	6,035.15									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						3,459.20	3,632.79	3,814.19	4,005.00	4,205.15	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	3,101.18	3,648.45	4,195.72								SEIU
EXECUTIVE ASSISTANT - EAGLE		18	A	2	P	3,100.45	3,647.59	4,194.73								EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	3,422.87	4,026.90	4,630.94									MISC
EXECUTIVE ASST. TO THE CM		22	2	P	3,422.87	4,026.90	4,630.94									MISC
FACILITIES CONTRACT COORDINATR		26	2	P	3,776.88	4,443.39	5,109.90									EGLE
FACILITIES MAINT. SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE

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*									
FACILITIES MAINTENANCE I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
FACILITIES MAINTENANCE II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
FACILITIES MAINTENANCE III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
FACILITIES PROJECT MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
FINANCE AND ADMIN SVCS DIR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
FINANCIAL ANALYST I - CONF		23		2	P	3,507.91	4,126.95	4,745.99								MISC
FINANCIAL ANALYST II - CONF		27		2	P	3,872.20	4,555.53	5,238.86								MISC
FIRE CAPTAIN		12		VIII	FL						5,662.11	5,946.39	6,242.07	6,554.94	6,883.06	MVFF
FIRE CAPTAIN/HAZ MAT		15		VIII	FL						5,945.19	6,243.70	6,554.13	6,882.66	7,227.17	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A	VIII	FL						6,031.71	6,330.22	6,640.65	6,969.18	7,313.69	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B	VIII	FL						6,105.87	6,404.38	6,714.81	7,043.34	7,387.85	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C	VIII	FL						6,142.96	6,441.46	6,751.89	7,080.42	7,424.94	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D	VIII	FL						6,162.73	6,461.23	6,771.66	7,100.19	7,444.72	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E	VIII	FL						6,241.83	6,540.32	6,850.77	7,179.29	7,523.81	MVFF
FIRE CAPTAIN-LEVEL 1		12	A	VIII	FL						5,748.63	6,032.91	6,328.59	6,641.46	6,969.58	MVFF
FIRE CAPTAIN-LEVEL 2		12	B	VIII	FL						5,822.79	6,107.07	6,402.75	6,715.62	7,043.74	MVFF
FIRE CAPTAIN-LEVEL 3		12	C	VIII	FL						5,859.88	6,144.15	6,439.83	6,752.70	7,080.83	MVFF
FIRE CAPTAIN-LEVEL 4		12	D	VIII	FL						5,879.64	6,163.92	6,459.60	6,772.48	7,100.60	MVFF
FIRE CAPTAIN-LEVEL 5		12	E	VIII	FL						5,958.75	6,243.02	6,538.70	6,851.58	7,179.70	MVFF
FIRE CHIEF	E	1			DH				7,665.70	11,186.42	12,305.06					DHFI
FIRE ENGINEER		6		VIII	FL						4,853.32	5,094.92	5,350.97	5,618.00	5,899.58	MVFF
FIRE ENGINEER/HAZ MAT		9		VIII	FL						5,095.99	5,349.60	5,618.52	5,898.88	6,194.53	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	A	VIII	FL						5,182.51	5,436.12	5,705.04	5,985.40	6,281.05	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9	B	VIII	FL						5,256.67	5,510.28	5,779.20	6,059.56	6,355.21	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9	C	VIII	FL						5,293.76	5,547.37	5,816.29	6,096.65	6,392.30	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9	D	VIII	FL						5,313.52	5,567.14	5,836.06	6,116.43	6,412.08	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9	E	VIII	FL						5,392.63	5,646.24	5,915.16	6,195.52	6,491.17	MVFF
FIRE ENGINEER/PARAMEDIC		11		VIII	FL						5,387.33	5,657.98	5,939.51	6,237.40	6,549.83	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1		11	A	VIII	FL						5,473.85	5,744.50	6,026.03	6,323.92	6,636.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B	VIII	FL						5,548.01	5,818.66	6,100.19	6,398.08	6,710.51	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C	VIII	FL						5,585.09	5,855.74	6,137.27	6,435.17	6,747.59	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 4		11	D	VIII	FL						5,604.87	5,875.51	6,157.04	6,454.95	6,767.37	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 5		11	E	VIII	FL						5,683.97	5,954.61	6,236.15	6,534.04	6,846.47	MVFF
FIRE ENGINEER/PMEDIC/HM		8		VIII	FL						5,658.00	5,940.90	6,237.94	6,549.83	6,877.33	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	A	VIII	FL						5,744.52	6,027.42	6,324.46	6,636.35	6,963.85	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8	B	VIII	FL						5,818.68	6,101.58	6,398.62	6,710.51	7,038.01	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		8	C	VIII	FL						5,855.76	6,138.67	6,435.71	6,747.59	7,075.09	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8	D	VIII	FL						5,875.53	6,158.43	6,455.48	6,767.37	7,094.87	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8	E	VIII	FL						5,954.63	6,237.54	6,534.58	6,846.47	7,173.97	MVFF
FIRE ENGINEER-LEVEL 1		6	A	VIII	FL						4,939.84	5,181.44	5,437.49	5,704.52	5,986.10	MVFF
FIRE ENGINEER-LEVEL 2		6	B	VIII	FL						5,014.00	5,255.60	5,511.65	5,778.68	6,060.26	MVFF
FIRE ENGINEER-LEVEL 3		6	C	VIII	FL						5,051.08	5,292.69	5,548.74	5,815.77	6,097.34	MVFF
FIRE ENGINEER-LEVEL 4		6	D	VIII	FL						5,070.85	5,312.45	5,568.52	5,835.55	6,117.12	MVFF
FIRE ENGINEER-LEVEL 5		6	E	VIII	FL						5,149.96	5,391.56	5,647.61	5,914.64	6,196.21	MVFF
FIRE MARSHAL NON-SAFETY	E	51		VIII	M	6,591.51	8,239.39	9,887.27								EGLE
FIRE PREVENTION OFFICER I		1		VIII	FL						4,299.33	4,515.47	4,740.72	4,976.86	5,225.68	MVFF

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*	Min	Std.	Max**						
FIRE PREVENTION OFFICER II		3	VIII	FL							4,511.87	4,737.07	4,975.03	5,222.05	5,483.58	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							5,245.65	5,507.23	5,783.34	6,072.10	6,375.45	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	5,149.52	6,436.90	7,724.28									EGLE
FIREFIGHTER		2	VIII	FL							4,422.83	4,644.43	4,876.93	5,120.34	5,376.45	MVFF
FIREFIGHTER LEVEL 1		2	A VIII	FL							4,509.36	4,730.95	4,963.45	5,206.86	5,462.97	MVFF
FIREFIGHTER LEVEL 2		2	B VIII	FL							4,583.51	4,805.11	5,037.61	5,281.02	5,537.13	MVFF
FIREFIGHTER LEVEL 3		2	C VIII	FL							4,620.60	4,842.19	5,074.70	5,318.10	5,574.22	MVFF
FIREFIGHTER LEVEL 4		2	D VIII	FL							4,640.38	4,861.97	5,094.46	5,337.87	5,593.99	MVFF
FIREFIGHTER LEVEL 5		2	E VIII	FL							4,719.47	4,941.07	5,173.57	5,416.98	5,673.09	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							4,643.99	4,876.64	5,120.78	5,376.31	5,645.27	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5	A VIII	FL							4,730.51	4,963.16	5,207.30	5,462.83	5,731.79	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5	B VIII	FL							4,804.67	5,037.32	5,281.46	5,536.99	5,805.95	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5	C VIII	FL							4,841.76	5,074.40	5,318.54	5,574.07	5,843.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5	D VIII	FL							4,861.54	5,094.17	5,338.31	5,593.85	5,862.80	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5	E VIII	FL							4,940.63	5,173.28	5,417.41	5,672.95	5,941.91	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							5,153.18	5,410.66	5,681.46	5,965.70	6,263.22	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4	A VIII	FL							5,239.70	5,497.18	5,767.98	6,052.22	6,349.74	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4	B VIII	FL							5,313.86	5,571.34	5,842.14	6,126.38	6,423.90	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4	C VIII	FL							5,350.94	5,608.43	5,879.23	6,163.46	6,460.98	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4	D VIII	FL							5,370.72	5,628.20	5,899.01	6,183.23	6,480.76	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4	E VIII	FL							5,449.81	5,707.30	5,978.10	6,262.33	6,559.85	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							4,907.83	5,153.03	5,410.94	5,681.61	5,964.97	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7	A VIII	FL							4,994.36	5,239.55	5,497.46	5,768.13	6,051.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7	B VIII	FL							5,068.51	5,313.71	5,571.62	5,842.29	6,125.65	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7	C VIII	FL							5,105.60	5,350.80	5,608.71	5,879.37	6,162.73	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7	D VIII	FL							5,125.37	5,370.56	5,628.48	5,899.15	6,182.50	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7	E VIII	FL							5,204.47	5,449.67	5,707.58	5,978.25	6,261.61	MVFF
FLEET AND FACILITIES MANAGER	E	25	B III	M	4,903.03	6,128.79	7,354.55									EGLE
FORESTRY & ROADWAY MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59									EGLE
FORESTRY COORDINATOR		16	2	P	2,950.27	3,470.90	3,991.54									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40	A VIII	P	5,354.24	6,299.11	7,243.98									EGLE
HEAVY EQUIPMENT OPERATOR		17	M 6	FL							2,910.32	3,055.74	3,208.98	3,370.07	3,537.41	SEIU
HEAVY EQUIPMENT SPECIALIST		19	M 6	FL							3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43	2	M	5,409.61	6,762.01	8,114.41									EGLE
HOUSING OFFICER	E	32	2	M	4,122.55	5,153.19	6,183.83									EGLE
HOUSING SPECIALIST I		24	2	P	3,594.80	4,229.18	4,863.56									EGLE
HOUSING SPECIALIST II		28	2	P	3,968.25	4,668.53	5,368.81									EGLE
HUMAN RESOURCES ANALYST I		23	2	P	3,507.91	4,126.95	4,745.99									MISC
HUMAN RESOURCES ANALYST II		27	2	P	3,872.20	4,555.53	5,238.86									MISC
HUMAN RESOURCES DIRECTOR	E	0		DH				6,532.65	9,533.83	10,487.21						ESMS
HUMAN RESOURCES MANAGER	E	42	2	M	5,279.51	6,599.39	7,919.27									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3,258.01	3,832.95	4,407.89									MISC
HUMAN SERVICES MANAGER	E	34	2	M	4,332.46	5,415.58	6,498.70									MISC
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	5,278.27	6,597.84	7,917.41									EGLE
IT ANALYST I		27	2	P	3,872.20	4,555.53	5,238.86									EGLE
IT ANALYST II	E	31	2	M	4,023.43	5,029.29	6,035.15									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*	Min	Std.	Max**						
IT APPLICATIONS MANAGER	E	39	A	2	M	4,901.67	6,127.09	7,352.51								EGLE
IT DESKTOP TECHNICIAN I		13		2	P	2,739.39	3,222.81	3,706.23								EGLE
IT DESKTOP TECHNICIAN II		17		2	P	3,024.74	3,558.52	4,092.30								EGLE
IT OPERATIONS MANAGER	E	39	A	2	M	4,901.67	6,127.09	7,352.51								EGLE
JUNIOR ENGINEER (CIVIL)		26		3	P	3,776.88	4,443.39	5,109.90								EGLE
LEAD POLICE RECORDS SPECIALIST		3		V	FL					3,413.32	3,582.15	3,761.32	3,947.44	4,145.55		NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	A	II	P	4,255.42	5,006.38	5,757.34								SEIU
LEGAL SECRETARY		18	A	2	P	3,101.18	3,648.45	4,195.72								MISC
LIBRARIAN I		15		4	P	2,878.49	3,386.46	3,894.43								EGLE
LIBRARIAN II		19		4	P	3,178.25	3,739.12	4,299.99								EGLE
LIBRARY ASSISTANT I		6		4	FL					2,231.07	2,342.09	2,459.32	2,582.84	2,712.61		EGLE
LIBRARY ASSISTANT II		10		4	FL					2,462.45	2,585.98	2,715.75	2,850.20	2,994.06		EGLE
LIBRARY ASSISTANT III		14	A	4	FL					2,718.86	2,854.89	2,997.16	3,148.83	3,303.63		EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22		4	P	3,422.04	4,025.93	4,629.82								EGLE
LIBRARY SERVICES DIRECTOR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
LIBRARY SERVICES MANAGER	E	35		4	M	4,439.97	5,549.96	6,659.95								EGLE
LIBRARY TECHNICIAN		1		4	FL					1,971.53	2,070.02	2,174.80	2,282.67	2,396.80		EGLE
MANAGEMENT FELLOW		18		2	P	3,100.45	3,647.59	4,194.73								EGLE
MAYOR					Council		687.52									MI-CC
OFFICE ASSISTANT I		2	C	5	FL					2,020.49	2,123.65	2,228.48	2,339.51	2,458.34		SEIU
OFFICE ASSISTANT I - CONF		2		5	FL					2,020.49	2,123.65	2,228.48	2,339.51	2,458.34		MISC
OFFICE ASSISTANT II		6	C	5	FL					2,230.03	2,344.19	2,459.90	2,583.43	2,711.69		SEIU
OFFICE ASSISTANT II-CONF		6	A	5	FL					2,230.03	2,344.19	2,459.90	2,583.43	2,711.69		MISC
OFFICE ASSISTANT III		10	C	5	FL					2,463.04	2,586.57	2,716.38	2,850.86	2,994.76		SEIU
OFFICE ASSISTANT III - CONF		10		5	FL					2,463.04	2,586.57	2,716.38	2,850.86	2,994.76		MISC
OFFICE OF EMER SVCS COORD.		40	A	VIII	P	5,354.24	6,299.11	7,243.98								EGLE
PARKS & OPEN SPACE MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
PARKS & OPEN SPACE WORKER I		3	M	6	FL					2,066.30	2,170.48	2,276.25	2,388.32	2,508.26		SEIU
PARKS & OPEN SPACE WORKER II		7	M	6	FL					2,277.81	2,393.06	2,509.86	2,634.56	2,764.04		SEIU
PARKS MAINTENANCE WORKER I		10	M	6	FL					2,448.96	2,570.94	2,699.20	2,835.23	2,975.96		SEIU
PARKS MAINTENANCE WORKER II		14	M	6	FL					2,702.30	2,838.37	2,979.10	3,129.23	3,285.61		SEIU
PARKS MAINTENANCE WORKER III		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55		SEIU
PARKS SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
PAYROLL ACCOUNTANT I		25		2	P	3,686.03	4,336.50	4,986.98								MISC
PAYROLL ACCOUNTANT II		29		2	P	4,068.87	4,786.91	5,504.95								MISC
PAYROLL TECHNICIAN		18		2	P	3,101.18	3,648.45	4,195.72								MISC
PERFORMING ARTS ASSISTANT		11	A	4	FL					2,525.00	2,650.11	2,782.97	2,922.11	3,069.12		EGLE
PERFORMING ARTS COORDINATOR		20		4	P	3,257.25	3,832.06	4,406.87								EGLE
PERFORMING ARTS MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
PERFORMING ARTS SUPERVISOR	E	26		4	M	3,554.71	4,443.39	5,332.07								EGLE
PERMIT TECHNICIAN		17	C	3	FL					2,924.39	3,071.37	3,224.63	3,385.71	3,554.59		SEIU
PLAN CHECK ENGINEER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
PLAN CHECK EXAMINER		30		3	P	4,168.91	4,904.60	5,640.29								EGLE
PLANNING BOARD CLERK		18	C	2	P	3,101.18	3,648.45	4,195.72								SEIU
PLANNING MANAGER/ZONING ADMIN	E	43		2	M	5,409.61	6,762.01	8,114.41								EGLE
POLICE ASSISTANT III-UNIFORMED		10	A	5	FL					2,513.02	2,637.71	2,768.74	2,904.50	3,049.77		NPOA

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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*									
POLICE ASSISTANT II-UNIFORMED		6	A	5	FL						2,277.81	2,393.06	2,509.86	2,634.56	2,764.04	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL						2,066.30	2,170.48	2,276.25	2,388.32	2,508.26	NPOA
POLICE CAPTAIN	E	2		VII	M	7,644.95	9,556.19	11,467.43								PMGR
POLICE CAPTAIN-TIER 2	E	2		VII	M	7,644.95	9,556.19	10,435.36								PMGR
POLICE CHIEF	E	1			DH				7,665.70	11,186.42	12,305.06					DHPO
POLICE LIEUTENANT	E	1		VII	M	6,648.09	8,310.11	9,972.13								PMGR
POLICE LIEUTENANT-TIER 2	E	1		VII	M	6,648.09	8,310.11	9,274.08								PMGR
POLICE MEDIA/COMM REL COORD		31		2	P	4,274.90	5,029.29	5,783.68								EGLE
POLICE OFFICER		1		VII	FL						4,615.39	4,844.21	5,088.24	5,339.85	5,604.69	POA
POLICE OFFICER TRAINEE		5		V	FL						4,250.17					NPOA
POLICE RECORDS SPECIALIST		1		V	FL						3,051.48	3,201.35	3,361.60	3,527.03	3,702.79	NPOA
POLICE RECORDS SUPERVISOR		26		2	P	3,836.09	4,513.05	5,190.01								NPOA
POLICE SERGEANT		3		VII	FL						5,602.77	5,880.84	6,174.03	6,482.36	6,803.91	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
POSTCLOSURE SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
PRINCIPAL CIVIL ENGINEER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
PRINCIPAL FINANCIAL ANALYST	E	35		2	M	4,441.02	5,551.27	6,661.52								MISC
PRINCIPAL IT ANALYST	E	37		2	M	4,664.15	5,830.19	6,996.23								EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34		2	M	4,332.46	5,415.58	6,498.70								MISC
PRINCIPAL PLANNER	E	35		2	M	4,439.97	5,549.96	6,659.95								EGLE
PRINCIPAL PROJECT MANAGER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
PROGRAM ASSISTANT		16	C	5	FL						2,855.55	2,999.43	3,149.55	3,307.52	3,471.72	SEIU
PROJECT MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
PROPERTY & EVIDENCE SPECIALIST		2	A	V	P	3,372.38	3,967.50	4,562.63								NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25		2	P	3,685.18	4,335.50	4,985.83								EGLE
PUBLIC SAFETY DISP COORDINATOR		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
PUBLIC SAFETY DISPATCHER I		12	A	II	FL						3,477.38	3,650.39	3,833.99	4,024.60	4,225.84	SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL						3,878.09	4,072.27	4,275.24	4,488.83	4,713.03	SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL						4,265.17	4,478.42	4,702.34	4,937.45	5,184.32	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39		2	M	4,900.54	6,125.68	7,350.82								EGLE
PUBLIC SERVICES TECHNICIAN		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
PUBLIC WORKS DIRECTOR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
PUBLIC WORKS INSPECTOR I		25		3	FL						3,567.12	3,745.40	3,933.03	4,130.08	4,336.50	SEIU
PUBLIC WORKS INSPECTOR II		29		3	FL						3,937.74	4,134.81	4,341.18	4,558.58	4,785.33	SEIU
PURCH & SUPPORT SRVCS MGR	E	41		2	M	5,149.52	6,436.90	7,724.28								EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36		3	M	4,551.57	5,689.46	6,827.35								EGLE
RECREATION COORDINATOR		16		4	P	2,950.27	3,470.90	3,991.54								EGLE
RECREATION LEADER II		2	A	IV	FL						1,636.97	1,718.27	1,804.22	1,894.95	1,988.73	EGLE
RECREATION MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
RECREATION SPECIALIST		7	B	IV	FL						2,088.80	2,193.55	2,303.00	2,417.14	2,539.08	EGLE
RECREATION SUPERVISOR	E	30		4	M	3,923.68	4,904.60	5,885.52								EGLE
RISK MANAGER	E	39		2	M	4,900.54	6,125.68	7,350.82								EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
SECRETARY		15	C	5	FL						2,786.75	2,927.49	3,072.94	3,226.21	3,387.26	SEIU

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*									
SENIOR ACCOUNTANT	E	31	2	M	4,023.43	5,029.29	6,035.15								EGLE	
SENIOR ASSISTANT CITY ATTORNEY	E	50	2	M	6,430.74	8,038.42	9,646.10								MISC	
SENIOR BUILDING INSPECTOR		33	C	3	P	4,486.27	5,277.96	6,069.65							SEIU	
SENIOR CIVIL ENGINEER	E	38	3	M	4,781.73	5,977.16	7,172.59								EGLE	
SENIOR CODE ENF OFFICER		29	3	P	4,067.53	4,785.33	5,503.13								SEIU	
SENIOR DEPUTY CITY ATTORNEY	E	40	2	M	5,024.26	6,280.33	7,536.40								MISC	
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SENIOR HOUSING OFFICER	E	34	2	M	4,331.46	5,414.32	6,497.18								EGLE	
SENIOR IT ANALYST	E	35	2	M	4,439.97	5,549.96	6,659.95								EGLE	
SENIOR IT DESKTOP TECHNICIAN		21	2	P	3,339.11	3,928.36	4,517.61								EGLE	
SENIOR LIBRARIAN		23	4	P	3,495.27	4,112.08	4,728.89								EGLE	
SENIOR MANAGEMENT ANALYST	E	31	2	M	4,023.43	5,029.29	6,035.15								EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	4,227.37	5,284.21	6,341.05								MISC	
SENIOR PLANNER	E	32	2	M	4,122.55	5,153.19	6,183.83								EGLE	
SENIOR PROJECT MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59								EGLE	
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	4,486.27	5,277.96	6,069.65							SEIU	
SENIOR RECREATION COORDINATOR		20	4	P	3,257.25	3,832.06	4,406.87								EGLE	
SENIOR STAGEHAND		3	4	FL						2,071.61	2,174.80	2,284.23	2,398.38	2,518.74	EGLE	
SENIOR SYSTEMS SPECIALIST	E	37	2	M	4,664.15	5,830.19	6,996.23								EGLE	
SENIOR TICKET SERVICES REP		1	4	FL						1,971.53	2,070.02	2,174.80	2,282.67	2,396.80	EGLE	
SENIOR UTILITIES SYS TECH.		22	M	6	FL					3,293.42	3,457.66	3,631.20	3,812.63	4,003.42	SEIU	
SENIOR WATER SYSTEM OPERATOR		25	M	6	FL					3,545.66	3,723.60	3,909.52	4,105.10	4,310.29	SEIU	
SHORELINE MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59								EGLE	
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	4,732.95	5,916.19	7,099.43							EGLE	
SR HUMAN RESOURCES ANALYST	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL					3,293.42	3,457.66	3,631.20	3,812.63	4,003.42	SEIU	
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	5,085.66	6,357.07	7,628.48							EGLE	
STREET LIGHTING TECHNICIAN		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU	
STREET MAINTENANCE WORKER I		10	M	6	FL					2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU	
STREET MAINTENANCE WORKER II		14	M	6	FL					2,702.30	2,838.37	2,979.10	3,129.23	3,285.61	SEIU	
STREET MAINTENANCE WORKER III		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU	
STREET SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06							EGLE	
STREETSWEEPER OPERATOR		16	M	6	FL					2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU	
SUPERVISING BUYER		28	2	P	3,968.25	4,668.53	5,368.81								EGLE	
SUPERVISING PRKS & OPN SP WRKR		11	M	4	FL					2,509.95	2,635.05	2,766.44	2,905.58	3,051.05	SEIU	
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	3,135.00	3,688.24	4,241.48							EGLE	
SYSTEMS SPECIALIST		28	2	P	3,968.25	4,668.53	5,368.81								EGLE	
TRAFFIC ENGINEER	E	43	3	M	5,409.61	6,762.01	8,114.41								EGLE	
TRAINING OFFICER I		1	VIII	FL						4,299.33	4,515.47	4,740.72	4,976.86	5,225.68	MVFF	
TRANSPORTATION MANAGER	E	41	2	M	5,149.52	6,436.90	7,724.28								EGLE	
TRANSPORTATION PLANNER	E	38	3	M	4,781.73	5,977.16	7,172.59								EGLE	
TREE SUPERVISOR/ ARBORIST		20	B	III	P	4,344.34	5,110.99	5,877.64							EGLE	
TREE TRIMMER I		12	M	6	FL					2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU	
TREE TRIMMER II		16	M	6	FL					2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU	
TREE TRIMMER III		20	M	6	FL					3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU	

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*									
UTILITIES ELECTRICIAN		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
UTILITIES INSPECTOR LOCATOR		19	M	6	FL						3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
UTILITIES SERVICES MANAGER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
UTILITIES SYSTEMS SPECIALIST		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
UTILITIES SYSTEMS SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
UTILITIES SYSTEMS TECHNICIAN		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
VOLUNTEER COORDINATOR		20		4	P	3,257.25	3,832.06	4,406.87								EGLE
WAREHOUSE WORKER		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
WASTEWATER SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
WASTEWATER UTILITY WORKER I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
WASTEWATER UTILITY WORKER II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
WASTEWATER UTILITY WORKER III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
WATER OPERATIONS SPECIALIST		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
WATER QUALITY TECHNICIAN		25	M	6	FL						3,545.66	3,723.60	3,909.52	4,105.10	4,310.29	SEIU
WATER RESOURCE MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
WATER RESOURCES TECHNICIAN		19	M	6	FL						3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
WATER SUPERINTENDENT	E	22	A	III	M	4,397.74	5,497.17	6,596.60								EGLE
WATER SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
WATER SYSTEM OPERATOR		21	M	6	FL						3,212.26	3,372.56	3,542.48	3,718.80	3,904.74	SEIU
WATER UTILITY WORKER I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
WATER UTILITY WORKER II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
WATER UTILITY WORKER III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
WEBSITE COORDINATOR		31		2	P	4,274.90	5,029.29	5,783.68								EGLE
WILDLIFE PRESERVATION COORD		16		4	P	2,950.27	3,470.90	3,991.54								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.

***Councilmember and Mayor salary is determined by City of Mountain View Charter, Section 503 - Compensation.

****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	06/27/2021	06/22/2021	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/27/2021	08/24/2021	Adjustments correcting the manual calculations
Revision No. 2	06/27/2021	10/26/2021	City Manager merit increase adjustment
Revision No. 3	06/27/2021	11/16/2021	Mayor & Council COLA, Chief Communications Officer & Chief Sustain & Rslnce Officer adjustments
Revision No. 4	12/26/2021	12/14/2021	City Attorney range adjustment and Water Supervisor title change

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POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
ACCOUNT CLERK I	28.60	34.75				HRMM	31
ACCOUNT CLERK II	31.53	38.35				HRMM	34
ACCOUNTANT I	42.78	57.91				HRMM	55
ACCOUNTANT II	47.22	63.89				HRMM	63
ACCOUNTING TECHNICIAN	34.84	42.33				HRMM	39
ADMINISTRATIVE AIDE	38.75	52.43				HRMM	49
AFTER SCHOOL EDU SPEC I	19.72	23.68				HRMM	9
AFTER SCHOOL EDU SPEC II	21.70	26.06				HRMM	20
AFTER SCHOOL EDU SPEC III	27.12	32.56				HRMM	7
ANALYST I	42.78	57.90				HRMM	56
ANALYST II	47.22	63.88				HRMM	64
AQUATICS HD LIFEGUARD	22.62	25.96				HRMM	13
AQUATICS LIFEGUARD I	18.68	21.47				HRMM	3
AQUATICS LIFEGUARD II	20.59	23.73				HRMM	12
AQUATICS POOL ATTEND.	17.10	19.10				HRMM	1
AQUATICS POOL SUPV	24.91	28.58				HRMM	17
AQUATICS WTR EXERC IN	25.08	34.76				HRMM	27
AQUATICS WTR SFTY INS	19.64	22.60				HRMM	8
ASSISTANT ENGR(CIVIL)	52.10	70.50				HRMM	71
ASSISTANT PLANNER	44.93	60.80				HRMM	60
ASSOCIATE ENGR(CIVIL)	57.53	77.83				HRMM	74
ASSOCIATE PLANNER	49.60	67.10				HRMM	69
BUILDING ATTENDANT	17.10	19.92				HRMM	2
CLERICAL AIDE	17.10	19.92				HRMM	2
CUSTOMER SERVICE REP	27.20	33.03				HRMM	90
DOCUMENT PROC SPECIAL	40.73	55.08				HRMM	53
DOCUMENT PROC SUPRVSR	42.81	57.91				HRMM	57
DOCUMENT PROC TECH I	30.77	37.43				HRMM	32
DOCUMENT PROC TECH II	33.96	41.30				HRMM	38
ENGINEERING ASST I	35.67	43.34				HRMM	41
ENGINEERING ASST II	39.37	47.84				HRMM	51
ENGINEERING ASST III	43.51	52.89				HRMM	58
EQUIPMENT MECH I	35.48	43.14				HRMM	79
EQUIPMENT MECH II	39.18	47.63				HRMM	80
EQUIPMENT MECH III	43.24	52.57				HRMM	81
EXECUTIVE ASSISTANT	38.75	57.90				HRMM	48
HOUSE MANAGER	22.98	27.95				HRMM	22
INSPECTOR I	36.20	54.21				HRMM	44
INSPECTOR II	49.22	59.82				HRMM	68

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POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
IT ANALYST I	47.23	/ 63.89				HRMM	65
IT ANALYST II	49.07	/ 73.58				HRMM	67
IT DESKTOP TECH I	33.41	/ 45.21				HRMM	37
IT DESKTOP TECH II	36.89	/ 49.91				HRMM	46
JUNIOR ENGR (CIVIL)	47.22	/ 63.88				HRMM	64
LABORER I	18.51	/ 27.17				HRMM	14
LABORER II	25.44	/ 41.08				HRMM	25
LABORER III	37.28	/ 45.34				HRMM	47
LEAD PUBLIC SFTY DISP	53.19	/ 71.98				HRMM	82
LIBRARIAN	35.99	/ 53.74				HRMM	43
LIBRARY ASST	27.89	/ 41.30				HRMM	30
LIBRARY HOMEWORK ASST	19.72	/ 23.68				HRMM	9
LIBRARY PAGE	17.10	/ 19.92				HRMM	2
LIBRARY TECH. AIDE	19.72	/ 23.68				HRMM	9
LIBRARY TECHNICIAN	21.30	/ 30.10				HRMM	86
OFFICE ASSISTANT I	25.27	/ 30.72				HRMM	24
OFFICE ASSISTANT II	27.88	/ 33.90				HRMM	29
OFFICE ASSISTANT III	30.77	/ 37.44				HRMM	33
PARKS MAINT WRKR I	30.63	/ 37.20				HRMM	83
PARKS MAINT WRKR II	33.79	/ 41.08				HRMM	84
PARKS MAINT WRKR III	37.28	/ 45.33				HRMM	85
PLANNING MANAGER	67.63	/ 101.43				HRMM	78
POLICE ASSISTANT I	22.19	/ 29.55				HRMM	21
POLICE ASSISTANT II	27.47	/ 33.35				HRMM	28
POLICE RECORDS SPEC	41.41	/ 50.31				HRMM	54
POLICE RESERVE		/	17.10	57.69	86.54	HRFT	1
PRINCIPAL CVL ENGINR	65.96	/ 98.97				HRMM	77
PRINCIPAL PLANNER	61.25	/ 91.88				HRMM	76
PRKS & OPN SP WRKR I	22.19	/ 29.55				HRMM	21
PRKS & OPN SP WRKR II	27.47	/ 33.35				HRMM	28
PROGRAM ASSISTANT	35.70	/ 43.39				HRMM	42
PUB SFTY DISP II CTO	52.11	/ 63.33				HRMM	94
PUB SFTY DISP II OT	72.72	/ 88.37				HRMM	93
PUB SFTY DISP II OT/CTO	78.17	/ 95.00				HRMM	95
PUBLIC SAFETY DISP I	43.47	/ 52.82				HRMM	62
PUBLIC SAFETY DISP II	48.47	/ 58.92				HRMM	91
PUBLIC SAFETY DISP III	53.31	/ 64.80				HRMM	92
REC. LEADER AIDE	17.10	/ 19.10				HRMM	1
REC. LEADER I	18.70	/ 22.56				HRMM	5

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POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
REC. LEADER II	19.67	23.91				HRMM	11
REC. SPECIALIST	25.10	30.51				HRMM	10
RECREATION COORD	36.88	49.90				HRMM	45
RECREATION SUPERVSR	44.42	66.67				HRMM	59
SENIOR ADMIN ANALYST	49.05	73.57				HRMM	66
SENIOR CIVIL ENGINEER	59.76	89.65				HRMM	75
SENIOR INFO TECH ANAL	54.17	81.25				HRMM	72
SENIOR INFO TECH DSKT	40.73	55.08				HRMM	53
SENIOR LIBRARY PAGE	18.75	22.51				HRMM	6
SENIOR PLANNER	51.52	77.31				HRMM	70
SENIOR RECREATION CRD	40.72	55.07				HRMM	52
SHOP ASSISTANT	17.10	19.92				HRMM	2
SKILLED TRADES I	32.15	43.14				HRMM	35
SKILLED TRADES II	35.48	47.63				HRMM	40
SKILLED TRADES III	39.18	55.08				HRMM	50
STAGEHAND I	20.42	24.82				HRMM	19
STAGEHAND I 1.5 RATE	30.64	37.23				HRMM	87
STAGEHAND II	25.91	31.49				HRMM	26
STAGEHAND II 1.5 RATE	38.88	47.24				HRMM	88
STUDENT INTERN I	17.10	19.92				HRMM	2
STUDENT INTERN II	19.60	24.11				HRMM	18
STUDENT INTERN III	22.56	27.84				HRMM	23
STUDENT INTERN IV	27.47	33.35				HRMM	28
TECH/PROF/MGMT EMP.	33.40	172.25				HRMM	36
TICKET SVCS REP I	18.91	23.00				HRMM	16
TICKET SVCS REP II	22.98	27.95				HRMM	22
TRAFFIC ENGINEER	67.63	101.43				HRMM	78
TRANSPORTATION PLNR	59.76	89.65				HRMM	75
UNION STAGEHAND	45.40	52.81				HRMM	61
YOUTH CORP COORD.	27.12	32.56				HRMM	7
YOUTH CORP WORKER	17.10	19.10				HRMM	1
YOUTH CORPS CRW LDR	19.72	22.72				HRMM	4

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Hourly Salary Plan Effective Date	06/27/2021	06/22/2021	COLA updates
Revision No. 1	06/27/2021	08/24/2021	Adjustments correcting the manual calculations

**City of Mountain View
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Revision No. 2**

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3
Revision No. 2	12/26/2021		12/14/2021		Minimum wage adjustment